

HACKNEY COUNCIL FOR VOLUNTARY SERVICE

England & Wales · Charity number 1069736

Details

Status Registered

Legal form Charitable company

Company number [03365292](#)

Registered 1998-05-27

Register [View on the Charity Commission register](#)

Contact

Address The Adiaha Antigha Centre
24-30 Dalston Lane
London
E8 3AZ

Phone 02079231962

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Website www.hcv.org.uk

Activities

Objects: TO PROMOTE ANY CHARITABLE PURPOSE FOR THE BENEFIT OF RESIDENTS OF THE LONDON BOROUGH OF HACKNEY AND SURROUNDING AREAS, (HEREINAFTER CALLED THE AREA OF BENEFIT) AND IN PARTICULAR THE ADVANCEMENT OF EDUCATION, THE PROTECTION OF HEALTH, THE RELIEF OF POVERTY, DISTRESS AND SICKNESS, AND IN FURTHERANCE OF THE SAID PURPOSES BUT NOT OTHERWISE, TO PROMOTE AND ORGANISE CO-OPERATION IN THE ACHIEVEMENT OF THE SAME AND TO THAT END TO PROMOTE AND ORGANISE CO-OPERATION IN THE ACHIEVEMENT OF THE SAME BETWEEN COMMUNITY ORGANISATIONS, VOLUNTARY ORGANISATIONS, STATUTORY AUTHORITIES AND OTHERS AS APPROPRIATE WITHIN THE SAID AREA OF BENEFIT

Activities: Provide capacity building services, training, grants, representation, advocacy, information, engagement and other services to Hackney's voluntary and community sector and those individuals or organisations connected to the sector

Classification

- **How:** Makes Grants To Organisations, Provides Human Resources, Provides Buildings/facilities/open Space, Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research, Acts As An Umbrella Or Resource Body
- **What:** General Charitable Purposes, Education/training, The Advancement Of Health Or Saving Of Lives, Disability, The Prevention Or Relief Of Poverty, Accommodation/housing, Arts/culture/heritage/science, Amateur Sport, Environment/conservation/heritage, Economic/community Development/employment, Other Charitable Purposes
- **Who:** Children/young People, Elderly/old People, People With Disabilities, People Of A Particular Ethnic Or Racial Origin, Other Charities Or Voluntary Bodies, Other Defined Groups

Geography

- **Area of benefit:** LONDON BOROUGH OF HACKNEY
- Hackney

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£1,831,239	£1,860,875	£1,310,911	47
2024-03-31	£2,018,461	£2,075,535	£1,354,644	50
2023-03-31	£2,942,911	£3,039,816	£1,397,315	62
2022-03-31	£3,898,795	£4,168,767	£1,500,050	77
2021-03-31	£3,706,645	£3,084,830	£1,760,890	79

Trustees

Name	Role	Appointed
Arun Aggarwal		2025-09-25
Catharine Jane Aston		2024-03-26
Jack Griffin		2018-03-21
Jennifer Field		2025-09-25
Jessica Ann Stockford		2023-03-29
Joyclen Brodie-Mends		2023-03-29
Morolayo Eyitayo Aina		2020-01-29
Natalie Roast		2023-03-29
Timothy John Maurice Vaughan		2018-03-21

Accounts

HACKNEY COUNCIL FOR VOLUNTARY SERVICE
(a charity limited by guarantee)

Company Number: 03365292
Charity Number: 1069736

**CONSOLIDATED TRUSTEES' REPORT
&
FINANCIAL STATEMENTS
FOR THE YEAR ENDED
31ST MARCH 2025**

Hackney Council for Voluntary Service

Legal and Administration

Board of Trustees:

Benjamin Mak – resigned 19 June 2024
Jack Griffin
Jessica Stockford (Co-Chair)
Joyclen Brodie-Mends
Katie Aston (Co-Chair)
Natalie Roast
Rola Aina
Sara Barman – resigned 19 June 2024
Timothy Vaughan (Treasurer)

Executive Directors:

Anthony Wong – resigned 5 September 2024
Bejal Shah – from January 2025

Interim Co-Executive Directors:

Mark Boisson and Matthew Bray
September 2024 to January 2025

Company Secretary:

Mark Boisson

Registered Office:

24 – 30 Dalston Lane
London
E8 3AZ

Auditors:

Knox Cropper LLP
Chartered Accountants
65-68 Leadenhall Street
London
EC3A 2AD

Bankers:

Unity Trust Bank plc
Nine Brindleyplace
Birmingham
B1 2HB

Solicitors:

Russell-Cooke LLP
2 Putney Hill
London
SW15 6AB

Interface Legal Advisory Service
40 Wykeham Road
London
NW4 2SU

Bates Wells & Braithwaite London LLP
2 – 6 Cannon Street
London
EC4M 6YH

Hackney CVS Trustees' Report 2024/25

Structure, Governance and Management

Hackney Council for Voluntary Service was incorporated on the 6th May 1997 with the company number **3365292**, and registered as a charity on 27th May 1998, with the charity number **1069736**. The company's governing instrument is its Memorandum and Articles of Association. Hackney Council for Voluntary Service is a company limited by guarantee and has no share capital. The liability of each member is limited to £1 per member.

The Board of Trustees administers the charity. They act as Trustees of the Charity, Directors of the Company and are the company law members. They are elected through ordinary motion or co-opted by the Board.

The Board of Trustees meets at a minimum every quarter. Board of Trustees meetings are closed and attended by the Trustees and the Executive Team (Senior Managers) who report on progress and provide administrative support. Meetings are generally two to three hours in length.

Trustees retire by rotation with a minimum of one third of the Trustees stepping down every year. The decision on which Trustees are to step down is made by length of service. Trustees who are required to stand down may stand for re-election.

In 2024/25 the following people acted as Trustees:

- Benjamin Mak – resigned 19 June 2024
- Jack Griffin
- Jessica Stockford (Co-Chair)
- Joycelyn Brodie-Mends
- Katie Aston (Co-Chair)
- Natalie Roast
- Rola Aina
- Sara Barman – resigned 19 June 2024
- Timothy Vaughan (Treasurer)

To find out more about our Trustees please visit here <http://hcvs.org.uk/meet-the-trustees/> or to meet the staff team visit here <http://hcvs.org.uk/meet-the-team/>

In addition to formal company law membership, Hackney CVS operates an associate membership scheme for organisations. Hackney CVS Associate membership is free to all voluntary and community sector organisations operating in Hackney and provides the following membership benefits:

- access to resource area (computers and printing facilities);
- up to 3 hours a week of the small meeting room for free (subject to availability);
- access to free printing facilities at our reception;
- discounted rates on our room hire (members rate);
- priority booking to our training sessions and events (some training sessions will be exclusive to associate members); and
- access to a wealth of resources and knowledge base in Health and Social Care sector.

Good Governance

Hackney CVS adopted the previous version of the Charity Governance Code and undertook a full review against the practice set out in the Code at the beginning of 2018. A further review was undertaken by an independent organisation between April and June 2022 using the Charity Governance Code (2020 revision). The purpose of the review was to appraise the Board's performance across all aspects of

governance that impacted on the efficiency and effectiveness of decision-making and taking, and to develop supportive recommendations to enhance the function of the Board's performance.

Strategic objectives and monitoring outcomes and impact:

- In 2019 the Board reviewed and revised its strategic objectives for 2019-2022.
- In 2020, the Trustees along with staff, met to assess performance against these new strategic objectives. The session was facilitated by an external consultant with scene setting by Trustee Lead for each of the four objectives. Ways were considered of achieving these objectives in a much-changed environment due to the COVID 19 pandemic.
- In 2023, Hackney CVS produced a new strategy, '*A Fairer Society 2023-28*' to guide its focus for the next five years.

Developing openness and transparency throughout our governance processes:

- Our website shows how the organisation is governed and how the Board can be held to account.
- A recruitment campaign was conducted leading to three new Trustees joining the Board in March 2023, adding a greater level of skills and diversity to the Board.
- A recruitment campaign to replace the outgoing Chair, was launched in 2023/24. This resulted in the appointment of one additional Trustee joining the Board in March 2024 as one of its two Co-Chairs and this was a departure from having one Chair.

How do people become Trustees of Hackney CVS?

Hackney CVS Trustees can co-opt, or as members elect by ordinary motion, suitable people on to the Board. The Board prides itself on a rigorous recruitment process which is informed by organisational values, a skills audit and Hackney CVS' strategic priorities. The process also typically benefits from publicly advertising vacancies and active promotion through associate membership. Candidates are invited to submit CV's and a supporting letter; this is followed by an interview with the Chair (now Co-Chair) and CEO. Eligible candidates are then invited to meet the existing Board of Trustees prior to being put forward for co-option or election to the role.

All Trustees must have knowledge and experience that will benefit the Board of Trustees and the organisation. Whether that is in delivering small scale grassroots projects or large public/VCS partnership programmes. Importantly, they must be committed to furthering Hackney CVS's role in supporting the large voluntary and community sector (VCS) in Hackney. On joining the organisation new Trustees are properly inducted, using a standard induction pack containing key policies, role descriptions, etc. They are supported in their role by existing Trustees and senior managers in the organisation. Trustees are offered opportunities for formal training or to top up their existing knowledge. Hackney CVS is committed to ensuring that continuous training and development opportunities are available for its Trustees.

All new Trustees are expected to sign a declaration of their appropriateness to act as charity trustees and company directors. Trustees can currently join the Board for a maximum of 3 terms (each term is 3 years), so the longest someone can serve is 9 years.

To know more about the role of a charity trustee please visit the charity commission website <https://www.gov.uk/guidance/charity-trustee-whats-involved>)

Board composition and diversity

Hackney CVS is keen to ensure it has a diverse board. The Board conducts an annual skills audit process to determine if any skills are missing from its composition. In future we intend to undertake a diversity audit and to continue to attract new Trustees from local Hackney community and voluntary organisations

How many times does the Board meet?

Hackney CVS Trustees aims to meet as a Board at least 4 times a year. They also got involved in other activities such as our annual community awards, meetings with the local stakeholders, ad hoc working groups and staff activities such as our organisation's away day and events to mark observation of International Women's Day and Black History Season.

In addition to Board meetings, a Finance, Audit & Risk Committee was formed following a recommendation from the governance review. This committee held its first meeting in March 2023 and meets quarterly, prior to Board meetings. The terms of reference have since been expanded to include human resources, and consequently it is now called the Finance, Audit, Risk & HR (FARHR) Committee.

What is discussed at Board meetings?

There are usually a range of issues discussed at the Board. The Executive Team provides updates about all our programmes and progress of some of our larger programmes are discussed at meetings as separate items in themselves. The CEO and senior staff also update Trustees about any new or emerging risks which may affect the charity's work. New policies and procedures are reviewed and adopted by Trustees. Trustees also consider how well the organisation is meeting its aims and objectives and are involved in setting new strategic aims, our vision and values every 3 years. One of the key functions is to monitor overall income and expenditure through quarterly management accounts and annual budgeting processes, to ensure where possible, that Hackney CVS does not have an operating deficit or spend money unnecessarily. Some of the initial in-depth discussions regarding risks and finance are now undertaken by the FARHR Committee, with the Treasurer updating all Trustees at full Board meeting on all key areas including items that require formal Board approval.

What is a conflict of interest and how are these managed?

Trustees have a legal obligation to act in the best interests of Hackney CVS, and in accordance with its governing document, and to avoid situations where there may be a potential conflict of interest. Staff and volunteers have similar obligations from their duties within their terms of employment and under the seven Nolan Principles of Public Life, which Hackney CVS adheres to and promotes.

Conflicts of interests may arise where an individual's personal or family interests and/or loyalties conflict with those of the charity. Such conflicts may create problems; they can:

- inhibit free discussion;
- result in decisions or actions that are not in the interests of the charity; and
- risk the impression that the charity has acted improperly.

Hackney CVS Board of Trustees has a conflict of interest policy, the aim of which is to protect both the organisation, and the individuals involved from any appearance of impropriety.

Any Trustee conflicts of interest are registered annually and kept on file. At each Board meeting the Chair asks at the start of the meeting if any Trustees has any current conflicts and these are recorded in the meeting minutes. For instance, if a Hackney CVS Trustee was also a Trustee of another organisation that was benefiting from an existing project of Hackney CVS, then this would be recorded. The same situation would apply to staff who may be part of another local charity that benefits from Hackney CVS. Anyone in this situation would not be able to participate in the relevant conversations at the Board or influence any decisions in any way.

Operational Management of Hackney CVS

A Chief Executive Officer (CEO) is mandated by the Trustees to manage the day-to-day operations of the charity. To facilitate effective operations, the CEO has delegated authority for operational matters. The CEO, together with the Senior Managers, forms the Executive Team which is the operational leadership group in the organisation.

Hackney CVS had 47 staff roles in 2024/25 many of which were part time and/or on a sessional basis (for example on youth programmes).

Remuneration of Staff, salary bandings and Chief Executive Officer's pay

Each role at Hackney CVS has a job description and person specification, so that staff are clear about their roles and responsibilities. These help inform potential candidates what knowledge/skills are required for any particular job, allowing a degree of self-selection and thereby improving the pool of applicants. They provide a relatively objective tool for sizing and ranking jobs, which help with salary setting. It can be also helpful in redundancy situations, facilitating job matching and identifying possible alternative employment. Job roles, and therefore salaries, are assessed against a number of criteria including:

Strategic scope (senior roles only); Technical knowledge and skills; Mental skills; Interpersonal and communication skills; Initiative and independence; and Responsibilities for people/financial resources.

It is the role of the Board of Trustees to set the salary level for the Chief Executive Officer which was £80k per annum as at 31 March 2025. The CEO is responsible for managing the Executive Team members and other senior staff in the organisation.

Membership of wider networks

During 2024/25 Hackney CVS was a member of the following associations and networks: NCVO, NAVCA, and Charity Finance Group.

Public Benefit Statement

The Trustees confirm that they have complied with the duty in section 17 of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit published by the Commission in exercising their powers or duties. They believe that all the charity's activities provide significant benefits to the public as described in detail below.

Objectives, Activities and Achievements of the Charity

The Charity's Objects as set out in our governing document are as follows:

To promote any charitable purpose for the benefit of the residents of the London Borough of Hackney and surrounding areas (hereinafter called the area of benefit) and in particular the advancement of education, the protection of health, the relief of poverty, distress and sickness, and in furtherance of the said purposes but not otherwise, to promote and organize co-operation in the achievement of the same and to that end bring together representatives of voluntary organisations and statutory authorities within the said area of benefit.

2023-2028 strategy

Our 2023-28 strategy set out three priorities:

1. A stronger Voice – Giving a voice to City & Hackney's voluntary and community sector (VCS) and seldom-heard communities, empowering them to inform, shape and influence decisions affecting residents.
2. An effective bridge – providing a bridge to connect VCS organisations and residents with each other and with statutory partners.
3. A thriving VCS – Building the capacity of the VCS through training, one to one support, and by leveraging resources, financial and otherwise, for the sector.

Below is a summary of how our programmes and activities have met these strategic priorities.

Tree of Life

Funder: North-East London ICB

The Tree of Life programme uses a narrative therapy approach to support Black children with their mental wellbeing. In 2024-25 it has been delivered in [number] schools across Hackney to [number] young people by Peer Leaders supported by Hackney CVS and Education Mental Health Practitioners supported by the City & Hackney Specialist CAMHS team. In October 2024, the programme won its fourth National Award, the [NHS Parliamentary Award for Health Equalities](#).

Improving Outcomes for Black Children & Young People

Funder: The National Lottery Community Fund

The Improving Outcomes for Black Children & Young People (IOBCYP) programme was intended as a three-year programme (May 2022 – April 2025) funded by the National Lottery Community Fund (NLCF) for £500,000, building on the earlier success of Hackney CVS' (HCVS) Young Black Men (YBM) project.

The programme faced significant challenges, and with agreement from NLCF, a scaled-down version of the ongoing programme was successfully delivered by 31 March 2025. The revised programme comprised of 3 projects, which addressed critical needs among young black people in Hackney, empowering them through leadership development, relationship education and confidence building:

About Time

- 25 young people were engaged to explore relationship challenges via interviews and focus groups (via 7 local organisations and service providers)
- Youth Leaders produced 3 videos to support young people with the identified challenges that had huge reach via social media

Youth Leaders' Development & Influence

- Youth Leaders were supported through a range of personal and professional development opportunities through their employment and involvement with Hackney CVS.
- They shadowed various internal departments, co-produced events for International Women's Day and Black History Season, participated in grants panels for Hackney Giving and engaged with external partners.

Female Hackney

- A structured series of workshops were delivered to a total of 45 young girls, focusing on self-confidence and identity.

We have learnt critical lessons from our analysis of the issues surrounding this programme and the feedback gathered. Improved protocols for programme planning, governance, succession planning, internal and external communication, co-production and risk management are being embedded.

Organisational Development & Capacity Building

Funders: Hackney Council and City Bridge Foundation

A Specialist Infrastructure grant from Hackney Council and Bridging Divides grant from City Bridge Foundation provides the funding for Hackney CVS to deliver support to local voluntary and community sector organisations.

During the year we delivered:

- One to one advice and support to 113 organisations, including specific support with fundraising to 57 organisations
- A programme of free training sessions on topics including Impact Measurement, Mental Health, Project Management and Bid Writing and Financial Planning to a total of 150 attendees
- A Fundraising Day that involved a training session as well as one to one sessions to provide tailored support with applications
- 'Meet the Funder' events with City Bridge Foundation, The National Lottery Community Fund, Sport England and The Leather Sellers Foundation, offering voluntary and community sector groups the opportunity to engage directly with grant-makers about their priorities and application processes.
- Joint activities with East London Business Alliance (ELBA) including workshops for organisations covering pitching to corporates and AI.

Digital communications:

- We produce a weekly newsletter for the sector that has more 1350 subscribers. Each week, the newsletter contains stories relevant to the voluntary and community sector, details of upcoming events, lists of funding opportunities and new vacancies.
- We highlight local activities via our social media channels and website to demonstrate the impact and value of the voluntary and community sector.

Hackney Giving

Funder: City Bridge Foundation

In 2024-25, Hackney Giving distributed £338,000 via 4 grants rounds with funding from statutory sources and donations from the community. A total of 70 grants were awarded.

Two rounds of Cost of Living funding were distributed with funding from the DWP's Household Support Fund via Hackney Council.

We launched a partnership with Match My Project this year, an online platform matching companies with voluntary and community organisations in Hackney and The City of London to provide in-kind donations and services.

Hackney Giving joined up with the Chesham Arms to field a team of runners for the 2024 Hackney Half Marathon. The team included both regulars and staff from this popular Homerton pub and wore specially designed shirts featuring both the Hackney Giving and Chesham Arms logos. Hackney Giving runners raised almost £1,000, which combined with funding from other donors was put towards grants to fund street parties to bring people together and reduce isolation. These included The Huddleston Centre's summer get-together for young people with disabilities, and Irie Mind's event promoting positive wellbeing in Black, African and Caribbean communities locally. A group of local volunteers recruited in partnership with Volunteer Centre Hackney made up the panel of decision-makers for this funding round – our first steps into Participatory Grantmaking.

Finally, we increased our digital marketing this year, publishing a short film to showcase Hackney Giving's impact and renewed our website (www.hackneygiving.org.uk).

Neighbourhood Forums

Funder: North East London ICB

Neighbourhood Forums bring residents, voluntary, community & statutory partners together in a local neighbourhood to collaboratively shape services, build social connections, and tackle health inequalities across City & Hackney.

The Neighbourhoods Resident Alliance, led by Healthwatch Hackney, Volunteer Centre Hackney (VCH), and Hackney CVS, delivers Neighbourhood Forums in each of City & Hackney's eight Neighbourhoods.

24-25 Highlights

18 forums | 46 action groups

Attendance

- Voluntary & community sector: Forums 150 | Action Groups 175
- Statutory organisations: Forums 62 | Action Groups 136
- Residents: Forums 571 | Action Groups 137

Impact Highlights

- Hackney Marshes - through resident insights & stakeholder collaboration around young people's mental health, a joint funding bid was successful to deliver weekly 1:1 sessions for 6 months, were then delivered at the Pedro Club by global majority organisation Therapy Rebels
- Woodberry Wetlands brought young people together over pizza to better understand sexual health needs and support, insights were fed into the London Borough of Hackney Council's sexual reproductive health strategy and to their sexual health teams
- London Fields supported older residents with digital inclusion; brought partners together to demonstrate technology and sign residents up to further support with an application going into the North East London health inequalities fund from Age UK for a Digital Buddies programme
- Well Street Common were successful with a North East London health inequalities bid, to develop bespoke cooking classes through Made in Hackney for African & Caribbean residents to support them better understand and manage their diabetes
- Clissold Park brought people together to better understand & support financial resilience; local organisations came together to share with residents what support was available locally leading to residents signing up with Crewe Energy, Tavistock Protect & Scope
- Hackney Downs heard childhood obesity was a local challenge; voluntary sector organisations came together to highlight physical activity & nutrition tips; 100% of forum attendees said they learnt something new about nutrition & 85% felt inspired to be more active
- Shoreditch Park & City both had a strong mental health focus; Shoreditch Park heard from young black men around their experience of mental health, where feedback was shared with Public

Health to feed into the Children & Young People's mental health needs assessment. City spent time listening to stakeholders & gathered insights from residents and partners to take forward into a Forum for 25-26

- Springfield Park felt it important to connect communities & spaces; insights shared a gap in cultural understanding which led to two Charedi cultural awareness session led by Interlink to increase awareness & connection

Hackney Lunch Clubs Network

Funder: London Borough of Hackney Council

Over the past year, Hackney's network of lunch clubs has continued to be a lifeline for older residents, reducing isolation, improving health, and strengthening community ties. Across the borough, over 90% of members reported feeling safer, more connected, better nourished, and culturally supported through their club. For many, the lunch club meal remains their main hot meal of the day, while the clubs themselves provide vital opportunities for friendship, activity, and belonging.

Staff and volunteers ensure members' voices shape menus, activities, and improvements, while also signposting to wider health, housing, and financial services.

Case studies reveal how members regained confidence, improved nutrition, and rebuilt community connections after periods of isolation or hardship. The clubs also adapted to meet safeguarding needs and delivered meals to housebound members.

Impact highlights

- Average annual attendance across the 12 lunch club's network; over 30,000
- Over 30,000 meals made
- Over 50,000 volunteer hours

From our most recent annual survey

- 94.9% of members felt less isolated and more socially connected
- 94.5% enjoyed healthy, nutritious meals
- 94.4% felt safe and secure
- 91% understood their club's purpose and role
- 80.4% gained greater awareness of wider services

EPIC Health Programme

Funder: North East London ICB

The EPIC (Empowerment Programme for Inclusive Community) Health Programme is a collaboration between the City & Hackney voluntary, community and statutory sector health partners, including the NHS North East London Integrated Care Board (ICB), London Borough of Hackney Council, City of London Corporation and the Homerton Healthcare NHS Foundation Trust.

In 2024-25, the programme ran four networking coffee mornings to bring sectors together as well as the below quarterly forums and strategic groups:

- Children & Families Forum
- Refugee & Migrant Forum
- Mental Health Strategic Group
- Long-Term Health Conditions
- Health & Social Care Forum
- VCS Leadership Group

The EPIC Health programme engaged over 200 individuals from over 100 organisations, creating inclusive spaces for dialogue, collaboration, and lived-experience leadership. Stakeholders ranged from grassroots community groups and faith organisations to statutory services and local policymakers.

EPIC's work directly influenced borough-wide strategies such as East London Foundation Trust's Borough Mental Health Strategy (2025), Hackney Violence Against Women and Girls (VAWG) Strategy (2026) and the Healthy Weight Joint Strategic Needs Assessment (JSNA).

The VCS Leadership Group, made up of community leaders, played a visible role in system governance ensuring authentic VCS perspectives shaped decisions.

As EPIC's current funding cycle neared its end, legacy planning commenced with partners to preserve its principles of Connection, Collaboration, and Communication, ensuring that the programme's inclusive, community-led model continues to influence the future of local health and care.

Start for Life and Children & Family Hubs: Engagement Strategy & Outreach Programme

Funder: London Borough of Hackney Council

The Start for Life programme is a UK government initiative aimed at supporting families during the critical early years of a child's life, from conception to age two. It focuses on improving health, education, and wellbeing outcomes for babies, children, and their families.

Hackney CVS were commissioned to develop a strategy in partnership with local voluntary sector organisations, community leaders, and the London Borough of Hackney Council to demonstrate how Children and Family Hubs can better reach and support families who may benefit from the services offered but don't know they exist or how to access them. Built on community feedback the strategy tests approaches and demonstrates how partners can work with trusted voices in the community to help ensure every family in Hackney can access the Start for Life support they need in ways that work for them.

Strategy development

In total, 139 parents were directly engaged through focus groups, interviews and surveys, including 75 African & Caribbean parents, 40 Global Majority parents, 17 Charedi parents, and 24 fathers.

Outreach programme

As part of this work Hackney CVS commissioned three voluntary sector organisations to carry out community outreach: Frampton Park Baptist Church, Kids N Action and Turkish Cypriot Community Association, to engage with African, Caribbean, Charedi and Turkish and Kurdish communities to better understand their knowledge around existing Children & Family Hubs and services, as well as the role to promote three digital apps.

Impact

- A three-year strategy is in development to support Children and Family Hubs carry out outreach and engagement from 2025 – 2028
- Families reported improved trust and participation when outreach was led by Family Navigators and Community Health Champions, who reflect cultural and linguistic diversity
- Community organisations such as Frampton Park Baptist Church and the Turkish Cypriot Community Association successfully piloted local, digital and faith-based engagement, boosting registrations and awareness of the local service offer
- Feedback shaped communication trials: families responded best to clear, visual timetables, culturally inclusive imagery, and word-of-mouth or WhatsApp messaging
- Barriers persist around language, digital exclusion, and limited culturally appropriate provision

Anti-Racist Commissioning Pilot

Funder: London Borough of Hackney Council – Population Health Hub

The anti-racist commissioning (ARC) approach was co-designed by Hackney CVS, community leaders, young people, and statutory partners to challenge systemic racism in health commissioning. It applied five co-designed principles: trust, community-led decision-making, transparent processes, fair support for small organisations, and trauma-informed practice.

Impact

- A community-led panel (majority youth and community members) allocated £54,000 to six grassroots projects, reaching over 155 young Black people through culturally relevant and creative mental health support.
- Simplified applications, Trusted Host arrangements for unregistered groups, and inclusion of core funding made commissioning more accessible.
- Participants reported increased confidence, reduced stigma, less isolation, and stronger trust in local services. Intergenerational approaches fostered belonging, while storytelling and co-design shifted mental health from deficit-focused to affirming.
- Organisations gained capacity, partnerships, and visibility, though systemic barriers (procurement rules, short-term funding, capacity constraints) limited sustainability.

The pilot proved that power-sharing in commissioning is both possible and effective. For lasting impact, anti-racist commissioning must be embedded across systems through multi-year core funding, procurement reform, and leadership commitment.

Looking ahead to 2025/26

Since March 2025, Hackney CVS has been undergoing an important process of organisational transformation to redefine our purpose and refocus our work in response to the changing needs of the voluntary and community sector (VCS) and the communities we serve.

This review has been necessary as the wider funding and partnership landscape has changed significantly, with reduced infrastructure funding, growing demand on local organisations, and increasing inequalities in our boroughs. It has become clear that Hackney CVS must evolve to remain a trusted, effective and sustainable infrastructure body.

While our 2023-28 strategy continues to guide us, we are now refining our priorities to ensure greater focus and impact. Going forward, our work will centre around three interconnected pillars: strengthening the collective voice and influence of the VCS; building stronger connections and collaboration across the sector and with statutory partners; and ensuring that local organisations have the resources, skills and support they need to thrive.

The year ahead, 2025/26, will be one of reflection, review and renewal, as we embed a refreshed, simplified strategy that positions Hackney CVS to deliver greater impact, sustainability and value for the diverse communities of Hackney and the City of London.

We are deeply grateful to our staff, partners and funders for their continued commitment, and we look forward to working together into the future to build a stronger, more connected and better-resourced voluntary and community sector.

Risk Management

Hackney CVS's Trustees have assessed the risks the organisation faces and have drawn up an organisation-wide risk register which identifies the major risks. These risks have been categorised as governance, operational, financial, environmental and compliance. The likelihood and the impact of these risks have been assessed both by the Board of Trustees and Senior Managers, with measures put in place to mitigate these risks, where appropriate. The Trustees review the risk register annually and are satisfied that systems are in place, or arrangements are in hand, to manage the risks that have been identified. In particular, insurance cover is in place, and the finances of the organisation are regularly reviewed.

Organisation-wide risks have been monitored more closely by the Finance, Audit, Risk & HR Committee. Risks are also monitored by project leads along with their line managers and separate Project Board or equivalent where applicable. The focus tends to be in terms of project delivery, finance and other relevant aspects. Mitigation actions are then agreed and taken to minimise those risks as far as practicable, taking cognisance of value for money.

In common with similar charities, one of Hackney CVS key risk relates to a decrease in funding. In order to mitigate that risk, plans are continuously developed and implemented to broaden its funding base, which includes tapping into the corporate sector and more actively approaching funders, instead of mainly waiting on funders to offer opportunities. The production of evidence-based business cases is part of our response strategy. Furthermore, more investment has been made and will continue to be made in terms of fundraising and business development.

Financial Review

In terms of the financial performance of unrestricted general funds, we generated net expenditure of £115k (2024: net expenditure £4k) in the year, whilst unrestricted designated funds generated a net expenditure of £14k, all relating to an unrealised loss on investment (2024: net expenditure £27k). Therefore, unrestricted funds had an overall net expenditure of £129k (2024: £31k net expenditure), which was worse than our planned financial performance in the year under review.

Our fully owned, trading subsidiary, City and Hackney Together, broke even in 2024/25 and therefore generated neither a profit nor a loss. It also broke even in the previous year.

Restricted funds had an in-year net income of £85k (2024: £12k net expenditure), increasing its reserves to £502k at year end (2024: £417k).

Total income decreased by around 9%, from £2,018k in 2023/24 to £1,831k in 2024/25, whilst total expenditure decreased by approximately 10%, from £2,076k to £1,861k.

The consolidated balance sheet at year-end shows a reasonably strong financial position. The reserves, which total £1,311k, were made up of restricted funds (£502k) for ongoing projects; designated funds (£539k) mainly for premises costs; and general funds (£269k).

Reserves Policy

The Trustees have established guidelines and principles for maintaining an appropriate level of reserves to ensure the financial stability and sustainability of Hackney CVS. The Trustees have reviewed the general reserves that Hackney CVS requires after assessing the risks faced by the organisation and after considering guidance issued by the Charities Commission. The Trustees have concluded that a target general funds equivalent to approximately three months' unrestricted expenditure plus closure costs, should be set. This currently equates to £200k, which would provide sufficient funds to underpin the organisation's work for three months in case of a lack of funding and to fund closure costs, should such a scenario materialise.

At the end of the financial year 2024/25, unrestricted general funds were £269k, which the Trustees consider adequate.

Investment Policy

Hackney CVS policy on investment has an overall objective to produce the best financial return within an acceptable level of risk. The objective for long term investments is to generate a return in excess of inflation whilst generating income to support the on-going activities. On the other hand, for short-term investments the objective is to preserve the capital value with a minimum level of risk and the investment to be readily available to meet unanticipated cash flow requirements.

The Board of Trustees has given delegated authority to its Co-Chairs, Treasurer, Chief Executive Officer and Director of Finance and Resources, so that they can make swift reinvestment decisions.

Statement of Trustees' Responsibilities

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

Company law requires trustees to prepare financial statements for each financial year which give a true and fair view of the state of the 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;
- 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 business.

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.

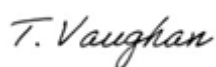
In so far as the trustees are aware:

- 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 the financial statements may differ from legislation in other jurisdictions.

The Trustees' report has been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

This report was approved by the Board on 11 December 2025 and signed on its behalf by:



Timothy Vaughan

Trustee

REPORT OF THE INDEPENDENT AUDITORS TO THE TRUSTEES OF HACKNEY COUNCIL FOR VOLUNTARY SERVICE FOR THE YEAR ENDED 31 MARCH 2025

Opinion

We have audited the consolidated financial statements of Hackney Council for Voluntary Service (the 'Parent charitable company') and its subsidiary ("the Group") for the year ended 31 March 2025 which comprise the Consolidated Statements of Financial Activities, the Consolidated and Parent Charity Balance Sheet, the Consolidated Statement of Cash Flows 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 Financial Reporting Standard 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 group's and of the parent charitable company's affairs as at 31 March 2025 and of the group's incoming resources and application of resources 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 and the Charities Act 2011.

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 group 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 group'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 Trustees are responsible for the other information. The other information comprises the information included in the annual report, 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.

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 course of 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 themselves. 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.

Opinions on other 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 Trustees' 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 the knowledge and understanding of the group and 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 by the charitable company; or
- the charitable company 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 and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the Trustees' Responsibilities Statement, the Trustees 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 group's and 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 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 extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- We obtained an understanding of the legal and regulatory frameworks that are applicable to the group and determined that the most significant are the Statement of Recommended Practice 'Accounting and Reporting by Charities' (SORP 2019), in accordance with the Financial Reporting Standard applicable in the UK (FRS 102) applicable to smaller entities and the Companies Act 2006.
- We understood how the group and the charitable company are complying with those frameworks via communication with those charged with governance, together with the review of the charitable company's documented policies and procedures. The charitable company is required to comply with both company law and charity law and, based on our knowledge of its activities,

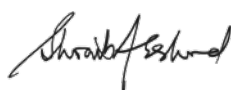
we identified that the legal requirement to accurately account for restricted funds was a key significance.

- The audit team, which is experienced in the audit of charities, considered the group's susceptibility to material misstatement and how fraud may occur. Our consideration included the risk of management override and allocation of costs to charitable activities and restricted funds.
- Our approach was to check that the income from grants, contracts and investments were properly identified and accurately disclosed, the expenditure complied with the control procedures and was appropriately charged. We also reviewed the closing balances for debtors and creditors and the transactions of the subsidiary company, major journal adjustments along unusual transactions and considered the identification of related party transactions.

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 charity's trustees, 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 charity's trustees 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 charity and the charity's trustees as a body, for our audit work, for this report or for the opinions we have formed.



Shoaib Arshad (Senior Statutory Auditor)

For and on behalf of Knox Cropper LLP, Statutory Auditors

65 Leadenhall Street

London

EC3A 2AD

Date **19 January 2026**

Consolidated Statement of Financial Activities (Incorporating an Income and Expenditure Account) For the year ended 31st March 2025

	Notes	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Total 2025 £	Total 2024 £
Income from:						
Donations and legacies		339	-	15,718	16,057	7,009
Other trading activities		75,993	-	-	75,993	90,204
Investment income		35,947	-	4,966	40,913	31,540
Charitable activities		-	-	1,697,976	1,697,976	1,854,971
Income from Subsidiary		-	-	-	-	34,737
Other Income		300	-	-	300	-
Total operating income		<u>112,579</u>	<u>-</u>	<u>1,718,660</u>	<u>1,831,239</u>	<u>2,018,461</u>
Expenditure on:						
Raising funds		84,478	-	-	84,478	140,505
Charitable activities	6	142,748	-	1,633,649	1,776,397	1,935,030
Total operating expenditure		<u>227,226</u>	<u>-</u>	<u>1,633,649</u>	<u>1,860,875</u>	<u>2,075,535</u>
Net Gain/(Loss) on investments	9	<u>-</u>	<u>(14,097)</u>	<u>-</u>	<u>(14,097)</u>	<u>14,403</u>
Net Income/ (Expenditure) before transfers		(114,647)	(14,097)	85,011	(43,733)	(42,671)
Transfers between funds	13	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Net Movement in Funds		(114,647)	(14,097)	85,011	(43,733)	(42,671)
Reconciliation of Funds						
Fund balances brought forward at 1st April		<u>384,006</u>	<u>553,267</u>	<u>417,371</u>	<u>1,354,644</u>	<u>1,397,315</u>
Fund balances carried forward at 31st March	12, 13	<u>269,359</u>	<u>539,170</u>	<u>502,382</u>	<u>1,310,911</u>	<u>1,354,644</u>

All transactions are derived from continuing activities.

All recognised gains and losses are included in the Statement of Financial Activities.

Hackney Council for Voluntary Service

Consolidated Balance Sheet at 31st March 2025

	Notes	2025 £	2025 £	2024 £	2024 £
Fixed Assets					
Tangible assets	8		-		-
Investments	9		<u>284,425</u>		<u>173,522</u>
			284,425		173,522
Current Assets					
Debtors and prepayments	10	402,156		417,237	
Cash at bank and in hand		<u>793,029</u>		<u>916,984</u>	
		1,195,185		1,334,220	
Creditors: Amounts falling due within one year	11	<u>(168,699)</u>		<u>(153,099)</u>	
Net Current Assets			<u>1,026,486</u>		<u>1,181,122</u>
Net Assets			<u><u>1,310,911</u></u>		<u><u>1,354,644</u></u>
Funds					
Restricted funds	12		502,382		417,371
General funds	13		269,359		384,006
Designated funds	13		539,170		553,267
			<u>1,310,911</u>		<u>1,354,644</u>

Approved by the board and authorised for issue on 11 December 2025

T. Vaughan

Timothy Vaughan
Trustee

Company Registration Number: 03365292

Hackney Council for Voluntary Service

Balance Sheet at 31st March 2025

	Notes	2025 £	2025 £	2024 £	2024 £
Fixed Assets					
Tangible assets	8		-		-
Investments	9		284,425		173,522
			<u>284,425</u>		<u>173,522</u>
Current Assets					
Debtors and prepayments	10	419,926		437,553	
Cash at bank and in hand		<u>773,450</u>		<u>896,823</u>	
		1,193,376		1,334,375	
Creditors: Amounts falling due within one year	11	<u>(166,890)</u>		<u>(153,253)</u>	
Net Current Assets			<u>1,026,486</u>		<u>1,181,122</u>
Net Assets			<u><u>1,310,911</u></u>		<u><u>1,354,644</u></u>
Funds					
Restricted funds	12		502,382		417,371
General funds	13		269,359		384,006
Designated funds	13		539,170		553,267
			<u>1,310,911</u>		<u>1,354,644</u>

Approved by the board and authorised for issue on 11 December 2025

T. Vaughan

Timothy Vaughan
Trustee

Company Registration Number: 03365292

Hackney Council for Voluntary Service

Consolidated Cash Flow Statement

For the year ended 31 March 2025

	2025 £	2024 £
Cashflow/(outflow) from operating activities		
Net cash (used in)/ provided by operating activities	<u>(39,868)</u>	<u>(436,079)</u>
Cashflows from investing activities		
Investment income and interest received	40,913	31,540
Payments to acquire tangible fixed assets	-	-
Proceeds from disposal of investment	-	-
Additions of investments	<u>(125,000)</u>	<u>-</u>
	<u>(84,087)</u>	<u>31,540</u>
Net increase in cash and cash equivalents	(123,955)	(404,539)
Cash and cash equivalents at beginning of year	916,984	1,321,523
Cash and cash equivalents at end of year	<u>793,029</u>	<u>916,983</u>

Reconciliation of net income/(expenditure) to net cash flow from operating activities

	2025 £	2024 £
Net income	(43,733)	(42,671)
Adjustments for:		
Depreciation charges	-	41,288
(Gains)/ losses on investments	14,097	(14,403)
Investment income	(40,913)	(31,540)
Decrease/ (increase) in debtors	15,081	(136,017)
Increase /(decrease) in creditors	15,600	(252,737)
Net cash (used in)/ provided by operating activities	<u>(39,868)</u>	<u>(436,079)</u>

Hackney Council For Voluntary Service

Notes to the Financial Statements

For the year ended 31st March 2025

1 Accounting Policies

Company status

Hackney Council for Voluntary Service is a private company limited by guarantee and has no share capital. The liability of each member is limited to £1 per member. It is registered in England and Wales and its registered office is 24-30 Dalston Lane, London, E8 3AZ.

Basis of preparation of financial statements

These notes have been prepared on a going concern basis, under the historical cost convention subject to valuation of investments at fair value.

The financial statements of the charity and its subsidiary 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) (effective 1 January 2019) – (Charities SORP (FRS 102)) and the Companies Act 2006. The charitable company and its subsidiary meets the definition of a public benefit group for the purposes of FRS102.

The trustees have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the charitable group to continue as a going concern. The trustees have made this assessment for a period of at least one year from the date of approval of the financial statements. In particular the trustees have considered the charitable group's forecasts and projections and have taken account of pressures on income. After making enquiries the trustees have concluded that there is a reasonable expectation that the charitable group has adequate resources to continue in operational existence for at least the foreseeable future, defined in FRS 102 as twelve months from the date of approval of these accounts. The charitable group therefore continues to adopt the going concern basis in preparing its financial statements.

The financial statements are prepared in sterling, which is the functional currency of the company. Monetary amounts in these financial statements are rounded to the nearest pound.

The principal accounting policies adopted in the preparation of the financial statements are set out below:

Consolidation

The Statement of Financial Activities and Balance Sheet consolidate the financial statements of the charitable company and its subsidiary undertaking. The results of the subsidiary are consolidated on a line by line basis. The charitable company has taken advantage of the exemption from preparing its unconsolidated income and expenditure account available under Section 408 of the Companies Act 2006.

Fund accounting

Unrestricted funds comprise accumulated surpluses and deficits on general funds. They are available to spend on activities that further any of the purposes of the charity.

Designated funds are amounts which the Executive Committee have decided at their discretion to set aside for use for a specific purpose.

Restricted funds are funds that are to be used in accordance with specific restrictions imposed by the donors or which have been raised by the charity for specific purpose. The cost of raising and administering such funds is charged against the specific fund.

Further explanation of the aim and purpose of each fund is included in the notes to the financial statements.

Hackney Council For Voluntary Service

Notes to the Financial Statements

For the year ended 31st March 2025

1 Accounting Policies (continued)

Income

Income represents the total income receivable during the year comprising grants, donations and gifts, merchandise and publications, and investment income. All income is recognised when there is entitlement to the funds, the receipt is probable and the amount can be reliably measured.

Donations, grants and gifts are recognised when receivable. In the event that a donation is subject to fulfilling performance conditions before the charity is entitled to the funds, the income is deferred and not recognised until it is probable that those conditions will be fulfilled in the reporting period.

Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that a settlement is required and the amount of the obligation can be measured reliably. All expenditure is accounted for on an accruals basis. Expenditure includes VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates.

Costs of raising funds comprise the fundraising costs and publicity activities incurred in seeking donations and grants for the charity and their associated support costs.

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activity. It includes grants made to organisations and costs incurred in the operation of projects and programmes together with their associated support costs.

Grants payable are payments made to third parties that further the charitable objectives of the charity. The grants are accounted for where the charity has agreed to pay the grant without condition and the recipient has a reasonable expectation of its receipt.

Support costs comprise those costs which are incurred directly in support of expenditure on the objects of the charity and include governance, premises, marketing and general office costs. Governance costs, which are included within support costs, are those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fees and costs linked to the strategic management of the charity.

Support costs are allocated to each of the activities on one of the following basis: either floor area, staff time or usage depending on the nature of the support costs, to best allocate the costs to each attributable heading. More detail on the analysis and basis of allocated costs is given in note 5 to the financial statements.

Pension Costs

The charity makes payments to personal pension plans of certain employees. The costs are charged to the Statement of Financial Activities for the period to which they relate.

Employee Benefits

The cost of short-term employee benefits are recognised as a liability and an expense. The cost of any material unused holiday entitlement is recognised in the period in which the employee's services are received.

Tangible fixed assets and depreciation

All assets costing more than £5,000 are capitalised.

Depreciation is calculated to write off the cost of fixed assets over their estimated useful lives using the following rates:

Office equipment and fittings	25% per annum straight line
Leashold improvements	20% per annum straight line

Residual lives and impairment losses are assessed annually.

Leases

Rentals under operating leases are charged to the Statement of Financial Activities as they fall due.

Hackney Council For Voluntary Service

Notes to the Financial Statements

For the year ended 31st March 2025

1 Accounting Policies (continued)

Financial Instruments

Investments

Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price. The Statement of Financial Activities includes the net gains and losses arising on revaluation and disposals throughout the year.

Cash and cash equivalents

Cash and cash equivalents include cash at bank and in hand and short term deposits with a maturity date of three months or less.

Debtors and creditors

Debtors and creditors receivable or payable within one year of the reporting date are carried at their transaction price. Debtors and creditors that are receivable or payable in more than one year and not subject to a market rate of interest are measured at the represent value of the expected future receipts or payment discounted as a market rate of interest.

Critical accounting estimates and areas of judgement

In preparing the financial statements, the trustees and management make judgements and estimates that influence reported amounts. Key judgement is applied in allocating support costs across charitable activities and restricted project funds using drivers such as floor area, staff time and usage. Where exact measurement is impracticable, informed estimates are used and reviewed for consistency. The trustees do not currently expect material adjustment in the next financial year, but recognise that allocations rely on assumptions of central resource consumption, with oversight provided by Finance, Audit, Risk & HR Committee.

2 Net Movement in Funds

	2025 £	2024 £
The net movement in funds is stated after charging:		
Depreciation	-	41,288
Auditors' remuneration - statutory audit	14,648	11,400
- prior year underprovision	-	-

3 Employees and Staff Costs

In aggregate the number of full and part time persons employed during the year was:

	2025 Number	2024 Number
Staff members	<u>47</u>	<u>50</u>
Staff costs were as follows:	£	£
Salaries and wages	856,644	782,435
National insurance	74,666	75,368
Pension scheme	42,009	40,927
	<u>973,319</u>	<u>898,730</u>

One employee received between £60,000 - £70,000 (including benefits in kind) during the year (2024 - 1). The pension contributions relating to the higher paid employee amounted to £3,897 (2024- £4,324).

The number of staff whose salaries exceeded £60,000, excluding employer pension contributions, and fell within the following bands were:

	2025	2024
£60,000 - £69,999	1	1

The charity considers that the key management personnel comprise of the trustees, who are not remunerated, and the chief executive. The total employee benefits including pension costs of the key management personnel of the charity and group were £65,079 (2024: £85,087).

The charity had an average of 3 volunteers during the year (2024:3), making a favourable impact across many of our projects.

No employee received redundancy payments during the year (2024: Nil).

Hackney Council For Voluntary Service

Notes to the Financial Statements

For the year ended 31st March 2025

4 Executive Committee Remuneration and Reimbursed Expenses

No members of the Executive Committee received remuneration for their services during the year (2024 - £Nil).

No member of the Executive Committee received expenses reimbursements during the year (2024 - £Nil).

5 Allocation of Support costs

Support costs are allocated on a basis consistent with the use of resources.

For year ended 31 March 2025	Premises	Marketing & publication	General office costs	Governance Costs	Totals
	£	£	£	£	£
Basis of allocation	Floor Area	Usage	Staff time	Staff time	
Consortia work	17,644	6,598	13,485	7,764	45,490
Communications	3,651	1,365	2,790	1,606	9,412
Organisation and Workforce Development	5,476	2,048	4,185	2,409	14,118
Community Empowerment & Engagement	9,735	3,640	7,440	4,283	25,099
Grants, Fundraising and philanthropy	3,651	1,365	2,790	1,606	9,412
Assets for the sector	2,434	910	1,860	1,071	6,275
Compact	3,651	1,365	2,790	1,606	9,412
Policy and leadership	4,868	1,820	3,720	2,142	12,549
Youth Programme	7,301	2,730	5,580	3,213	18,824
Refugee Programmes	2,434	910	1,860	1,070	6,274
TOTALS	60,844	22,751	46,500	26,771	156,865

Hackney Council For Voluntary Service

Notes to the Financial Statements

For the year ended 31st March 2025

5 Allocation of Support costs (continued)

Support costs are allocated on a basis consistent with the use of resources.

For year ended 31 March 2024	Premises	Marketing & publication	Depreciation	General office costs	Governance Costs	Totals
	£ Floor Area	£ Usage	£ Usage	£ Staff time	£ Staff time	£
Basis of allocation	14,573	2,737	9,083	20,978	15,875	63,247
Consortia work	3,015	456	4,129	3,085	781	11,466
Communications	4,523	798	4,129	4,319	1,041	14,810
Organisation and Workforce Development	8,041	3,422	4,129	14,191	3,383	33,165
Community Empowerment & Engagement	3,015	570	2,890	2,468	520	9,464
Grants, Fundraising and philanthropy	2,010	228	4,129	2,468	520	9,356
Assets for the sector	3,015	228	2,890	2,468	520	9,122
Compact	4,020	570	2,890	3,085	781	11,347
Policy and leadership	6,031	2,281	4,129	7,404	2,342	22,187
Youth Programme	2,010	114	2,890	1,234	259	6,508
Refugee Programmes	50,255	11,405	41,288	61,700	26,024	190,671
TOTALS						

5b) Governance costs comprise of the following:

	2025 £	2024 £
Insurance	8,557	7,863
Audit and accountancy	14,648	15,340
Professional fees	1,350	1,200
Legal fees	78	26
Other	<u>2,138</u>	<u>1,595</u>
	<u>26,771</u>	<u>26,024</u>

Hackney Council For Voluntary Service

Notes to the Financial Statements

For the year ended 31st March 2025

6 Analysis of charitable expenditure

For year ended 31 March 2025

	Grants awarded £	Direct costs £	Support costs £	2025 Total £	2024 Total £
Consortia work	-	803,013	45,491	848,504	968,637
Communications	-	11,310	9,412	20,722	23,729
Organisation and Workforce Development	-	33,930	14,118	48,048	51,598
Community Empowerment & Engagement	-	79,170	25,099	104,269	119,004
Grants, Fundraising and philanthropy	488,529	9,048	9,412	506,989	502,625
Assets for the sector	-	4,524	6,275	10,799	14,261
Compact	-	4,524	9,412	13,936	14,027
Policy and leadership	-	3,393	12,549	15,942	15,025
Youth Programme	-	180,960	18,824	199,784	218,390
Refugee Programmes	-	1,131	6,274	7,405	7,734
TOTALS	488,529	1,131,003	156,865	1,776,398	1,935,030
	(note 7)		(note 5)		

Hackney Council For Voluntary Service

Notes to the Financial Statements

For the year ended 31st March 2025

6 Analysis of charitable expenditure (continued)

For year ended 31 March 2024

	Grants awarded £	Direct costs £	Subsidiary costs £	Support costs £	2024 Total £	2023 Total £
Consortia work	-	870,653	34,737	63,247	968,637	1,386,944
Communications	-	12,263	-	11,466	23,729	67,851
Organisation and Workforce Development	-	36,788	-	14,810	51,598	109,662
Community Empowerment & Engagement	-	85,839	-	33,165	119,004	317,265
Grants, Fundraising and philanthropy	483,350	9,810	-	9,464	502,625	524,078
Assets for the sector	-	4,905	-	9,356	14,261	50,381
Compact	-	4,905	-	9,122	14,027	50,117
Policy and leadership	-	3,679	-	11,347	15,025	60,734
Youth Programme	-	196,203	-	22,187	218,390	293,638
Refugee Programmes	-	1,226	-	6,508	7,734	25,913
TOTALS	<u>483,350</u>	<u>1,226,270</u>	<u>34,737</u>	<u>190,671</u>	<u>1,935,030</u>	<u>2,886,585</u>

(note 7)

(note 5)

Hackney Council For Voluntary Service

Notes to the Financial Statements

For the year ended 31st March 2025

7 Analysis of grants made to institutions

	2025 £	2024 £
Grants Programme:		
Community Fundraising	8,750	-
Anti-Racist Commissioning	45,000	-
Homerton NHS Trust	-	36,433
Cost Of Living Crisis	300,000	256,817
Lunch clubs	104,779	165,100
Start for Life	30,000	-
Community Chest	-	25,000
	<u>488,529</u>	<u>483,350</u>

Number of grants awarded 117 (2024 - 127).

8 Tangible Assets Group and Company

	Leasehold Improvements £	Totals £
Cost		
At 1st April 2024	247,729	247,729
Additions	-	-
Disposals	-	-
	<u>247,729</u>	<u>247,729</u>
At 31st March 2025	<u>247,729</u>	<u>247,729</u>
Depreciation		
At 1st April 2024	247,729	247,729
Disposals	-	-
Charge for the year	-	-
	<u>247,729</u>	<u>247,729</u>
At 31st March 2025	<u>247,729</u>	<u>247,729</u>
Net Book Value		
At 31st March 2025	<u>-</u>	<u>-</u>
At 31st March 2024	<u>-</u>	<u>-</u>

Hackney Council For Voluntary Service

Notes to the Financial Statements

For the year ended 31st March 2025

9 Investments Group and Company	2025	2024
	£	£
CCLA COIF Charities Investment Units		
Market value at 1 April	173,522	159,119
Additions	125,000	-
Disposals	-	-
Unrealised gain/(loss) on investments	<u>(14,097)</u>	<u>14,403</u>
At 31 March	<u>284,425</u>	<u>173,522</u>

The historical cost of the investments is £276,087 (2024: £151,087). All investments are held in the UK.

Hackney Council for Voluntary Services is the sole member of City and Hackney Together, a company limited by guarantee. Therefore this entity is treated as a 100% subsidiary. The results of City and Hackney Together are shown in note 18.

	Group		Company	
10 Debtors	2025	2024	2025	2024
	£	£	£	£
Grant debtors	146,036	367,813	146,036	367,813
Prepayments and accrued income	240,514	31,339	240,514	31,339
Other debtors	15,606	18,085	15,606	18,085
Amounts due from group company	<u>-</u>	<u>-</u>	<u>17,771</u>	<u>20,316</u>
	<u>402,156</u>	<u>417,237</u>	<u>419,926</u>	<u>437,553</u>

	Group		Company	
11 Creditors: Amounts falling due within one year	2025	2024	2025	2024
	£	£	£	£
Trade creditors	91,989	88,556	89,729	88,556
Taxation and social security	22,704	20,644	23,155	20,800
Accruals and deferred income	<u>54,006</u>	<u>43,898</u>	<u>54,006</u>	<u>43,898</u>
	<u>168,699</u>	<u>153,099</u>	<u>166,890</u>	<u>153,254</u>

Hackney Council For Voluntary Service

Notes to the Financial Statements

For the year ended 31st March 2025

12 Analysis of Restricted Funds

Group and Company	Balance at 1st April 2024 £	Income £	Expenditure £	Transfers £	Balance at 31st March 2025 £
Year ended 31 March 2025					
The National Lottery Community Fund					
YBM RC/IOBCYB	52,694	62,044	(114,738)		-
Clinical Commissioning Group					
Neighbourhoods Pilot	3,280	189,339	(189,339)		3,280
Migrant Support Network	7,944	-	-		7,944
Hackney Giving	12,963	-	-		12,963
Team Hackney / LBH					
Team Hackney Infrastructure Support	-	165,000	(165,000)		-
Anti-racist commissioning	-	57,114	(47,033)		10,081
LD Pre-employment	18,937	-	-		18,937
Lunch Clubs	15,178	157,020	(148,707)		23,490
Windhrush	1,980	-	-		1,980
VCSE Enabler	30,958	-	-		30,958
Cost Of Living Crisis	16,794	330,000	(320,300)		26,494
Epic Health		275,370	(262,721)		12,649
Public Health		25,000	(25,000)		-
Start of Life		65,000	(52,048)		12,952
Groundwork					
CVS Campaign	2,040	-	-		2,040
Community Chest	3,450	-	-		3,450
Community Fundraising	9,303	12,196	(8,584)		12,914
Community Fundraising - Lunch Clubs	2,224	500	(2,180)		544
City Bridge Trust					
Fairer Hackney	7,813	90,313	(27,529)		70,597
Hackney Giving	-	65,167	(39,126)		26,040
Capacity Development	27,631	94,080	(97,605)		24,106
Post Code Community Trust					
Mind Over Matter Project	12,299	-	-		12,299
City of London	-	57,424	(42,444)		14,980
Mind the Gap/Growing Minds	68,243	60,106	(85,748)		42,602
PCN Community Pharmacy	-	7,088	-		7,088
MedCity - Queertopia	-	5,000	(4,648)		352
NAVCA	3,657	-	-		3,657
CHUHSE	119,983	-	-		119,983
Gary Memorial Fund	-	900	(900)		-
	<u>417,371</u>	<u>1,718,660</u>	<u>(1,633,649)</u>	<u>-</u>	<u>502,382</u>

Hackney Council For Voluntary Service

Notes to the Financial Statements

For the year ended 31st March 2025

12 Analysis of Restricted Funds

Group and Company	Balance at 1st April				Balance at 31st March
Year ended 31 March 2024	2023	Income	Expenditure	Transfers	2024
	£	£	£	£	£
Baobab Foundation Initiative	100,838	140,014	(240,852)		-
The National Lottery Community Fund					-
Good Practice Mentor	979	(1,508)	529		-
YBM RC	40,386	82,892	(70,584)		52,694
Clinical Commissioning Group					-
Neighbourhoods Pilot	760	235,394	(232,874)		3,280
Migrant Support Network	7,944				7,944
Hackney Giving		13,265	(302)		12,963
VCSE Enabler	9,125	-	(9,125)		-
Team Hackney / LBH					-
Team Hackney Infrastructure Support	10,224	165,000	(175,224)		-
Flexible Support Fund	3,494		(3,494)		-
LD Pre-employment	19,394		(457)		18,937
Lunch Clubs	49,817	184,565	(219,204)		15,178
Windhrush	1,980				1,980
VCSE Enabler		355,304	(324,346)		30,958
Cost Of Living Crisis	24,850	282,500	(290,556)		16,794
Groundwork					-
CVS Campaign	2,040				2,040
Community Chest	3,750	25,000	(25,300)		3,450
Community Fundraising	3,504	6,015	(216)		9,303
Community Fundraising - Lunch Clubs	1,230	994			2,224
Hackney Refugee and Migrant Forum	1,402		(1,402)		-
City Bridge Trust					-
Fairer Hackney	242	40,000	(32,429)		7,813
Hackney Giving		53,429	(53,429)		-
Capacity Development		88,328	(60,697)		27,631
Cornerston Fund	12,052	-	(12,052)		-
Post Code Community Trust					-
Mind Over Matter Project	12,299				12,299
IVAR Anti-racist commissioning	500		(500)		-
Anti-Racist Commissioning		6,886	(6,886)		-
Mind the Gap/Growing Minds	68,243				68,243
My Ends	7,954		(7,954)		-
Homerton NHS Trust					-
Long Covid	38,299	15,965	(54,264)		-
NAVCA	8,100	-	(4,443)		3,657
CHUHSE		120,000	(17)		119,983
Tree of Life		47,936	(47,936)		-
	<u>429,405</u>	<u>1,861,980</u>	<u>(1,874,013)</u>	<u>-</u>	<u>417,371</u>

Hackney Council For Voluntary Service

Notes to the Financial Statements

For the year ended 31st March 2025

13 General Funds Charity Only
Year ended 31 March 2025

	Balance at 1st April 2024 £	Surplus / (Deficit) for the year £	Transfers £	Utilised/ Unrealised £	Balance at 31st March 2025 £
General funds	384,006	(114,647)	-	-	269,359
Staff fund	29,942	-	-	-	29,942
Premises Fund	523,325	-	-	(14,097)	509,228
Fixed assets	-	-	-	-	-
Designated funds	553,267	-	-	(14,097)	539,170
Unrestricted funds	937,273	(114,647)	-	(14,097)	808,529

Of the total funds of £808,529, £NIL relate to the subsidiary, City & Hackney Together.

Year ended 31 March 2024	Balance at 1st April 2023 £	Surplus / (Deficit) for the year £	Transfers £	Utilised/ Unrealised £	Balance at 31st March 2024 £
General funds	387,758	(3,753)	-	-	384,005
Staff fund	29,942	-	-	-	29,942
Premises Fund	508,922	-	-	14,403	523,325
Fixed assets	41,288	-	-	(41,288)	553,267
Designated funds	580,152	-	-	(26,885)	-
Unrestricted funds	967,910	(3,753)	-	(26,885)	937,272

The staff fund recognises the company's responsibilities to make reasonable provision to meet legal and moral obligations especially in the light of continuing uncertainty among funders and is estimated based on the forecasted budget for next financial year. The Staff Fund will be utilised when staff are to receive sick pay in line with their contract of employment and where funds are not available from restricted funds.

The premises fund represents funds to be used in the move to new premises, a contingency fund, unforeseen cost of the new premises, new furniture and equipment, dilapidation and related increased outgoings; e.g. rates, extra heating and lighting. The premises fund is being held to finance new premises for the charity.

The fixed asset fund represents the net book value of the fixed assets - excluding those reflected in the Restricted Funds. The movement in the year reflects the depreciation on the fixed assets held under unrestricted funds.

Hackney Council For Voluntary Service

Notes to the Financial Statements

For the year ended 31st March 2025

14 Analysis of group Net Assets between Funds

	Designated Funds £	Unrestricted Funds £	Restricted Funds £	Total Funds £
Year ended 31 March 2025				
Tangible assets	-	-	-	-
Investments	284,425	-	-	284,425
Net Current assets	254,745	269,359	502,382	1,026,486
Total net assets	<u>539,170</u>	<u>269,359</u>	<u>502,382</u>	<u>1,310,911</u>
	Designated Funds £	Unrestricted Funds £	Restricted Funds £	Total Funds £
Year ended 31 March 2024				
Tangible assets	-	-	-	-
Investments	173,522	-	-	173,522
Net Current assets	379,745	384,006	417,371	1,181,122
Total net assets	<u>553,267</u>	<u>384,006</u>	<u>417,371</u>	<u>1,354,644</u>

15 Future Financial Commitments

At 31 March 2025, the group had the following future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2025 £	2024 £
a) Land and building		
within one year	32,750	6,823
in 2 to 5 years	<u>16,375</u>	<u>-</u>
	<u>49,125</u>	<u>6,823</u>

16 Related Party Transactions

During the year 2024/25, Grants of £20,000 (2023/24 - £10,061) were paid out during the year to organisations where trustees are involved: Skyway Charity £5,000, Hackney Marsh Partnership £10,000 and Rise 365 CIC £5,000.

None of the Trustees involved sat on any meetings where decisions were made.

17 Financial Activities of the Charity

The charitable company has taken advantage of the exemption from preparing its unconsolidated income and expenditure account available under Section 408 of the Companies Act 2006.

Hackney Council For Voluntary Service

Notes to the Financial Statements

For the year ended 31st March 2025

18 Investment in the Subsidiary Undertaking City and Hackney Together

	2025 £	2024 £
Turnover	-	34,737
Cost of sales and administrative expenses	-	(34,737)
Operating Profit	-	-
Net (loss)/profit retained in the subsidiary	-	-
The assets and liabilities of the subsidiary were:	£	£
Net Current Liabilities	-	-
Aggregate reserves in deficit	-	-

The wholly owned subsidiary which is incorporated in England and Wales, pays profits to the charitable company by way of gift aid. The company is limited by guarantee, without share capital. Hackney Council for Voluntary Service is the sole member of City and Hackney Together (company number: 8141065), which is registered at 24-30 Dalston Lane, London, E8 3AZ, and by virtue of this City and Hackney Together is treated as a wholly owned subsidiary of Hackney Council for Voluntary Service.

19 Limited Liability

Hackney Council for Voluntary Service is a company limited by guarantee and as such does not have a share capital. In the event a winding up the liability of each member is limited to £1.

20 Comparative Consolidated Statement of Financial Activities

	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Total 2024 £
Income from:				
Donations and legacies	-	-	7,009	7,009
Other trading activities	90,204	-	-	90,204
Investment income	31,540	-	-	31,540
Charitable activities	-	-	1,854,971	1,854,971
Income from Subsidiary	34,737	-	-	34,737
Total operating income	156,481	-	1,861,980	2,018,461
Expenditure on:				
Raising funds	140,505	-	-	140,505
Charitable activities	19,728	41,288	1,874,013	1,935,030
Total operating expenditure	160,234	41,288	1,874,013	2,075,535
Net Gain/(Loss) on investments	-	14,403	-	14,403
Net Movement in Funds	(3,753)	(26,885)	(12,033)	(42,671)
Reconciliation of Funds				
Fund balances brought forward at 1st April	387,758	580,152	429,405	1,397,315
Fund balances carried forward at 31st March	384,006	553,267	417,371	1,354,644

Accounts



HACKNEY COUNCIL FOR VOLUNTARY SERVICE
(a charity limited by guarantee)

Company Number: 03365292
Charity Number: 1069736

**CONSOLIDATED TRUSTEES' REPORT
&
FINANCIAL STATEMENTS
FOR THE YEAR ENDED
31ST MARCH 2024**

**Hackney Council for Voluntary Service
Legal and Administration**

Board of Trustees:	Benjamin Mak – resigned 19 June 2024 Charles Middleton (Chair) – resigned 26 March 2024 Katie Aston (Co-Chair) – appointed 26 March 2024 Jack Griffin Jessica Mullen – resigned 26 March 2024 Jessica Stockford (Co-Chair from 26 March 2024) Joyclen Brodie-Mends Natalie Roast Rola Aina Sara Barman – resigned 19 June 2024 Timothy Vaughan (Treasurer)
Executive Director:	Anthony Wong – resigned 5 September 2024
Company Secretary:	Mark Boisson
Registered Office:	24 – 30 Dalston Lane London E8 3AZ
Auditors:	Knox Cropper LLP Chartered Accountants 65-68 Leadenhall Street London EC3A 2AD
Bankers:	Unity Trust Bank plc Nine Brindleyplace Birmingham B1 2HB
Solicitors:	Russell-Cooke LLP 2 Putney Hill London SW15 6AB Interface Legal Advisory Service 40 Wykeham Road London NW4 2SU Bates Wells & Braithwaite London LLP 2 – 6 Cannon Street London EC4M 6YH

Hackney CVS Trustees' Report 2023/24

Structure, Governance and Management

Hackney Council for Voluntary Service was incorporated on the 6th May 1997 with the company number **3365292**, and registered as a charity on 27th May 1998, with the charity number **1069736**. The company's governing instrument is its Memorandum and Articles of Association. Hackney Council for Voluntary Service is a company limited by guarantee and has no share capital. The liability of each member is limited to £1 per member.

The Board of Trustees administers the charity. They act as Trustees of the Charity, Directors of the Company and are the company law members. They are elected through ordinary motion or co-opted by the Board.

The Board of Trustees meets at a minimum every quarter. Board of Trustees meetings are closed and attended by the Trustees and the Executive Team (Senior Managers) who report on progress and provide administrative support. Meetings are generally two to three hours in length.

Trustees retire by rotation with a minimum of one third of the Trustees stepping down every year. The decision on which Trustees are to step down is made by length of service. Trustees who are required to stand down may stand for re-election.

In 2023/24 the following people acted as Trustees:

- Benjamin Mak – resigned 19 June 2024
- Charles Middleton (Chair) – resigned 26 March 2024
- Katie Aston (Co-Chair) – appointed 26 March 2024
- Jack Griffin
- Jessica Mullen – resigned 26 March 2024
- Jessica Stockford (Co-Chair from 26 March 2024)
- Joycelyn Brodie-Mends
- Natalie Roast
- Rola Aina
- Sara Barman – resigned 19 June 2024
- Timothy Vaughan (Treasurer)

To find out more about our Trustees please visit here <http://hcvs.org.uk/meet-the-trustees/> or to meet the staff team visit here <http://hcvs.org.uk/meet-the-team/>

In addition to formal company law membership, Hackney CVS operates an associate membership scheme for organisations. Hackney CVS Associate membership is free to all voluntary and community sector organisations operating in Hackney and provides the following membership benefits:

- access to resource area (computers and printing facilities);
- up to 3 hours a week of the small meeting room for free (subject to availability);
- access to free printing facility at our reception;
- discounted rates on our room hire (members rate);
- priority booking to our training sessions and events (some training sessions will be exclusive to associate members); and
- access to a wealth of resources and knowledge base in Health and Social Care sector.

Good Governance

Hackney CVS adopted the previous version of the Charity Governance Code and undertook a full review against the practice set out in the Code at the beginning of 2018. A further review was undertaken by an independent organisation between April and June 2022 using the Charity Governance Code (2020 revision). The purpose of the review was to appraise the Board's performance across all aspects of governance that impacted on the efficiency and effectiveness of decision-making and taking, and to develop supportive recommendations to enhance the function of the Board's performance. A working group has been established to ensure that the areas for improvement are addressed in a timely manner.

Strategic objectives and monitoring outcomes and impact:

- In 2019 the Board reviewed and revised its strategic objectives for 2019-2022.
- In 2020, the Trustees along with staff, met to assess performance against these new strategic objectives. The session was facilitated by an external consultant with scene setting by Trustee Lead for each of the four objectives. Ways were considered of achieving these objectives in a much-changed environment due to the COVID 19 pandemic.
- In 2023, Hackney CVS produced a new strategy, '*A Fairer Society 2023-28*' to guide its focus for the next five years.

Developing openness and transparency throughout our governance processes:

- Our website shows how the organisation is governed and how the Board can be held to account.
- A recruitment campaign was conducted leading to three new Trustees joining the Board in March 2023, adding a greater level of skills and diversity to the Board.
- A recruitment campaign to replace the outgoing Chair, was launched in 2023/24. This resulted in the appointment of one additional Trustee joining the Board in March 2024 as one of its two Co-Chairs and this was a departure from having one Chair.

How do people become Trustees of Hackney CVS?

Hackney CVS Trustees can co-opt, or as members elect by ordinary motion, suitable people on to the Board. The Board prides itself on a rigorous recruitment process which is informed by organisational values, a skills audit and Hackney CVS' strategic priorities. The process also typically benefits from publicly advertising vacancies and active promotion through associate membership. Candidates are invited to submit CV's and a supporting letter; this is followed by an interview with the Chair and CEO. Eligible candidates are then invited to meet the existing Board of Trustees prior to being put forward for co-option or election to the role.

All Trustees must have knowledge and experience that will benefit the Board of Trustees and the organisation. Whether that is in delivering small scale grassroots projects or large public/VCS partnership programmes. Importantly, they must be committed to furthering Hackney CVS's role in supporting the large voluntary and community sector (VCS) in Hackney. On joining the organisation new Trustees are properly inducted, using a standard induction pack containing key policies, role descriptions, etc. They are supported in their role by existing Trustees and senior managers in the organisation. Trustees are offered opportunities for formal training or to top up their existing knowledge. Hackney CVS is committed to ensuring that continuous training and development opportunities are available for its Trustees.

All new Trustees are expected to sign a declaration of their appropriateness to act as charity trustees and company directors. Trustees can currently join the Board for a maximum of 3 terms (each term is 3 years), so the longest someone can serve is 9 years.

To know more about the role of a charity trustee please visit the charity commission website <https://www.gov.uk/guidance/charity-trustee-whats-involved>)

Board composition and diversity

Hackney CVS is keen to ensure it has a diverse board. The Board conducts an annual skills audit process to determine if any skills are missing from its composition. In future we intend to undertake a diversity audit and to continue to attract new Trustees from local Hackney community and voluntary organisations

How many times does the Board meet?

Hackney CVS Trustees aims to meet as a Board at least 4 times a year. They also got involved in other activities such as our annual community awards, meetings with the local stakeholders, ad hoc working groups and staff activities such as our organisation's away day and events to mark observation of International Women's Day and Black History Season.

In addition to Board meetings, a Finance, Audit & Risk Committee was formed following a recommendation from the governance review. This committee held its first meeting in March 2023 and meets quarterly, prior to Board meetings. The terms of reference have since been expanded to include human resources, and consequently it is now called the Finance, Audit, Risk & HR (FARHR) Committee.

What is discussed at Board meetings?

There are usually a range of issues discussed at the Board. The Executive Team provides updates about all our programmes using a traffic light rating system – progress of some of our big programmes are discussed at each meeting as separate items in themselves. The CEO and senior staff also update Trustees about any new or emerging risks which may affect the charity's work. New policies and procedures are reviewed and adopted by Trustees. Trustees also consider how well the organisation is meeting its aims and objectives and are involved in setting new strategic aims, our vision and values every 3 years. One of the key functions is to monitor overall income and expenditure through quarterly management accounts and annual budgeting processes to ensure where possible that Hackney CVS does not have an operating deficit or spend money unnecessarily. Some of the initial in-depth discussions regarding risks and finance are now undertaken by the FARHR Committee. Minutes of this committee are provided for all Board meetings with the Treasurer leading discussions in those areas.

What is a conflict of interest and how are these managed?

Trustees have a legal obligation to act in the best interests of Hackney CVS, and in accordance with its governing document, and to avoid situations where there may be a potential conflict of interest. Staff and volunteers have similar obligations from their duties within their terms of employment and under the seven Nolan Principles of Public Life, which Hackney CVS adheres to and promotes.

Conflicts of interests may arise where an individual's personal or family interests and/or loyalties conflict with those of the charity. Such conflicts may create problems; they can:

- inhibit free discussion;
- result in decisions or actions that are not in the interests of the charity; and
- risk the impression that the charity has acted improperly.

Hackney CVS Board of Trustees has a conflict of interest policy, the aim of which is to protect both the organisation, and the individuals involved from any appearance of impropriety.

Any Trustee conflicts of interest are registered annually and kept on file. At each Board meeting the Chair asks at the start of the meeting if any Trustees has any current conflicts and these are recorded in the meeting minutes. For instance, if a Hackney CVS Trustee was also a Trustee of another organisation that was benefiting from an existing project of Hackney CVS, then this would be recorded. The same situation would apply to staff who may be part of another local charity that benefits from Hackney CVS. Anyone in this situation would not be able to participate in the relevant conversations at the Board or influence any decisions in any way.

Operational Management of Hackney CVS

A Chief Executive Officer (CEO) is mandated by the Trustees to manage the day-to-day operations of the charity. To facilitate effective operations, the CEO has delegated authority for operational matters. The CEO, together with the Senior Managers, forms the Executive Team which is the operational leadership group in the organisation.

Hackney CVS had 50 staff roles in 2023/24 many of which were part time and/or on a sessional basis (for example on youth programmes).

Remuneration of Staff, salary bandings and Chief Executive Officer's pay

Each role at Hackney CVS has a job description and person specification, so that staff are clear about their roles and responsibilities. These helps inform potential candidates what knowledge/skills are required for any particular job, allowing a degree of self-selection and thereby improving the pool of applicants. They provide a relatively objective tool for sizing and ranking jobs, which help with salary setting. It can be also helpful in redundancy situations, facilitating job matching and identifying possible alternative employment. Job roles, and therefore salaries, are assessed against a number of criteria including: Strategic scope (senior roles only); Technical knowledge and skills; Mental skills; Interpersonal and communication skills; Initiative and independence; and Responsibilities for people/financial resources.

It is the role of the Board of Trustees to set the salary level for the Chief Executive Officer which was £72k per annum as at 31 March 2024. The CEO is responsible for managing the Executive Team members and other senior staff in the organisation.

Membership of wider networks

During 2023/24 Hackney CVS was a member of the following associations and networks: NCVO, NAVCA, and Charity Finance Group.

Public Benefit Statement

The Trustees confirm that they have complied with the duty in section 17 of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit published by the Commission in exercising their powers or duties. They believe that all the charity's activities provide significant benefits to the public as described in detail below.

Objectives, Activities and Achievements of the Charity

The Charity's Objects as set out in our governing document are as follows:

To promote any charitable purpose for the benefit of the residents of the London Borough of Hackney and surrounding areas (hereinafter called the area of benefit) and in particular the advancement of education, the protection of health, the relief of poverty, distress and sickness, and in furtherance of the said purposes but not otherwise, to promote and organize co-operation in the achievement of the same and to that end bring together representatives of voluntary organisations and statutory authorities within the said area of benefit.

Our approach to strategy

Our new 5-year strategic framework 2023-2028, sets out three strategic goals that we aim to achieve during that timeframe. These are as follows:

- **Strategic Goal 1 – A Stronger Voice:** This means collectively empowering all community organisations, and seldom-heard communities, across City & Hackney to inform, shape, and influence the long-term transformative decisions affecting residents.
- **Strategic Goal 2 – An Effective Bridge:** This means developing the channels that enable local VCS organisations themselves to be the agents of local change, and through these directly address the inequalities within City & Hackney.
- **Strategic Goal 3 – A Thriving CVS:** This means bringing all VCS in City & Hackney together to understand social inequality, addressing this through collaboration, and ensuring that all VCS organisations have the capacity and resources they need.

How well have we been doing to deliver our 2023-2028 strategy?

Below is a summary of how we have been meeting our three strategic goals as shown by the work undertaken by our various projects and programmes.

Tree of Life

Funder: North-East London ICB

Strategic goals:

- Stronger Voice
- Effective Bridge

Partner: NHS CAMHS Alliance

The Tree of Life project, which uses a narrative therapy approach to support Black children with the mental wellbeing, delivered in schools across Hackney has delivered notable successes and navigated several challenges. Key accomplishments include the delivery 25 groups to schools, delivered in partnership between Hackney CVS Peer Leaders and CAMHS.

A major highlight was the production of a promotional film, completed within the academic year, serving as a powerful tool for engagement and securing further funding. The project's impact was further recognised through nominations and awards, winning the Health Service Journal (HSJ) Award for 'Innovation and Improvement in reducing health inequalities', 'Most Impactful Project Addressing Health Inequalities – GOLD', 'Best Mental Health Partnership with the NHS – BRONZE, and the Children & Young People Now Award in the 'Mental Health Category'.

Challenges included navigating funding uncertainties, with efforts to secure multi-year funding resulting in a 1-year extension. Nevertheless, strategic collaborations with partners like CAMHS and proactive budget adjustments ensured the continuation of services for an additional year and three months.

The project's commitment to innovation was evident in the development of a new Youth Leadership delivery model, which sought to embed new professional development opportunities within the delivery model for the Youth Leaders, and ongoing fundraising efforts aimed at ensuring long-term sustainability.

Overall, the Tree of Life project remains a critical initiative, demonstrating substantial progress in mental health services and youth leadership development, with a clear path forward for future funding and expansion.

Lunch Clubs

Funder: Hackney Council

Strategic goals:

- Effective Bridge
- Thriving VCS

Partners: An Viet Foundation, Chats Lunch Club, Hackney Caribbean Elderly Organisation, Hackney Chinese Community Services, Hackney Cypriot Association, Halkevi, Holly Street Lunch Club, Hot Line Meals, Lunch Up (Woodberry Down), Nightingale Luncheon Club, North London Muslim Community Centre, Vietnam, Laos and Cambodia (VLC) Centre, London Borough of Hackney, Trip space, African Community School, Hoxton Health, Family Action Social Prescribers

The Lunch Club Network made up of 12 lunch clubs serving Hackney residents aged 55+. Lunch clubs have built relationships across Hackney including Hackney Council, African Community School, TripSpace, Hoxton Health, social prescribers, Food Network, Neighbourhood forums and Older People's Reference Group and Community Champions. These partnerships and networks have improved referrals into lunch clubs, support members to access services and created further partnerships making sure beneficiaries receive support that they wouldn't otherwise receive.

The Lunch Clubs and Network have built and improved communication tools, including websites, printed materials and social media presence to promote their services.

We have provided support for lunch clubs through trainings including First Aid, nutrition and food hygiene and supported them to build sustainability and capacity which remains a challenge and created space for peer support.

Lunch clubs continue to be commissioned to cater for community events and some are members of Healthier Catering Commitment.

During 23/24 30,000 meals were served, 14,000 volunteer hours were worked and 2,965 activity sessions were run:

- 88% of lunch club members surveyed said the lunch club is somewhere they be with people who understand their culture.
- 85% agree that going to the lunch club gives them a reason to get out of the house.
- 79% of lunch club members can ask the staff at the lunch club if they need advice with their housing, health etc.
- 77% take part in exercise activities at their lunch club.

Improving Outcomes for Black Children and Young People (formally known as Improving Outcomes for Young Black Men)

Funder: National Lottery Community Fund

Strategic goals:

- Stronger Voice
- Effective Bridge
- Thriving VCS

Partners: Hackney Council, London School of Architecture, several VCS Organisations

The Improving Outcomes for Black Children & Young People's programme, formerly known as the Young Black Men's programme, aims to address inequalities experienced by Black children and young people, related to education; access to culturally specific mental health support; education, skills and employment; and youth violence. The programme has experienced both significant advancements and challenges throughout 2023/24. With renewed commitments from Hackney Council, a key partner, the programme has made some progress.

Key successes include the establishment and facilitation of the Accountability Board and wider steering groups, integrating a diverse range of stakeholders to ensure comprehensive community engagement. The programme also managed to navigate through internal delays and leadership changes within Hackney Council, maintaining momentum with independent events to keep the community engaged and involved. Challenges were predominantly due to operational delays, including multiple postponements of a joint relaunch event with Hackney Council. However, these were mitigated by proactive measures such as holding community-led events ahead of schedule and adapting the programme's timeline to avoid further disruptions.

Significant achievements in the later quarters included the approval by The National Lottery Community Fund to re-profile the programme's financial and operational plans, considering the delays and an evolved local political climate. This adjustment extended the grant period and facilitated the recruitment of new roles, including a Programme Manager and a new cohort of Youth Leaders. These developments have allowed the programme to adapt to current socio-economic challenges effectively.

The programme ended the year with successful recruitment drives and strategic partnerships, particularly with the London School of Architecture, which has led to innovative community projects. This reflects a

robust adaptation to the evolving needs of the community it serves, underpinning the programme's resilience and commitment to improving outcomes for black children and young people in Hackney. In light of ongoing changes, a decision was made recently to scale down the programme in its final year, 2024/25, from four to three projects.

Specialist Infrastructure Grant – Hackney Council
Fairer Hackney – City Bridge Foundation (Formally City Bridge Trust)

Funders: Hackney Council, and City Bridge Foundation

Strategic goals:

- Stronger Voice
- Effective Bridge
- Thriving VCS

Partners: A wide range of VCS organisations. Funders including the Clothworkers Foundation, the National Lottery Community Fund, and Hackney Council.

Funding from the London Borough of Hackney and City Bridge Foundation allows Hackney CVS to deliver services to support the local voluntary and community sector. During the year we provided:

- Organisational development services on a weekly basis. The team has a specialist understanding of supporting VCS groups of Global Majority, LGBTQ+, women and other diverse local communities; we receive good feedback from these groups about our support.
- Over 80 advice sessions including 56 one-to-one sessions to groups on subjects including fundraising, organisational development, governance, finance and business planning. Our approach to organisational development is guided by experience - we know that small grassroots organisations - especially those led by LGBTQ+, Global Majority communities and women - face additional layers of disadvantage in a competitive funding arena. Our organisational development model is designed to help organisations overcome some of those barriers as support is tailored to their needs.
- Information on setting up new community groups.
- 39 training sessions on topics informed by the needs of the local sector including Fire Safety, Communications, and Measuring Impact.
- Comms Activities in line with our Communications and Outreach Strategy. We produce a weekly newsletter for the sector and publish widely to our website and social media channels. We produce print media on occasion to reach those impacted by the digital divide and we outreach to underrepresented communities via networking and face to face events.

Our digital reach

- 50 weekly newsletters, with 1,350 subscribers.
- 27 standalone newsletters on key topics
- 6,600 social media followers

VCS Enabler Programme, including Health and Social Care Forum, Hackney Refugee and Migrant Forum, the VCS Leadership Group, the VCS Assembly.

Funders: North-East London ICB, Hackney Council, East London Foundation Trust

Strategic goals:

- Stronger Voice

- Effective Bridge
- Thriving VCS

Partners: Population Health Hub, Hackney Council, City of London Corporation, Mind in City, Hackney, and Waltham Forest, Beersheba Living Well. Hackney Quest, St Mary's Secret Garden, Age UK East London, Volunteer Centre Hackney, Healthwatch for both Hackney and City of London; Hackney Cypriot Association, Toynbee Hall, African Community School, Interlink, Huddlestons Centre, Hackney Marsh Partnership, Carib Eats, The Crib, Skyway, Hackney Quest, The Studio Upstairs, Shelter, Volunteer Centre Hackney, St Marys Secret Garden, + 100s that have engaged and coproduced activities.

The VCS Enabler Programme provides the infrastructure for the VCS to convene and shape the City and Hackney health and care agenda through community insights and intelligence.

We convened 26 special interest group (SIG) and forum meetings over the year with participants from over 130 organisations including VCS and statutory partners, these included Hackney Refugee and Migrant Forum, Sexual Health SIG, Mental Health SIG, Learning Disabilities and Autism SIG. We also delivered 8 coffee mornings in City and Hackney with over 200 attendees.

28 VCS leaders were part of the VCS Leadership Group, 26 of whom served as VCS representatives at City and Hackney system-level meetings.

We supported community organisations to access training including chairing meetings and social entrepreneurship.

We worked with over 75 people to test anti-racist commissioning principles, aiming to improve equity of funding to the VCS. We have worked in partnership with Population Health Hub, coproducing with the VCS a new commissioning method to deliver £54k funding for the community prioritised focus – young black people's mental wealth.

We supported partnerships to develop including Hackney REP which aims to prevent school exclusions, who delivered a community conversation with over 100 people from local VCS, statutory partners, residents with lived experience and have brought in £28k funding.

During Q1, we delivered an evaluation and developed a sustainability plan to increase programme impact. Over 50 VCS and health and care system partners stakeholders were involved in the process and in October 2023 City and Hackney Health and Care Board confirmed funding for the updated model until September 2025. Building on the outputs from the evaluation and sustainability plan, the programme has been remodelled to better meet the needs of local partners and funders and has been renamed Empowerment Programme for Inclusive Community Health (EPIC Health).

Neighbourhood Forums

Funders: North-East London ICB

Strategic goals:

- Stronger Voice
- Effective Bridge
- Thriving VCS

Partners: Healthwatch Hackney, VCH, Primary Care Networks, Hackney Council, City of London Corporation, Wick Award, Huddlestons Centre, London Development Trust, Hackney Chinese Community Centre, local businesses, and a wide spectrum of VCS organisations.

A key aim of Neighbourhood Forums is to involve residents in improving their local health offer. Key highlights include:

- The Well Street Common forum being responding to parents' concerns about their children's anxiety, noted to have increased since the Covid-19 pandemic, and that there were long NHS CAMHS waiting lists. Through the Forum, we worked with partners to deliver a training for 35 local organisations to help them support young people across seven Neighbourhoods.
- Digital exclusion has been a key priority across all neighbourhoods. We partnered with the PCN to deliver the Clissold Park Health Fair. Over 50 people attended to learn about the local offer and created learnings for the partnership.

During this period, we delivered a total of 31 neighbourhood forums with over 906 people in attendance, 206 of which were residents. In the spirit of partnership working, we worked with seconded VCS facilitators to deliver the programme with some key forum and resident involvement.

Key forum highlights:

- Woodberry Wetlands Fun Day for 35 asylum seekers living in hotels, delivered in partnership with Together Better connecting them to local activities.
- Daubney Fields Fun Day in Hackney Marshes connected 35 residents and local organisations Rise 365, Pedro Club, Kingsmead Bike Group and Daubney Fields Forever. One resident said, *"The best thing about today is seeing people coming together to have a good time and get connected."*

We participated in City and Hackney activities to publicise the forums and build connections, including City & Hackney Health Fair and Family Fun Day and City coffee mornings.

Hackney Giving (CBT)

Funder: City Bridge Foundation

Strategic goals:

- Stronger Voice
- Effective Bridge
- Thriving VCS

Partners: A range of partners including London's Giving, Volunteer Centre Hackney, Hackney Council, Social Value Exchange, CHUHSE, London Fields Lido, Burberry and residents.

This funding supports the core work of Hackney Giving and our strategic development. Successes this year included:

- We distributed £351,166.00 in funding via 70 grants. The grants rounds were for: Earthquake response funding, Long COVID, Cost of Living and Community chest.
- We received a donation of £112,000.00 from a local social enterprise, City and Hackney Urgent Healthcare Social Enterprise Limited. CHUHSE was closing and under the terms of its constitution as a not-for-profit organisation, its closing balance had to be passed on to another not-for-profit organisation operating in the City and Hackney, for use to promote the health and wellbeing of people who live and work in the area. With the agreement of the Hackney CVS Board of Trustees, we have treated the donation as an endowment and invested it. We will distribute the income via future grant programmes.
- Residents donated £3,533.00. This remains an area for future fundraising development.

- Businesses have donated to Hackney Giving. London Fields Lido raised over £1,000: <https://www.justgiving.com/campaign/londonfieldslido-hackneygiving> Staff at the Hackney Burberry outlet raised £1,750 via a baked goods sale.
- Feedback from residents evidences the need for the work *“Life hasn’t been kind to me, my husband is disabled and unable to provide to the family, and I have two young children with special needs. Every day that I could I came to give my kids to eat at your program, you have no idea what a difference it makes. I am really going to miss it....”* Mrs ‘X’, a mother of 4.

Hackney Giving (Long Covid)

Funder: Homerton Healthcare Charitable Funds

Strategic goals:

- Stronger Voice
- Effective Bridge
- Thriving VCS

Partner: Homerton Healthcare NHS Trust

In partnership with Homerton Healthcare NHS Trust we approved grants to seven organisations, totalling £69,298.00. The grants supported organisations to run Peer Support Groups for Long Covid and to provide updated Public Health Information on Long Covid across Hackney’s communities.

We facilitated monthly forums between the VCS groups and the NHS which successfully:

- Shared public health information and updates on Long Covid from the NHS.
- Reduced misinformation about Long Covid.
- Shared insight from the VCS groups about residents living with Long Covid.
- Provided a supportive space to talk about the programme.

Patients who engaged with the project reported feeling:

- Better informed about Long Covid, and its effects and symptoms.
- Less isolated – finding support by connecting with others experiencing similar challenges in recovering from Covid.

Hackney Giving (Community Chest)

Funder: City and Hackney Public Health Team and North-East London ICB

Strategic goals:

- Stronger Voice
- Effective Bridge
- Thriving VCS

Partners: City and Hackney Public Health Team and North-East London ICB. 10 VCS organisations granted funding under this grant programme.

Under this programme, grants of £2,500 were awarded to ten VCS organisations for work towards the following outcome: Increasing access to health services and financial support for people living in Hackney and the City who experience barriers to provision.

Several areas of success were highlighted by grant-holders following delivery. Each reported how they can help people access health and financial services:

"By addressing language, cultural, and digital barriers, our ongoing project is empowering individuals with IBD to access crucial health services and financial support and is enhancing their well-being and quality of life." Crohn's and Colitis Relief

"The convention empowered young people to take charge of their mental health. They felt more confident in seeking help, engaging in self-care, and accessing community resources. This empowerment has led to greater independence and self-advocacy." SAIL London.

Grant-holders appeared grateful for Hackney Giving's approach to grant management processes:

"Very pleasant and transparent. Thank you!" SAIL London

"I found the entire process enabling and supportive." Beersheba Living Well

A challenge for Hackney CVS on this programme is that the fee of £3,750 for administration and management did not cover our costs. Without grant funding from other sources, meaning staff are already in place and operational, we would not have been able to run this programme.

However, the value of working in partnership with the statutory sector was proven once again with many success stories and examples of how these projects made a difference to people living in the City and Hackney.

Hackney Giving (Cost of Living)

Funder: Hackney Council

Strategic goals:

- Stronger Voice
- Effective Bridge
- Thriving VCS

Partner: Hackney Council

In partnership with Hackney Council, we distributed £251,818.00 via 50 grants. Grants of £5k each on average were provided to groups to alleviate the increased cost of living faced by residents. Grants were used for:

- The supply of food and food vouchers.
- Contributions towards gas and/or electricity bill payments for service users.
- To provide meals in a community setting.
- Before or after-school club or holiday club (with food provision).

Under this scheme we received 3 times more applications than we could fund, evidencing the level of need across local communities.

Feedback from residents via grant funded organisations demonstrated the value of the work:

"The charity food vouchers have been a godsend for me. They have helped me afford nutritious food that I wouldn't be able to buy otherwise. Thank you!"

"The voucher amount was sufficient to support me with the extra costs over the holiday period, and I appreciate the variety of food options available. However, I would love it if this could be done more regularly especially for fresh fruits and vegetables which I need for my health yet struggle to afford."

"Using the charity food vouchers reduced my financial stress significantly over the holiday period. I could allocate more of my limited income to other essential expenses, like extra heating I needed over the very cold weather we had recently."

"The program communications have been clear and helpful, providing me with all the necessary information on voucher usage and redemption locations. Thank you for keeping us Informed."

Baobab

Funders: Lankelly Chase, Paul Hamlyn Foundation, The Clothworkers' Foundation, Linklaters, Macquarie, Trust for London, City Bridge Trust, Indigo Trust, Joseph Rowntree Charitable Trust, Charities Aid Foundation, Comic Relief, Oak Foundation.

Strategic goals:

- Stronger VCS
- Thriving VCS

Partners: N/A

Baobab, an organisation which was incubated by Hackney CVS, was established to respond to the 'redress anti blackness in the funding world'. It has 400+ members, radical friends and solidarity partners who connect in words, thought and action with the intention to achieve lasting systems change.

We facilitated its operations up until September 2023, and then transferred all funds, as part of the organisations transition to become a fully independent organisation.

Looking ahead to 2024/25

2023/24 has been a year of evolution for the charity, as we launched our new 5-year strategy, underpinned by a 3-year business plan. Moving to a five-year cycle, from the previous three-year cycles, was a decision taken to build more stability within the organisation, and support staff, partners, and stakeholders to have clearer understanding of our forward priorities. Underpinning our revised approach to strategy and business plans, we have remodelled our internal processes for monitoring our programmes to support continuity with staff changes, and ensure our programmes and services remain aligned to our key strategic priorities. We have developed new Communications and Engagement and Fundraising Strategies, to ensure a co-ordinated approach across the organisation to these key functions.

Whilst we have sought to stabilise our internal workings and environment, the external environment, both locally, and globally proved to be less so. Whilst the war between Ukraine and Russia has continued, further conflicts have escalated between Gaza and Israel, and real-life impacts for respective Muslim and Jewish communities living in Hackney and across the UK. There have been changes within leadership with Hackney Council, both at executive level, and member level, with a new Mayor, and an interim-CEO. However, through all the external turbulence, Hackney CVS has remained largely stable, with additional support provided to staff affected by global events and establishing new relationships with our Hackney Council counterparts. We have secured funding to continue key VCS infrastructure programmes, safeguarding core functions, supporting delivery of our key strategic goals, Stronger Voice; Effective Bridge; and Thriving VCS.

As we look forward to 2024/25, we will need to focus on the roll out of our remodelled Health Transformation programmes, namely EPIC Health (formally, VCS Enabler), and the Neighbourhoods Forum programme. Both programmes are crucial to supporting residents and VCS organisations to play an active role in shaping the local health and care agenda. Much of our work has up until now been focused in Hackney, however, we are permitted as per our constitution to work across the City of London and is part of our role within the North-East London ICS partnership model, with Hackney CVS expected to cover City of London and London

Borough of Hackney (City & Hackney). During 2023/24 we initiated conversations with the City of London Corporation to secure funding to expand our Health Transformation offer across the City of London.

Our VCS Support programmes, Organisational Development, which includes one-to-one advice, and training for VCS organisations, alongside our Hackney Giving grant making programme, will need to continue to deliver, to respond to community needs. While our one-to-one advice is well utilised and revered by local VCS organisations, like other training providers, we still see challenges with take-up of our training offers post the Covid-19 pandemic. This will need careful consideration, and we will need to ensure how we pitch our training such that it meets the exacting needs of the VCS and is designed and delivered in such a way that VCS organisations struggling with capacity as they meet growing demands of their service users, are able to take up training opportunities.

Hackney Giving has delivered well, during 2023/24, building on the relationships formed during the Covid-19 pandemic, it has transitioned with ease to support statutory partners respond to the Cost-of-Living crisis. The ambition for 2024/25 is to diversify our funding streams, so that we are less reliant on statutory emergency funding and can work more collaboratively with the local VCS to set and deliver against local community funding priorities. A dedicated postholder was appointed in 2023/24 Q4 and will have a dedicated role in expanding our income through local businesses, and corporations.

Our Young People and Families team underwent a restructure during 2023/24, moving the children's and families strand to Health Transformation, resulting in the team been renamed the Youth Team, with a renewed dedicated focus just on young people, up to the age of 25. A new Head of Youth Programmes was appointed to commence in April 2024. The postholder has a key role in driving forward the revised programme structure, strengthening the team's governance structures, and furthering our relationships with key partners and funders to deliver individual programme objectives, and ensuring each programme remains aligned to our overall strategic priorities.

Over and above our core programme areas, we will need to ensure we deliver strong communications, in line with our Communications and Engagement Strategy, including accurate and up to date information on our website, as well as through our newsletter, and social media platforms. We will deliver key strategic events, to engage and celebrate the VCS, and develop and reinforce key partnerships. Our core capacity, such as to deliver our Communications ambitions, remains a challenge. Additionally, traditional funding sources from local statutory bodies have been harder to secure, given changes to local health and care structures, and the increasing financial strain on public sector budgets. As such, we will be initiating a new internal Fundraising Group, which will have a collective responsibility, led by the CEO, for co-ordinating fundraising efforts, to diversify our income, and secure our organisational financial sustainability. Dedicated support will be provided by a new role, a Fundraising Manager (Trust & Foundations), who will horizon scan, co-ordinate, and lead on all trust and foundation bids, with support of key programme delivery leads/staff.

2023/24 was an evolutionary year for us as an organisation. We know the future financial landscape will continue to be challenging, but we have taken steps to ensure we have a strong staffing infrastructure, provided with the necessary tools, skills, and support to deliver within their roles, cementing our ability to continue to serve the City & Hackney VCS. We thank our staff, partners, and funders for their unwavering support and commitment to helping us achieve our strategic goals and objectives and look forward to continuing our partnerships as we move into 2024/25.

Risk Management

Hackney CVS's Trustees have assessed the risks the organisation faces and have drawn up an organisation-wide risk register which identifies the major risks. These risks have been categorised as governance, operational, financial, environmental and compliance. The likelihood and the impact of these risks have been assessed both by the Board of Trustees and Senior Managers, with measures put in place to mitigate these risks, where appropriate. The Trustees review the risk register annually and are satisfied that systems are in place, or arrangements are in hand, to manage the risks that have been identified. In particular, insurance cover is in place and the finances of the organisation are regularly reviewed.

Organisation-wide risks have been monitored more closely by the Finance, Audit, Risk & HR Committee. Risks are also monitored by project leads along with their line managers and separate Project Board where applicable. The focus tends to be in terms of project delivery, finance and other relevant aspects. Mitigation actions are then agreed and taken to minimise those risks as far as practicable, taking cognisance of value for money.

In common with similar charities, one of Hackney CVS key risk relates to a decrease in funding. In order to mitigate that risk, plans are continuously developed and implemented to broaden its funding base, which includes tapping into the corporate sector and more actively approaching funders, instead of mainly waiting on funders to offer opportunities. The production of evidence-based business cases is part of our response strategy. Furthermore, more investment has been made and will continue to be made in terms of fundraising and business development.

Financial Review

In terms of the financial performance of unrestricted general funds, we generated net expenditure of £4k (2023: net income £17k) in the year, whilst unrestricted designated funds generated a net expenditure of £27k including after accounting for an unrealised gain on investment of £14k (2023: net expenditure £55k including a fall in the value of investment of £6k). Therefore, unrestricted funds had an overall net expenditure of £31k (2023: £38k net expenditure), which was better than our planned financial performance in the year under review.

Our fully owned, trading subsidiary, City and Hackney Together, broke even in 2023/24 and therefore generated neither a profit nor a loss. It also broke even in the previous year.

Restricted funds had an in-year net expenditure of £12k (2023: £65k net expenditure), thereby utilising some of its brought forward balance of £429k.

Total income decreased by 31%, from £2,943k in 2022/23 to £2,018k in 2023/24, whilst total expenditure decreased by 32%, from £3,040k to £2,076k.

The consolidated balance sheet at year-end shows a reasonably strong financial position. The reserves, which total £1,356k, were made up of restricted funds (£417k) for ongoing projects; designated funds (£553k) mainly for premises costs; and general funds (£384k).

Reserves Policy

The Trustees have established guidelines and principles for maintaining an appropriate level of reserves to ensure the financial stability and sustainability of Hackney CVS. The Trustees have reviewed the general reserves that Hackney CVS requires after assessing the risks faced by the organisation and after considering guidance issued by the Charities Commission. The Trustees have concluded that a target general funds equivalent to approximately three months' unrestricted expenditure plus closure costs, should be set. This currently equates to £200k, which would provide sufficient funds to underpin the organisation's work for three months in case of a lack of funding and to fund closure costs, should such a scenario materialise.

Investment Policy

Hackney CVS policy on investment has an overall objective to produce the best financial return within an acceptable level of risk. The objective for long term investments is to generate a return in excess of inflation whilst generating income to support the on-going activities. On the other hand, for short-term investments the objective is to preserve the capital value with a minimum level of risk and the investment to be readily available to meet unanticipated cash flow requirements.

The Board of Trustees has given delegated authority to its Chair, Treasurer, Chief Executive Officer and Director of Finance and Resources, so that they can make swift reinvestment decisions.

Statement of Trustees' Responsibilities

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

Company law requires trustees to prepare financial statements for each financial year which give a true and fair view of the state of the 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;
- 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 business.

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.

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 the financial statements may differ from legislation in other jurisdictions.

The Trustees' report has been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

This report was approved by the Board on 18 December 2024 and signed on its behalf by:



Timothy Vaughan

Trustee

REPORT OF THE INDEPENDENT AUDITORS TO THE TRUSTEES OF HACKNEY COUNCIL FOR VOLUNTARY SERVICE FOR THE YEAR ENDED 31 MARCH 2024

Opinion

We have audited the consolidated financial statements of Hackney Council for Voluntary Service (the 'Parent charitable company') and its subsidiary ("the Group") for the year ended 31 March 2024 which comprise the Consolidated Statements of Financial Activities, the Consolidated and Parent Charity Balance Sheet, the Consolidated Statement of Cash Flows 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 Financial Reporting Standard 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 group's and of the parent charitable company's affairs as at 31 March 2024 and of the group's incoming resources and application of resources 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 and the Charities Act 2011.

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 group 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 group'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 Trustees are responsible for the other information. The other information comprises the information included in the annual report, 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.

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 course of 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 themselves. 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.

Opinions on other 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 Trustees' 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 the knowledge and understanding of the group and 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 by the charitable company; or
- the charitable company 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 and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the Trustees' Responsibilities Statement, the Trustees 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 group's and 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 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 extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- We obtained an understanding of the legal and regulatory frameworks that are applicable to the group and determined that the most significant are the Statement of Recommended Practice 'Accounting and Reporting by Charities' (SORP 2019), in accordance with the Financial Reporting Standard applicable in the UK (FRS 102) applicable to smaller entities and the Companies Act 2006.
- We understood how the group and the charitable company are complying with those frameworks via communication with those charged with governance, together with the review of the charitable company's documented policies and procedures. The charitable company is required to comply with both company law and charity law and, based on our knowledge of its activities, we identified that the legal requirement to accurately account for restricted funds was a key significance.
- The audit team, which is experienced in the audit of charities, considered the group's susceptibility to

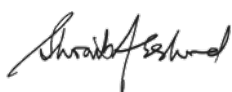
material misstatement and how fraud may occur. Our consideration included the risk of management override and allocation of costs to charitable activities and restricted funds.

- Our approach was to check that the income from grants, contracts and investments were properly identified and accurately disclosed, the expenditure complied with the control procedures and was appropriately charged. We also reviewed the closing balances for debtors and creditors and the transactions of the subsidiary company, major journal adjustments along unusual transactions and considered the identification of related party transactions.

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 charity's trustees, 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 charity's trustees 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 charity and the charity's trustees as a body, for our audit work, for this report or for the opinions we have formed.



Shoaib Arshad (Senior Statutory Auditor)
For and on behalf of Knox Cropper LLP, Statutory Auditors
65 Leadenhall Street
London
EC3A 2AD

Date 29 January 2025

Consolidated Statement of Financial Activities (Incorporating an Income and Expenditure Account) For the year ended 31st March 2024

	Notes	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Total 2024 £	Total 2023 £
Income from:						
Donations and legacies		-	-	7,009	7,009	31,240
Other trading activities		90,204	-	-	90,204	93,421
Investment income		31,540	-	-	31,540	16,595
Charitable activities		-	-	1,854,971	1,854,971	2,500,559
Income from Subsidiary		34,737	-	-	34,737	289,766
Other Income		-	-	-	-	11,330
Total operating income		<u>156,481</u>	<u>-</u>	<u>1,861,980</u>	<u>2,018,461</u>	<u>2,942,911</u>
Expenditure on:						
Raising funds		140,505	-	-	140,505	148,231
Charitable activities	6	19,728	41,288	1,874,013	1,935,030	2,891,585
Total operating expenditure		<u>160,234</u>	<u>41,288</u>	<u>1,874,013</u>	<u>2,075,535</u>	<u>3,039,816</u>
Net Gain/(Loss) on investments	9	<u>-</u>	<u>14,403</u>	<u>-</u>	<u>14,403</u>	<u>(5,830)</u>
Net Income/ (Expenditure) before transfers		(3,753)	(26,885)	(12,033)	(42,671)	(102,735)
Transfers between funds	13	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Net Movement in Funds		<u>(3,753)</u>	<u>(26,885)</u>	<u>(12,033)</u>	<u>(42,671)</u>	<u>(102,735)</u>
Reconciliation of Funds						
Fund balances brought forward at 1st April		<u>387,758</u>	<u>580,152</u>	<u>429,405</u>	<u>1,397,315</u>	<u>1,500,050</u>
Fund balances carried forward at 31st March	12, 13	<u><u>384,006</u></u>	<u><u>553,267</u></u>	<u><u>417,371</u></u>	<u><u>1,354,644</u></u>	<u><u>1,397,315</u></u>

All transactions are derived from continuing activities.

All recognised gains and losses are included in the Statement of Financial Activities.

Hackney Council for Voluntary Service Consolidated Balance Sheet at 31st March 2024

	Notes	2024 £	2024 £	2023 £	2023 £
Fixed Assets					
Tangible assets	8		0		41,288
Investments	9		<u>173,522</u>		<u>159,119</u>
			173,522		200,407
Current Assets					
Debtors and prepayments	10	417,237		281,220	
Cash at bank and in hand		<u>916,984</u>		<u>1,321,523</u>	
		1,334,220		1,602,743	
Creditors: Amounts falling due within one year	11	<u>(153,099)</u>		<u>(405,835)</u>	
Net Current Assets			<u>1,181,122</u>		<u>1,196,908</u>
Net Assets			<u><u>1,354,644</u></u>		<u><u>1,397,315</u></u>
Funds					
Restricted funds	12		417,371		429,405
General funds	13		384,006		387,758
Designated funds	13		553,267		580,152
			<u>1,354,644</u>		<u>1,397,315</u>

Approved by the board and authorised for issue on 18 December 2024

T. Vaughan

Timothy Vaughan
Trustee

Company Registration Number: 03365292

Hackney Council for Voluntary Service

Balance Sheet at 31st March 2024

	Notes	2024 £	2024 £	2023 £	2023 £
Fixed Assets					
Tangible assets	8		0		41,288
Investments	9		<u>173,522</u>		<u>159,119</u>
			173,522		200,407
Current Assets					
Debtors and prepayments	10	437,553		427,721	
Cash at bank and in hand		<u>896,823</u>		<u>1,127,030</u>	
		1,334,375		1,554,751	
Creditors: Amounts falling due within one year	11	<u>(153,253)</u>		<u>(357,843)</u>	
Net Current Assets			<u>1,181,122</u>		<u>1,196,908</u>
Net Assets			<u><u>1,354,644</u></u>		<u><u>1,397,315</u></u>
Funds					
Restricted funds	12		417,371		429,405
General funds	13		384,006		387,758
Designated funds	13		553,267		580,152
			<u>1,354,644</u>		<u>1,397,315</u>

Approved by the board and authorised for issue on 18 December 2024

T. Vaughan

Timothy Vaughan
Trustee

Company Registration Number: 03365292

Hackney Council for Voluntary Service

Consolidated Cash Flow Statement For the year ended 31 March 2024

	2024 £	2023 £
Cashflow/(outflow) from operating activities		
Net cash (used in)/ provided by operating activities	<u>(436,079)</u>	<u>317,038</u>
Cashflows from investing activities		
Investment income and interest received	31,540	16,595
Payments to acquire tangible fixed assets	-	-
Proceeds from disposal of investment	-	-
Additions of investments	-	(50,000)
	<u>31,540</u>	<u>(33,405)</u>
Net increase in cash and cash equivalents	(404,539)	283,633
Cash and cash equivalents at beginning of year	1,321,523	1,037,890
Cash and cash equivalents at end of year	<u>916,983</u>	<u>1,321,523</u>

Reconciliation of net income/(expenditure) to net cash flow from operating activities

	2024 £	2023 £
Net income	(42,671)	(102,735)
Adjustments for:		
Depreciation charges	41,288	49,546
(Gains)/ losses on investments	(14,403)	5,830
Investment income	(31,540)	(16,595)
Decrease/ (increase) in debtors	(136,017)	754,694
Increase /(decrease) in creditors	(252,737)	(373,702)
Net cash (used in)/ provided by operating activities	<u>(436,079)</u>	<u>317,038</u>

Hackney Council For Voluntary Service

Notes to the Financial Statements For the

year ended 31st March 2024

1 Accounting Policies

Company status

Hackney Council for Voluntary Service is a private company limited by guarantee and has no share capital. The liability of each member is limited to £1 per member. It is registered in England and Wales and its registered office is 24-30 Dalston Lane, London, E8 3AZ.

Basis of preparation of financial statements

These notes have been prepared on a going concern basis, under the historical cost convention subject to valuation of investments at fair value.

The financial statements of the charity and its subsidiary 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) (effective 1 January 2019) – (Charities SORP (FRS 102)) and the Companies Act 2006. The charitable company and its subsidiary meet the definition of a public benefit group for the purposes of FRS102.

The trustees have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the charitable group to continue as a going concern. The trustees have made this assessment for a period of at least one year from the date of approval of the financial statements. In particular the trustees have considered the charitable group's forecasts and projections and have taken account of pressures on income. After making enquiries the trustees have concluded that there is a reasonable expectation that the charitable group has adequate resources to continue in operational existence for at least the foreseeable future, defined in FRS 102 as twelve months from the date of approval of these accounts. The charitable group therefore continues to adopt the going concern basis in preparing its financial statements.

The financial statements are prepared in sterling, which is the functional currency of the company. Monetary amounts in these financial statements are rounded to the nearest pound.

The principal accounting policies adopted in the preparation of the financial statements are set out below:

Consolidation

The Statement of Financial Activities and Balance Sheet consolidate the financial statements of the charitable company and its subsidiary undertaking. The results of the subsidiary are consolidated on a line-by-line basis. The charitable company has taken advantage of the exemption from preparing its unconsolidated income and expenditure account available under Section 408 of the Companies Act 2006.

Fund accounting

Unrestricted funds comprise accumulated surpluses and deficits on general funds. They are available to spend on activities that further any of the purposes of the charity.

Designated funds are amounts which the Executive Committee have decided at their discretion to set aside for use for a specific purpose.

Restricted funds are funds that are to be used in accordance with specific restrictions imposed by the donors or which have been raised by the charity for specific purpose. The cost of raising and administering such funds is charged against the specific fund.

Further explanation of the aim and purpose of each fund is included in the notes to the financial statements.

Hackney Council For Voluntary Service

Notes to the Financial Statements For the

year ended 31st March 2024

1 Accounting Policies (continued)

Income

Income represents the total income receivable during the year comprising grants, donations and gifts, merchandise and publications, and investment income. All income is recognised when there is entitlement to the funds, the receipt is probable and the amount can be reliably measured.

Donations, grants and gifts are recognised when receivable. In the event that a donation is subject to fulfilling performance conditions before the charity is entitled to the funds, the income is deferred and not recognised until it is probably that those conditions will be fulfilled in the reporting period.

Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probably that a settlement is required and the amount of the obligation can be measured reliably. All expenditure is accounted for on an accruals basis. Expenditure includes VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates.

Costs of raising funds comprise the fundraising costs and publicity activities incurred in seeking donations and grants for the charity and their associated support costs.

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activity. It includes grants made to organisations and costs incurred in the operation of projects and programmes together with their associated support costs.

Grants payable are payments made to third parties that further the charitable objectives of the charity. The grants are accounted for where the charity has agreed to pay the grant without condition and the recipient has a reasonable expectation of its receipt.

Support costs comprise those costs which are incurred directly in support of expenditure on the objects of the charity and include governance, premises, marketing and general office costs. Governance costs, which are included within support costs, are those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fees and costs linked to the strategic management of the charity.

Support costs are allocated to each of the activities on one of the following basis: either floor area, staff time or usage depending on the nature of the support costs, to best allocate the costs to each attributable heading. More detail on the analysis and basis of allocated costs is given in note 5 to the financial statements.

Pension Costs

The charity makes payments to personal pension plans of certain employees. The costs are charged to the Statement of Financial Activities for the period to which they relate.

Employee Benefits

The cost of short-term employee benefits is recognised as a liability and an expense. The cost of any material unused holiday entitlements recognised in the period in which the employee's services are received.

Tangible fixed assets and depreciation

All assets costing more than £5,000 are capitalised.

Depreciation is calculated to write off the cost of fixed assets over their estimated useful lives using the following rates:

Office equipment and fittings	25% per annum straight line
-------------------------------	-----------------------------

Leasehold improvements	20% per annum straight line
------------------------	-----------------------------

Residual lives and impairment losses are assessed annually.

Leases

Rentals under operating leases are charged to the Statement of Financial Activities as they fall due.

Hackney Council For Voluntary Service

Notes to the Financial Statements For the year ended 31st March 2024

1 Accounting Policies (continued)

Financial Instruments

Investments

Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price. The Statement of Financial Activities includes the net gains and losses arising on revaluation and disposals throughout the year.

Cash and cash equivalents

Cash and cash equivalents include cash at bank and in hand and short-term deposits with a maturity date of three months or less.

Debtors and creditors

Debtors and creditors receivable or payable within one year of the reporting date are carried at their transaction price. Debtors and creditors that are receivable or payable in more than one year and not subject to a market rate of interest are measured at the represent value of the expected future receipts or payment discounted as a market rate of interest.

Critical accounting estimates and areas of judgement

In preparing financial statements it is necessary to make certain judgements, estimates and assumptions that affect the amounts recognised in the financial statements.

In the view of the trustees in applying the accounting policies adopted, no judgements were required that have a significant effect on the amounts recognised in the financial statements nor do any estimates or assumptions made carry a significant risk of material adjustment in the next financial year.

2 Net Movement in Funds

	2024 £	2023 £
The net movement in funds is stated after charging:		
Depreciation	41,288	49,546
Auditors' remuneration - statutory audit	11,400	11,400
- prior year underprovision	-	19,544

3 Employees and Staff Costs

	2024 Number	2023 Number
In aggregate the number of full and part time persons employed during the year was:		
Staff members	50	62
Staff costs were as follows:	£	£
Salaries and wages	782,435	970,243
National insurance	75,368	94,822
Pension scheme	40,927	47,147
	898,730	1,112,212

One employee received between £60,000 - £70,000 (including benefits in kind) during the year (2023 - 1). The pension contributions relating to the higher paid employee amounted to £4,324 (2023- £4,131).

The number of staff whose salaries exceeded £60,000, excluding employer pension contributions, and fell within the following bands were:

	2024	2023
£60,000 - £69,999	1	1
£70,000 - £79,999	1	-

The charity considers that the key management personnel comprise of the trustees, who are not remunerated, and the chief executive. The total employee benefits including pension costs of the key management personnel of the charity and group were £85,087 (2023: £81,665).

The charity had an average of 3 volunteers during the year (2023:3), making a favourable impact across many of our projects.

No employee received redundancy payments during the year (2023: One for £6,240).

Hackney Council For Voluntary Service

Notes to the Financial Statements

For the year ended 31st March 2024

4 Executive Committee Remuneration and Reimbursed Expenses

No members of the Executive Committee received remuneration for their services during the year (2023 - £Nil). No

member of the Executive Committee received expenses reimbursements during the year (2023 - £Nil).

5 Allocation of Support costs

Support costs are allocated on a basis consistent with the use of resources.

For year ended 31 March 2024	Premises	Marketing & publication	Depreciation	General office costs	Governance Costs	Totals
	£	£	£	£	£	£
Basis of allocation	Floor Area	Usage	Usage	Staff time	Staff time	
Consortia work	14,573	2,737	9,083	20,978	15,875	63,247
Communications	3,015	456	4,129	3,085	781	11,466
Organisation and Workforce Development	4,523	798	4,129	4,319	1,041	14,810
Community Empowerment & Engagement	8,041	3,422	4,129	14,191	3,383	33,165
Grants, Fundraising and philanthropy	3,015	570	2,890	2,468	520	9,464
Assets for the sector	2,010	228	4,129	2,468	520	9,356
Compact	3,015	228	2,890	2,468	520	9,122
Policy and leadership	4,020	570	2,890	3,085	781	11,347
Youth Programme	6,031	2,281	4,129	7,404	2,342	22,187
Refugee Programmes	2,010	114	2,890	1,234	259	6,508
TOTALS	50,255	11,405	41,288	61,700	26,024	190,671

Hackney Council For Voluntary Service

Notes to the Financial Statements

For the year ended 31st March 2024

5 Allocation of Support costs (continued)

Support costs are allocated on a basis consistent with the use of resources.

For year ended 31 March 2023	Premises	Marketing & publication	Depreciation	General office costs	Governance Costs	Totals
	£	£	£	£	£	£
Basis of allocation	Floor Area	Usage	Usage	Staff time	Staff time	
Consortia work	13,411	2,710	8,720	334,320	31,387	390,549
Communications	2,775	452	3,964	49,165	1,544	57,899
Organisation and Workforce Development	4,162	791	3,964	68,831	2,058	79,805
Community Empowerment & Engagement	7,400	3,388	3,964	226,158	6,689	247,598
Grants, Fundraising and philanthropy	2,775	565	2,775	39,332	1,029	46,475
Assets for the sector	1,850	226	3,964	39,332	1,029	46,400
Compact	2,775	226	2,775	39,332	1,029	46,136
Policy and leadership	3,700	565	2,775	49,165	1,544	57,748
Youth Programme	5,550	2,259	3,964	117,995	4,631	134,398
Refugee Programmes	1,850	113	2,775	19,666	514	24,918
TOTALS	46,249	11,294	39,637	983,294	51,455	1,131,926

5b) Governance costs comprise of the following:

	2024	2023
	£	£
Insurance	7,863	8,134
Audit and accountancy	15,340	30,944
Professional fees	1,200	6,198
Legal fees	26	4,224
Other	1,595	1,954
	26,024	51,454

Hackney Council For Voluntary Service

Notes to the Financial Statements

For the year ended 31st March 2024

6 Analysis of charitable expenditure

For year ended 31 March 2024

	Grants awarded £	Direct costs £	Subsidiary costs £	Support costs £	2024 Total £	2023 Total £
Consortia work	-	870,653	34,737	63,247	968,637	1,386,944
Communications	-	12,263	-	11,466	23,729	67,851
Organisation and Workforce Development	-	36,788	-	14,810	51,598	109,662
Community Empowerment & Engagement	-	85,839	-	33,165	119,004	317,265
Grants, Fundraising and philanthropy	483,350	9,810	-	9,464	502,625	524,078
Assets for the sector	-	4,905	-	9,356	14,261	50,381
Compact	-	4,905	-	9,122	14,027	50,117
Policy and leadership	-	3,679	-	11,347	15,025	60,734
Youth Programme	-	196,203	-	22,187	218,390	293,638
Refugee Programmes	-	1,226	-	6,508	7,734	25,913
TOTALS	483,350	1,226,270	34,737	190,671	1,935,030	2,886,585
	(note 7)			(note 5)		

Hackney Council For Voluntary Service

Notes to the Financial Statements

For the year ended 31st March 2024

6 Analysis of charitable expenditure

(continued) For year ended 31 March 2023

	Grants awarded £	Direct costs £	Subsidiary costs £	Support costs £	2023 Total £	2022 Total £
Consortia work	-	706,629	289,766	390,549	1,386,944	2,233,557
Communications	-	9,952	-	57,899	67,851	87,694
Organisation and Workforce Development	-	29,857	-	79,805	109,662	150,838
Community Empowerment & Engagement	-	69,667	-	247,598	317,265	429,345
Grants, Fundraising and philanthropy	469,641	7,962	-	46,475	524,078	360,782
Assets for the sector	-	3,981	-	46,400	50,381	62,809
Compact	-	3,981	-	46,136	50,117	62,709
Policy and leadership	-	2,986	-	57,748	60,734	75,197
Youth Programme	-	159,240	-	134,398	293,638	453,474
Refugee Programmes	-	995	-	24,918	25,913	31,474
TOTALS	469,641	995,252	289,766	1,131,926	2,886,585	3,947,879
	(note 7)			(note 5)		

Hackney Council For Voluntary Service

Notes to the Financial Statements For the year ended 31st March 2024

7 Analysis of grants made to institutions

	2024 £	2023 £
Hackney Giving	-	18,518
Community Fundraising	-	19,150
Hackney Refugee and Migrant Forum	-	1,000
Homerton NHS Trust	36,433	32,865
Cost Of Living Crisis	256,817	240,000
Lunch clubs	165,100	153,208
NAVCA	-	4,900
Community Chest	25,000	-
	<u>483,350</u>	<u>469,641</u>

Number of grants awarded 127 (2023 - 67).

8 Tangible Assets Group and Company

	Leasehold Improvements £	Totals £
Cost		
At 1st April 2023	247,729	247,729
Additions	-	-
Disposals	-	-
	<u>247,729</u>	<u>247,729</u>
At 31st March 2024	<u>247,729</u>	<u>247,729</u>
Depreciation		
At 1st April 2023	206,441	206,441
Disposals	-	-
Charge for the year	41,288	41,288
	<u>41,288</u>	<u>41,288</u>
At 31st March 2024	<u>247,729</u>	<u>247,729</u>
Net Book Value		
At 31st March 2024	<u>-</u>	<u>-</u>
At 31st March 2023	<u>41,288</u>	<u>41,288</u>

Hackney Council For Voluntary Service

Notes to the Financial Statements For the year ended 31st March 2024

9 Investments Group and Company	2024	2023
	£	£
CCLA COIF Charities Investment Units		
Market value at 1 April	159,119	114,949
Additions	-	50,000
Disposals	-	-
Unrealised gain/(loss) on investments	14,403	(5,830)
	<u>173,522</u>	<u>159,119</u>
At 31 March	<u>173,522</u>	<u>159,119</u>

The historical cost of the investments is £151,087 (2023: £151,087). All investments are held in the UK.

Hackney Council for Voluntary Services is the sole member of City and Hackney Together, a company limited by guarantee. Therefore, this entity is treated as a 100% subsidiary. The results of City and Hackney Together are shown in note 18.

	Group		Company	
10 Debtors	2024	2023	2024	2023
	£	£	£	£
Grant debtors	367,813	234,893	367,813	234,893
Prepayments and accrued income	31,339	7,497	31,339	7,497
Other debtors	18,085	38,830	18,085	38,830
Amounts due from group company	-	-	20,316	146,501
	<u>417,237</u>	<u>281,220</u>	<u>437,553</u>	<u>427,721</u>

	Group		Company	
11 Creditors: Amounts falling due within one year	2024	2023	2024	2023
	£	£	£	£
Trade creditors	88,556	270,403	88,556	269,436
Taxation and social security	20,644	32,210	20,800	19,923
Accruals and deferred income	43,898	103,222	43,898	68,484
	<u>153,099</u>	<u>405,835</u>	<u>153,253</u>	<u>357,844</u>

Hackney Council For Voluntary Service

Notes to the Financial Statements For the year ended 31st March 2024

12 Analysis of Restricted Funds

Group and Company	Balance at 1st April 2023 £	Income £	Expenditure £	Transfers £	Balance at 31st March 2024 £
Year ended 31 March 2024					
Baobab Foundation Initiative	100,838	140,014	(240,852)		-
The National Lottery Community Fund					-
Good Practice Mentor	979	(1,508)	529		-
YBM RC	40,386	82,892	(70,584)		52,694
Clinical Commissioning Group					-
Neighbourhoods Pilot	760	235,394	(232,874)		3,280
Migrant Support Network	7,944				7,944
Hackney Giving		13,265	(302)		12,963
VCSE Enabler	9,125	-	(9,125)		-
Team Hackney / LBH					-
Team Hackney Infrastructure Support	10,224	165,000	(175,224)		-
Flexible Support Fund	3,494		(3,494)		-
LD Pre-employment	19,394		(457)		18,937
Lunch Clubs	49,817	184,565	(219,204)		15,178
Windrush	1,980				1,980
VCSE Enabler		355,304	(324,346)		30,958
Cost Of Living Crisis	24,850	282,500	(290,556)		16,794
Groundwork					-
CVS Campaign	2,040				2,040
Community Chest	3,750	25,000	(25,300)		3,450
Community Fundraising	3,504	6,015	(216)		9,303
Community Fundraising - Lunch Clubs	1,230	994			2,224
Hackney Refugee and Migrant Forum	1,402		(1,402)		-
City Bridge Trust					-
Fairer Hackney	242	40,000	(32,429)		7,813
Hackney Giving		53,429	(53,429)		-
Capacity Development		88,328	(60,697)		27,631
Cornerston Fund	12,052	-	(12,052)		-
Post Code Community Trust					-
Mind Over Matter Project	12,299				12,299
IVAR Anti-racist commissioning	500		(500)		-
Anti-Racist Commissioning		6,886	(6,886)		-
Mind the Gap/Growing Minds	68,243				68,243
My Ends	7,954		(7,954)		-
Homerton NHS Trust					-
Long Covid	38,299	15,965	(54,264)		-
NAVCA	8,100	-	(4,443)		3,657
CHUHSE		120,000	(17)		119,983
Tree of Life		47,936	(47,936)		-
	<u>429,405</u>	<u>1,861,980</u>	<u>(1,874,013)</u>	<u>-</u>	<u>417,371</u>

Hackney Council For Voluntary Service Notes to the Financial Statements For the year ended 31st March 2024

12 Analysis of Restricted Funds

Group and Company	Balance at 1st April				Balance at 31st March
Year ended 31 March 2023	2022	Income	Expenditure	Transfers	2023
	£	£	£	£	£
Baobab Foundation Initiative	274,724	421,014	(594,900)		100,838
Baring Foundation		52,000	(52,000)		0
The National Lottery Community Fund					
Good Practice Mentor	-	46,104	(45,125)		979
YBM RC	-	164,382	(123,996)		40,386
Clinical Commissioning Group					
Neighbourhoods Pilot	-	190,914	(190,154)		760
Migrant Support Network	7,944				7,944
Digital Inclusion	-	-	-		-
Hackney Giving	-	50	(50)		-
VCSE Enabler	1,000	300,000	(291,874)		9,125
Team Hackney / LBH					
Team Hackney Infrastructure Support	-	150,000	(139,776)		10,224
Flexible Support Fund	3,494				3,494
LD Pre-employment	19,394				19,394
Lunch Clubs	41,195	184,804	(176,182)		49,817
MOPAC	-	18,000	(18,000)		-
Windrush	1,980				1,980
Advice Sector Support	-	35,000	(35,000)		-
Groundwork					
CVS Campaign	2,040				2,040
Community Chest		3,750			3,750
Community Fundraising	3,504	15,045	(15,045)		3,504
Community Fundraising - Lunch Clubs		1,230			1,230
Female Hackney		3,450	(3,450)		-
Hackney Refugee and Migrant Forum		4,700	(3,298)		1,402
Cost Of Living Crisis		265,000	(240,150)		24,850
City Bridge Trust					
Fairer Hackney	242	40,000	(40,000)		242
Hackney Giving	0	53,497	(53,497)		0
Cornerston Fund	12,052	8,406	(8,406)		12,052
Greater London Authority					
Young Londoners Fund	-	23,930	(23,930)		-
Post Code Community Trust					
Mind Over Matter Project	12,299				12,299
Supported Employment Network	2,166	26,797	(28,963)		-
Lankelly Chase	-				-
IVAR Anti-racist commissioning	-	500	-		500
User-Led Programme					
Mind the Gap/Growing Minds	101,230	89,592	(122,579)		68,243
My Ends	7,954	351,162	(351,162)		7,954
Homerton NHS Trust					
Long Covid		71,164	(32,865)		38,299
BM4C					
VRU	-		-		-
NAVCA	3,000	10,000	(4,900)		8,100
	<u>494,218</u>	<u>2,530,490</u>	<u>(2,595,303)</u>	<u>-</u>	<u>429,405</u>

Hackney Council For Voluntary Service Notes to the Financial Statements For the year ended 31st March 2024

13 General Funds Charity Only Year ended 31 March 2024

	Balance at 1st April 2023 £	Surplus / (Deficit) for the year £	Transfers £	Utilised/ Unrealised £	Balance at 31st March 2024 £
General funds	387,758	(3,753)	-	-	384,005
Staff fund	29,942	-	-	-	29,942
Premises Fund	508,922	-	-	14,403	523,325
Fixed assets	41,288	-	-	(41,288)	(0)
Designated funds	580,152	-	-	(26,885)	553,267
Unrestricted funds	967,910	(3,753)	-	(26,885)	937,272

Of the total funds of £967,910, £NIL relate to the subsidiary, City & Hackney Together.

Year ended 31 March 2023	Balance at 1st April 2022 £	Surplus / (Deficit) for the year £	Transfers £	Utilised/ Unrealised £	Balance at 31st March 2023 £
General funds	370,304	17,454	-	-	387,758
Staff fund	29,942	-	-	-	29,942
Premises Fund	514,752	-	-	(5,830)	508,922
Fixed assets	90,834	-	-	(49,546)	41,288
Designated funds	635,528	-	-	(55,376)	580,152
Unrestricted funds	1,005,832	17,454	-	(55,376)	967,910

The staff fund recognises the company's responsibilities to make reasonable provision to meet legal and moral obligations especially in the light of continuing uncertainty among funders and is estimated based on the forecasted budget for next financial year. The Staff Fund will be utilised when staff are to receive sick pay in line with their contract of employment and where funds are not available from restricted funds.

The premises fund represents funds to be used in the move to new premises, a contingency fund, unforeseen cost of the new premises, new furniture and equipment, dilapidation and related increased outgoings; e.g. rates, extra heating and lighting. The premises fund is being held to finance new premises for the charity.

The fixed asset fund represents the net book value of the fixed assets - excluding those reflected in the Restricted Funds. The movement in the year reflects the depreciation on the fixed assets held under unrestricted funds.

Hackney Council For Voluntary Service

Notes to the Financial Statements For the year ended 31st March 2024

14 Analysis of group Net Assets between Funds

	Designated Funds £	Unrestricted Funds £	Restricted Funds £	Total Funds £
Year ended 31 March 2024				
Tangible assets	-	-	-	-
Investments	173,522	-	-	173,522
Net Current assets	379,745	384,006	417,371	1,181,121
Total net assets	<u>553,267</u>	<u>384,006</u>	<u>417,371</u>	<u>1,354,643</u>

	Designated Funds £	Unrestricted Funds £	Restricted Funds £	Total Funds £
Year ended 31 March 2023				
Tangible assets	41,288	-	-	41,288
Investments	159,119	-	-	159,119
Net Current assets	379,745	387,758	429,405	1,196,908
Total net assets	<u>580,152</u>	<u>387,758</u>	<u>429,405</u>	<u>1,397,315</u>

15 Future Financial Commitments

At 31 March 2024, the group had the following future minimum lease payments under non-cancellable operating leases, which fall due as follows:

a) Land and building	2024 £	2023 £
within one year	24,375	23,198
in 2 to 5 years	49,125	6,823
Over 5 years	-	-
	<u>73,500</u>	<u>30,021</u>

16 Related Party Transactions

During the year 2023/24, Grants of £10,061 (2023 - £12,930) were paid out during the year to organisations where trustees are involved: Skyway Charity £10,061.

None of the Trustees involved sat on any meetings where decisions were made.

17 Financial Activities of the Charity

The charitable company has taken advantage of the exemption from preparing its unconsolidated income and expenditure account available under Section 408 of the Companies Act 2006.

Hackney Council For Voluntary Service Notes to the Financial Statements For the year ended 31st March 2024

18 Investment in the Subsidiary Undertaking City and Hackney Together

	2023 £	2023 £
Turnover	34,737	289,766
Cost of sales and administrative expenses	(34,737)	(289,766)
Operating Profit	-	-
Net (loss)/profit retained in the subsidiary	-	-
The assets and liabilities of the subsidiary were:	£	£
Net Current Liabilities	-	-
Aggregate reserves in deficit	-	-

The wholly owned subsidiary, which is incorporated in England and Wales, pays profits to the charitable company by way of gift aid. The company is limited by guarantee, without share capital. Hackney Council for Voluntary Service is the sole member of City and Hackney Together (company number: 8141065), which is registered at 24-30 Dalston Lane, London, E8 3AZ, and by virtue of this City and Hackney Together is treated as a wholly owned subsidiary of Hackney Council for Voluntary Service.

19 Limited Liability

Hackney Council for Voluntary Service is a company limited by guarantee and as such does not have a share capital. In the event a winding up the liability of each member is limited to £1.

Accounts

HACKNEY COUNCIL FOR VOLUNTARY SERVICE
(a charity limited by guarantee)

Company Number: 03365292
Charity Number: 1069736

**CONSOLIDATED TRUSTEES' REPORT
&
FINANCIAL STATEMENTS
FOR THE YEAR ENDED
31ST MARCH 2023**

**Hackney Council for Voluntary Service
Legal and Administration**

Board of Trustees:	Benjamin Mak Charles Middleton (Chair) Daniel Francis – resigned 29 June 2022 Jack Griffin Jessica Mullen Jessica Stockford – appointed 29 March 2023 Joyclyn Brodie-Mends – appointed 29 March 2023 Lucia Bird – resigned 28 September 2022 Natalie Roast – appointed 29 March 2023 Rola Aina Sara Barman Timothy Vaughan (Treasurer)
Executive Director:	Anthony Wong
Company Secretary:	Mark Boisson
Registered Office:	24 – 30 Dalston Lane London E8 3AZ
Auditors:	Knox Cropper LLP Chartered Accountants 65-68 Leadenhall Street London EC3A 2AD
Bankers:	Unity Trust Bank plc Nine Brindleyplace Birmingham B1 2HB
Solicitors:	Russell-Cooke LLP 2 Putney Hill London SW15 6AB Interface Legal Advisory Service 40 Wykeham Road London NW4 2SU Bates Wells & Braithwaite London LLP 2 – 6 Cannon Street London EC4M 6YH

Hackney CVS Trustees' Report 2021/22

Structure, Governance and Management

Hackney Council for Voluntary Service was incorporated on the 6th May 1997 with the company number **3365292**, and registered as a charity on 27th May 1998, with the charity number **1069736**. The company's governing instrument is its Memorandum and Articles of Association. Hackney Council for Voluntary Service is a company limited by guarantee and has no share capital. The liability of each member is limited to £1 per member.

The Board of Trustees administers the charity. They act as Trustees of the Charity, Directors of the Company and are the company law members. They are elected through ordinary motion or co-opted by the Board.

The Board of Trustees meets at a minimum every quarter. Board of Trustees meetings are closed and attended by the Trustees and the Executive Team (Senior Managers) who report on progress and provide administrative support. Meetings are generally two to three hours in length.

Trustees retire by rotation with a minimum of one third of the Trustees stepping down every year. The decision on which Trustees are to step down is made by length of service. Trustees who are required to stand down may stand for re-election.

In 2022/23 the following people acted as Trustees:

- Benjamin Mak
- Charles Middleton (Chair)
- Daniel Francis – resigned 29 June 2022
- Jack Griffin
- Jessica Mullen
- Jessica Stockford – appointed 29 March 2023
- Joyclyn Brodie-Mends – appointed 29 March 2023
- Lucia Bird – resigned 28 September 2022
- Natalie Roast – appointed 29 March 2023
- Rola Aina
- Sara Barman
- Timothy Vaughan (Treasurer)

To find out more about our Trustees please visit here <http://hcv.org.uk/meet-the-trustees/> or to meet the staff team visit here <http://hcv.org.uk/meet-the-team/>

In addition to formal company law membership, Hackney CVS operates an associate membership scheme for organisations. Hackney CVS Associate membership is free to all voluntary and community sector organisations operating in Hackney and provides the following membership benefits:

- access to resource area (computers and printing facilities);
- up to 3 hours a week of the small meeting room for free (subject to availability);
- access to free printing facility at our reception;
- discounted rates on our room hire (members rate);
- priority booking to our training sessions and events (some training sessions will be exclusive to associate members); and
- access to a wealth of resources and knowledge base in Health and Social Care sector.

Good Governance

Hackney CVS adopted the previous version of the Charity Governance Code and undertook a full review against the practice set out in the Code at the beginning of 2018. A further review was undertaken by an independent organisation between April and June 2022 using the Charity Governance Code (2020 revision). The purpose of the review was to appraise the Board's performance across all aspects of governance that impacted on the efficiency and effectiveness of decision-making and taking, and to develop supportive recommendations to enhance the function of the Board's performance. A working group has been established to ensure that the areas for improvement are addressed in a timely manner.

Strategic objectives and monitoring outcomes and impact:

- In 2019 the Board reviewed and revised its strategic objectives for 2019-2022.
- In 2020, the Trustees along with staff, met to assess performance against these new strategic objectives. The session was facilitated by an external consultant with scene setting by Trustee Lead for each of the four objectives. Ways were considered of achieving these objectives in a much-changed environment due to the COVID 19 pandemic.
- In 2023, Hackney CVS produced a new strategy, '*A Fairer Society 2023-28*' to guide its focus for the next five years,

Developing openness and transparency throughout our governance processes:

- Our website shows how the organisation is governed and how the Board can be held to account.
- A recruitment campaign was conducted leading to three new Trustees joining the Board in March 2023, adding a greater level of skills and diversity to the Board.

How do people become Trustees of Hackney CVS?

Hackney CVS Trustees can co-opt, or as members elect by ordinary motion, suitable people on to the Board. The Board prides itself on a rigorous recruitment process which is informed by organisational values, a skills audit and Hackney CVS' strategic priorities. The process also typically benefits from publicly advertising vacancies and active promotion through associate membership. Candidates are invited to submit CV's and a supporting letter; this is followed by an interview with the Chair and CEO. Eligible candidates are then invited to meet the existing Board of Trustees prior to being put forward for co-option or election to the role.

All Trustees must have knowledge and experience that will benefit the Board of Trustees and the organisation. Whether that is in delivering small scale grassroots projects or large public/VCS partnership programmes. Importantly, they must be committed to furthering Hackney CVS's role in supporting the large voluntary and community sector (VCS) in Hackney. On joining the organisation new Trustees are properly inducted, using a standard induction pack containing key policies, role descriptions, etc. They are supported in their role by existing Trustees and senior managers in the organisation. Trustees are offered opportunities for formal training or to top up their existing knowledge. Hackney CVS is committed to ensuring that continuous training and development opportunities are available for its Trustees.

All new Trustees are expected to sign a declaration of their appropriateness to act as charity trustees and company directors. Trustees can currently join the Board for a maximum of 3 terms (each term is 3 years), so the longest someone can serve is 9 years.

To know more about the role of a charity trustee please visit the charity commission website (<https://www.gov.uk/guidance/charity-trustee-whats-involved>)

Board composition and diversity

Hackney CVS is keen to ensure it has a diverse board. The Board conducts an annual skills audit process to determine if any skills are missing from its composition. In future we intend to undertake a diversity audit and to continue to attract new Trustees from local Hackney community and voluntary organisations

How many times does the Board meet?

Hackney CVS Trustees aims to meet as a Board at least 4 times a year. They also got involved in other activities such as our annual community awards night, meetings with the local stakeholders, ad hoc working groups and also staff activities such as our organisation's away day.

In addition to Board meetings, a Finance, Audit & Risk Committee was formed following a recommendation from the governance review. This committee held its first meeting in March 2023 and meets quarterly, prior to Board meetings.

What is discussed at Board meetings?

There are usually a range of issues discussed at the Board. The Executive Team provides updates about all our programmes using a traffic light rating system – progress of some of our big programmes are discussed at each meeting as separate items in themselves. The CEO and senior staff also update Trustees about any new or emerging risks which may affect the charity's work. New policies and procedures are reviewed and adopted by Trustees. Trustees also consider how well the organisation is meeting its aims and objectives and are involved in setting new strategic aims, our vision and values every 3 years. One of the key functions is to monitor overall income and expenditure through quarterly management accounts and annual budgeting processes to ensure where possible that Hackney CVS does not have an operating deficit or spend money unnecessarily. Some of the initial in-depth discussions regarding risks and finance are now undertaken by the newly formed Finance, Audit & Risk Committee. Minutes of this committee are provided for all Board meetings with the Treasurer leading discussions in those areas.

What is a conflict of interest and how are these managed?

Trustees have a legal obligation to act in the best interests of Hackney CVS, and in accordance with its governing document, and to avoid situations where there may be a potential conflict of interest. Staff and volunteers have similar obligations from their duties within their terms of employment and under the seven Nolan Principles of Public Life, which Hackney CVS adheres to and promotes.

Conflicts of interests may arise where an individual's personal or family interests and/or loyalties conflict with those of the charity. Such conflicts may create problems; they can:

- inhibit free discussion;
- result in decisions or actions that are not in the interests of the charity; and
- risk the impression that the charity has acted improperly.

Hackney CVS Board of Trustees has a conflict of interest policy, the aim of which is to protect both the organisation and the individuals involved from any appearance of impropriety.

Any Trustee conflicts of interest are registered annually and kept on file. At each Board meeting the Chair asks at the start of the meeting if any Trustees has any current conflicts and these are recorded in the meeting minutes. For instance, if a Hackney CVS Trustee was also a Trustee of another organisation that was benefiting from an existing project of Hackney CVS, then this would be recorded. The same situation would apply to staff who may be part of another local charity that benefits from Hackney CVS. Anyone in this situation would not be able to participate in the relevant conversations at the Board or influence any decisions in any way.

Operational Management of Hackney CVS

A Chief Executive Officer (CEO) is mandated by the Trustees to manage the day-to-day operations of the charity. To facilitate effective operations, the CEO has delegated authority for operational matters. The CEO, together with the Senior Managers, forms the Executive Team which is the operational leadership group in the organisation.

Hackney CVS had 62 staff roles in 2022/23 many of which were part time and/or on a sessional basis (for example on the Young People & Families Programme).

Remuneration of Staff, salary bandings and Chief Executive Officer's pay

Each role at Hackney CVS has a job description and person specification, so that staff are clear about their roles and responsibilities. These helps inform potential candidates what knowledge/skills are required for any particular job, allowing a degree of self-selection and thereby improving the pool of applicants. They provide a relatively objective tool for sizing and ranking jobs, which help with salary setting. It can be also helpful in redundancy situations, facilitating job matching and identifying possible alternative employment. Job roles, and therefore salaries, are assessed against a number of criteria including: Strategic scope (senior roles only); Technical knowledge and skills; Mental skills; Interpersonal and communication skills; Initiative and independence; and Responsibilities for people/financial resources.

It is the role of the Board of Trustees to set the salary level for the Chief Executive Officer which was £68k per annum as at 31 March 2023. The CEO is responsible for managing the Executive Team members and other senior staff in the organisation.

Membership of wider networks

During 2022/23 Hackney CVS was a member of the following associations and networks: NCVO, NAVCA, Charity Finance Group, and CLINKS.

Public Benefit Statement

The Trustees confirm that they have complied with the duty in section 17 of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit published by the Commission in exercising their powers or duties. They believe that all the charity's activities provide significant benefits to the public as described in detail below.

Objectives, Activities and Achievements of the Charity

The Charity's Objects as set out in our governing document are as follows:

To promote any charitable purpose for the benefit of the residents of the London Borough of Hackney and surrounding areas (hereinafter called the area of benefit) and in particular the advancement of education, the protection of health, the relief of poverty, distress and sickness, and in furtherance of the said purposes but not otherwise, to promote and organize co-operation in the achievement of the same and to that end bring together representatives of voluntary organisations and statutory authorities within the said area of benefit.

Our approach to strategy

Our strategic framework 2019-2022 (a 3-year cycle approach), sets out four strategic objectives that we aim to deliver during that timeframe. These objectives are as follows:

- Strategic Objective 1 - Supporting stronger, thriving voluntary and community organisations
- Strategic Objective 2 - Developing successful delivery partnerships
- Strategic Objective 3 - Strengthening the sector's voice to effect change
- Strategic Objective 4 – Being a sustainable, responsible organisation driven by our values

How well have we been doing to deliver our 2019-2022 strategy?

Below is a summary of how we have been meeting our four strategic objectives as shown by the work undertaken by our various projects and programmes.

Connect Hackney

Funder: The National Lottery Community Fund

- Strategic Objective 1 - Supporting stronger, thriving voluntary and community organisations.
- Strategic Objective 2 - Developing successful delivery partnerships.
- Strategic Objective 3 - Strengthening the sector's voice to effect change.

Partner organisation: Ageing Better Camden

Connect Hackney, a £7.2m research program, successfully tackled loneliness and isolation among Hackney residents aged 50 and over. Originally planned to end in 2021, the program was extended by a year due to the Covid-19 pandemic. In addition to its research findings, Connect Hackney aimed to influence local and national policy change, with a focus on activities during 2022/23 that promoted systems change.

The Listen Up group, comprising older Hackney residents, presented 14 evaluation recommendations to the City & Hackney Health and Wellbeing Board. These recommendations were accepted and are now used to assess new services, ensuring they address loneliness and isolation. An infographic titled 'Make Your Projects More Sociable' was developed to support service providers in implementing these recommendations.

Collaborating with Ageing Better Camden, Connect Hackney organised the 'Meeting New People and Doing New Things' event, attended by 30 older people and 15 organisations. This event facilitated the sharing of program learning and promoted local activities for older people to participate in.

The final program evaluation report confirmed that Connect Hackney reached an additional 317 older people in its last phase, bringing the total reach to 3,822 individuals. Despite limitations caused by the pandemic, Connect Hackney successfully collaborated with Hackney Council on its Ageing Well strategy. This strategy aims to ensure inclusivity of older people in council policies related to housing, employment, transport, and public spaces. Connect Hackney played a significant role in involving older people in policy and commissioning decisions.

The programme's influence on policy change, along with its promotion of community engagement and authentic production, has positively impacted the lives of older people in Hackney.

Growing Minds

Funder: City & Hackney CCG / NEL ICB

- Strategic Objective 1 - Supporting stronger, thriving voluntary and community organisations.
- Strategic Objective 2 - Developing successful delivery partnerships.
- Strategic Objective 3 - Strengthening the sector's voice to effect change.

Partner Organisations: Family Action, African Community School, Father 2 Father and Murray Business Consultancy, Black Parents Community Forum were also involved in the project until summer 2021, CAMHS Alliance, Hackney Schools

Tree of Life is a narrative-based talking therapy approach that aims to respond to groups or communities who have experienced social suffering in contexts where 'therapy' may not be culturally resonant. City and Hackney has piloted the use of this intervention in an innovative way, delivered by trained Peer Leaders from African, Caribbean and dual heritage in Secondary schools to groups of young people from the same cultural background. The aim of the programme has been to give space to young people from African, Caribbean and mixed heritage backgrounds to believe in their own abilities, acknowledge their dreams and talk about difficult experiences in a safe environment.

Due to excellent partnership working with CAMHS Alliance, the Tree of Life Team are now delivering across all Hackney Secondary schools, including a Pupil Referral Unit. This is the first time a programme of this kind has been able to do so. As a result of our effective delivery style, we have been nominated for three awards recognising the innovative work we are delivering, these include: Health Service Journal Award 2023 for 'Innovation and Improvement in Reducing Healthcare Inequalities' 'Provider Collaboration of the Year' as well as Children & Young People Now Awards 2023.

Lunch Clubs

Funder: London Borough of Hackney

- Strategic Objective 1 - Supporting stronger, thriving voluntary and community organisations.
- Strategic Objective 2 - Developing successful delivery partnerships.
- Strategic Objective 3 - Strengthening the sector's voice to effect change.

Partner organisations: Lunch clubs in our network, An Viet Foundation, Chats Lunch Club, Hackney Caribbean Elderly Organisation, Hackney Chinese Community Services, Hackney, Cypriot Association, Halkevi, Holly Street Lunch Club, Hot Line Meals, Lunch Up (Woodberry Down), Nightingale Luncheon Club, North London Muslim Community Centre, Vietnam, Laos and Cambodia (VLC) Centre.

The Lunch Club Network made up of 12 lunch clubs serving Hackney residents aged 55 and over, successfully built relationships and partnerships across Hackney with various organisations and services, including Hackney Council, Hackney Circle, Navigation Networks hosted by Shoreditch Trust, Family Action, NHS social prescribers, and more. These partnerships helped increase referral pathways and created further partnership opportunities e.g., a partnership which allowed lunch clubs to offer free yoga classes, and led to successful crowdfunding initiatives, leading to increased awareness and engagement in the community. The Lunch Club Network allowed online information about each lunch club to be updated collectively ensuring consistent access/referral pathways for all eligible Hackney residents, provided a forum for lunch clubs experiencing challenges to seek peer support, and delivered a comprehensive annual report demonstrating the impact of each of the clubs, and the network. We supported the lunch clubs in updating their flyers, managing social media postings, and offering First Aid and food hygiene training. Lunch clubs were also commissioned to cater for community events and were supported in accessing cost-of-living resources. Each of the 12 lunch clubs were supported to review and update their Sustainability Plans.

A lack of capacity at lunch clubs created challenges and highlighted the need for more support with outreach and publicity. Lack of capacity meant the lunch clubs were sometimes limited in being able to offer one-to-one support for clubs and visit regularly. Additionally, some clubs were less proactive in terms of club development and increasing attendance numbers.

Supported Employment Network (SEN)

Funder: City & Hackney ICB

- Strategic Objective 1 - Supporting stronger, thriving voluntary and community organisations.
- Strategic Objective 2 - Developing successful delivery partnerships.
- Strategic Objective 3 - Strengthening the sector's voice to effect change.
- Strategic Objective 4 – Being a sustainable, responsible organisation driven by our values.

Partner organisations: Mind in the City, Hackney and Waltham Forest, African Community School, Core Clapton, Hackney Council, Change FDN, Carers First, Misgav, Get a Clu, Groundwork, Metropolitan Police, NHS, National Parents Youth Open forum, Reed, Children with Voices, St Mary Magdalene, The Courtyard, SWIM enterprise, Prospects, Refugee Women, Centre for Better Health, Shaw Trust, DWP, Kisharon, Volunteer Centre Hackney and residents.

The Supported Employment Network (SEN) has achieved significant successes throughout the year. Three network meetings were held, with increasing attendance and engagement as the network became more established. The first meeting resulted in an insight report being produced and presented to healthcare partners, highlighting the challenges and opportunities surrounding the employment of individuals with mental health issues and disabilities. The second meeting addressed points identified in the previous meeting, facilitating partnership working, support for organisations, and addressing barriers for clients with neurodiverse needs in the recruitment process. The third meeting had a presentation from the Metropolitan Police Service about their approach to employing neurodiverse individuals and prioritised information sharing among partners. Engagement was further enhanced through regular email updates, toolkits, and best practice sharing, as well as attending Neighbourhood meetings to raise awareness about SEN.

SEN also successfully collaborated with two local employers. Firstly, they supported Homerton University Hospital in improving its recruitment practices and retention, providing trainings and resources on supporting individuals with disabilities and mental health in the workplace. Secondly, SEN worked with E5 Bakehouse to enhance its inclusivity and skills in employing individuals with disabilities, resulting in two supported placements and the potential for further placements in the future. These successes are being shared with SEN members to inspire further collaboration and learning. However, there were challenges, including the need for ongoing support for line managers and addressing the specific needs of clients with complex needs.

Young Londoners Fund Network

Funder: Young Londoners Fund, Greater London Authority

- Strategic Objective 1 - Supporting stronger, thriving voluntary and community organisations.
- Strategic Objective 2 - Developing successful delivery partnerships.
- Strategic Objective 3 - Strengthening the sector's voice to effect change.

Partner organisations: Voluntary Action Islington, Hackney Quest, Immediate Theatre, Peabody

The Children and Families Forum had a successful year, transitioning back to in-person meetings after a period of online meetings due to COVID-19. The forum is led by two chairs from VCS organisations, the African Community School and Morningside Community Centre, ensuring its relevance and purpose for grassroots partners.

The first forum of the year saw representatives from 52 VCS organisations in attendance. The forum facilitated consultations with its members and Hackney Council on the development of 'Family Hubs'. This collaboration has had a significant impact on the council's ways of working and ensures the representation of VCS organizations in strategic decision-making processes.

Notable guest Jim Gamble, CEO INEQE Safeguarding and author of the Child Q report, attended to discuss his findings with forum members. This engagement has improved the VCS's understanding of contextual safeguarding and provided guidance on implementing best practices.

The 16+ network, as a collective, worked together to bring about positive systems change for the VCS. They presented to Hackney Council, advocating for the use of more inclusive language to describe the VCS offer, and this remains an ongoing priority.

While the Children and Families Forum achieved significant successes, ongoing challenges include adapting to the changing landscape of COVID-19 and ensuring continued collaboration and representation of VCS organisations in decision-making processes.

Female Hackney

Funder: Safer London

- Strategic Objective 1 - Supporting stronger, thriving voluntary and community organisations.
- Strategic Objective 2 - Developing successful delivery partnerships.
- Strategic Objective 3 - Strengthening the sector's voice to effect change.
- Strategic Objective 4 – Being a sustainable, responsible organisation driven by our values.

Partner organisations: Black Women, The Yana Project, Safer London and ELFT BME Access Team

In September 2022, Female Hackney partnered with Safer London to host an event showcasing a youth-led film on domestic abuse. This collaborative effort involved various partner agencies and community members. The event was successful in raising awareness and was further amplified through Hackney Council's Violence Against Women and Girls Team as part of their 'VAWG 16 days' Campaign.

One of our notable achievements is the design and implementation of the 'Big Sister Little Sister' pilot project under the Female Hackney initiative, a new female orientated addition to our Young Black Men's programme. This eight-week mentoring programme specifically targets young black girls aged 9-10 years old. The project was conducted with 15 children from a local primary school who were identified by the school as being at risk due to experiencing domestic abuse, living in poverty, and having parents who are unemployed.

The project was co-designed by five female youth leaders, supported by the programme manager, who each served as the 'Big Sisters'. The primary goal of the project was to provide therapeutic support to these young girls who were at risk of exclusion when transitioning to secondary school.

To measure the impact of the pilot, evaluations were conducted with each child at the beginning and end of the eight weeks. The results were encouraging, with 85% of the children reporting feeling 'more confident' and 'more able to talk about their feelings' after participating in the program. For many of these children, this was their first experience with a trusted adult in such a capacity. All children expressed their desire for the project to continue and to stay in touch with their mentors. To facilitate healthy endings, we implemented a 'pen pal' element to the programme of activities.

We would like to acknowledge the support we received from East London Foundation Trust (ELFT), who provided digital support to the project. This support fostered synergy between technology and mentoring, for example, by providing 10 of the 'little sisters' with tablets to enhance their learning experience.

Hackney Account

Funder: MOPAC

- Strategic Objective 1 - Supporting stronger, thriving voluntary and community organisations.
- Strategic Objective 2 - Developing successful delivery partnerships.
- Strategic Objective 3 - Strengthening the sector's voice to effect change.
- Strategic Objective 4 – Being a sustainable, responsible organisation driven by our values.

Following the Child Q Child Safeguarding Practice Review, Hackney Account took proactive steps to engage with the local community and gather insights. Two community engagement activities were carried out to address the issues highlighted in the review. Hackney Council took the lead in responding to these concerns, with the findings from Hackney Account informing the work conducted as part of the Council-led Community Resilience Partnership (CRP).

The CRP established a Trust and Confidence in the Police working group, which welcomed the participation of Tony Wong, CEO of Hackney CVS. Tony Wong has been collaborating closely with community partners, the Council, and the local Central East Basic Command Unit of the Metropolitan

Police Service to develop and implement an action plan aimed at enhancing trust and confidence in the police.

Hackney Account has played a significant role in shaping the Child Q review and has been recognised in the review as a driving force in holding the police accountable and challenging their lack of action within the community.

As part of their efforts, Hackney Account collaborated with Liberty, a human rights charity, to deliver training sessions to young people on their rights when stopped and searched by the police. This training, consisting of eight hybrid sessions, reached over 60 young individuals. The initiative was a response to the disproportionate representation of young black men in Hackney's youth justice system.

Following intensive collaboration with the police regarding the Child Q review, Hackney Account made the decision to refocus their work on "community healing". As a recent development, Hackney Account has been supported in transitioning into an independent organisation, as it looks to expand borough the borough of Hackney.

My Ends / Rise Up East

Funder: City Hall's Violence Reduction Unit

- Strategic Objective 1 - Supporting stronger, thriving voluntary and community organisations.
- Strategic Objective 2 - Developing successful delivery partnerships.
- Strategic Objective 3 - Strengthening the sector's voice to effect change.

Partner organisations: The Wickers Charity, Immediate Theatre, The Crib, Hackney Quest

Through the successful co-production efforts of the My Ends programme, the consortium has introduced a 'detached outreach' team to provide community support in specific areas following critical incidents or when tensions are high. This team collaborated closely with the Violence Reduction Unit (VRU) and local police, responding to intelligence regarding youth violence.

The positive outcomes achieved by our consortium over the past two years have led us to apply for an additional 15 months of funding from the VRU, which has been granted for 2023.

To ensure the continued success of the programme and maintain effective community leadership, we have facilitated the transition of consortium leadership to The Wickers Charity, a small grassroots organisation. This approach guarantees that the programme is co-designed by and for the community it serves. The focus is on empowering the community and involving young people in the co-creation process to deliver a high-quality service that aligns with the objectives of the VRU.

Research indicates that community-led approaches to violence reduction are more effective and sustainable compared to traditional top-down approaches. By focusing our efforts on effective community leadership and co-creation, we aim to achieve lasting impact and promote a safer environment for all.

Specialist Infrastructure grant – LBH Fairer Hackney – CBT

Funders: London Borough of Hackney and City Bridge Trust

- Strategic Objective 1 - Supporting stronger, thriving voluntary and community organisations.
- Strategic Objective 2 - Developing successful delivery partnerships.
- Strategic Objective 3 - Strengthening the sector's voice to effect change.

Partner organisations: ELBA, Volunteer Centre Hackney, Tower Hamlets CVS, Redbridge CVS, Compass Wellbeing, Tower Hamlets council

The Organisational Development Team delivered a total of 37 training sessions from April 2022 to March 2023. The trainings were relevant to the needs of the VCS on topics such as bid writing, theory of change, effective communications, and safeguarding adults. In total, 476 members of staff from City and Hackney's VCS attended a training workshop. The highest attendance was recorded for statutory free training, and free training in general.

In total 77 small grassroots organisations received 1-1 organisational development support and 12 organisations out of the 77 received up to three 1-1 sessions to support them on their chosen area of development. One grassroots organisation with depleted resources and very limited capacity was supported intensely and at the beginning of this financial year they managed to fundraise £15k to continue to deliver their services. Another community organisation which received tailored Hackney CVS fundraising advice successfully applied for almost £200k from the National Lottery Reaching Communities Fund.

We produced a weekly newsletter for the sector as well as standalone newsletters on key items as well as regularly updating our websites and social media channels. Content was diverse and relevant to the needs of the sector – including regular funding and policy updates, information on trainings and events, coverage of sector impact, human interest stories and coverage of key calendar events such as Black History Season and International Women's Day.

Audiences: Our newsletter audience is 1,366. Our twitter following is 3,945.

VCS Enabler Programme

Funders: NHS North East London, London Borough of Hackney, East London Foundation Trust

- Strategic Objective 1 - Supporting stronger, thriving voluntary and community organisations.
- Strategic Objective 2 - Developing successful delivery partnerships.
- Strategic Objective 3 - Strengthening the sector's voice to effect change.
- Strategic Objective 4 – Being a sustainable, responsible organisation driven by our values.

Partner organisations: Mind in City, Hackney, and Waltham Forest, Beersheba Living Well. Hackney Quest, St Mary's Secret Garden, Age UK, Volunteer Centre Hackney, Healthwatch for both Hackney, and City of London; Hackney Cypriot Association, Kanlungan, SeeAbility, Toynbee Hall, Rainbow Mind, African Community School, Interlink, The Sharp End, The Studio Upstairs and Support When It Matters (SWIM) + 100s that have engaged and coproduced activities.

The VCS Assembly, Hackney Advice Forum, Hackney Refugee and Migrant Forum, and Health and Social Care Forum have held meetings to encourage dialogue and collaboration among VCS organisations. Special Interest Groups (SIGs) focused on mental health, sexual health, LGBTQIA+ issues, and learning disabilities have also convened multiple times.

Networking Coffee Mornings have facilitated information sharing among over 80 health and care partners. We have provided cultural humility training and emotional support to 17 VCS staff members, empowering them to speak out and boosting their confidence.

Our VCS Leadership development initiative has engaged charity leaders and senior managers to enhance their representation in decision-making processes. They advocate for the sector's views using insights from special interest groups, assemblies, and network meetings attended by over 220 organisations.

One impactful VCS Assembly focused on anti-racist commissioning, resulting in the development of four principles recognized in an NHS report on ethnic health inequalities. Another Assembly led to the formation of a consortium addressing school exclusions, securing £20,000 in funding, and advocating for young people. We have also supported three VCS organisations in securing a bid for accessible communication tools.

Additionally, we organised a vigil to honour a transgender teenager, killed in a transphobic attack, attended by over 100 people. The VCS Enabler created safe spaces for VCS organisations and

advanced public health initiatives targeting priority groups.

However, we face challenges in attributing outcomes to our work and effectively communicating these outcomes to partners. Limited capacity hinders consistent engagement with infrastructure support for health and care partners, including VCS organisations. Addressing these challenges will be a priority for further evolving the model.

Neighbourhoods

Funder: NEL ICB

- Strategic Objective 1 - Supporting stronger, thriving voluntary and community organisations.
- Strategic Objective 2 - Developing successful delivery partnerships.
- Strategic Objective 3 - Strengthening the sector's voice to effect change.
- Strategic Objective 4 – Being a sustainable, responsible organisation driven by our values.

Partner organisations: Healthwatch, NHS Primary Care, Hackney Council, local businesses, and a wide spectrum of VCS organisations.

Over the year, we conducted 21 neighbourhood conversations across 8 neighbourhoods, with each facilitator covering two neighbourhoods. In Well Street and Hackney Downs, we worked closely with local communities to involve residents in the health and care system at a neighbourhood level. The forums grew and saw increased engagement from VCS organisations and residents, thanks to our new delivery model.

We also worked with the orthodox Jewish community in Springfield Park and ensured that productive discussions took place by assigning strong chairs for several neighbourhood forums. Feedback from VCS organisations attending the forums has been positive, with attendees appreciating the networking opportunities and gaining knowledge about local service providers. This has led to potential collaborations in the future. We have also facilitated important connections in health and care, such as arranging a meeting between Shoreditch Trust, a social worker, and a dietician.

Regarding organisational development, we assessed 25 organisations and provided support through neighbourhoods OD. This resulted in £50,000 in funding, including £15,000 for a community centre in Well Street and support for a Hackney Turkish Cypriot organisation to establish a culturally appropriate food delivery service. We also strengthened ties with Compass Wellbeing, a funding organisation associated with ELFT, to ensure that neighbourhood organisations could access their funding offers.

Throughout the year, we trained over 55 VCS partners in chairing, presentation, and problem solving. Residents appreciated learning about services in their areas and contributed valuable insights about their experiences with health and care partners. They also benefited from wellbeing activities and valued the opportunity to have their voices heard and connect with others.

Overall, we shared our forum learnings with key statutory partners to improve attendance at meetings and enhance community engagement.

Hackney Giving (CBT)

Funder: City Bridge Trust

- Strategic Objective 1 - Supporting stronger, thriving voluntary and community organisations.
- Strategic Objective 2 - Developing successful delivery partnerships.
- Strategic Objective 3 - Strengthening the sector's voice to effect change.
- Strategic Objective 4 – Being a sustainable, responsible organisation driven by our values.

Partner organisations: The Funding Network*, London's Giving, The East London Business Alliance, Volunteer Centre Hackney, Hackney Council – these organisations are the member

organisations of Hackney Giving's Steering committee (* due to capacity issues, TFN have stepped down from the committee)

Core funding from City Bridge Trust is key to the success of the Hackney Giving programme. During the financial year this ongoing funding allowed us to:

- Work in partnership with the public sector and distribute funds on their behalf to the VCS through a grants process.
- Fundraise from local organisations and residents and distribute these funds to the VCS through a grants process.
- Support VCS groups to apply for funds and support groups who were awarded funds to deliver successfully.

During the financial year Hackney Giving leveraged in £881,137.96 for the sector which was awarded out as grants. Additionally, the programme raised £156,749.00 for Hackney CVS core costs.

Hackney Giving (Long Covid)

Funders: NHS Charities Together and Homerton Healthcare NHS Trust

- Strategic Objective 1 - Supporting stronger, thriving voluntary and community organisations.
- Strategic Objective 2 - Developing successful delivery partnerships.
- Strategic Objective 3 - Strengthening the sector's voice to effect change.
- Strategic Objective 4 – Being a sustainable, responsible organisation driven by our values.

Partner organisation: Homerton Healthcare NHS Trust

In March 2023 we allocated grants totalling £69,298.00 to VCS groups in partnership with colleagues from Homerton Healthcare NHS Trust. Funding was awarded to community groups to help people living with Long Covid make a full and lasting recovery.

The funding was designed to support local community organisations to raise public awareness about Long Covid and its symptoms, signpost people to the support available to them and promote self-advocacy among affected communities. One of the key aims was to encourage those who think they have lasting effects from COVID-19 to seek help from their GP and request referral to the specialist NHS post-Covid service. This was to ensure they were fully assessed and received the necessary rehabilitation support.

A spokesperson for Hoxton Health, one of the seven groups to receive grants worth up to £10,000, said:

"We hope to use this funding to help older members of the community we work closely with be more aware of Long Covid as a condition. There are still many residents in City and Hackney who are suffering from the symptoms of Long Covid and are unaware of the support available. We hope to play our part in ensuring residents are better informed about the condition and know where to get the support they need."

More quotes from grant funded groups:

Hackney Cypriot Association:

"People knew about the Long COVID, but they did not know about the Core Service. B has suffered with Long COVID since 2020. She has lost her sense of smell and is saying she has no memories of some of the days that she lives, and it is particularly emotionally difficult when her husband travels and wants to smell his clothes, but it is like he disappeared. However, after talking to me, she said that she will go to her GP and ask for a referral."

Shepherdfold Ministry:

"The 'essentials' bags are working very well as it provides a call to action for the people who were just coming for the foodbank, this allows us to foster an open conversation as we create a safe space for people to reflect on the changes that have occurred since they had COVID. This forms the start of Long COVID conversations and allows us to explore new feelings, symptoms and ways forward."

Hackney Giving (Cost of Living)

Funder: London Borough of Hackney

- Strategic Objective 1 - Supporting stronger, thriving voluntary and community organisations.
- Strategic Objective 2 - Developing successful delivery partnerships.
- Strategic Objective 3 - Strengthening the sector's voice to effect change.
- Strategic Objective 4 – Being a sustainable, responsible organisation driven by our values.

Partner organisation: London Borough of Hackney

We distributed £240,000.00 in partnership with LBH. In addition, we distributed £19,000.00 from Hackney Giving community fundraising. Total awarded: £259,000.00

Grants of £5k each were awarded to reduce the impact of the rising cost of living on people living in the City and Hackney.

The activities delivered under this strand fitted the following categories:

- Supply of food and other necessities.
- Contributions towards gas and/or electricity bill payments for service users.
- Provision of meals in a community setting.
- Before or after-school club or holiday club, including provision of food for children / young people attending.

Under this strand, more than ever, we received far more applications than we could fund – evidence of the high levels of need in our local communities. The quotes below from residents make clear how much more work we need to do together with key partners to alleviate poverty:

"Thank you! thank you! thank you! I had been walking around sick with worry about how we will manage it all and this just feels like a great big hug!"

"We are so grateful; it has made a huge difference for us."

"The past few months have been incredibly stressful. Thank you for lightening the load".

"I appreciated that I did not need to humiliate myself. I produced the voucher and got what I needed without being demoralized. None of the other shoppers were any the wiser".

Hackney Giving (Earthquake Appeal)

Funder: NAVCA

- Strategic Objective 1 - Supporting stronger, thriving voluntary and community organisations.
- Strategic Objective 2 - Developing successful delivery partnerships.
- Strategic Objective 3 - Strengthening the sector's voice to effect change.
- Strategic Objective 4 – Being a sustainable, responsible organisation driven by our values.

Partner organisation: NAVCA

“Most members of London’s migrant Turkish and Kurdish communities have direct links with the region where the earthquake took place. There is very little number of people who are not directly impacted.”

Taylan Sahbaz, Day-Mer Turkish and Kurdish Community Centre

Following the earthquake in Turkey and Syria we fundraised to support local communities impacted. In total we raised £5,050.00, the majority through NAVCA, and the balance through donations from residents. We funded three local groups to support residents to come together and receive community and wellbeing support.

One of the groups we funded were Roj women, who provided culturally appropriate wellbeing support. They wrote:

“In the earthquake which devastated South-eastern Turkey and Northern Syria, we lost tens [of] thousands of people and millions have been left homeless, jobless and now trying to survive. We must have a culturally sensitive approach when we advise and talk about mental health in our community. Therefore, your fundraising is important and needed locally and as Roj Women we are ready to help you in any way possible.”

Hackney Advice Service

Funder: London Borough of Hackney

- Strategic Objective 1 - Supporting stronger, thriving voluntary and community organisations.
- Strategic Objective 3 - Strengthening the sector’s voice to effect change.

Partner organisations: 20 VCS advice organisations

The Hackney Advice Service is a transformational project aiming to support the implementation of a system-thinking approach to designing person-centred services, spanning statutory, and voluntary and community sector services. Our role is to work with advice organisations to develop their knowledge and skills in system thinking to meet the purpose of advice by:

- Working with and supporting grant-funded advice providers
 - Analyse service demand data.
 - Prototype a new, collaborative approach to community advice delivery and design.
 - Use learning to support system leaders to be better able to support residents in need.
 - Incorporate learning into their business-as-usual operations.
 - Identifying key themes and/or trends and sharing these insights with relevant partners to support wider systems change.
 - Work effectively with Hackney Council’s strategy and policy team, and the Public Health team.
 - Develop partnerships across the network to provide a singular service in a relational way that supports residents to find a wider offer of support.

During 2022/23, we supported advice organisations to improve their understanding of the council’s processes in relation to housing, council tax, and housing benefits. Advice organisations were supported to use the Hackney Council Better Conversations tool, which has supported organisations to engage more effectively with Council departments, and expediate the resolution of issues for residents.

Baobab Foundation

Funders: The Indigo Trust, The Joseph Rowntree Charitable Trust, Oak Foundation and East London Business Alliance.

Partner organisations: N/A

Baobab Foundation is a new pro-Black foundation, which resources racial justice through Black and Global Majority communities. It is a unique network of members, radical friends and solidarity partners who connect in words, thought and action with the intention of achieving lasting systems change. As a network, Baobab works to collectively shape its own agenda and set its own priorities.

Baobab has continued to grow, managing to expand its membership to c.400 organisations. It has raised over £5m for the Collective Fund. It is now registered as a Dual Community Benefit Society Structure and has become an independent entity. Pamela Jones has joined Baobab as Operational Lead to oversee the day-to-day running of the foundation.

Looking ahead to 2023/24

2022/23 proved to be another challenging year. It was the start of the war between Ukraine and Russia; we experienced a financial crisis, the likes of which had not been experienced for over four decades; significant changes to health and care legislation, and locally, a high-profile case concerning a 2020 incident involving the strip search of a 15-year-old black girl in a school, by the Metropolitan Police Service, highlighted systemic failures within the police and education services, resulting in local communities calling for radical reforms, to name just a few milestone events. It was also the year we celebrated our 25th anniversary and provided us with an opportunity to reflect on our history and consider how our history can help shape our future, reflecting on our successes, the challenges we've overcome, and the relationships we've developed contributing to our journey over the past two and half decades.

As we look forward to 2023/24, we know there is much to do. We will be launching our new strategy, which we have been developing this year with wide involvement of staff, trustees, and our wide range of partners and stakeholders. The last few years have been turbulent and have demonstrated the need for us to build more stability in our organisational structures. Our strategy will span five years, rather than the three-year model we have historically adopted. We will be looking to see how we can build stronger mechanisms which provide deeper foundations to our plans, which means if we need to respond to unforeseen circumstances, like we've needed to such as with COVID-19, global conflicts, or local incidents which require urgent responses, we can do so, with greater assurance and won't lose focus or traction on our strategic priorities.

The health and care system anchors much of where we are required to focus our resources to respond to local health inequalities. Recent changes have added additional layers to how the system works, with increased emphasis on hyper-local neighbourhood-level service delivery, whilst at the same time a wider strategic lens with the introduction of regional Integrated Care Systems. Whilst these offer great opportunities to collaborate, share resources, and ultimately provide residents with a better level of service, it will require us to work in new and innovative ways and reconfigure our relationships with partners.

Our Health Transformation work will naturally need to evolve in line with these changes as we head into next year. We will need to re-imagine how we deploy our resources, which may require adjustments to internal structures and roles. It's timely therefore that the development of our new strategy, which will be underpinned by a comprehensive business plan, allows us to re-imagine who we want to work with to ensure we adapt in line with local changes to system structures and processes.

Our Young People and Families work has needed to undergo a period of transformation. Operational issues highlighted several areas which needed further development to ensure our processes and procedures were allowing us to be efficient with our resources and work well with partners. Considerable learning has been gleaned throughout this process and has helped shape the development of our new strategy. As we move forward, we will be working in close partnership with the Youth-VCS sector to develop our work in this space, ensuring our work complements work led by the sector.

Organisational Development remains at the heart of what we do, providing valuable capacity-building support. The economic crisis has had a detrimental impact on charity demand levels, so we will need to look at how we can bolster our offer to increase our level of support to the sector. Similarly, funding remains the number one challenge for the sector, so leveraging funds and administering grants through Hackney Giving will also be a

priority, as we look to diversify how the programme is funded so that we can better respond to community demands.

2022/23 was a challenging year but was the year that demonstrated our resilience. It was a year of adjustment following significant changes, both in the external and internal environment, as some programmes transitioned to community ownership. We remain indebted to our funders, partners, and allies who continue to support our work; as well as our dedicated staff, volunteers, and trustees who continue to go above and beyond so we can give the best possible service to the richly diverse voluntary and community sector.

Risk Management

Hackney CVS's Trustees have assessed the risks the organisation faces and have drawn up an organisation-wide risk register which identifies the major risks. These risks have been categorised as governance, operational, financial, environmental and compliance. The likelihood and the impact of these risks have been assessed both by the Board of Trustees and Senior Managers, with measures put in place to mitigate these risks, where appropriate. The Trustees review the risk register annually and are satisfied that systems are in place, or arrangements are in hand, to manage the risks that have been identified. In particular, insurance cover is in place and the finances of the organisation are regularly reviewed.

Organisation-wide risks have been monitored more closely by the Finance, Audit & Risk Committee. Risks are also monitored by project leads along with their line managers and separate Project Board where applicable. The focus tends to be in terms of project delivery, finance and other relevant aspects. Mitigation actions are then agreed and taken to minimise those risks as far as practicable, taking cognisance of value for money.

In common with similar charities, one of Hackney CVS key risk relates to a decrease in funding. In order to mitigate that risk, plans are continuously developed and implemented to broaden its funding base, which includes tapping into the corporate sector and more actively approaching funders, instead of mainly waiting on funders to offer opportunities. The production of evidence-based business cases is part of our response strategy. Furthermore, more investment has been made in fundraising in the last 12 months with other options currently under consideration.

Financial Review

In terms of the financial performance of unrestricted general funds, we generated net income of £17k in the year, whilst unrestricted designated funds generated a net expenditure of £55k including a fall in the value of investment of £6k. Therefore, unrestricted funds had an overall net expenditure of £38k in 2022/23, which was better than our planned financial performance in the year under review.

Our fully owned, trading subsidiary, City and Hackney Together, broke even in 2022/23 and therefore generated neither a profit nor a loss. It also broke even in the previous year.

Restricted funds had an in-year net expenditure of £65k, thereby utilising some of its brought forward balance of £494k.

Total income decreased by 25%, from £3,899k in 2021/22 to £2,943k in 2022/23, whilst total expenditure decreased by 27%, from £4,169k to £3,039k.

The consolidated balance sheet at year-end shows a reasonably strong financial position. The reserves, which total £1,397k, were made up of restricted funds (£429k) for ongoing projects; designated funds (£580k) mainly for premises costs; and general funds (£388k).

Reserves Policy

The Trustees have established guidelines and principles for maintaining an appropriate level of reserves to ensure the financial stability and sustainability of Hackney CVS. The Trustees have reviewed the general reserves that Hackney CVS requires after assessing the risks faced by the organisation and after considering guidance issued by the Charities Commission. The Trustees have concluded that a target general reserve equivalent to approximately three months' unrestricted expenditure plus closure costs, should be set. This currently equates to £220k, which would provide sufficient funds to underpin the organisation's work for three months in case of a lack of funding and to fund closure costs, should such a scenario materialise. At the end of the financial year 2022/23, unrestricted general reserves were £387k. Of that amount, £42k are committed to finance the remaining amortisation costs of the major improvement made to our leased offices and £109k

to finance a budgeted deficit in 2023/24. These leave £236k of 'free reserves' at the year-end, which is sufficient at this point in time.

Investment Policy

Hackney CVS policy on investment has an overall objective to produce the best financial return within an acceptable level of risk. The objective for long term investments is to generate a return in excess of inflation whilst generating income to support the on-going activities. On the other hand, for short-term investments the objective is to preserve the capital value with a minimum level of risk and the investment to be readily available to meet unanticipated cash flow requirements.

The Board of Trustees has given delegated authority to its Chair, Treasurer, Chief Executive Officer and Director of Finance and Resources, so that they can make swift reinvestment decisions.

Statement of Trustees' Responsibilities

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

Company law requires trustees to prepare financial statements for each financial year which give a true and fair view of the state of the 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;
- 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 business.

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.

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 the financial statements may differ from legislation in other jurisdictions.

The Trustees' report has been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

This report was approved by the Board on 13 December 2023 and signed on its behalf by:



Timothy Vaughan

Trustee

REPORT OF THE INDEPENDENT AUDITORS TO THE TRUSTEES OF HACKNEY COUNCIL FOR VOLUNTARY SERVICE FOR THE YEAR ENDED 31 MARCH 2023

Opinion

We have audited the consolidated financial statements of Hackney Council for Voluntary Service (the 'Parent charitable company') and its subsidiary ("the Group") for the year ended 31 March 2023 which comprise the Consolidated Statements of Financial Activities, the Consolidated and Parent Charity Balance Sheet, the Consolidated Statement of Cash Flows 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 Financial Reporting Standard 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 group's and of the parent charitable company's affairs as at 31 March 2023 and of the group's incoming resources and application of resources 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 and the Charities Act 2011.

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 group 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 group'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 Trustees are responsible for the other information. The other information comprises the information included in the annual report, 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.

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 course of 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 themselves. 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.

Opinions on other 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 Trustees' 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 the knowledge and understanding of the group and 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 by the charitable company; or
- the charitable company 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 and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the Trustees' Responsibilities Statement, the Trustees 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 group's and 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 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 extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- We obtained an understanding of the legal and regulatory frameworks that are applicable to the group and determined that the most significant are the Statement of Recommended Practice 'Accounting and Reporting by Charities' (SORP 2019), in accordance with the Financial Reporting Standard applicable in the UK (FRS 102) applicable to smaller entities and the Companies Act 2006.
- We understood how the group and the charitable company are complying with those frameworks via communication with those charged with governance, together with the review of the charitable company's documented policies and procedures. The charitable company is required to comply with both company law and charity law and, based on our knowledge of its activities, we identified that the legal requirement to accurately account for restricted funds was a key significance.
- The audit team, which is experienced in the audit of charities, considered the group's susceptibility to

material misstatement and how fraud may occur. Our consideration included the risk of management override and allocation of costs to charitable activities and restricted funds.

- Our approach was to check that the income from grants, contracts and investments were properly identified and accurately disclosed, the expenditure complied with the control procedures and was appropriately charged. We also reviewed the closing balances for debtors and creditors and the transactions of the subsidiary company, major journal adjustments along unusual transactions and considered the identification of related party transactions.

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 charity's trustees, 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 charity's trustees 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 charity and the charity's trustees as a body, for our audit work, for this report or for the opinions we have formed.



Shoaib Arshad (Senior Statutory Auditor)
For and on behalf of Knox Cropper LLP, Statutory Auditors
65 Leadenhall Street
London
EC3A 2AD

Date .18 December.2023..

Consolidated Statement of Financial Activities (Incorporating an Income and Expenditure Account) For the year ended 31st March 2023

	Notes	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Total 2023 £	Total 2022 £
Income from:						
Donations and legacies		1,310	-	29,930	31,240	19,562
Other trading activities		93,421	-	-	93,421	78,929
Investment income		16,595	-	-	16,595	3,422
Charitable activities		-	-	2,500,559	2,500,559	3,304,971
Income from Subsidiary		289,766	-	-	289,766	487,846
Other Income		11,330	-	-	11,330	4,066
Total operating income		412,422	-	2,530,489	2,942,911	3,898,795
Expenditure on:						
Raising funds		148,231	-	-	148,231	181,931
Charitable activities	6	246,737	49,546	2,595,303	2,891,585	3,986,836
Total operating expenditure		394,968	49,546	2,595,303	3,039,816	4,168,767
Net Gain/(Loss) on investments	9	-	(5,830)	-	(5,830)	9,132
Net Income/ (Expenditure) before transfers		17,454	(55,376)	(64,814)	(102,735)	(260,840)
Transfers between funds	13	-	-	-	-	-
Net Movement in Funds		17,454	(55,376)	(64,814)	(102,735)	(260,840)
Reconciliation of Funds						
Fund balances brought forward at 1st April		<u>370,304</u>	<u>635,528</u>	<u>494,218</u>	<u>1,500,050</u>	<u>1,760,890</u>
Fund balances carried forward at 31st March	12, 13	<u>387,758</u>	<u>580,152</u>	<u>429,405</u>	<u>1,397,315</u>	<u>1,500,050</u>

All transactions are derived from continuing activities.

All recognised gains and losses are included in the Statement of Financial Activities.

Hackney Council for Voluntary Service Consolidated Balance Sheet at 31st March 2023

	Notes	2023 £	2023 £	2022 £	2022 £
Fixed Assets					
Tangible assets	8		41,288		90,834
Investments	9		159,119		114,949
			<u>200,407</u>		<u>205,783</u>
Current Assets					
Debtors and prepayments	10	281,220		1,035,914	
Cash at bank and in hand		<u>1,321,523</u>		<u>1,037,890</u>	
		1,602,743		2,073,804	
Creditors: Amounts falling due within one year	11	<u>(405,835)</u>		<u>(779,537)</u>	
Net Current Assets			<u>1,196,908</u>		<u>1,294,267</u>
Net Assets			<u><u>1,397,315</u></u>		<u><u>1,500,050</u></u>
Funds					
Restricted funds	12		429,405		494,218
General funds	13		387,758		370,304
Designated funds	13		580,152		635,528
			<u>1,397,315</u>		<u>1,500,050</u>

Approved by the board and authorised for issue on 13 December 2023

T. Vaughan

Timothy Vaughan
Trustee

Company Registration Number: 03365292

Hackney Council for Voluntary Service

Balance Sheet at 31st March 2023

	Notes	2023 £	2023 £	2022 £	2022 £
Fixed Assets					
Tangible assets	8		41,288		90,834
Investments	9		<u>159,119</u>		<u>114,949</u>
			200,407		205,783
Current Assets					
Debtors and prepayments	10	427,721		1,016,966	
Cash at bank and in hand		<u>1,127,030</u>		<u>901,404</u>	
		1,554,751		1,918,370	
Creditors: Amounts falling due within one year	11	<u>(357,843)</u>		<u>(624,103)</u>	
Net Current Assets			<u>1,196,908</u>		<u>1,294,267</u>
Net Assets			<u><u>1,397,315</u></u>		<u><u>1,500,050</u></u>
Funds					
Restricted funds	12		429,405		494,218
General funds	13		387,758		370,304
Designated funds	13		580,152		635,528
			<u>1,397,315</u>		<u>1,500,050</u>

Approved by the board and authorised for issue on 13 December 2023

T. Vaughan

Timothy Vaughan
Trustee

Company Registration Number: 03365292

Hackney Council for Voluntary Service

Consolidated Cash Flow Statement For the year ended 31 March 2023

	2023 £	2022 £
Cashflow/(outflow) from operating activities		
Net cash (used in)/ provided by operating activities	<u>317,038</u>	<u>(668,188)</u>
Cashflows from investing activities		
Investment income and interest received	16,595	3,422
Payments to acquire tangible fixed assets	0	0
Proceeds from disposal of investment	0	0
Additions of investments	<u>(50,000)</u>	<u>0</u>
	<u>(33,405)</u>	<u>3,422</u>
Net increase in cash and cash equivalents	283,633	(664,766)
Cash and cash equivalents at beginning of year	1,037,890	1,702,656
Cash and cash equivalents at end of year	<u><u>1,321,523</u></u>	<u><u>1,037,890</u></u>

Reconciliation of net income/(expenditure) to net cash flow from operating activities

	2023 £	2022 £
Net income	(102,735)	(260,840)
Adjustments for:		
Depreciation charges	49,546	49,546
(Gains)/ losses on investments	5,830	(9,132)
Investment income	(16,595)	(3,422)
Decrease/ (increase) in debtors	754,694	(431,662)
Increase /(decrease) in creditors	(373,702)	(12,678)
Net cash (used in)/ provided by operating activities	<u><u>317,038</u></u>	<u><u>(668,188)</u></u>

Hackney Council For Voluntary Service

Notes to the Financial Statements For the year ended 31st March 2023

1 Accounting Policies

Company status

Hackney Council for Voluntary Service is a private company limited by guarantee and has no share capital. The liability of each member is limited to £1 per member. It is registered in England and Wales and its registered office is 24-30 Dalston Lane, London, E8 3AZ.

Basis of preparation of financial statements

These notes have been prepared on a going concern basis, under the historical cost convention subject to valuation of investments at fair value.

The financial statements of the charity and its subsidiary 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) (effective 1 January 2019) – (Charities SORP (FRS 102)) and the Companies Act 2006. The charitable company and its subsidiary meets the definition of a public benefit group for the purposes of FRS102.

The trustees have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the charitable group to continue as a going concern. The trustees have made this assessment for a period of at least one year from the date of approval of the financial statements. In particular the trustees have considered the charitable group's forecasts and projections and have taken account of pressures on income. After making enquiries the trustees have concluded that there is a reasonable expectation that the charitable group has adequate resources to continue in operational existence for at least the foreseeable future, defined in FRS 102 as twelve months from the date of approval of these accounts. The charitable group therefore continues to adopt the going concern basis in preparing its financial statements.

The financial statements are prepared in sterling, which is the functional currency of the company. Monetary amounts in these financial statements are rounded to the nearest pound.

The principal accounting policies adopted in the preparation of the financial statements are set out below:

Consolidation

The Statement of Financial Activities and Balance Sheet consolidate the financial statements of the charitable company and its subsidiary undertaking. The results of the subsidiary are consolidated on a line by line basis. The charitable company has taken advantage of the exemption from preparing its unconsolidated income and expenditure account available under Section 408 of the Companies Act 2006.

Fund accounting

Unrestricted funds comprise accumulated surpluses and deficits on general funds. They are available to spend on activities that further any of the purposes of the charity.

Designated funds are amounts which the Executive Committee have decided at their discretion to set aside for use for a specific purpose.

Restricted funds are funds that are to be used in accordance with specific restrictions imposed by the donors or which have been raised by the charity for specific purpose. The cost of raising and administering such funds is charged against the specific fund.

Further explanation of the aim and purpose of each fund is included in the notes to the financial statements.

Hackney Council For Voluntary Service

Notes to the Financial Statements For the year ended 31st March 2023

1 Accounting Policies (continued)

Income

Income represents the total income receivable during the year comprising grants, donations and gifts, merchandise and publications, and investment income. All income is recognised when there is entitlement to the funds, the receipt is probable and the amount can be reliably measured.

Donations, grants and gifts are recognised when receivable. In the event that a donation is subject to fulfilling performance conditions before the charity is entitled to the funds, the income is deferred and not recognised until it is probably that those conditions will be fulfilled in the reporting period.

Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probably that a settlement is required and the amount of the obligation can be measured reliably. All expenditure is accounted for on an accruals basis. Expenditure includes VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates.

Costs of raising funds comprise the fundraising costs and publicity activities incurred in seeking donations and grants for the charity and their associated support costs.

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activity. It includes grants made to organisations and costs incurred in the operation of projects and programmes together with their associated support costs.

Grants payable are payments made to third parties that further the charitable objectives of the charity. The grants are accounted for where the charity has agreed to pay the grant without condition and the recipient has a reasonable expectation of its receipt.

Support costs comprise those costs which are incurred directly in support of expenditure on the objects of the charity and include governance, premises, marketing and general office costs. Governance costs, which are included within support costs, are those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fees and costs linked to the strategic management of the charity.

Support costs are allocated to each of the activities on one of the following basis: either floor area, staff time or usage depending on the nature of the support costs, to best allocate the costs to each attributable heading. More detail on the analysis and basis of allocated costs is given in note 5 to the financial statements.

Pension Costs

The charity makes payments to personal pension plans of certain employees. The costs are charged to the Statement of Financial Activities for the period to which they relate.

Employee Benefits

The cost of short-term employee benefits are recognised as a liability and an expense. The cost of any material unused holiday entitlement is recognised in the period in which the employee's services are received.

Tangible fixed assets and depreciation

All assets costing more than £5,000 are capitalised.

Depreciation is calculated to write off the cost of fixed assets over their estimated useful lives using the following rates:

Office equipment and fittings	25% per annum straight line
Leashold improvements	20% per annum straight line

Residual lives and impairment losses are assessed annually.

Leases

Rentals under operating leases are charged to the Statement of Financial Activities as they fall due.

Hackney Council For Voluntary Service

Notes to the Financial Statements For the year ended 31st March 2023

1 Accounting Policies (continued)

Financial Instruments

Investments

Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price. The Statement of Financial Activities includes the net gains and losses arising on revaluation and disposals throughout the year.

Cash and cash equivalents

Cash and cash equivalents include cash at bank and in hand and short term deposits with a maturity date of three months or less.

Debtors and creditors

Debtors and creditors receivable or payable within one year of the reporting date are carried at their transaction price. Debtors and creditors that are receivable or payable in more than one year and not subject to a market rate of interest are measured at the represent value of the expected future receipts or payment discounted as a market rate of interest.

Critical accounting estimates and areas of judgement

In preparing financial statements it is necessary to make certain judgements, estimates and assumptions that affect the amounts recognised in the financial statements.

In the view of the trustees in applying the accounting policies adopted, no judgements were required that have a significant effect on the amounts recognised in the financial statements nor do any estimates or assumptions made carry a significant risk of material adjustment in the next financial year.

2 Net Movement in Funds

	2023 £	2022 £
The net movement in funds is stated after charging:		
Depreciation	49,546	49,546
Auditors' remuneration - statutory audit	11,400	17,343
- prior year underprovision	19,544	-

3 Employees and Staff Costs

In aggregate the number of full and part time persons employed during the year was:

	2023 Number	2022 Number
Staff members	62	77
Staff costs were as follows:	£	£
Salaries and wages	970,243	1,100,400
National insurance	94,822	98,960
Pension scheme	47,147	53,793
	<u>1,112,212</u>	<u>1,253,153</u>

No employee received between £60,000 - £70,000 (including benefits in kind) during the year (2022-
One). The pension contributions relating to the higher paid employee amounted to £4,131 (2022-

£5,150).

The number of staff whose salaries exceeded £60,000, excluding employer pension contributions, and fell within the following bands were:

	2023	2022
£60,000 - £69,999	1	0

The charity considers that the key management personnel comprise of the trustees, who are not remunerated, and the chief executive. The total employee benefits including pension costs of the key management personnel of the charity and group were £81,665 (2022: £77,787).

The charity had an average of 3 volunteers during the year (2022:14), making a favourable impact across many of our projects.

One employee received total redundancy payments of £6,240 (2022: Two for £3,433) during the year.

Hackney Council For Voluntary Service

Notes to the Financial Statements

For the year ended 31st March 2023

4 Executive Committee Remuneration and Reimbursed Expenses

No members of the Executive Committee received remuneration for their services during the year (2022 - £Nil).

No member of the Executive Committee received expenses reimbursements during the year (2022 - £175 for meeting costs).

5 Allocation of Support costs

Support costs are allocated on a basis consistent with the use of resources.

For year ended 31 March 2023	Premises	Marketing & publication	Depreciation	General office costs	Governance Costs	Totals
	£	£	£	£	£	£
Basis of allocation	Floor Area	Usage	Usage	Staff time	Staff time	
Consortia work	13,411	2,710	8,720	334,320	31,387	390,549
Communications	2,775	452	3,964	49,165	1,544	57,899
Organisation and Workforce Development	4,162	791	3,964	68,831	2,058	79,805
Community Empowerment & Engagement	7,400	3,388	3,964	226,158	6,689	247,598
Grants, Fundraising and philanthropy	2,775	565	2,775	39,332	1,029	46,475
Assets for the sector	1,850	226	3,964	39,332	1,029	46,400
Compact	2,775	226	2,775	39,332	1,029	46,136
Policy and leadership	3,700	565	2,775	49,165	1,544	57,748
Youth Programme	5,550	2,259	3,964	117,995	4,631	134,398
Refugee Programmes	1,850	113	2,775	19,666	514	24,918
TOTALS	46,249	11,294	39,637	983,294	51,455	1,131,926

Hackney Council For Voluntary Service

Notes to the Financial Statements

For the year ended 31st March 2023

5 Allocation of Support costs (continued)

Support costs are allocated on a basis consistent with the use of resources.

For year ended 31 March 2022	Premises	Marketing & publication	Depreciation	General office costs	Governance Costs	Totals
	£	£	£	£	£	£
Basis of allocation	Floor Area	Usage	Usage	Staff time	Staff time	
Consortia work	15,788	6,814	8,720	410,263	17,860	459,445
Communications	3,267	1,136	3,964	60,333	878	69,578
Organisation and Workforce Development	4,900	1,988	3,964	84,466	1,171	96,489
Community Empowerment & Grants, Fundraising and philanthropy	8,711	8,518	3,964	277,531	3,806	302,530
Assets for the sector	3,267	1,420	2,775	48,266	586	56,314
Compact	2,178	568	3,964	48,266	586	55,562
Policy and leadership	3,267	568	2,775	48,266	586	55,462
Youth Programme	4,356	1,420	2,775	60,333	878	69,762
Refugee Programmes	6,534	5,679	3,964	144,799	2,635	163,611
	2,178	284	2,775	24,133	292	29,662
TOTALS	54,446	28,395	39,640	1,206,656	29,278	1,358,415

5b) Governance costs comprise of the following:

	2023	2022
	£	£
Insurance	8,134	6,978
Audit and accountancy	30,944	20,698
Professional fees	6,198	1,428
Legal fees	4,224	
Other	1,954	174
	<u>51,454</u>	<u>29,278</u>

Hackney Council For Voluntary Service

Notes to the Financial Statements

For the year ended 31st March 2023

6 Analysis of charitable expenditure

For year ended 31 March 2023

	Grants awarded £	Direct costs £	Subsidiary costs £	Support costs £	2023 Total £	2022 Total £
Consortia work	-	706,629	289,766	390,549	1,386,944	2,233,557
Communications	-	9,952	-	57,899	67,851	87,694
Organisation and Workforce Development	-	29,857	-	79,805	109,662	150,838
Community Empowerment & Engagement	-	69,667	-	247,598	317,265	429,345
Grants, Fundraising and philanthropy	469,641	7,962	-	46,475	524,078	360,782
Assets for the sector	-	3,981	-	46,400	50,381	62,809
Compact	-	3,981	-	46,136	50,117	62,709
Policy and leadership	-	2,986	-	57,748	60,734	75,197
Youth Programme	-	159,240	-	134,398	293,638	453,474
Refugee Programmes	-	995	-	24,918	25,913	31,474
TOTALS	469,641	995,252	289,766	1,131,926	2,886,585	3,947,879
	(note 7)			(note 5)		

Hackney Council For Voluntary Service

Notes to the Financial Statements

For the year ended 31st March 2023

6 Analysis of charitable expenditure (continued)

For year ended 31 March 2022

	Grants awarded £	Direct costs £	Subsidiary costs £	Support costs £	2022 Total £	2021 Total £
Consortia work	-	1,286,266	487,846	459,445	2,233,557	1,588,176
Communications	-	18,116	-	69,578	87,694	74,918
Organisation and Workforce Development	-	54,349	-	96,489	150,838	125,313
Community Empowerment & Engagement	-	126,815	-	302,530	429,345	366,334
Grants, Fundraising and philanthropy	289,975	14,493	-	56,314	360,782	278,573
Assets for the sector	-	7,247	-	55,562	62,809	53,895
Compact	-	7,247	-	55,462	62,709	55,738
Policy and leadership	-	5,435	-	69,762	75,197	68,504
Youth Programme	-	289,863	-	163,611	453,474	346,832
Refugee Programmes	-	1,812	-	29,662	31,474	27,569
TOTALS	289,975	1,811,643	487,846	1,358,415	3,947,879	2,985,852

(note 7)

(note 5)

Hackney Council For Voluntary Service

Notes to the Financial Statements For the year ended 31st March 2023

7 Analysis of grants made to institutions

	2023 £	2022 £
Hackney Giving	18,518	286,075
Community Fundraising	19,150	-
Hackney Refugee and Migrant Forum	1,000	-
Homerton NHS Trust	32,865	-
Cost Of Living Crisis	240,000	-
Lunch clubs	153,208	-
NAVCA	4,900	-
Neighbourhoods Pilot	-	3,900
	<u>469,641</u>	<u>289,975</u>

Number of grants awarded 67 (2022 - 45).

8 Tangible Assets Group and Company

	Leasehold Improvements £	Totals £
Cost		
At 1st April 2022	247,729	247,729
Additions	-	-
Disposals	<u>-</u>	<u>-</u>
At 31st March 2023	<u>247,729</u>	<u>247,729</u>
Depreciation		
At 1st April 2022	156,895	156,895
Disposals	-	-
Charge for the year	<u>49,546</u>	<u>49,546</u>
At 31st March 2023	<u>206,441</u>	<u>206,441</u>
Net Book Value		
At 31st March 2023	<u>41,288</u>	<u>41,288</u>
At 31st March 2022	<u>90,834</u>	<u>90,834</u>

Hackney Council For Voluntary Service

Notes to the Financial Statements For the year ended 31st March 2023

9 Investments Group and Company	2023	2022
	£	£
CCLA COIF Charities Investment Units		
Market value at 1 April 2022	114,949	105,817
Additions	50,000	
Disposals		
Unrealised gain/(loss) on investments	<u>(5,830)</u>	<u>9,132</u>
At 31 March 2023	<u>159,119</u>	<u>114,949</u>

The historical cost of the investments is £151,087 (2022: £101,087). All investments are held in the UK.

Hackney Council for Voluntary Services is the sole member of City and Hackney Together, a company limited by guarantee. Therefore this entity is treated as a 100% subsidiary. The results of City and Hackney Together are shown in note 18.

	Group		Company	
	2023	2022	2023	2022
	£	£	£	£
10 Debtors				
Grant debtors	234,893	486,030	234,893	486,030
Prepayments and accrued income	7,497	346,705	7,497	346,705
Other debtors	38,830	203,179	38,830	30,100
Amounts due from group company	<u>-</u>	<u>-</u>	<u>146,501</u>	<u>154,131</u>
	<u>281,220</u>	<u>1,035,914</u>	<u>427,721</u>	<u>1,016,966</u>

	Group		Company	
	2023	2022	2023	2022
	£	£	£	£
11 Creditors: Amounts falling due within one year				
Trade creditors	270,403	412,748	269,436	410,748
Taxation and social security	32,210	58,504	19,923	29,296
Accruals and deferred income	<u>103,222</u>	<u>308,285</u>	<u>68,484</u>	<u>184,059</u>
	<u>405,835</u>	<u>779,537</u>	<u>357,843</u>	<u>624,104</u>

Hackney Council For Voluntary Service

Notes to the Financial Statements For the year ended 31st March 2023

12 Analysis of Restricted Funds

Group and Company	Balance at 1st April 2022	Income	Expenditure	Transfers	Balance at 31st March 2023
Year ended 31 March 2023	£	£	£	£	£
Baobab Foundation Initiative	274,724	421,014	(594,900)		100,838
Baring Foundation		52,000	(52,000)		0
The National Lottery Community Fund					
Good Practice Mentor	-	46,104	(45,125)		979
YBM RC	-	164,382	(123,996)		40,386
Clinical Commissioning Group					
Neighbourhoods Pilot	-	190,914	(190,154)		760
Migrant Support Network	7,944				7,944
Digital Inclusion	-	-	-		-
Hackney Giving	-	50	(50)		-
VCSE Enabler	1,000	300,000	(291,874)		9,125
Team Hackney / LBH					
Team Hackney Infrastructure Support	-	150,000	(139,776)		10,224
Flexible Support Fund	3,494				3,494
LD Pre-employment	19,394				19,394
Lunch Clubs	41,195	184,804	(176,182)		49,817
MOPAC	-	18,000	(18,000)		-
Windhrush	1,980				1,980
Advice Sector Support	-	35,000	(35,000)		-
Groundwork					
CVS Campaign	2,040				2,040
Community Chest		3,750			3,750
Community Fundraising	3,504	15,045	(15,045)		3,504
Community Fundraising - Lunch Clubs		1,230			1,230
Female Hackney		3,450	(3,450)		-
Hackney Refugee and Migrant Forum		4,700	(3,298)		1,402
Cost Of Living Crisis		265,000	(240,150)		24,850
City Bridge Trust					
Fairer Hackney	242	40,000	(40,000)		242
Hackney Giving	0	53,497	(53,497)		0
Cornerston Fund	12,052	8,406	(8,406)		12,052
Greater London Authority					
Young Londoners Fund	-	23,930	(23,930)		-
Post Code Community Trust					
Mind Over Matter Project	12,299				12,299
Supported Employment Network	2,166	26,797	(28,963)		-
Lankelly Chase	-				-
IVAR Anti-racist commissioning	-	500	-		500
User-Led Programme					
Mind the Gap/Growing Minds	101,230	89,592	(122,579)		68,243
My Ends	7,954	351,162	(351,162)		7,954
Homerton NHS Trust					
Long Covid		71,164	(32,865)		38,299
BM4C					
VRU	-		-		-
NAVCA	3,000	10,000	(4,900)		8,100
	<u>494,218</u>	<u>2,530,490</u>	<u>(2,595,303)</u>	<u>-</u>	<u>429,405</u>

Hackney Council For Voluntary Service

Notes to the Financial Statements For the year ended 31st March 2023

12 Analysis of Restricted Funds

Group and Company	Balance at 1st April				Balance at 31st March
Year ended 31 March 2022	2021	Income	Expenditure	Transfers	2022
	£	£	£	£	£
Baobab Foundation Initiative	183,320	617,586	(526,182)		274,724
The National Lottery Community Fund					
Connect Hackney	(7,371)	618,446	(611,075)		-
Clinical Commissioning Group					
CCG Health & Social Care Forum	-	20,000	(20,000)		-
Neighbourhoods	6,277		(6,277)		-
Neighbourhoods Pilot	-	207,608	(207,608)		-
Migrant Support Network	7,944				7,944
Devolution Project	4,024		(4,024)		-
Digital Inclusion	12,896		(12,896)		-
Information & Signposting	11,788		(11,788)		-
Peer Support long term conditions	11,752		(11,752)		-
Hackney Giving	-	235,859	(235,859)		-
Open Minds	-	6,305	(6,305)		-
VCSE Enabler	269,154	1,000	(269,154)		1,000
Reach & Resilience	6,959		(6,959)		-
Team Hackney / LBH					
Team Hackney Infrastructure Support	-	150,000	(150,000)		-
Flexible Support Fund	-	17,996	(14,502)		3,494
LD Pre-employment	19,394				19,394
Lunch Clubs	20,604	200,741	(180,150)		41,195
Health & Social Care Forum	-	25,000	(25,000)		-
MOPAC	-	25,000	(25,000)		0
Windhrush	1,980				1,980
Advice Sector Support	-	35,000	(35,000)		-
Getting Hackney Healthy	100		(100)		-
Groundwork					
CVS Campaign	2,040				2,040
Community Fundraising	55,830	1,614	(53,941)		3,504
City Bridge Trust					
Fairer Hackney	483	40,000	(40,241)		242
Hackney Giving	18,615	31,500	(50,115)		0
Cornerston Fund	11,752	8,422	(8,122)	-	12,052
Greater London Authority					
Young Londoners Fund	104	29,400	(29,504)	-	-
Post Code Community Trust					
Mind Over Matter Project	12,299			-	12,299
Supported Employment Network	10,249	-	(8,083)	-	2,166
Lankelly Chase	-	12,500	(12,500)	-	-
User-Led Programme					
Hencel & CEPN	400		(400)	-	-
The Hospital Saturday Fund	2,000		(2,000)	-	-
Mind the Gap/Growing Minds	96,230	124,041	(119,041)	-	101,230
My Ends		397,961	(390,007)	-	7,954
BM4C					
VRU	63,134	368,197	(431,331)	-	-
Youth Futures	29,040	144,106	(173,146)	-	-
NAVCA Emergency Response Network	3,000			-	3,000
London Youth		3,600	(3,600)	-	-
Olympic Torch Fund	32		(32)	-	-
	<u>854,029</u>	<u>3,321,882</u>	<u>(3,681,693)</u>	<u>-</u>	<u>494,218</u>

Hackney Council For Voluntary Service Notes to the Financial Statements For the year ended 31st March 2023

13 General Funds Charity Only Year ended 31 March 2023

	Balance at 1st April 2022 £	Surplus / (Deficit) for the year £	Transfers £	Utilised/ Unrealised £	Balance at 31st March 2023 £
General funds	<u>370,304</u>	<u>17,454</u>	<u>-</u>	<u>-</u>	<u>387,758</u>
Staff fund	29,942	-	-	-	29,942
Premises Fund	514,752	-	-	(5,830)	508,922
Fixed assets	<u>90,834</u>	<u>-</u>	<u>-</u>	<u>(49,546)</u>	<u>41,288</u>
Designated funds	<u>635,528</u>	<u>-</u>	<u>-</u>	<u>(55,376)</u>	<u>580,152</u>
Unrestricted funds	<u>1,005,832</u>	<u>17,454</u>	<u>-</u>	<u>(55,376)</u>	<u>967,910</u>

Of the total funds of £963,310 £NIL relate to the subsidiary, City & Hackney Together.

Year ended 31 March 2022	Balance at 1st April 2021 £	Surplus / (Deficit) for the year £	Transfers £	Utilised/ Unrealised £	Balance at 31st March 2022 £
General funds	<u>230,919</u>	<u>139,385</u>	<u>-</u>	<u>-</u>	<u>370,304</u>
Staff fund	29,942	-	-	-	29,942
Premises Fund	505,620	-	-	9,132	514,752
Fixed assets	<u>140,380</u>	<u>-</u>	<u>-</u>	<u>(49,546)</u>	<u>90,834</u>
Designated funds	<u>675,942</u>	<u>-</u>	<u>-</u>	<u>(40,414)</u>	<u>635,528</u>
Unrestricted funds	<u>906,861</u>	<u>139,385</u>	<u>-</u>	<u>(40,414)</u>	<u>1,005,832</u>

The staff fund recognises the company's responsibilities to make reasonable provision to meet legal and moral obligations especially in the light of continuing uncertainty among funders and is estimated based on the forecasted budget for next financial year. The Staff Fund will be utilised when staff are to receive sick pay in line with their contract of employment and where funds are not available from restricted funds.

The premises fund represents funds to be used in the move to new premises, a contingency fund, unforeseen cost of the new premises, new furniture and equipment, dilapidation and related increased outgoings; e.g. rates, extra heating and lighting. The premises fund is being held to finance new premises for the charity.

The fixed asset fund represents the net book value of the fixed assets - excluding those reflected in the Restricted Funds. The movement in the year reflects the depreciation on the fixed assets held under unrestricted funds.

Hackney Council For Voluntary Service

Notes to the Financial Statements For the year ended 31st March 2023

14 Analysis of group Net Assets between Funds

	Designated Funds	Unrestricted Funds	Restricted Funds	Total Funds
Year ended 31 March 2023	£	£	£	£
Tangible assets	41,288	-	-	41,288
Investments	159,119	-	-	159,119
Net Current assets	379,745	387,758	429,405	1,196,908
Total net assets	<u>580,152</u>	<u>387,758</u>	<u>429,405</u>	<u>1,397,315</u>

	Designated Funds	Unrestricted Funds	Restricted Funds	Total Funds
Year ended 31 March 2022	£	£	£	£
Tangible assets	90,834	-	-	90,834
Investments	114,949	-	-	114,949
Net Current assets	429,745	370,304	494,218	1,294,267
Total net assets	<u>635,528</u>	<u>370,304</u>	<u>494,218</u>	<u>1,500,050</u>

15 Future Financial Commitments

At 31 March 2023, the group had the following future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2023 £	2022 £
a) Land and building		
within one year	23,198	16,375
in 2 to 5 years	6,823	-
Over 5 years	-	-
	<u>30,021</u>	<u>16,375</u>

16 Related Party Transactions

During the year 2022/23, Hackney CVS bought Services to the value of £315 (2022- £578) from Rise 365 CIC where one of its Trustees is involved. Additionally, Grants of £12,930 (2022 - £0) were paid out during the year to organisations where trustees and one senior employee are involved: Hackney Foodbank £6,000; Rise 365 CIC £1,930; and Skyway Charity £5,000.

None of the Trustees and senior employee sat on any meetings where decisions were made.

17 Financial Activities of the Charity

The charitable company has taken advantage of the exemption from preparing its unconsolidated income and expenditure account available under Section 408 of the Companies Act 2006.

Hackney Council For Voluntary Service

Notes to the Financial Statements For the year ended 31st March 2023

18 Investment in the Subsidiary Undertaking City and Hackney Together

	2023 £	2022 £
Turnover	289,766	487,846
Cost of sales and administrative expenses	<u>(289,766)</u>	<u>(487,846)</u>
Operating Profit	-	-
Net (loss)/profit retained in the subsidiary	-	-
The assets and liabilities of the subsidiary were:	£	£
Net Current Liabilities	<u>-</u>	<u>-</u>
Aggregate reserves in deficit	<u>-</u>	<u>-</u>

The wholly owned subsidiary which is incorporated in England and Wales, pays profits to the charitable company by way of gift aid. The company is limited by guarantee, without share capital. Hackney Council for Voluntary Service is the sole member of City and Hackney Together (company number: 8141065), which is registered at 24-30 Dalston Lane, London, E8 3AZ, and by virtue of this City and Hackney Together is treated as a wholly owned subsidiary of Hackney Council for Voluntary Service.

19 Limited Liability

Hackney Council for Voluntary Service is a company limited by guarantee and as such does not have a share capital. In the event a winding up the liability of each member is limited to £1.

Accounts



HACKNEY COUNCIL FOR VOLUNTARY SERVICE
(a charity limited by guarantee)

Company Number: 03365292
Charity Number: 1069736

**CONSOLIDATED TRUSTEES' REPORT
&
FINANCIAL STATEMENTS
FOR THE YEAR ENDED
31ST MARCH 2022**

Hackney Council for Voluntary Service

Legal and Administration

Board of Trustees:

Benjamin Mak
Charles Middleton (Chair)
Jack Griffin
Jessica Mullen
Rola Aina
Sara Barman
Timothy Vaughan (Treasurer)

**Executive Director
and Company
Secretary: Executive
Director: Company
Secretary:**

Jake Ferguson – resigned 31 August 2021
Anthony Wong – appointed 1 September 2021
Mark Boisson – appointed 1 September 2021

Registered Office:

24 – 30 Dalston Lane
London
E8 3AZ

Auditors:

Moore Kingston Smith LLP
Chartered Accountants
9 Appold St
London
EC2A 2AP

Bankers:

Unity Trust Bank plc
Four Brindleyplace
Birmingham
B1 2HB

Solicitors:

Russell-Cooke LLP
2 Putney Hill
London
SW15 6AB

Interface Legal Advisory Service
40 Wykeham Road
London
NW4 2SU

Bates Wells & Braithwaite London LLP
2 – 6 Cannon Street
London
EC4M 6YH

Hackney CVS Trustees' Report 2021/22

Structure, Governance and Management

Hackney Council for Voluntary Service was incorporated on the 6th May 1997 with the company number **3365292**, and registered as a charity on 27th May 1998, with the charity number **1069736**. The company's governing instrument is its Memorandum and Articles of Association. Hackney Council for Voluntary Service is a company limited by guarantee and has no share capital. The liability of each member is limited to £1 per member.

The Board of Trustees administers the charity. They act as Trustees of the Charity, Directors of the Company and are the company law members. They are elected through ordinary motion or co-opted by the Board.

The Board of Trustees meets at a minimum every quarter. Board of Trustees meetings are closed and attended by the Trustees and the Executive Team (Senior Managers) who report on progress and provide administrative support. Meetings are generally two to three hours in length.

Trustees retire by rotation with a minimum of one third of the Trustees stepping down every year. The decision on which Trustees are to step down is made by length of service. Trustees who are required to stand down may stand for re-election.

In 2021/22 the following people acted as Trustees:

- Angela Spence – resigned 23 June 2021
- Benjamin Mak
- Charles Middleton (Chair)
- Daniel Francis – resigned 29 June 2022
- Jack Griffin
- Jessica Mullen
- Lucia Bird – resigned 28 September 2022
- Rola Aina
- Sara Barman
- Timothy Vaughan (Treasurer)

To find out more about our Trustees please visit here <http://hcvcs.org.uk/meet-the-trustees/> or to meet the staff team visit here <http://hcvcs.org.uk/meet-the-team/>

In addition to formal company law membership, Hackney CVS operates an associate membership scheme for organisations. Hackney CVS Associate membership is free to all voluntary and community sector organisations operating in Hackney and provides the following membership benefits:

- access to resource area (computers and printing facilities);
- up to 3 hours a week of the small meeting room for free (subject to availability);
- access to free printing facility at our reception;
- discounted rates on our room hire (members rate);
- priority booking to our training sessions and events (some training sessions will be exclusive to associate members); and
- access to a wealth of resources and knowledge base in Health and Social Care sector.

Good Governance

Hackney CVS adopted the previous version of the Charity Governance Code and undertook a full review against the practice set out in the Code at the beginning of 2018. A further review was undertaken by an

independent organisation between April and June 2022 using the Charity Governance Code (2020 revision). The purpose of the review was to appraise the Board's performance across all aspects of governance that impacted on the efficiency and effectiveness of decision-making and taking, and to develop supportive recommendations to enhance the function of the Board's performance. A working group has been established to ensure that the areas for improvement are addressed in a timely manner.

Strategic objectives and monitoring outcomes and impact:

- In 2019 the Board reviewed and revised its strategic objectives for 2019-2022.
- In 2020, the Trustees along with staff, met to assess performance against these new strategic objectives. The session was facilitated by an external consultant with scene setting by Trustee Lead for each of the four objectives. Ways were considered of achieving these objectives in a much-changed environment due to the COVID 19 pandemic.

Developing openness and transparency throughout our governance processes:

- Our website shows how the organisation is governed and how the Board can be held to account.
- A recruitment campaign was conducted leading to three new Trustees joining the Board in January 2020, adding a greater level of skills and diversity to the Board.
- The Board agreed a new scheme of delegation which governs the relationship with projects, which ensures a balance between autonomy and oversight.

How do people become Trustees of Hackney CVS?

Hackney CVS Trustees can co-opt, or as members elect by ordinary motion, suitable people on to the Board. The Board prides itself on a rigorous recruitment process which is informed by organisational values, a skills audit and Hackney CVS' strategic priorities. The process also typically benefits from publicly advertising vacancies and active promotion through associate membership. Candidates are invited to submit CV's and a supporting letter; this is followed by an interview with the Chair and CEO. Eligible candidates are then invited to meet the existing Board of Trustees prior to being put forward for co-option or election to the role.

All Trustees must have knowledge and experience that will benefit the Board of Trustees and the organisation. Whether that is in delivering small scale grassroots projects or large public/VCS partnership programmes, they must be committed to furthering Hackney CVS's role in supporting the large voluntary and community sector (VCS) in Hackney. On joining the organisation new Trustees are properly inducted, using a standard induction pack containing key policies, role descriptions, etc. They are supported in their role by existing Trustees and senior managers in the organisation. Trustees are offered opportunities for formal training or to top up their existing knowledge. Hackney CVS is committed to ensuring that continuous training and development opportunities are available for its Trustees.

All new Trustees are expected to sign a declaration of their appropriateness to act as charity trustees and company directors. Trustees can currently join the Board for a maximum of 3 terms (each term is 3 years), so the longest someone can serve is 9 years.

To know more about the role of a charity trustee please visit the charity commission website <https://www.gov.uk/guidance/charity-trustee-whats-involved>)

Board composition and diversity

Hackney CVS is keen to ensure it has a diverse board. The Board conducts an annual skills audit process to determine if any skills are missing from its composition. In future we intend to undertake a diversity audit and to continue to attract new Trustees from local Hackney community and voluntary organisations

How many times does the Board meet?

Hackney CVS Trustees aims to meet as a Board at least 4 times a year. They also got involved in other activities such as our annual community awards night, meetings with the local stakeholders, ad hoc working groups and also staff activities such as our organisation's away day.

What is discussed at Board meetings?

There are usually a range of issues discussed at the Board. The Executive Team provides updates about all our programmes using a traffic light rating system – progress of some of our big programmes are discussed at each meeting as separate items in themselves. The CEO and senior staff also update Trustees about any new or emerging risks which may affect the charity's work. New policies and procedures are reviewed and adopted by Trustees. Trustees also consider how well the organisation is meeting its aims and objectives and are involved in setting new strategic aims, our vision and values every 3 years. One of the key functions is to monitor overall income and expenditure through quarterly management accounts and annual budgeting processes to ensure where possible that Hackney CVS does not have an operating deficit or spend money unnecessarily.

What is a conflict of interest and how are these managed?

Trustees have a legal obligation to act in the best interests of Hackney CVS, and in accordance with its governing document, and to avoid situations where there may be a potential conflict of interest. Staff and volunteers have similar obligations from their duties within their terms of employment and under the seven Nolan Principles of Public Life, which Hackney CVS adheres to and promotes.

Conflicts of interests may arise where an individual's personal or family interests and/or loyalties conflict with those of the charity. Such conflicts may create problems; they can:

- inhibit free discussion;
- result in decisions or actions that are not in the interests of the charity; and
- risk the impression that the charity has acted improperly.

Hackney CVS Board of Trustees has a conflict of interest policy, the aim of which is to protect both the organisation and the individuals involved from any appearance of impropriety.

Any Trustee conflicts of interest are registered annually and kept on file. At each Board meeting the Chair asks at the start of the meeting if any Trustees has any current conflicts and these are recorded in the meeting minutes. For instance, if a Hackney CVS Trustee was also a Trustee of another organisation that was benefiting from an existing project of Hackney CVS, then this would be recorded. The same situation would apply to staff who may be part of another local charity that benefits from us. Anyone in this situation would not be able to participate in the relevant conversations at the Board or influence any decisions in any way.

Operational Management of Hackney CVS

A Chief Executive Officer (CEO) is mandated by the Trustees to manage the day-to-day operations of the charity. To facilitate effective operations, the CEO has delegated authority for operational matters. The CEO, together with the Senior Managers, forms the Executive Team which is the operational leadership group in the organisation.

Hackney CVS had 77 staff roles in 2021/22 some of which were part time and/or on a sessional basis (for example on the Young People & Families Programme).

Remuneration of Staff, salary bandings and Chief Executive Officer's pay

Each role at Hackney CVS has a job description and person specification, so that staff are clear about their roles and responsibilities. These helps inform potential candidates what knowledge/skills are required for any particular job, allowing a degree of self-selection and thereby improving the pool of applicants. They provide a relatively objective tool for sizing and ranking jobs, which help with salary setting. It can be also helpful in redundancy situations, facilitating job matching and identifying possible alternative employment. Job roles, and therefore salaries, are assessed against a number of criteria including: Strategic scope (senior roles only); Technical knowledge and skills; Mental skills; Interpersonal and communication skills; Initiative and independence; and Responsibilities for people/financial resources.

It is the role of the Board of Trustees to set the salary level for the Chief Executive Officer which was £66k per annum as at 31 March 2022. The CEO is responsible for managing the Executive Team members and other senior staff in the organisation.

Use of volunteers

Whilst we continue to benefit from the services of volunteers, their numbers have decreased markedly since the COVID-19 pandemic. Hackney CVS reimburses travel expenses and lunch costs, and at the end of a placement offers support with job search, CV writing and interview practice. In some cases, volunteers have used the impetus of a placement with us as a springboard into paid employment, and on occasions this has been employment within the organisation.

The following people volunteered for Hackney CVS in 2021/22:

Angel Olusile	University of Essex Placement
Divine Tettey	HMRP Volunteer
Esther Frederick	Work Experience

Membership of wider networks

During 2021/22 Hackney CVS was a member of the following associations and networks: NAVCA, Charity Finance Group, CLINKS and the Criminal Justice Alliance.

Public Benefit Statement

The Trustees confirm that they have complied with the duty in section 17 of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit published by the Commission in exercising their powers or duties. We believe that all the charity's activities provide significant benefits to the public as described in detail below.

Objectives, Activities and Achievements of the Charity

The Charity's Objects as set out in our governing document are as follows:

To promote any charitable purpose for the benefit of the residents of the London Borough of Hackney and surrounding areas (hereinafter called the area of benefit) and in particular the advancement of education, the protection of health, the relief of poverty, distress and sickness, and in furtherance of the said purposes but not otherwise, to promote and organize co-operation in the achievement of the same and to that end bring together representatives of voluntary organisations and statutory authorities within the said area of benefit.

Our approach to strategy

Our strategic framework 2019-2022 (a 3-year cycle approach), sets out four strategic objectives that we aim to deliver during that timeframe. These objectives are as follows:

- Strategic Objective 1 - Supporting stronger, thriving voluntary and community organisations
- Strategic Objective 2 - Developing successful delivery partnerships
- Strategic Objective 3 - Strengthening the sector's voice to effect change
- Strategic Objective 4 – Being a sustainable, responsible organisation driven by our values

How well have we been doing to deliver our 2019-2022 strategy?

Below is a summary of how we have been meeting our four strategic objectives as shown by the work undertaken by our various projects and programmes.

Connect Hackney

Funder: The National Lottery Community Fund (TNLCF), Ageing Better Programme
Strategic Objective 1 - Supporting stronger, thriving voluntary and community organisations
Strategic Objective 2 - Developing successful delivery partnerships
Strategic Objective 3 - Strengthening the sector's voice to effect change

Partner organisations: Shoreditch Trust; Groundwork London; Newham New Deal Partnership; Friends of Woodberry Down; African Health Policy Network; Latin American Women's Aid; Turkish Cypriot Cultural Association; and Coffee Afrique.

Connect Hackney was a £7.2m research programme, which has sought to tackle loneliness and isolation amongst Hackney residents aged 50 and over.

The programme was due to conclude in March 2021 but owing to the disruption caused by the Covid-19 pandemic, the programme was extended by an additional year. During what was the 7th year of the programme, the focus shifted back to furthering the legacy objectives around the dissemination of our evaluation reports. Our plans were to deliver two learning events, one of which would serve as an end of programme celebration event.

Delivery of commissioned Connect Hackney projects continued into Q3 with the final projects ending in Q4. Programme management supporting delivery (including Learning Network meetings, Older People's Committee meetings and Evaluation Advisory Group meetings) continued into Q4. Production of *Hackney Senior* continued alongside the production of the programme's commemorative booklet '*Hackney: Stories of a Generation*'. Programme evaluation outputs included the production of the *Reach and Impact* report, the final draft of the '*Delivering in the 'New Normal'*' report' and the final draft of the end of programme report. Influencing work continued including inputting into the commissioning of the public health service navigation scheme. A partnership meeting was held between Connect Hackney providers and the TNLCF and a '*Connected Communities*' proposal was developed by the Programme Director to support the sustainability of the programme, the paper was presented to key local stakeholders in September 2021. Programme recommendations were developed by the Evaluation Advisory Group, 14 of which accepted by the Hackney Health and Wellbeing Board March 2021. The programme continued to share learning nationally at Ageing Better events. In Q4 the programme secured £44k funding from TNLCF for a Good Practice Mentor scheme to influence policy and share learning for a further year.

Lunch Clubs Network

Funder: London Borough of Hackney

Strategic Objective 1 - Supporting stronger, thriving voluntary and community organisations

Strategic Objective 2 - Developing successful delivery partnerships

Strategic Objective 3 - Strengthening the sector's voice to effect change

Partner organisations: An Viet Foundation, Chats Lunch Club, Hackney Caribbean Elderly Organisation, Hackney Chinese Community Services, Hackney Cypriot Association, Halkevi, Holly Street Lunch Club, Hot Line Meals, Lunch Up (Woodberry Down), Nightingale Luncheon Club, North London Muslim Community Centre and Vietnam, Laos & Cambodia (VLC) Centre.

The lunch clubs play a crucial role in Hackney, serving nutritious warm meals to lunch club members who are Hackney residents, aged 55 and over. Hackney CVS is contracted by Hackney Council to co-ordinate the lunch club network. The network consists of 12 member organisations.

As well as providing lunches, the clubs also provide activities to improve the mental and physical wellbeing including gentle exercise, chair exercise, bingo, backgammon, tai chi, dance, mah jong and a support network for older vulnerable people. Clubs have reported a marked improvement in the physical and mental health of members since their return to regular lunches after lockdown. The simple exercise of walking to the club has had a marked impact. Some examples of individuals who were dipping mentally getting back on their feet after returning to the club.

During this period, some lunch clubs lost members, either through Covid related deaths, or deaths from other causes. As expected, many members were still self-isolating, even if not mandated to by government guidelines. The clubs were providing a mixed offer, of both in-person provision, as well as keeping in touch via phone with members who were isolating, with some lunch clubs delivering meals.

Sustainable funding remains a challenge for the lunch clubs.

Neighbourhoods Programme

Funder: City & Hackney CCG

Strategic Objective 1 - Supporting stronger, thriving voluntary and community organisations

Strategic Objective 2 - Developing successful delivery partnerships

Strategic Objective 3 - Strengthening the sector's voice to effect change

Strategic Objective 4 – Being a sustainable, responsible organisation driven by our values
Partners: Hackney Council, Healthwatch Hackney, NHS Primary Care, and a wide spectrum of VCS organisations

Achievements and challenges during the year included:

- Delivered four cycles of Neighbourhood Conversations held in each of the 6 Neighbourhoods; allowed local VCS organisations to network with each other and statutory partners from the NHS; publicise services; build relationships; and allow for collaboration.
- Held four Well Street Forum meetings
- Shoreditch Trust, The Social Innovation Partnership and Healthwatch City of London were funded to explore the early stages of working towards a forum in Shoreditch Park and City
- Delivered small grants programme enabling one organisation in each neighbourhood to organise a community event in their Neighbourhood around the theme of health and wellbeing, each one brought in 10 other local organisations to promote local health and wellbeing services.
- Backfill payments (which reimburse organisations for their meeting prep time as well as actual physical attendances) have helped enable smaller organisations to attend meetings
- Secured a further one year funding
- The major challenges have been timely payments of funding instalments and the constant changes within the health & social care system in terms of top-down asks that have required changes to Neighbourhoods delivery models and continually challenged the capacity of the team.

VCSE Enabler

Funders: NHS North-East London, East London Foundation Trust and London Borough of Hackney
Strategic Objective 1 - Supporting stronger, thriving voluntary and community organisations
Strategic Objective 2 - Developing successful delivery partnerships
Strategic Objective 3 - Strengthening the sector's voice to effect change

Strategic Objective 4 – Being a sustainable, responsible organisation driven by our values

Partners: Mind in City, Hackney & Waltham Forest, Beersheba Living Well, Hackney Quest, St Mary's Secret Garden, Age UK, Volunteer Centre Hackney, Healthwatch Hackney and City of London; Hackney Cypriot Association, Kanlungan, SeeAbility, Toynbee Hall, Rainbow Mind, African Community School, Interlink, The Sharp End, The Studio Upstairs and Support When It Matters (SWIM)

The VCSE Enabler programme included Health & Social Care Forum. Hackney Refugees & Migrants Forum, VCS Leadership Group and VCS Assembly.

Achievements and challenges during the year included:

- Delivered three VCS Assemblies, each attracting over 100 VCS organisations alongside statutory partners such as London Borough of Hackney, City of London Corporation and NEL ICS partners.
- Assembly 1 (focusing on Mental Health), created a body of evidence that helped secure £500k grant funding for the VCS to address groups under-served by mental health services
- Assembly 2 (How to make City and Hackney Anti-Racist) led to the creation of a consortium of VCS organisations aiming to reduce school exclusions supporting young people and their parents; the development of Racial Equity Arts Alliance, a network supporting art VCS organisations to share learning and experience and improve capacity in anti-racist working aiming to improve positive representation in the area; cultural humility training directory; building partnership with ELFT transformation team.
- Assembly 3 (Empowering Care) has resulted in the funding of Learning Disability awareness training, led by a VCS organisation, within the Primary Care Networks. The East London Business Association is speaking to user-led VCS organisation Choice in Hackney about an awareness-

raising mentoring scheme. Further suggestions for the improvement of care have fed into conversations with London Borough of Hackney around an Ageing Well pilot in Hackney Marshes and their development of an action programme around their Health and Wellbeing Priority of improving Social Connection. We have also been looking into the possibility of creating a network for befriending schemes to identify any gaps and avoid duplications.

- Initiated delivery of VCS Leadership group strategy meetings and delivered two.
- Delivered 7 Leadership Group meetings
- Hosted 24 SIG (Significant Interest Group) meetings across the year, namely:
 - 4 Mental Health SIG
 - 3 Hackney Advice Forum
 - 4 Learning Disabilities SIG
 - 4 Sexual Health SIG
 - 6 LGBTQ+ SIG
 - 3 Hackney Refugee and Migrant Forum
 - 1 Health and Social Care Forum including community voice leads City and Hackney Alliance Development
- Enabled participation and representation of Hackney CVS team and VCS Leadership Group members to participate in the wider Health and Care system including involvement at Hackney Health and Wellbeing Board, Health Inequalities Steering Group and Primary Care Provider Alliance.
- Contributed to VCS alliance report detailing the VCS in Hackney and City of London strengths and opportunities, and in North-East London VCS alliance development.

Growing Minds

Funder: City & Hackney CCG

Strategic Objective 1 - Supporting stronger, thriving voluntary and community organisations

Strategic Objective 2 - Developing successful delivery partnerships

Strategic Objective 3 - Strengthening the sector's voice to effect change

Partners: Family Action, African Community School, Father 2 Father, Black Parents Community Forum, and Murray Business Consultancy

The Growing Minds project, which is being delivered in partnership with Family Action, and local Black-led community organisations, has successfully completed the 2nd year of the Non-Violence Resistance (NVR) training parenting programme. This programme for parents and carers addresses challenging and harmful behaviours in adolescence and is delivered to the African, Caribbean, and mixed-heritage community.

The evaluation report showed that the training has 'a significant positive impact'.

During the year the Tree of Life element was launched. Tree of Life is a narrative-based talking therapy approach delivered by trained peer leaders for African, Caribbean and mixed-heritage young people. It aims to improve their emotional health and wellbeing during the important transition years from primary to secondary school, and secondary school to adult. 12 sessions were held in 10 secondary schools and two within community settings, benefiting 147 young people, with excellent feedback from the schools reporting the positive impact the programme had on their young people.

Fairer Hackney and the Specialist Infrastructure Grant

Funders: London Borough of Hackney and City Bridge Trust

Strategic Objective 1 - Supporting stronger, thriving voluntary and community organisations

Strategic Objective 2 - Developing successful delivery partnerships

Strategic Objective 3 - Strengthening the sector's voice to effect change

Partners: ELBA, Voluntary Centre Hackney, Tower Hamlets CVS, Redbridge CVS and Compass Wellbeing

During the past year, our work spanned over a multitude of programmes to support the voluntary and community sector in Hackney. The specialist grants support our core staff to run our networks and forums, organisational development services and provide strategic representation with our statutory partners.

Key successes in numbers:

- 22 Training sessions attended by 337 individuals from 275 organisations

- 9 How to apply sessions to local funders and Covid-19 grants and 3 Meet the funder sessions attended by 190 organisations
- 5 workshops on issues related to mental health and organisational wellbeing post-pandemic, attended by 79 organisations
- 139 one-to-one support sessions to 102 local organisations in Hackney.
- A successful partnership formed by 5 organisations who were successful in securing a No Recourse to Public Funds from the London Borough of Hackney to launch a grants programme for their respective communities.

The variety of our work includes developing the VCS workforce to supporting organisations to amplify their voice to influence local decision making. The feedback we are getting about our work has always been positive. From our user survey:

- 89% of respondents agree that Hackney CVS champions the needs of disadvantaged communities,
- 89% agree that Hackney CVS is an organisation they can trust
- 82% agree that Hackney CVS is good at promoting the work of local charities and community groups
- 82% agree that we are good at promoting the work of local charities and community groups.
- 80% agree that Hackney CVS is good at listening to their needs
- 55% agree that their organisation is better able to influence services locally and/or the decisions of statutory organisations thanks to Hackney CVS

From our front-line organisational development services, the feedback of engagement in training and one-to-one support sessions that:

- 85% reported that their level of knowledge of the core competencies to working in the charity sector has increased because of attending our training and engaging in one-to-one support sessions.
- 83% reported that they are confident in applying the skills they learnt through our training session into their day-to-day work.
- 77% reported that they have picked up new skills from our training sessions.

Hackney Advice Service

Funder: London Borough of Hackney

Strategic Objective 1 - Supporting stronger, thriving voluntary and community organisations

Strategic Objective 3 – Strengthening the sector's voice to effect change

Partners – 20 VCS advice organisations

The Hackney Advice Service is a transformational project aiming to support the implementation of a system thinking approach to designing person-centred services; spanning across statutory and voluntary and community sector services. Our role is to work with advice organisations to develop their knowledge and skills in system thinking to meet the purpose of advice, by:

- Working with and supporting grant-funded advice providers to:
 - o Study their systems and learn from the demand
 - o Prototype a new, collaborative approach to community advice delivery and design
 - o Use this learning to support system leaders to experiment to learn how to perfect one person at a time
 - o Support organisations to learn how to make this the normal way of doing things.
 - o Sharing and exchanging practice within the sector, local partners, the Council, external funders and with other areas that are adopting similar approaches and linking this to wider systems change work
 - o Working closely with the Policy and Partnership team and Public Health
- Develop partnerships by:
 - o Supporting advice providers to work together to deliver a single service in a relational way that finds ways to help people address wider issues.
 - o Helping to shape partnerships to support providers to co-design solutions with residents to help them move towards their "good life"

During 2021/2022, we supported advice organisations to make sense of the principles underpinning the system change process and to engage meaningfully in the evaluation processes of the project.

Key successes:

- Advice organisations are referred to and consulted on co-designing and making changes to welfare benefits processes administered by LBH.

- Advice organisations are developing relationships with key council departments, customer services team, housing and council tax teams, rent arrears and income collection teams.
- 60% of the 20 funded advice organisations are signed up to the “Better Conversations Tool” to escalate and make direct referrals to council departments.
- Advice organisations have a better understanding of the access and the demand coming through to their services.
- The council has agreed a proportional uplift in funding for the year 2022/23 for advice organisations to meet the increasing demand.

Challenges:

The pandemic has contributed to a huge increase in demand for advice services across the borough, whereas the funding and resources invested in the advice service doesn't match the level of demand. While the Council has made an uplift to their funding for advice services in community settings, advice organisations working in GP practices did not get an uplift.

Sustainable Employment Network (SEN)

Funder: City & Hackney CCG

Strategic Objective 1 - Supporting stronger, thriving voluntary and community organisations

Strategic Objective 2 - Developing successful delivery partnerships

Strategic Objective 3 - Strengthening the sector's voice to effect change

Strategic Objective 4 – Being a sustainable, responsible organisation driven by our values
Partners: Network members

The SEN was running at a reduced capacity with limited resources supporting Chair involvement. Funding was confirmed by City & Hackney CCG in early 2022 for an administration post to support the network. A more extensive programme with outcomes was designed informed by the Legacy report from the previous year and started to be delivered.

Successes over the year have been:

- Held a facilitated discussion between SEN members and a senior recruitment manager within Homerton University Hospital (HUH; a key strategic employer in the borough) to identify key action points for future work, from the perspective of an employer understanding the barriers that disabled people experience when applying for work/ retaining work and from the perspective of the employer. It was identified that some line managers within the NHS would benefit from mental health awareness resources, autism awareness, good practice in the workplace etc. These resources, training and relevant information were all shared with HUH.
- During the covid-19 pandemic there were substantial changes to the labour market, we provided support by sharing regular updates on key changes to support organisations adapt and enabled collaborative working.
- Increased the attendance and engagement at network meetings through gaining an understanding of members needs and making meetings and mailouts relevant, through targeted marketing such as attending relevant Neighbourhoods, DWP and Hackney Advice Forums and raising awareness of the HSEN
- Built relationships with the following local employers with a view to improving access to local employment opportunities for clients with disabilities, including E5 bakehouse, 5 Points Brewery.

Contributed to a key piece of strategic work commissioned by Hackney Council to understand and address barriers to employment in the digital technology industry for clients facing additional barriers. Network members were able to contribute their views and experiences to this survey. The findings /actions / next steps were shared at the HSEN relaunch event and will feed into the work being carried out to address these barriers with digital technology companies. This is important in ensuring that the experience of network members is taken on board and fed into key strategic priorities in the borough.

My Ends/Rise Up East

Funder: MOPAC, Violence Reduction Unit

Strategic Objective 1 - Supporting stronger, thriving voluntary and community organisations

Strategic Objective 2 - Developing successful delivery partnerships

Strategic Objective 3 - Strengthening the sector's voice to effect change

Partners: The Wickers Charity, Hackney Wick FC, Immediate Theatre, NCBI, The Crib, Hackney Quest, ELBA, Eastside Young Leaders Academy and Princes Trust

My Ends, known locally as Rise Up East, is a new project, with funding secured in March 2021 from City Hall's Violence Reduction Unit. The My Ends programme has been developed to put communities at the forefront of tackling violence by giving them the support they need to deliver locally-designed interventions in areas of the capital that are affected by high and sustained levels of violence. It is a 2.5-year partnership programme focused on the Hackney Wick area to create direct pathways into employment and training.

Key successes include:

- Worked with statutory partners to reduce school exclusions.
- Coordinated community response relating to the Child Q case
- Part of a successful first stage application to the GLA's High Streets for All scheme
- Young Leaders have been recruited to do participatory action research to map assets and to also look at the drivers of violence in the area
- Young people referred to other partners within My Ends
- Peer researchers from Hackney Quest and Immediate Theatre delivered a piece of work on youth & community voice in regeneration, with a report, recommendations and actions
- Almost 200 young people registered on the programme by delivery partners

Young Londoners Fund (YLF)

Funder: Young Londoners Fund, Greater London Authority

Strategic Objective 1 - Supporting stronger, thriving voluntary and community organisations

Strategic Objective 2 - Developing successful delivery partnerships

Strategic Objective 3 - Strengthening the sector's voice to effect change

Partners: Voluntary Action Islington, Hackney Quest, Immediate Theatre and Peabody

Through this work we support children & young people's groups in Hackney and convene and support networks which work with young people in the borough. During this period, we ran a quarterly Children & Families Forum Network, which disseminated information to the sector. Topics covered included updates on the Child Q case, children-related work in Neighbourhoods, reducing exclusions, ways of building trust with young people, challenges accessing health & care services, issues around commissioning, clinical support for youth leaders and signposting to organisational support. Similar work was undertaken in Islington through Voluntary Action Islington.

Hackney CVS has been an active part of the 16+ Network of 57 individuals from 39 organisations (including VCS organisations, mental health representatives and employment offer organisations) which was set up to work together to improve the offer to 16–25-year-olds, share best practice, share information, fundraise as a collective, campaign for policy and create development and training opportunities across the network.

These two networks are vital in ensuring that smaller organisations are aware of the opportunities for collaboration at a local and London-wide basis through funders such as Youth Endowment Fund and Youth Futures Foundation as well as the work of the Black Men for Change Network (BM4C).

Politically Black

Funder: MOPAC, Violence Reduction Unit

Strategic Objective 2 - Developing successful delivery partnerships

Strategic Objective 3 - Strengthening the sector's voice to effect change

Partners: Black Men 4 Change (BM4C), Hackney Council, The Open Minds Alliance

The Politically Black group continued to demonstrate the value of youth leadership work in the borough and across London. We develop leadership and representation skills and ensuring that the voice of young black men was heard. In 2021-22 we supported Young Leaders to continue to develop as our community leaders of the future. The lifting of COVID restrictions meant that we were able to do more face-to-face work.

Key successes include:

- 5 Young Leaders gained their Level 2 youth work qualification, supported by senior staff
- Leaders were involved in presenting to the Community Resilience Partnership and speaking on a SAGE panel
- The group had a successful trip to the War Inna Babylon exhibition at the ICA
- 4 Young Leaders helped to facilitate the first VCS Assembly on the subject of emotional wellbeing, and also at the second Assembly on the subject of racial equality
- 12 leaders completed the Youth Mental Health First Aid training
- 3 Leaders gained safeguarding Level 1 qualifications
- 7 young people secured employment externally
- 8 leaders completed the Money Works training programme
- A number of Leaders from the group worked as peer educators through the Growing Minds Tree of Life project
- 12 Young Leaders completed Being Different training looking at sexuality, gender fluidity and inclusion
- 6 Young Leaders took part in the Young Futures consultation event with Hackney Council
- 8 Young Leaders secured employment externally
- The Black Speakers Corner saw local black business owners attend and speak to the Young Leaders

Hackney Account

Funder: MOPAC

Strategic Objective 1 - Supporting stronger, thriving voluntary and community organisations

Strategic Objective 2 - Developing successful delivery partnerships

Strategic Objective 3 - Strengthening the sector's voice to effect change

Strategic Objective 4 – Being a sustainable, responsible organisation driven by our values

Partners: BM4C

Account is a Youth-led Stop and Search Monitoring & Scrutiny group for Hackney. From 2021-2022 the group engaged with young people (aged 8-17) on an ongoing basis at Homerton Grove Adventure Playground as well as 6th Form students at B6 college (aged 16-18), delivering 'Know Your Rights' and 'Hackney Black History' training. For future outreach work the group has also produced a 'Zine' (based on the 2020 research report), a mini Know Your Rights booklet, and an original music mixtape.

The group met with MOPAC to advise and scrutinise on its new Action plan for Policing and Police and Crime Plan 2021-25. The team also took part in a 3-way meeting at Town Hall with the Borough Commander and the Mayor of Hackney to discuss Stop and Search statistics. The team also carried out public facing work around the use of Section 60s (including a contribution to super-complaint to the Met), the Lamont Roper Inquest and a local Stop and Search incident.

The group hosted the network event 'London Youth for Justice', bringing together 9 youth-led projects from across London to collaborate on pan-London accountability work. The group also hosted and participated in partnership events and sessions with H.O.L.L.A (NYC), Brent YIAG, Waltham Forest YIAG, Liberty, Camden Council Young Activists project, Young Hammersmith and Fulham Foundation, and delivered 8 training sessions on 'Systems Change' in London Youth's Rise Up Programme.

In response to the 'Child Q' case, where a young Black girl was unjustly strip searched by police officers in a Hackney school, Account has developed a series of local campaigns, bringing together a community-led coalition to respond.

Female Hackney

Funder: Safer London

Strategic Objective 1 - Supporting stronger, thriving voluntary and community organisations

Strategic Objective 2 - Developing successful delivery partnerships

Strategic Objective 3 - Strengthening the sector's voice to effect change

Strategic Objective 4 – Being a sustainable, responsible organisation driven by our values

Partners: The Yana Project, Black Women, Safer London and ELFT BME Access Team

Female Hackney is an emerging sisterhood aimed at uplifting women of African and Caribbean heritage in Hackney's community. Based in the Young People & Families the project works on social pressures affecting Black women and address issues related to mental health

Key successes include:

- International Women's Day event, Breaking the Bias, with guest speaker Jenni Steele from Yana Project.
- 10-week COURAGE training (an African therapeutic technique) through ELFT BME Access Team.
- Art therapy sessions on dealing with trauma
- A variety of training for the group, including coding taster sessions with Black Women, business skills, Reset Your Mind, presentation skills, Being Different, Black Hair & Slavery, and Undefeated Mind training
- Took part in an inter-generational event with Connect Hackney
- 2-night residential weekend supported by Safer London including workshops and team building such as Escape Rooms and spa access. During the workshops they had to create an idea for a services manual or an advert of how to promote the services which Safer London provides across London.

"Female Hackney has definitely benefited me in many ways. The workshops have been very supportive and have given me more of an understanding what a true sisterhood is. I feel like it's helped me with not only listening – more it's helped me realise the different things people go through day to day." Chyna Whyte

Hackney Giving (CBT)

Funder: City Bridge Trust (CBT)

Strategic Objective 1 - Supporting stronger, thriving voluntary and community organisations

Strategic Objective 2 - Developing successful delivery partnerships

Strategic Objective 3 - Strengthening the sector's voice to effect change

Strategic Objective 4 – Being a sustainable, responsible organisation driven by our values

Partners: London's Giving, East London Business Alliance, Volunteer Centre Hackney, London Borough of Hackney and The Funding Network

Hackney Giving is a local giving scheme designed to bring together donations from residents and businesses to support grassroots charities and voluntary organisations in their work with the borough's diverse communities. Hackney Giving also distributes funds on behalf of the Public Sector.

City Bridge Trust funding is key to the success of Hackney Giving as this grant supports our core programme costs, such as staff salaries and overheads. This core support has given Hackney Giving the necessary infrastructure to support VCS groups during the pandemic and beyond. Hackney Giving grants in this period have supported VCS organisations to deliver a range of activities including:

- Reducing inequalities
- Making a positive difference to people's mental health and wellbeing
- Providing public health information to communities disproportionately affected by the pandemic
- Supporting vaccination events and providing outreach to reduce vaccination inequity.

During the financial year 2021-22 we awarded 71 grants, totalling £493,155.

"We have felt the benefit of working with our community partners and have been astounded by the creativity, insight and compassion of our colleagues in the voluntary and community sector. The sector has shown an incredible determination to meet the challenges of the times, working relentlessly to fight inequality and provide support for those hardest hit by the pandemic, and we have been glad to have been a part of this. We have seen how much we can achieve by working together, and are keen to see more collaboration across the community, voluntary and statutory sectors for the benefit of the greater community." – Hackney Giving funded organisation.

Hackney Giving (Community Support Small Grants)

Funders: Residents and businesses

Strategic Objective 1 - Supporting stronger, thriving voluntary and community organisations

Strategic Objective 2 - Developing successful delivery partnerships

Strategic Objective 3 - Strengthening the sector's voice to effect change

Strategic Objective 4 – Being a sustainable, responsible organisation driven by our values
Partners: None specifically

Hackney Giving pooled donations from businesses and residents to provide Community Support Small Grants of up to £3,000 in May 2021.

A range of projects were grant funded to support residents as they continued to deal with the ongoing impacts of the pandemic, including:

- Hackney Chinese Community Services - delivered in-person IT surgeries for older residents.
- Lev Echod Cancer Care - provided weekly peer to peer support groups for women living with cancer.
- Salaam Peace - delivered a summer sports programme for young people.
- E5 Baby & Children Bank - provided support packs for young people at different ages including toys, games, cuddly toys, activities, craft materials and books as well as toiletries for older young people.

9 grants awarded, totalling £27,000.

Hackney Giving (Covid-19 information grants and community-led outreach grants, and vaccinations inequality)

Funders: City & Hackney Public Health Team and North-East London NHS Clinical Commissioning Group
Strategic Objective 1 - Supporting stronger, thriving voluntary and community organisations

Strategic Objective 2 - Developing successful delivery partnerships

Strategic Objective 3 - Strengthening the sector's voice to effect change

Strategic Objective 4 – Being a sustainable, responsible organisation driven by our values

Partners: City & Hackney Public Health Team, North-East London NHS Clinical Commissioning Group and Volunteer Centre Hackney

During the pandemic, we became a trusted channel for statutory funders, including the City and Hackney Public Health Team and North-East London NHS Clinical Commissioning Group. With funding from these partners, we were able to distribute grants to voluntary and community sector (VCS) organisations:

Covid-19 Information Grants, round 2 (Round 1 occurred in the previous financial year)

Under this initiative, we provided 2 types of grants:

- Messenger grants of up to £7,500. Messenger grant holders disseminated information to their communities.
- Contact Point grants of up to £15,000. In addition to Messenger grant activities, Contact Point grant holders worked more closely with the Public Health team to identify and feedback issues arising in the community (such as misinformation circulating).

Grants supported communities that were disproportionately impacted by the pandemic and/or communities that were not accessing mainstream public health information. Communities supported included adults with learning disabilities, autistic people, African-heritage communities, and Turkish and Kurdish communities.

16 grants awarded, totalling £184,553.

Covid-19 Information Small Grants

This programme aimed to ensure that accurate, timely and accessible information on COVID-19 was communicated effectively to often underserved communities.

23 grants awarded, totalling £115,534

In terms of reach we worked with many ethnically diverse communities and with young people, older people, disabled people and/or those living with long-term health conditions, those living on low incomes, homeless people and families. Grant-funded organisations worked in at least 24 different languages.

Community led outreach grants, vaccination inequality

These grants were provided to groups to reduce Covid-19 vaccine inequality. Residents supported included refugees, undocumented migrants, the Charedi communities, Filipino communities and older people.

17 grants awarded, totalling £166,068k.

Baobab Foundation

Funders: Charity Aid Foundation and Clothworkers

Strategic Objective 1 - Supporting stronger, thriving voluntary and community organisations

Strategic Objective 2 - Developing successful delivery partnerships

Strategic Objective 3 - Strengthening the sector's voice to effect change

Strategic Objective 4 – Being a sustainable, responsible organisation driven by our values

Partners: None specifically

Baobab Foundation is a new pro-Black foundation, which resources racial justice through Black and Global Majority communities. It is a unique network of 400+ members, radical friends and solidarity partners who connect in words, thought and action with the intention to achieve lasting systems change. As a network Baobab works to collectively shape its own agenda and set its own priorities.

Baobab has been working towards becoming independent, working with Bates Wells Braithwaite to provide legal advice on its incorporation. A steering group has been established, as has a strategy

Key successes

- have raised £4.4m towards our £5m target for its collective fund for 2022 and £1.575m towards its core costs target of £1.233m in phase two

Challenges

- is taking longer than envisaged for Baobab to become incorporated, therefore an extension has been agreed for Hackney CVS to remain as the accountable body until September 2022.

Looking ahead to 2022/23

2021/22 proved to be a significant period of change for Hackney CVS, with the departure of the former CEO, following a period of 20 years with the organisation, with 16 years at the helm. In addition, there have been several significant changes in leadership at a few influential partner organisations, including Hackney Council and Homerton Hospital, and the announcement that the CEO for Healthwatch Hackney, is also moving on.

Looking forward, 2022/23, will need to be a year of reconfiguration, not only internally as the organisation adjusts to a new leadership structure, but with the local health and social care landscape. Significant change is taking place with the development of a new health system, with the Clinical Commissioning Group (CCG), being replaced with the Integrated Care System structure, and the establishment of the new NHS North-East London body. Longstanding contractual arrangements will need to flex under the new governance arrangements, and this poses a risk to Hackney CVS if new personnel omit to consider the value of us as an anchor institution and the wider CVS within their decision-making. It will be imperative therefore that we ensure we dedicate resources to helping to shape the new NEL ICS, and build relationships, so that the CVS is able to play its role as part of the integrated care partnership, and that it is adequately resourced.

At a City & Hackney level, we will need to embed our VCS Enabler model and secure future financial investment. We remain grateful to the City & Hackney CCG, and East London Foundation Trust for confirming financial investment to cover this period. Our portfolio of networks and forums funded by this investment was critical to the sector's ability to work collaboratively in responding to the COVID-19 pandemic. To safeguard the sector's resilience to future shocks, securing sustainable funding remains an urgent priority. We will seek to cement the VCS Assembly, as a vehicle which is recognised by both the VCS and the statutory sector, to collaborate on borough-wide agendas, develop solutions, and identify the requisite resources for these to be realised.

We will also be rolling out our new Neighbourhoods programme, working in partnership with VCS organisations, to deliver neighbourhood forums across the eight City & Hackney neighbourhoods across the footprint. The year will be used to cement the foundations, and secure longer-term investment to safeguard the future of the programme, ensuring services and residents are able to collaborate at a neighbourhood level to address local needs. The model works to capacity build the VCS, allowing in the future for the programme to shift from Hackney CVS to VCS ownership.

As recovery from the pandemic continues, along with the continual risk of further outbreaks, maintaining our strong communications will be critical. Hackney Giving has proven to be an effective mechanism through which public health and the CCG were able to reach and engage communities, otherwise inaccessible to them, to convey public health messaging, and improve access to COVID-19 testing. 2021/22 will be a period to reflect on the success of Hackney Giving, the approach to partnership working, and consideration of how to build on our successes for the future.

Following the successful outcome of our Young Black Men's bid to The National Lottery Community Fund, this year will be a year to scale our work on this agenda, steadying several projects and programmes, and reengaging the VCS and statutory partners on this agenda, in line with the 10-year Outcomes for Young Black Men's strategy. This area of work plays a leading role in tackling racial injustice, in recognition of the poorer outcomes for young people from African heritage backgrounds on metrics around education, mental health, and criminal justice. We will also be continuing our VRU-funded Rise Up East (MyEnds) to tackle youth violence, taking an asset-based approach by putting young people in the lead, and creating opportunities. We have recognised that our Young People & Families team requires some redefining, and further development, and therefore 2022/23 will serve as a transitional period to consider this in tandem with developing a new organisational strategy, so that we, along with our partners, stakeholders, and funders are clear on our aims and objectives in relation to this area of our work.

In the development of our new strategy, we will be taking on board not only progress made with our existing strategy but considering global events which have redefined how we work with partners, both in the VCS and the statutory sector. These events have reframed the lens through which entrenched issues are now being considered, such as structural discrimination, particularly around race. As such, a specific focus will be on tackling structural racism given the known impact this has on health inequalities, and social justice. If the pandemic has taught us anything, it is the need to be agile and take account of unexpected demands on our resources, but also of the resilience and agility that exists within the VCS. Our new strategy will need to take account of the risk of future pandemics and global events which may require shifts in how we weigh our resources; but remain robust enough that as far as possible, we stay on course in line with our strategic priorities. Finally, it will need to align to changes related to the health and social care environment in which we operate, both at a City & Hackney place-based level, as well as at a North-East London level.

2021/22 proved to be a challenging year, however, we were able to weather the storm due to the dedication and commitment of our staff, volunteers, Board, our partners, and the flexibility of our funders. We thank everyone that has through their commitment, enabled Hackney CVS to continue to survive a challenging period, and support the VCS to thrive. Whilst we anticipate 2022/23 being equally challenging, we are buoyed by this support and commitment.

Risk Management

Our Trustees have assessed the risks the organisation faces and have drawn up an organisation-wide risk register which identifies the major risks. These risks have been categorised as governance, operational, financial, environmental and compliance. The likelihood and the impact of these risks have been assessed both by the Board of Trustees and Senior Managers, with measures put in place to mitigate these risks, where appropriate. The Trustees review the risk register annually and are satisfied that systems are in place, or arrangements are in hand, to manage the risks that have been identified. In particular, insurance cover is in place and the finances of the organisation are regularly reviewed.

Risks are also monitored by project leads along with their line managers and separate Project Board where applicable. The focus tends to be in terms of project delivery, finance and other relevant aspects. Mitigation actions are then agreed and taken to minimise those risks as far as practicable, taking cognisance of value for money.

In common with similar charities, one of Hackney CVS's key risks relates to a decrease in funding. In order to mitigate that risk, plans are continuously developed and implemented to broaden its funding base, which includes tapping into the corporate sector and more actively approaching funders, instead of mainly waiting on funders to offer opportunities. The production of evidence-based business cases is part of our response strategy.

Financial Review

In terms of the financial performance of unrestricted funds, we ended the year with an operational gain/net income of £139k. Designated funds benefitted from a gain of £9k in the value of investment units and had expenditure of £50k.

Our fully owned, trading subsidiary, City and Hackney Together, broke even in 2021/22 and therefore generated neither a profit nor a loss. It also broke even in the previous year.

Restricted funds had an in-year net expenditure of £360k, thereby utilising some of its brought forward balance of £854k.

Total income increased by 5%, from £3,713k in 2020/21 to £3,899k in 2021/22, whilst total operating expenditure increased by 35%, from £3,085k to £4,169k.

The consolidated balance sheet at year-end shows a reasonably strong financial position. The reserves, which totals £1,500k, were made up of restricted funds (£494k) for ongoing projects; designated funds (£636k) mainly for premises costs; and general funds (£370k).

Reserves Policy

The Trustees have reviewed the general reserves that Hackney CVS requires after assessing the risks faced by the organisation, agreed to maintain the target general reserves at £280k, which was set in 2019/20. This is equivalent to approximately three months' unrestricted expenditure plus closure costs. This will provide sufficient funds to underpin the organisation's work for three months in case of a lack of funding and to fund closure costs, should such a scenario materialise. At the end of the financial year 2021/22, general reserves were £370k, however £90k has already been committed to finance the remaining amortisation costs of the major improvement made to our leased offices in 2018/19, leaving £280k of 'free reserves' at the year-end.

Investment Policy

Investment Policy

Hackney CVS policy on investment has an overall objective to produce the best financial return within an acceptable level of risk. The objective for long term investments is to generate a return in excess of inflation whilst generating income to support the ongoing activities. On the other hand, for short-term investments the objective is to preserve the capital value with a minimum level of risk with the investment to be readily available to meet unanticipated cash flow requirements.

The Board of Trustees has given delegated authority to its Chair, Treasurer, Chief Executive Officer and Director of Finance and Resources, so that they can make swift reinvestment decisions.

Statement of Trustees' Responsibilities

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

Company law requires trustees to prepare financial statements for each financial year which give a true and fair view of the state of the 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;
- 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 business.

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.

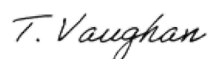
Insofar as the trustees are aware:

- 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 the financial statements may differ from legislation in other jurisdictions.

The Trustees' report has been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

This report was approved by the Board on 24 January 2023 and signed on its behalf by:



Timothy Vaughan
Trustee

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS AND TRUSTEES OF HACKNEY COUNCIL FOR VOLUNTARY SERVICE

Opinion

We have audited the financial statements of Hackney Council for Voluntary Service (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 March 2022 which comprise the Group Statement of Financial Activities, the Group and Parent Charitable Company Balance Sheets, the Group Cash Flow Statement and notes to the financial statements, including 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 group's and the parent charitable company's affairs as at 31 March 2022 and of the group's 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 and the Charities Act 2011.

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 group's and parent charitable company'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 included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. 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.

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 course of 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 themselves. 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.

Opinions on other 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 trustees' annual report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' annual report have 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 group and parent charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the trustees' annual report.

We have nothing to report in respect of the following matters where the Companies Act 2006 and the Charities Act 2011 require us to report to you if, in our opinion:

- the parent charitable company has not kept adequate and sufficient accounting records, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company's 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 exemption in preparing the Trustees' Annual Report and from preparing a strategic report.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 19, 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 group and parent 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 group or parent 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

We have been appointed as auditor under the Companies Act 2006 and section 151 of the Charities Act 2011 and report in accordance with those Acts.

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 aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs (UK) we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purposes of expressing an opinion on the effectiveness of the group and parent charitable company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the group and parent charitable company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the group or parent charitable company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the group to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our audit report.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Explanation as to what extent the audit was considered capable of detecting irregularities, including fraud

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.

The objectives of our audit in respect of fraud, are; to identify and assess the risks of material misstatement of the financial statements due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses to those assessed risks; and to respond appropriately to instances of fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both management and those charged with governance of the charitable company.

Our approach was as follows:

- We obtained an understanding of the legal and regulatory requirements applicable to the charitable company and considered that the most significant are the Companies Act 2006, the Charities Act 2011, the Charity SORP, and UK financial reporting standards as issued by the Financial Reporting Council
- We obtained an understanding of how the charitable company complies with these requirements by discussions with management and those charged with governance.
- We assessed the risk of material misstatement of the financial statements, including the risk of material misstatement due to fraud and how it might occur, by holding discussions with management and those charged with governance.
- We inquired of management and those charged with governance as to any known instances of non-compliance or suspected non-compliance with laws and regulations.

- Based on this understanding, we designed specific appropriate audit procedures to identify instances of non-compliance with laws and regulations. This included making enquiries of management and those charged with governance and obtaining additional corroborative evidence as required.

There are inherent limitations in the audit procedures described above. We are less likely to become aware of instances of non-compliance with laws and regulations that are not closely related to events and transactions reflected in the financial statements. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

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 and, in respect of the consolidated financial statements, to the charity's trustees, as a body, in accordance with Chapter 3 of Part 8 of the Charities Act 2011. Our audit work has been undertaken so that we might state to the charitable company's members and trustees those matters which 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 any party other than the charitable company, the charitable company's members, as a body, and the charity's trustees, as a body, for our audit work, for this report, or for the opinion we have formed.

Moore Kingston Smith LLP

Luke Holt (Senior Statutory Auditor)

for and on behalf of Moore Kingston Smith LLP, Statutory Auditor

Date 31 January 2023

9 Appold St
London
EC2A 2AP

Moore Kingston Smith LLP is eligible to act as auditor in terms of Section 1212 of the Companies Act 2006

Consolidated Statement of Financial Activities (Incorporating an Income and Expenditure Account) For the year ended 31st March 2022

	Notes	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Total 2022 £	Total 2021 £
Income from:						
Donations and legacies		2,650	-	16,912	19,562	109,705
Other trading activities		78,929	-	-	78,929	6,802
Investment income		3,422	-	-	3,422	3,303
Charitable activities		-	-	3,304,970	3,304,970	3,263,013
Income from Subsidiary		487,846	-	-	487,846	298,891
Other Income		4,066	-	-	4,066	31,733
Total operating income		576,913	-	3,321,882	3,898,795	3,713,447
Expenditure on:						
Raising funds		181,931	-	-	181,931	98,978
Charitable activities	6	255,597	49,546	3,681,693	3,986,836	2,985,852
Total operating expenditure		437,528	49,546	3,681,693	4,168,767	3,084,830
Net Gain/(Loss) on investments	9	-	9,132	-	9,132	4,730
Net Income/ (Expenditure) before transfers		139,385	(40,414)	(359,811)	(260,840)	633,347
Transfers between funds	13	-	-	-	-	-
Net Movement in Funds		139,385	(40,414)	(359,811)	(260,840)	633,347
Reconciliation of Funds						
Fund balances brought forward at 1st April		<u>230,919</u>	<u>675,942</u>	<u>854,029</u>	<u>1,760,890</u>	<u>1,127,543</u>
Fund balances carried forward at 31st March	12, 13	<u>370,304</u>	<u>635,528</u>	<u>494,218</u>	<u>1,500,050</u>	<u>1,760,890</u>

All transactions are derived from continuing activities.

All recognised gains and losses are included in the Statement of Financial Activities.

Total income attributable to Hackney Council for Voluntary Service only was £3,410,949 and the financial result for the year for the charity only was -£260,840.

Hackney Council for Voluntary Service Consolidated Balance Sheet at 31st March 2022

	Notes	2022 £	2022 £	2021 £	2021 £
Fixed Assets					
Tangible assets	8		90,834		140,380
Investments	9		<u>114,949</u>		<u>105,817</u>
			205,783		246,197
Current Assets					
Debtors and prepayments	10	1,035,914		604,252	
Cash at bank and in hand		<u>1,037,890</u>		<u>1,702,656</u>	
		2,073,804		2,306,908	
Creditors: Amounts falling due within one year	11	<u>(779,537)</u>		<u>(792,215)</u>	
Net Current Assets			<u>1,294,267</u>		<u>1,514,693</u>
Net Assets			<u><u>1,500,050</u></u>		<u><u>1,760,890</u></u>
Funds					
Restricted funds	12		494,218		854,029
General funds	13		370,304		230,919
Designated funds	13		635,528		675,942
			<u>1,500,050</u>		<u>1,760,890</u>

Approved by the board and authorised for issue on 24 January 2023

T. Vaughan

Timothy Vaughan
Trustee

Company Registration Number: 03365292

Hackney Council for Voluntary Service

Balance Sheet at 31st March 2022

	Notes	2022 £	2022 £	2021 £	2021 £
Fixed Assets					
Tangible assets	8		90,834		140,380
Investments	9		<u>114,949</u>		<u>105,817</u>
			205,783		246,197
Current Assets					
Debtors and prepayments	10	1,016,966		666,392	
Cash at bank and in hand		<u>901,404</u>		<u>1,281,520</u>	
		1,918,370		1,947,912	
Creditors: Amounts falling due within one year	11	<u>(624,103)</u>		<u>(433,219)</u>	
Net Current Assets			<u>1,294,267</u>		<u>1,514,693</u>
Net Assets			<u><u>1,500,050</u></u>		<u><u>1,760,890</u></u>
Funds					
Restricted funds	12		494,218		854,029
General funds	13		370,304		230,919
Designated funds	13		635,528		675,942
			<u><u>1,500,050</u></u>		<u><u>1,760,890</u></u>

Approved by the board and authorised for issue on 24 January 2023

T. Vaughan

Timothy Vaughan
Trustee

Company Registration Number: 03365292

Hackney Council for Voluntary Service

Consolidated Cash Flow Statement For the year ended 31 March 2022

	2022 £	2021 £
Cashflow/(outflow) from operating activities		
Net cash (used in)/ provided by operating activities	<u>(668,188)</u>	<u>896,922</u>
Cashflows from investing activities		
Investment income and interest received	3,422	3,303
Payments to acquire tangible fixed assets	0	0
Proceeds from disposal of investment	0	0
Additions of investments	<u>0</u>	<u>(100,000)</u>
	<u>3,422</u>	<u>(96,697)</u>
Net increase in cash and cash equivalents	(664,766)	800,225
Cash and cash equivalents at beginning of year	1,702,656	902,431
Cash and cash equivalents at end of year	<u>1,037,890</u>	<u>1,702,656</u>

Reconciliation of net income/(expenditure) to net cash flow from operating activities

	2022 £	2021 £
Net income	(260,840)	633,347
Adjustments for:		
Depreciation charges	49,546	49,545
(Gains)/ losses on investments	(9,132)	(4,730)
Investment income	(3,422)	(3,303)
Decrease/ (increase) in debtors	(431,662)	(324,522)
Increase /(decrease) in creditors	(12,678)	546,585
Net cash (used in)/ provided by operating activities	<u>(668,188)</u>	<u>896,922</u>

Hackney Council for Voluntary Service

Notes to the Financial Statements For the

year ended 31st March 2022

1 Accounting Policies

Company status

Hackney Council for Voluntary Service is a private company limited by guarantee and has no share capital. The liability of each member is limited to £1 per member. It is registered in England and Wales and its registered office is 24-30 Dalston Lane, London, E8 3AZ.

Basis of preparation of financial statements

These notes have been prepared on a going concern basis, under the historical cost convention subject to valuation of investments at fair value.

The financial statements of the charity and its subsidiary 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) (effective 1 January 2019) – (Charities SORP (FRS 102)) and the Companies Act 2006. The charitable company and its subsidiary meet the definition of a public benefit group for the purposes of FRS102.

The trustees have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the charitable group to continue as a going concern. The trustees have made this assessment for a period of at least one year from the date of approval of the financial statements, taking cognisance of impact of COVID-19 pandemic. In particular the trustees have considered the charitable group's forecasts and projections and have taken account of pressures on income. After making enquiries the trustees have concluded that there is a reasonable expectation that the charitable group has adequate resources to continue in operational existence for at least the foreseeable future, defined in FRS 102 as twelve months from the date of approval of these accounts. The charitable group therefore continues to adopt the going concern basis in preparing its financial statements.

The financial statements are prepared in sterling, which is the functional currency of the company. Monetary amounts in these financial statements are rounded to the nearest pound.

The principal accounting policies adopted in the preparation of the financial statements are set out below:

Consolidation

The Statement of Financial Activities and Balance Sheet consolidate the financial statements of the charitable company and its subsidiary undertaking. The results of the subsidiary are consolidated on a line-by-line basis. The charitable company has taken advantage of the exemption from preparing its unconsolidated income and expenditure account available under Section 408 of the Companies Act 2006.

Fund accounting

Unrestricted funds comprise accumulated surpluses and deficits on general funds. They are available to spend on activities that further any of the purposes of the charity.

Designated funds are amounts which the Executive Committee have decided at their discretion to set aside for use for a specific purpose.

Restricted funds are funds that are to be used in accordance with specific restrictions imposed by the donors or which have been raised by the charity for specific purpose. The cost of raising and administering such funds is charged against the specific fund.

Further explanation of the aim and purpose of each fund is included in the notes to the financial statements.

Hackney Council For Voluntary Service

Notes to the Financial Statements For the year ended 31st March 2022

1 Accounting Policies (continued)

Income

Income represents the total income receivable during the year comprising grants, donations and gifts, merchandise and publications, and investment income. All income is recognised when there is entitlement to the funds, the receipt is probable, and the amount can be reliably measured.

Donations, grants and gifts are recognised when receivable. In the event that a donation is subject to fulfilling performance conditions before the charity is entitled to the funds, the income is deferred and not recognised until it is probably that those conditions will be fulfilled in the reporting period.

Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probably that a settlement is required and the amount of the obligation can be measured reliably. All expenditure is accounted for on an accruals basis. Expenditure includes VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates.

Costs of raising funds comprise the fundraising costs and publicity activities incurred in seeking donations and grants for the charity and their associated support costs.

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activity. It includes grants made to organisations and costs incurred in the operation of projects and programmes together with their associated support costs.

Grants payable are payments made to third parties that further the charitable objectives of the charity. The grants are accounted for where the charity has agreed to pay the grant without condition and the recipient has a reasonable expectation of its receipt.

Support costs comprise those costs which are incurred directly in support of expenditure on the objects of the charity and include governance, premises, marketing and general office costs. Governance costs, which are included within support costs, are those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fees and costs linked to the strategic management of the charity.

Support costs are allocated to each of the activities on one of the following basis: either floor area, staff time or usage depending on the nature of the support costs, to best allocate the costs to each attributable heading. More detail on the analysis and basis of allocated costs is given in note 5 to the financial statements.

Pension Costs

The charity makes payments to personal pension plans of certain employees. The costs are charged to the Statement of Financial Activities for the period to which they relate.

Employee Benefits

The cost of short-term employee benefits is recognised as a liability and an expense. The cost of any material unused holiday entitlement is recognised in the period in which the employee's services are received.

Tangible fixed assets and depreciation

All assets costing more than £5,000 are capitalised.

Depreciation is calculated to write off the cost of fixed assets over their estimated useful lives using the following rates:

Office equipment and fittings	25% per annum straight line
Leasehold improvements	20% per annum straight line

Residual lives and impairment losses are assessed annually.

Leases

Rentals under operating leases are charged to the Statement of Financial Activities as they fall due.

Hackney Council for Voluntary Service

Notes to the Financial Statements For the year ended 31st March 2022

1 Accounting Policies (continued)

Financial Instruments

Investments

Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price. The Statement of Financial Activities includes the net gains and losses arising on revaluation and disposals throughout the year.

Cash and cash equivalents

Cash and cash equivalents include cash at bank and in hand and short-term deposits with a maturity date of three months or less.

Debtors and creditors

Debtors and creditors receivable or payable within one year of the reporting date are carried at their transaction price. Debtors and creditors that are receivable or payable in more than one year and not subject to a market rate of interest are measured at the represent value of the expected future receipts or payment discounted as a market rate of interest.

Critical accounting estimates and areas of judgement

In preparing financial statements it is necessary to make certain judgements, estimates and assumptions that affect the amounts recognised in the financial statements.

In the view of the trustees in applying the accounting policies adopted, no judgements were required that have a significant effect on the amounts recognised in the financial statements nor do any estimates or assumptions made carry a significant risk of material adjustment in the next financial year.

2 Net Movement in Funds

	2022 £	2021 £
The net movement in funds is stated after charging:		
Depreciation	49,546	49,545
Auditors' remuneration - statutory audit	17,343	12,845
- prior year underprovision	-	-

3 Employees and Staff Costs

	2022 Number	2021 Number
In aggregate the number of full and part time persons employed during the year was:		
Staff members	77	79
Staff costs were as follows:		
Salaries and wages	£ 1,100,400	£ 1,048,808
National insurance	98,960	92,724
Pension scheme	53,793	56,133
	<u>1,253,153</u>	<u>1,197,665</u>

During the course of the reporting period, the post of CEO was held by two individuals, for two separate periods within the year, and no single employee received £60,000 or more (including benefits in kind) during the year (2021-One). The pension contributions relating to the higher paid employees amounted to £5,150 (2021- £3,720).

The charity considers that the key management personnel comprise of the trustees, who are not remunerated, and the chief executive. The total employee benefits including pension costs of the key management personnel of the charity and group were £77,787 (2021: £71,824).

The charity had an average of 3 volunteers during the year (2021:14), making a favourable impact across many of our projects.

Two employee received total redundancy payments of £3,433 (2021: One for £15,491) during the year.

Hackney Council For Voluntary Service

Notes to the Financial Statements

For the year ended 31st March 2022

4 Executive Committee Remuneration and Reimbursed Expenses

No members of the Executive Committee received remuneration for their services during the year (2021 - £Nil).

One member of the Executive Committee received expenses totalling £175 for meeting costs reimbursements during the year (2021 - £47 for meeting costs).

5 Allocation of Support costs

Support costs are allocated on a basis consistent with the use of resources.

For year ended 31 March 2022	Premises	Marketing & publication	Depreciation	General office costs	Governance Costs	Totals
	£	£	£	£	£	£
Basis of allocation	Floor Area	Usage	Usage	Staff time	Staff time	
Consortia work	15,788	6,814	8,720	410,263	17,860	459,445
Communications	3,267	1,136	3,964	60,333	878	69,578
Organisation and Workforce Development	4,900	1,988	3,964	84,466	1,171	96,489
Community Empowerment &	8,711	8,518	3,964	277,531	3,806	302,530
Grants, Fundraising and philanthropy	3,267	1,420	2,775	48,266	586	56,314
Assets for the sector	2,178	568	3,964	48,266	586	55,562
Compact	3,267	568	2,775	48,266	586	55,462
Policy and leadership	4,356	1,420	2,775	60,333	878	69,762
Youth Programme	6,534	5,679	3,964	144,799	2,635	163,611
Refugee Programmes	2,178	284	2,775	24,133	292	29,662
TOTALS	54,446	28,395	39,640	1,206,656	29,278	1,358,415

Hackney Council For Voluntary Service

Notes to the Financial Statements

For the year ended 31st March 2022

5 Allocation of Support costs (continued)

Support costs are allocated on a basis consistent with the use of resources.

For year ended 31 March 2021	Premises	Marketing & publication	Depreciation	General office costs	Governance Costs	Totals
	£	£	£	£	£	£
Basis of allocation	Floor Area	Usage	Usage	Staff time	Staff time	
Consortia work	26,721	6,796	-	376,982	12,554	423,053
Communications	5,529	1,133	-	55,439	617	62,718
Organisation and Workforce Development	8,293	1,982	-	77,614	823	88,712
Community Empowerment & Engagement	14,743	8,495	-	255,018	2,675	280,931
Grants, fundraising and philanthropy	5,529	1,416	-	44,351	412	51,708
Assets for the sector	3,686	566	-	44,351	412	49,015
Compact	5,529	566	-	44,351	412	50,858
Policy and leadership	7,372	1,416	-	55,439	617	64,844
Youth Programme	11,057	5,664	-	133,053	1,852	151,626
Refugee Programmes	3,686	283	-	22,175	205	26,349
TOTALS	92,145	28,317	-	1,108,773	20,579	1,249,814

5b) Governance costs comprise of the following:

	2022	2021
	£	£
Insurance	6,978	6,500
Audit and accountancy	20,698	12,845
Professional fees	1,428	814
Other	174	420
	<u>29,278</u>	<u>20,579</u>

Hackney Council For Voluntary Service

Notes to the Financial Statements

For the year ended 31st March 2022

6 Analysis of charitable expenditure

For year ended 31 March 2022

	Grants awarded £	Direct costs £	Subsidiary costs £	Support costs £	2022 Total £	2021 Total £
Consortia work	-	1,286,266	487,846	459,445	2,233,557	1,588,176
Communications	-	18,116	-	69,578	87,694	74,918
Organisation and Workforce Development	-	54,349	-	96,489	150,838	125,313
Community Empowerment &	-	126,815	-	302,530	429,345	366,334
Grants, Fundraising and philanthropy	289,975	14,493	-	56,314	360,782	278,573
Assets for the sector	-	7,247	-	55,562	62,809	53,895
Compact	-	7,247	-	55,462	62,709	55,738
Policy and leadership	-	5,435	-	69,762	75,197	68,504
Youth Programme	-	289,863	-	163,611	453,474	346,832
Refugee Programmes	-	1,812	-	29,662	31,474	27,569
TOTALS	289,975	1,811,643	487,846	1,358,415	3,947,879	2,985,852
	(note 7)			(note 5)		

Hackney Council for Voluntary Service

Notes to the Financial Statements

For the year ended 31st March 2022

6 Analysis of charitable expenditure (continued)

For year ended 31 March 2021

	Grants awarded £	Direct costs £	Subsidiary costs £	Support costs £	2021 Total £	2020 Total £
Consortia work	-	866,232	298,891	423,053	1,588,176	1,239,819
Communications	-	12,200	-	62,718	74,918	76,352
Organisation and Workforce Development	-	36,601	-	88,712	125,313	123,170
Community Empowerment & Engagement	-	85,403	-	280,931	366,334	355,180
Grants, fundraising and philanthropy	217,105	9,760	-	51,708	278,573	61,938
Assets for the sector	-	4,880	-	49,015	53,895	56,695
Compact	-	4,880	-	50,858	55,738	56,583
Policy and leadership	-	3,660	-	64,844	68,504	68,953
Youth Programme	-	195,206	-	151,626	346,832	326,512
Refugee Programmes	-	1,220	-	26,349	27,569	29,631
TOTALS	217,105	1,220,042	298,891	1,249,814	2,985,852	2,394,833

(note 7)

(note 5)

Hackney Council For Voluntary Service

Notes to the Financial Statements For the year ended 31st March 2022

7 Analysis of grants made to institutions

	2022 £	2021 £
Hackney Giving	286,075	217,105
Neighbourhoods Pilot	3,900	
	<u>289,975</u>	<u>217,105</u>

Number of grants awarded 45 (2021 - 32).

8 Tangible Assets Group and Company

	Leasehold Improvements £	Office Equipment and Fittings £	Totals £
Cost			
At 1st April 2021	247,729	1,710	249,439
Additions			-
Disposals			-
	<u>247,729</u>	<u>1,710</u>	<u>249,439</u>
At 31st March 2022	<u>247,729</u>	<u>1,710</u>	<u>249,439</u>
Depreciation			
At 1st April 2021	107,349	1,710	109,059
Disposals			-
Charge for the year	<u>49,546</u>		<u>49,546</u>
	<u>156,895</u>	<u>1,710</u>	<u>158,605</u>
At 31st March 2022	<u>156,895</u>	<u>1,710</u>	<u>158,605</u>
Net Book Value			
At 31st March 2022	<u>90,834</u>	<u>-</u>	<u>90,834</u>
At 31st March 2021	<u>140,380</u>	<u>-</u>	<u>140,380</u>

Hackney Council for Voluntary Service

Notes to the Financial Statements For the year ended 31st March 2022

9 Investments Group and Company	2022	2021
	£	£
CCLA COIF Charities Investment Units		
Market value at 1 April 2021	105,817	1,087
Additions		100,000
Disposals		
Unrealised gain/(loss) on investments	<u>9,132</u>	<u>4,730</u>
At 31 March 2022	<u>114,949</u>	<u>105,817</u>

The historical cost of the investments is £101,087 (2021: £101,087). All investments are held in the UK.

Hackney Council for Voluntary Services is the sole member of City and Hackney Together, a company limited by guarantee. Therefore this entity is treated as a 100% subsidiary. The results of City and Hackney Together are shown in note 18.

	Group		Company	
10 Debtors	2022	2021	2022	2021
	£	£	£	£
Grant debtors	486,030	377,440	486,030	377,440
Prepayments and accrued income	346,705	182,643	346,705	182,643
Other debtors	203,179	44,169	30,100	16,461
Amounts due from group company	<u>-</u>	<u>-</u>	<u>154,131</u>	<u>89,848</u>
	<u>1,035,914</u>	<u>604,252</u>	<u>1,016,966</u>	<u>666,392</u>

	Group		Company	
11 Creditors: Amounts falling due within one year	2022	2021	2022	2021
	£	£	£	£
Trade creditors	412,748	397,382	410,748	282,025
Taxation and social security	58,504	82,425	29,296	23,158
Accruals and deferred income	<u>308,285</u>	<u>312,408</u>	<u>184,059</u>	<u>128,036</u>
	<u>779,537</u>	<u>792,215</u>	<u>624,103</u>	<u>433,219</u>

Hackney Council For Voluntary Service

Notes to the Financial Statements For the year ended 31st March 2022

12 Analysis of Restricted Funds

Group and Company	Balance at 1st April				Balance at 31st March
Year ended 31 March 2022	2021	Income	Expenditure	Transfers	2022
	£	£	£	£	£
Baobab Foundation Initiative	183,320	617,586	(526,182)		274,724
The National Lottery Community Fund					
Connect Hackney	(7,371)	618,446	(611,075)		-
Clinical Commissioning Group					
CCG Health & Social Care Forum	-	20,000	(20,000)		-
Neighbourhoods	6,277		(6,277)		-
Neighbourhoods Pilot	-	207,608	(207,608)		-
Migrant Support Network	7,944				7,944
Devolution Project	4,024		(4,024)		-
Digital Inclusion	12,896		(12,896)		-
Information & Signposting	11,788		(11,788)		-
Peer Support long term conditions	11,752		(11,752)		-
Hackney Giving	-	235,859	(235,859)		-
Open Minds	-	6,305	(6,305)		-
VCSE Enabler	269,154	1,000	(269,154)		1,000
Reach & Resilience	6,959		(6,959)		-
Team Hackney / LBH					
Team Hackney Infrastructure Support	-	150,000	(150,000)		-
Flexible Support Fund	-	17,996	(14,502)		3,494
LD Pre-employment	19,394				19,394
Lunch Clubs	20,604	200,741	(180,150)		41,195
Health & Social Care Forum	-	25,000	(25,000)		-
MOPAC	-	25,000	(25,000)		-
Windrush	1,980				1,980
Advice Sector Support	-	35,000	(35,000)		-
Getting Hackney Healthy	100		(100)		-
Groundwork					
CVS Campaign	2,040				2,040
Community Fundraising	55,830	1,614	(53,941)		3,503
City Bridge Trust					
Fairer Hackney	483	40,000	(40,240)		243
Hackney Giving	18,615	31,500	(50,115)		-
Cornerstone Fund	11,752	8,422	(8,122)	-	12,052
Greater London Authority					
Young Londoners Fund	104	29,400	(29,504)	-	-
Post Code Community Trust					
Mind Over Matter Project	12,299			-	12,299
Supported Employment Network	10,249		(8,083)	-	2,166
Lankelly Chase	-	12,500	(12,500)	-	-
User-Led Programme					
Hencel & CEPN	400		(400)	-	-
The Hospital Saturday Fund	2,000		(2,000)	-	-
Mind the Gap/Growing Minds	96,230	124,041	(119,041)	-	101,230
My Ends		397,961	(390,007)	-	7,954
BM4C					
VRU	63,134	368,197	(431,331)	-	-
Youth Futures	29,040	144,106	(173,146)	-	-
NAVCA Emergency Response Network	3,000			-	3,000
London Youth		3,600	(3,600)	-	-
Olympic Torch Fund	32		(32)	-	-
	<u>854,029</u>	<u>3,321,882</u>	<u>(3,681,693)</u>	<u>-</u>	<u>494,218</u>

Hackney Council for Voluntary Service

Notes to the Financial Statements For the year ended 31st March 2022

12 Analysis of Restricted Funds

Group and Company	Balance at 1st April 2020 £	Income £	Expenditure £	Transfers £	Balance at 31st March 2021 £
Year ended 31 March 2021					
Baobab Foundation Initiative		270,000	(86,680)		183,320
The National Lottery Community Fund					
Improving Futures - Families First	251		(251)		-
Lockdown Living	-	85,638	(85,638)		-
Connect Hackney	55,540	890,685	(953,596)		(7,371)
Clinical Commissioning Group					
CCG Health & Social Care Forum	3,229	20,000	(23,229)		-
CCG overhead support	-	34,520	(34,520)		-
Neighbourhoods	6,277		-		6,277
Neighbourhoods Pilot	-	189,642	(189,642)		-
Migrant Support Network	17,607		(9,663)		7,944
Devolution Project	4,024		-		4,024
Digital Inclusion	12,896		-		12,896
Information & Signposting	11,788		-		11,788
Peer Support long term conditions	11,752		-		11,752
Hackney Giving	-	222,673	(222,673)		-
Open Minds		137,460	(137,460)		-
VCSE Enabler		300,000	(30,846)		269,154
Reach & Resilience	-	17,275	(10,316)		6,959
Team Hackney / LBH					
Team Hackney Infrastructure Support	-	150,000	(150,000)		-
Erasmus	-		-		-
LD Pre-employment	19,394		-		19,394
Lunch Clubs	6,169	203,898	(189,463)		20,604
Oswald Street Project	-		-		-
Health & Social Care Forum	-	25,000	(25,000)		-
MOPAC	(2,829)	25,907	(23,078)		-
Trusted Relationships	-		-		-
Windrush	1,980		-		1,980
Young Black Men	-		-		-
Advice Sector Support	35,000		(35,000)		-
Age Well Strategy	-		-		-
Getting Hackney Healthy	100		-		100
Groundwork					
CVS Campaign	2,040		-		2,040
Community Fundraising		65,533	(11,900)		53,633
City Bridge Trust					
Fairer Hackney	13,164	40,000	(52,681)		483
London Comm. Response Fund		16,148	(16,148)		-
Hackney Giving	7,536	54,500	(43,421)		18,615
Balance c/fwd	205,918	2,748,879	(2,331,205)	-	623,592

Hackney Council for Voluntary Service

Notes to the Financial Statements For the year ended 31st March 2022

12 Analysis of Restricted Funds (continued)

Group and Company	Balance at 1st April				Balance at 31st March
Year ended 31 March 2021	2020	Income	Expenditure	Transfers	2021
	£	£	£	£	£
Balance b/fwd	205,918	2,748,879	(2,331,205)	-	623,592
Cornerstone Fund	-	11,752		-	11,752
Greater London Authority					
Young Londoners Fund	15,779		(15,675)	-	104
Post Code Community Trust					
Mind Over Matter Project	12,299			-	12,299
Oxford Mindfulness	-			-	
Supported Employment Network	-	51,462	(41,213)	-	10,249
Lankelly Chase	-	30,000	(30,000)	-	-
User-Led Programme					
Hencel & CEPN	400			-	400
The Hospital Saturday Fund	2,000			-	2,000
Community Fundraising	2,197			-	2,197
Mind the Gap/Growing Minds	37,302	153,901	(94,973)	-	96,230
BM4C					
VRU	-	331,803	(268,669)	-	63,134
Youth Futures	-	41,369	(12,329)	-	29,040
NAVCA Emergency Response Network		3,000		-	3,000
Olympic Torch Fund	32			-	32
	<u>275,927</u>	<u>3,372,166</u>	<u>(2,794,064)</u>	<u>-</u>	<u>854,029</u>

Hackney Council for Voluntary Service Notes to the Financial Statements For the year ended 31st March 2022

13 General Funds Charity Only Year ended 31 March 2022

	Balance at 1st April 2021 £	Surplus / (Deficit) for the year £	Transfers £	Utilised/ Unrealised £	Balance at 31st March 2022 £
Unrestricted funds	230,919	139,385	-	-	370,304
Staff fund	29,942	-	-	-	29,942
Premises Fund	505,620	-	-	9,132	514,752
Fixed assets	140,380	-	-	(49,546)	90,834
Designated funds	675,942	-	-	(40,414)	635,528
General funds	906,861	139,385	-	(40,414)	1,005,832

Of the total funds of £906,861, £NIL relate to the subsidiary, City & Hackney Together.

Year ended 31 March 2021	Balance at 1st April 2020 £	Surplus / (Deficit) for the year £	Transfers £	Utilised/ Unrealised £	Balance at 31st March 2021 £
Unrestricted funds	180,404	50,515	-	-	230,919
Staff fund	29,942	-	-	-	29,942
Premises Fund	641,270	-	-	4,730	646,000
Fixed assets	-	-	-	-	-
Designated funds	671,212	-	-	4,730	675,942
General funds	851,616	50,515	-	4,730	906,861

The staff fund recognises the company's responsibilities to make reasonable provision to meet legal and moral obligations especially in the light of continuing uncertainty among funders and is estimated based on the forecasted budget for next financial year. The Staff Fund will be utilised when staff are to receive sick pay in line with their contract of employment and where funds are not available from restricted funds.

The premises fund represents funds to be used in the move to new premises, a contingency fund, unforeseen cost of the new premises, new furniture and equipment, dilapidation and related increased outgoings; e.g. rates, extra heating and lighting. The premises fund is being held to finance new premises for the charity.

The fixed asset fund represents the net book value of the fixed assets - excluding those reflected in the Restricted Funds. The movement in the year reflects the depreciation on the fixed assets held under unrestricted funds.

Hackney Council for Voluntary Service

Notes to the Financial Statements For the year ended 31st March 2022

14 Analysis of group Net Assets between Funds

	Designated Funds £	Unrestricted Funds £	Restricted Funds £	Total Funds £
Year ended 31 March 2022				
Tangible assets	90,834	-	-	90,834
Investments	114,949	-	-	114,949
Net Current assets	429,745	370,304	494,218	1,294,267
Total net assets	<u>635,528</u>	<u>370,304</u>	<u>494,218</u>	<u>1,500,050</u>
	Designated Funds £	Unrestricted Funds £	Restricted Funds £	Total Funds £
Year ended 31 March 2021				
Tangible assets	140,380	-	-	140,380
Investments	105,817	-	-	105,817
Net Current assets	429,745	230,919	854,029	1,514,693
Total net assets	<u>675,942</u>	<u>230,919</u>	<u>854,029</u>	<u>1,760,890</u>

15 Future Financial Commitments

At 31 March 2022, the group had the following future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2022 £	2021 £
a) Land and building		
within one year	16,375	16,375
in 2 to 5 years	-	-
Over 5 years	-	-
	<u>16,375</u>	<u>16,375</u>

16 Related Party Transactions

During the year 2021/22, Hackney CVS bought services to the value of £578 (2021- £694) from the following organisations where its Trustees are involved: 1)NCVO – Services of £578 (2021 - Services of £567).

None of the Trustees sat on any meetings where decisions were made.

17 Financial Activities of the Charity

The charitable company has taken advantage of the exemption from preparing its unconsolidated income and expenditure account available under Section 408 of the Companies Act 2006.

Hackney Council for Voluntary Service

Notes to the Financial Statements For the year ended 31st March 2022

18 Investment in the Subsidiary Undertaking City and Hackney Together

	2022	2021
	£	£
Turnover	487,846	298,891
Cost of sales and administrative expenses	-	(298,891)
Operating Profit	487,846	-
Net (loss)/profit retained in the subsidiary	-	-
The assets and liabilities of the subsidiary were:	£	£
Net Current Liabilities	487,846	-
Aggregate reserves in deficit	487,846	-

The wholly owned subsidiary, which is incorporated in England and Wales, pays profits to the charitable company by way of gift aid. The company is limited by guarantee, without share capital. Hackney Council for Voluntary Service is the sole member of City and Hackney Together (company number: 8141065), which is registered at 24-30 Dalston Lane, London, E8 3AZ, and by virtue of this City and Hackney Together is treated as a wholly owned subsidiary of Hackney Council for Voluntary Service.

19 Limited Liability

Hackney Council for Voluntary Service is a company limited by guarantee and as such does not have a share capital. In the event a winding up the liability of each member is limited to £1.

Accounts

HACKNEY COUNCIL FOR VOLUNTARY SERVICE
(a charity limited by guarantee)

Company Number: 03365292
Charity Number: 1069736

**CONSOLIDATED TRUSTEES' REPORT
&
FINANCIAL STATEMENTS
FOR THE YEAR ENDED
31ST MARCH 2021**

**Hackney Council for Voluntary Service
Legal and Administration**

Board of Trustees:

Angela Spence – resigned 23 June 2021
Benjamin Mak
Caroline Nelson- resigned 31 March 2021
Charles Middleton (Chair)
Daniel Francis
Jack Griffin
Jessica Mullen
Lisa Hashemi – resigned 20 May 2020
Lucia Bird
Rola Aina
Sara Barman
Timothy Vaughan (Treasurer)

Executive Director and

Company Secretary:

Jake Ferguson – resigned 31 August 2021

Executive Director:

Anthony Wong – appointed 1 September 2021

Company Secretary:

Mark Boisson – appointed 1 September 2021

Registered Office:

24 – 30 Dalston Lane
London
E8 3AZ

Auditors:

Moore Kingston Smith LLP
Chartered Accountants
Devonshire House
60 Goswell Road
London
EC1M 7AD

Bankers:

Unity Trust Bank plc
Nine Brindleyplace
Birmingham
B1 2HB

Solicitors:

Russell-Cooke LLP
2 Putney Hill
London
SW15 6AB

Interface Legal Advisory Service
40 Wykeham Road
London
NW4 2SU

Bates Wells & Braithwaite London LLP
2 – 6 Cannon Street
London
EC4M 6YH

Hackney CVS Trustees' Report 2020/21

Structure, Governance and Management

Hackney Council for Voluntary Service was incorporated on the 6th May 1997 with the company number **3365292**, and registered as a charity on 27th May 1998, with the charity number **1069736**. The company's governing instrument is its Memorandum and Articles of Association. Hackney Council for Voluntary Service is a company limited by guarantee and has no share capital. The liability of each member is limited to £1 per member.

The Board of Trustees administers the charity. They act as Trustees of the Charity, Directors of the Company and are the company law members. They are elected through ordinary motion or co-opted by the Board.

The Board of Trustees meets at a minimum every quarter. Board of Trustees meetings are closed and attended by the Trustees and the Executive Team (Senior Managers) who report on progress and provide administrative support. Meetings are generally two to three hours in length.

Trustees retire by rotation with a minimum of one third of the Trustees stepping down every year. The decision on which Trustees are to step down is made by length of service. Trustees who are required to stand down may stand for re-election.

In 2020/21 the following people acted as Trustees:

- Angela Spence – resigned 23 June 2021
- Benjamin Mak
- Caroline Nelson – resigned 31 March 2021
- Charles Middleton (Chair)
- Dan Francis
- Jack Griffin
- Jessica Mullen
- Lisa Hashemi – resigned 20 May 2020
- Lucia Bird
- Rola Aina
- Sara Barman
- Timothy Vaughan (Treasurer)

To find out more about our Trustees please visit here <http://hcvcs.org.uk/meet-the-trustees/> or to meet the staff team visit here <http://hcvcs.org.uk/meet-the-team/>

In addition to formal company law membership, Hackney CVS operates an associate membership scheme for organisations. Hackney CVS Associate membership is free to all voluntary and community sector organisations operating in Hackney and provides the following membership benefits:

- access to resource area (computers and printing facilities);
- up to 3 hours a week of the small meeting room for free (subject to availability);
- access to free printing facility at our reception;
- discounted rates on our room hire (members rate);
- priority booking to our training sessions and events (some training sessions will be exclusive to associate members); and
- access to a wealth of resources and knowledge base in Health and Social Care sector.

Good Governance

Hackney CVS adopted the previous version of the Charity Governance Code and undertook a full review against the practice set out in the Code at the beginning of 2018. A further review is being planned in 2022 and this is later than initially scheduled. It was first delayed due to the impact of Covid-19 and then as a result of the appointment of a new CEO.

Strategic objectives and monitoring outcomes and impact:

- In 2019 the Board reviewed and revised its strategic objectives for 2019-2022.
- In 2020, the Trustees along with staff, met to assess performance against these new strategic objectives. The session was facilitated by an external consultant with scene setting by Trustee Lead for each of the four objectives. Ways were considered of achieving these objectives in a much-changed environment due to the COVID 19 pandemic.

Developing openness and transparency throughout our governance processes:

- Our website shows how the organisation is governed and how the Board can be held to account.
- A recruitment campaign was conducted leading to three new Trustees joining the Board in January 2020, adding a greater level of skills and diversity to the Board.
- The board agreed a new scheme of delegation which governs the relationship with projects, which ensures a balance between autonomy and oversight.

How do people become Trustees of Hackney CVS?

Hackney CVS trustees can co-opt, or as members elect by ordinary motion, suitable people on to the Board. The Board prides itself on a rigorous recruitment process which is informed by organisational values, a skills audit and Hackney CVS' strategic priorities. The process also typically benefits from publicly advertising vacancies and active promotion through associate membership. Candidates are invited to submit CV's and a supporting letter; this is followed by an interview with the Chair and CEO. Eligible candidates are then invited to meet the existing Board of Trustees prior to being put forward for co-option or election to the role.

All Trustees must have knowledge and experience that will benefit the Board of Trustees and the organisation. Whether that is in delivering small scale grassroots projects or large public/VCS partnership programmes, they must be committed to furthering Hackney CVS's role in supporting the large voluntary and community sector (VCS) in Hackney. On joining the organisation new Trustees are properly inducted, using a standard induction pack containing key policies, role descriptions, etc. They are supported in their role by existing Trustees and senior managers in the organisation. Trustees are offered opportunities for formal training or to top up their existing knowledge. Hackney CVS is committed to ensuring that continuous training and development opportunities are available for its Trustees.

All new Trustees are expected to sign a declaration of their appropriateness to act as charity trustees and company directors. Trustees can currently join the Board for a maximum of 3 terms (each term is 3 years), so the longest someone can serve is 9 years.

To know more about the role of a charity trustee please visit the charity commission website <https://www.gov.uk/guidance/charity-trustee-whats-involved>)

Board composition and diversity

Hackney CVS is keen to ensure it has a diverse board. The Board conducts an annual skills audit process to determine if any skills are missing from its composition. In future we intend to undertake a diversity audit and to continue to attract new trustees from local Hackney community and voluntary organisations

How many times does the Board meet?

Hackney CVS Trustees aims to meet as a Board at least 4 times a year. They also got involved in other activities such as our annual community awards night, meetings with the local stakeholders, ad hoc working groups and also staff activities such as our organisation's away day.

What is discussed at Board meetings?

There are usually a range of issues discussed at the Board. The Executive Team provides updates about all our programmes using a traffic light rating system – progress of some of our big programmes such as Connect Hackney are discussed at each meeting as separate items in themselves. The CEO and senior staff also update Trustees about any new or emerging risks which may affect the charity's work. New policies and procedures are reviewed and adopted by Trustees. Trustees also consider how well the organisation is meeting its aims and objectives and are involved in setting new strategic aims, our vision and values every 3 years. One of the key functions is to monitor overall income and expenditure through quarterly management accounts and annual budgeting processes to ensure where possible that Hackney CVS does not have an operating deficit or spend money unnecessarily.

What is a conflict of interest and how are these managed?

Trustees have a legal obligation to act in the best interests of Hackney CVS, and in accordance with its governing document, and to avoid situations where there may be a potential conflict of interest. Staff and volunteers have similar obligations from their duties within their terms of employment and under the seven Nolan Principles of Public Life, which Hackney CVS adheres to and promotes.

Conflicts of interests may arise where an individual's personal or family interests and/or loyalties conflict with those of the charity. Such conflicts may create problems; they can:

- inhibit free discussion;
- result in decisions or actions that are not in the interests of the charity; and
- risk the impression that the charity has acted improperly.

Hackney CVS Board of Trustees has a conflict of interest policy, the aim of which is to protect both the organisation and the individuals involved from any appearance of impropriety.

Any Trustee conflicts of interest are registered annually and kept on file. At each Board meeting the Chair asks at the start of the meeting if any Trustees has any current conflicts and these are recorded in the meeting minutes. For instance, if a Hackney CVS Trustee was also a Trustee of another organisation that was benefiting from an existing project of Hackney CVS, then this would be recorded. The same situation would apply to staff who may be part of another local charity that benefits from us. Anyone in this situation would not be able to participate in the relevant conversations at the board or influence any decisions in any way.

Operational Management of Hackney CVS

A Chief Executive Officer (CEO) is mandated by the Trustees to manage the day-to-day operations of the charity. To facilitate effective operations, the CEO has delegated authority for operational matters. The CEO, together with the Senior Managers, forms the Executive Team which is the operational leadership group in the organisation.

Hackney CVS had 79 staff roles in 2020/21 some of which were part time and/or on a sessional basis (for example on the Young People & Families Programme).

Remuneration of Staff, salary bandings and Chief Executive Officer's pay

Each role at Hackney CVS has a job description and person specification, so that staff are clear about their roles and responsibilities. These helps inform potential candidates what knowledge/skills are required for any particular job, allowing a degree of self-selection and thereby improving the pool of applicants. They provide a relatively objective tool for sizing and ranking jobs, which help with salary setting. It can be also helpful in

redundancy situations, facilitating job matching and identifying possible alternative employment. Job roles, and therefore salaries, are assessed against a number of criteria including: Strategic scope (senior roles only); Technical knowledge and skills; Mental skills; Interpersonal and communication skills; Initiative and independence; and Responsibilities for people/financial resources.

It is the role of the Board of Trustees to set the salary level for the Chief Executive Officer which is currently £62k. The CEO is responsible for managing the Executive Team members and other senior staff in the organisation.

In line with the latest Charity Commission guidance please find below details of Hackney CVS's pay bandings including the pay of the Chief Executive Officer (based on 2020/21 job descriptions).

- There was a total of 79 roles in the organisation in 2020/21
- Of the 79 roles, 40 were taken by women, 38 by men, and 1 non-binary (HCVS 26 female, 12 male, & youth workers 26 male & 14 female)
- Average salary excluding youth workers was £35,649. With youth workers included, it was £27,396.
- When you break down the figures by our five different salary bandings women are paid 2% lower at executive level; 4% higher at professional level 3 (Senior manager level); 3% more at professional level 2; and marginally more at support level. There is no comparison on level 1 as they were no male employee at that level.
- Difference between highest and lowest salary (as a ratio) = 1 to 3.14 (Cleaner to CEO)

Salary Band	No of employees in band
Executive Team: Directors & CEO (£40,000 – 73,500)	7
Level 3: (Senior Professional) (£34,000 – 46,000)	13
Level 2: (Professional) (£28,000 – 33,000)	11
Level 1: (Professional) (£23,000 – 27,000)	5
Support: (Up to £23,000)	43 (including 40 Youth workers who are paid LLW)

Use of volunteers

We continue to benefit from the services of a large number of volunteers, making a favourable impact across many of our projects. Hackney CVS reimburses travel expenses and lunch costs, and at the end of a placement offers support with job search, CV writing and interview practice. In many cases volunteers have used the impetus of a placement with us as a springboard into paid employment, and on occasions this has been employment within the organisation.

The following people volunteered for Hackney CVS in 2020/21:

Caroline Hickey	Hackney Refugee & Migrant Forum Volunteer
Henri Petignat	Data Volunteer
Jaini Jacob	Data Volunteer
Julien Rateau	Data Volunteer
Maggie Bakir	Online Journalist Volunteer
Rachel Smith	Account Group Volunteer

Membership of wider networks

During 2020/21 Hackney CVS was a member of the following associations and networks: NAVCA, Charity Finance Group, CLINKS and the Criminal Justice Alliance.

Public Benefit Statement

The Trustees confirm that they have complied with the duty in section 17 of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit published by the Commission in exercising their powers or duties. We believe that all the charity's activities provide significant benefits to the public as described in detail below.

Objectives, Activities and Achievements of the Charity

The Charity's Objects as set out in our governing document are as follows:

To promote any charitable purpose for the benefit of the residents of the London Borough of Hackney and surrounding areas (hereinafter called the area of benefit) and in particular the advancement of education, the protection of health, the relief of poverty, distress and sickness, and in furtherance of the said purposes but not otherwise, to promote and organize co-operation in the achievement of the same and to that end bring together representatives of voluntary organisations and statutory authorities within the said area of benefit.

Our approach to strategy

Our strategic framework 2019-2022 (a 3-year cycle approach), sets out four strategic objectives that we aim to deliver during that timeframe. These objectives are as follows:

- Strategic Objective 1 - Supporting stronger, thriving voluntary and community organisations
- Strategic Objective 2 - Developing successful delivery partnerships
- Strategic Objective 3 - Strengthening the sector's voice to effect change
- Strategic Objective 4 – Being a sustainable, responsible organisation driven by our values

How well have we been doing to deliver our 2019-2022 strategy?

Below is a summary of how we have started to achieve our four strategic objectives as shown by the work undertaken by our various projects and programmes.

Connect Hackney

Funder: National Lottery Community Fund, Ageing Better Programme

Strategic Objective 1 - Supporting stronger, thriving voluntary and community organisations

Strategic Objective 2 - Developing successful delivery partnerships

Strategic Objective 3 - Strengthening the sector's voice to effect change

Partner organisations: Peter Bedford Housing Association; St. Mary's Secret Garden Ltd; Action on Hearing Loss; City and Hackney Carers Centre; MRS Independent Living; Hackney Co-operative Developments; Shoreditch Trust; Groundwork London; Newham New Deal Partnership; MRS Independent Living; Core Clapton; Friends of Woodberry Down; The Amity Project; Duckie; Immediate Theatre; Anchor Hanover; City and Hackney Carers Centre; Core Arts; HCT; Coffee Afrik; African Health Policy Network; Hackney Chinese Community Service; Turkish Cypriot Cultural Association; Latin American Women's Aid.

Connect Hackney works to tackle loneliness and isolation amongst Hackney residents aged 50 and over and is funded by The National Lottery Community Fund (TNLCF). The programme contributes to each of our four strategic objectives.

2020/21 marked what was the programmes sixth year. The programmes influencing activities were to be scaled to deliver our legacy plan objectives, which were to ensure programme evaluation evidence and learning was widely disseminated to influence local policymaking, and service delivery. However, with the onset of the Covid-19 pandemic, many of our plans needed to be revised to support local humanitarian response efforts. We also supported commissioned VCS organisations to reconfigure their services to meet government-imposed restrictions and safety measures.

We partnered with Hackney Council, and other VCS organisations to gather local insights to allow the newly developed Ageing Well strategy to be updated to take account of the new C-19 environment. This joint venture supported our own efforts and contributed to the production of our Covid-19 VCS Recovery and Resilience strategy. Our programme evaluation was re-calibrated to reflect the impact of COVID-19 with outputs used to inform local decision making. Social mobility restrictions, and the digital divide meant our programmes evaluation was severely impacted, with delays to planned fieldwork, and subsequent evaluation reports. However, we were able to still deliver two COVID-19 specific reports, four quarterly newsletters, and host four large scale online events, two in partnership with Hackney Council, and two share learning from two evaluation studies, one on Coproduction, Asset-based working, and Volunteering, and a second on our Targeted projects (men, learning disability, complex needs, and ethnically diverse).

The programme was originally due to end on 31 March 2021, however in June 2020, in acknowledgement of the impact the Covid-19 pandemic was having on programme activities, we were invited by TNLCF to apply for a 12-month extension. We were successful in our bid and secured an additional £550k to continue the programme until March 2022.

Lunch Clubs Network

Funder: London Borough of Hackney

Strategic Objective 1 - Supporting stronger, thriving voluntary and community organisations

Strategic Objective 2 - Developing successful delivery partnerships

Strategic Objective 3 - Strengthening the sector's voice to effect change

Partner organisations: Food Poverty Network, Arts Network, Dementia Alliance, Talk Changes

Like many other organisations and people 2020/21 has been an extremely difficult year for the lunch clubs and their members. As well as the fear around catching the Covid-19 virus, many of the lunch club members have been worried about where their next meal was going to come from and how they would cope with the increased isolation.

The lunch clubs were able to adapt well to maintain support for their members. The various lockdowns meant that the lunch clubs were open to members for intermittent periods throughout the year. Where possible lunch club kitchens remained open to deliver hot meals to their members and to the wider community in Hackney. Lunch clubs maintained regular contact with their members through wellbeing phone calls to offer tips on staying physically and mentally well, providing additional support where needed. All lunch clubs provided support to members with shopping and medicine deliveries.

As well as providing meals, shopping, host of online activities, vaccine take up, casework support for housing and benefits etc, the lunch clubs supported emotional wellbeing of their members. The mental health toll has not only affected members many of them who were self-isolating due to their vulnerable health but also lunch club staff and volunteers who had to provide additional emotional support to members.

There was a marked increase in Lunch Clubs Network meetings from contracted quarterly meetings to fortnightly meetings to support the lunch clubs, as well an increase in training courses provided, which were well attended. Impact report and satisfaction survey of 479 members showed extremely high satisfaction levels again.

"They have been a lifeline for me as I don't see anyone else during the day. I have a hot dinner every day – and I get to see a friendly face". NIGHTINGALE lunch club member

"Yes, especially after my fall– a LIFE SAVER!" SALVATION ARMY lunch club member

"They supported to translate letters or call housing repair when my bathroom was leaking". VLC CENTRE 151 lunch club member

"We are still supported with reading letters, hot food, food parcels, phone calls. God Bless". HACKNEY CYPRIOT ASSOCIATION lunch club member

Neighbourhoods Programme

Funder: City & Hackney CCG

Strategic Objective 1 - Supporting stronger, thriving voluntary and community organisations

Strategic Objective 2 - Developing successful delivery partnerships

Strategic Objective 3 - Strengthening the sector's voice to effect change

Partners: VCS Leadership Group, Primary Care Networks (PCNs) Healthwatch Hackney, Mind in The City, Hackney and Waltham Forest

Funded by the CCG, this important, strategic and operational programme started in June 2019 to develop new ways in which the VCS, public sector and staff could work together in local neighbourhoods to address health and social care challenges.

With the onset of the pandemic in March 2020, a decision was taken to move the programme's focus from developing sophisticated governance within one Neighbourhood at Well Street Common to a wider borough rollout of online, "lighter touch" Neighbourhood Conversations across the remaining Neighbourhoods. Attended by just under 500 people, these allowed local health partners to share information but equally pick up on local concerns, as well as for community organisations to build links with each other, as much as with statutory partners, to address local needs.

The meetings were well-supported by primary care network professionals, councillors and community organisations alike and uncovered local challenges around isolation, food poverty, the impact of lockdown upon the young as well as a lack of support for those experiencing Long Covid. Despite this shift in focus, the pilot at Well Street has continued to build. In June, a core leadership group was agreed, and a mental health working group led by Mind in The City, Hackney and Waltham Forest was about to launch at the end of Q4.

A stand-out project of this period was the cross-borough pilot led by Wendy Miller, seconded in from local organisation Minik Kardes. This pilot pioneered a place for the voluntary sector within local multi-disciplinary meetings of professionals, scoping out potential opportunities for the sector to refer complex cases in but equally signpost to where support might be found at a community level.

Although some areas of upskilling had to be scaled back, a total of 168 people across all neighbourhoods, were able to attend training sessions and workshops covering such areas as Mental Health Awareness delivered by Mind at times working in partnership with smaller local organisations (such as Derman in Clissold Park).

VCS Resilience Strategy

Funder: Hackney CVS

Strategic Objective 1 - Supporting stronger, thriving voluntary and community organisations

Strategic Objective 2 - Developing successful delivery partnerships

Strategic Objective 3 - Strengthening the sector's voice to effect change

Partners: None

In response to the emerging pandemic Hackney CVS undertook to engage with the local voluntary and community sector to understand how it was coping with increased pressure and limited resources. We held a number of meetings and sector wide events, to which the VCS and public sector attended. The events helped us shape a resilience strategy which included key issues that the sector identified as affecting local residents and their own organisations. We used the findings to influence the focus of the Council and health partners as part of the local pandemic response planning. A final document was created in July 21 and shared widely.

Growing Minds

Funder: City & Hackney CCG

Strategic Objective 1 - Supporting stronger, thriving voluntary and community organisations

Strategic Objective 2 - Developing successful delivery partnerships

Strategic Objective 3 - Strengthening the sector's voice to effect change

Partners: Family Action, African Community School, Father 2 Father, Black Parents Community Forum, Fiona Murray Consultancy

The Growing Minds project, which is being delivered in partnership with Family Action, and local, black-led community organisations, has successfully completed the 1st year of the Non-Violence Resistance training (NVR) parenting programme.

Since 2020, 42 parents and 68 children have benefitted from the Growing Minds service.

Fiona Murray Consultant (for CCG and HCVS) and Desmond Lewis (Operational lead of Growing Minds), both from Murray consultancy, are working alongside Jahada Abdul (Project support officer) on the delivery of this project to the African, Caribbean mixed heritage community. The programme established some key structures to support its delivery including:

- Reissuing service specifications for community partners
- Work to build trust with partners, Family Action and CCG, including reflective practice sessions
- Partner audits to identify gaps and opportunities and policies and processes reviewed
- Reflective practise has been undertaken
- Ongoing 1-2-1 support to Partners
- Ongoing referral meeting with all 3 partners

Partners have successfully completed their NVR training. Partners have successfully delivered NVR parenting sessions with a good uptake of parents attending and are now working to deliver the 2nd Sessions in 2021/22. Project evaluation is due to take place with all Partners

The delivery of Tree of Life workshops will commence in May 2021. These workshops are expected to be delivered to 92 young people over a calendar year. The workshops will provide group support to help young people focus on strengthening their relationships with their history and culture.

Fairer Hackney and the Specialist Infrastructure Grant

Funders: London Borough of Hackney and City Bridge Trust

Strategic Objective 1 - Supporting stronger, thriving voluntary and community organisations

Strategic Objective 2 - Developing successful delivery partnerships

Strategic Objective 3 - Strengthening the sector's voice to effect change

Partners: None

Specialist infrastructure grant from London borough of Hackney was extended for another year ending March 2022. The funding from City Bridge Trust is a core-funding grant that goes to support staffing to deliver core organisational development programme. The outcomes and outputs for this grant are the same as the Specialist Infrastructure Grant. The delivery against the grant started in November 2019.

We are continuing to provide training and one to one support to organisations; online and over the phone. We will find out in December 2021 if the council is planning to extend the current grant or request us to submit another application.

Summary of key outcomes and outputs for the two grants: -

- 80 one to one capacity-building sessions per year delivered to organisations on their development priorities.
- 20 training sessions per year covering the development priorities highlighted by groups to be delivered.
- meet the funders hosted per year.

- 5 application support sessions per year for Hackney council grants. Average 20 attendees per session
- 48 newsletters for VCSE organisations per year. Average recipients 1500 per newsletter.
- £1 million pounds of funding secured for local sector

Due to the pandemic, we have moved most of our services to be delivered virtually. The training programme was put on hold at the start of the lockdown and later reinstated in September 2020.

The challenge of moving the services virtually allowed us to trial new ways of working to accommodate the culture change for the local VCS workforce. We will be trialling a VCS Workforce development framework in October 2021, which will combine a talent development element and offering all trainees a one-to-one appointment to follow up on the skills learned from training.

Advice Sector Transformation Grant

Funder: London Borough of Hackney

Strategic Objective 1 - Supporting stronger, thriving voluntary and community organisations

Strategic Objective 2 - Developing successful delivery partnerships

Strategic Objective 3 - Strengthening the sector's voice to effect change

Project started on 1st May 2019 to pay for 2 days' worth of the Head of VCS development time; to work with and support grant funded advice providers to:

- Study their systems and learn from demand
- Prototype a new, collaborative approach to community advice delivery and design
- Map of advice service has been produced and will become integrated to the advice service communication strategy.

The advice transformation grant was extended for another year up to March 2022. We will find out in December 2021 if the council is planning to extend the current grant or request us to submit another application.

The project entering into the third year focussing on the evaluation of progress against the system change process and the journey travelled by advice organisations.

The Head of VCS Development will continue in the capacity of a critical partner to support both LBH officers and advice providers to co-design the evaluation model. This includes supporting advice providers to build relationships and take part in multi-disciplinary meetings held by the Community Partnership networks (CPN). Currently, a new piece of work was introduced to support front-line advisor on using LBH "Better Conversations Tool" which will enable advice organisations to share the case management of residents with staff from council department and vice versa.

Digital Social Prescribing Project

Funder: Homerton University Hospital

Strategic Objective 1 - Supporting stronger, thriving voluntary and community organisations

Strategic Objective 2 - Developing successful delivery partnerships

Partners: Social Prescribing Steering group, Family Action Social Prescribing Service, Hackney Council, VCS organisations.

This project was suspended in March 2020.

- The task (and our vision): to deliver a locally managed platform that strengthens community navigation to direct residents to a range of non-clinical programmes, services and activities within the local community.

- Product scope: deliver a digital platform that enables primary care staff and social prescribers to make and manage safe referrals, tracks contact with organisations referred to, including the collection of outcome data.
- Out of scope: deliver a centrally managed platform used for triage and assessment of the social prescribing service or other community navigation.
- The pilot was not completed on time for the below reasons:
 - Covid-19 meant that social prescriber is no longer based in GP practices which contributed to the lack of referral to test the platform.
 - Lack of GP Practice Manager availability due to other priorities (e.g., the newly formed Primary Care Networks)
 - Social Prescribers' availability to pilot the platform was limited due to being responsible for recruiting and training the new link workers (funded through the Primary Care Networks)
 - The IT Supplier's (Elemental) team changes stalled platform development
 - The pilot was on track to be completed on budget.

Migrant Support Network

Funder: City and Hackney Clinical Commissioning Group

Strategic Objective 1 - Supporting stronger, thriving voluntary and community organisations

Strategic Objective 2 - Developing successful delivery partnerships

Partners: Members of the network

This project ended in Jan 2021. It has focused on creating a partnership of 12 migrant and refugee organisations across Hackney, representing 8 different migrant communities. A boilerplate document was developed to act as a basis for joint funding applications. This led to 4 organisations in the network developing a mini consortium which secured £95k of funding from the National Lottery.

80% of participating organisations attended training courses offered as part of the network. 90% of participating organisations benefitted from focussed one-to-one support and applying for a quality mark

The network members agreed to continue to have working relationships with each other beyond the life of the project and if new opportunities arise, will continue to explore any partnership initiatives.

Sustainable Employment Network

Funder: City & Hackney CCG

Strategic Objective 3 - Strengthening the sector's voice to effect change

Partners: Network members, Hackney Council, CCG

This programme ended in March 2021 as planned. A comprehensive Legacy report was agreed with CCG and Public Health and then presented to the Mental Health Co-ordinating Committee including recommendations for prioritised future work to reduce the disability employment gap. The pandemic did affect many aspects of the delivery of this contract, but evidence of impact and learning is now clear.

In 2021/22 there will be some limited resources to support the Network Chair's honorarium and agreed video production. It is hoped that future admin funding will also be secured. The Chair will join the newly refreshed VCS Leadership Group.

The final Network survey reported strongly positive feedback from members that they have felt supported by Network activities and communications and of how the Network has contributed to the development of supported employment services for local disabled residents.

Open Minds Alliance

Funder: City & Hackney CCG

Strategic Objective 1 - Supporting stronger, thriving voluntary and community organisations

Strategic Objective 2 - Developing successful delivery partnerships

Partners: Aspire Education Group, Foundervine, Father2Father and CAN (Community African Network)

The main thrust of this project which ended at the start of 2021/22 was the creation of an African centred digital platform which supported black young people particularly to engage around their mental health. Many local black people and organisations helped to shape the content and functionality of the site. It also included details of local culturally appropriate services. Another aspect for this project focused on supporting black men directly. Father2Father and CAN (Community African Network) have been providing 12-week groups and 1:1 support to black men from Hackney.

A large online Open Minds Alliance Conference is scheduled for May 2021 and link with other boroughs such as Haringey and Lewisham as well as nationally. Open Minds Alliance partners have created a new OMA Community Interest Company which will take forward the issues facing black people to the national stage as an independent entity led by people of African heritage. The website will be managed by a new provider (SWIM Enterprises) from May 21.

The Cool Down Cafe

Funders: City & Hackney CCG, Postcode Lottery, National Lottery's Covid-19 emergency grant

Strategic Objective 2 - Developing successful delivery partnerships

Strategic Objective 3 - Strengthening the sector's voice to effect change

Partners: Peabody, Pembury Centre, East London Foundation Trust BME Access Team, Hackney Council

The Cool Down Cafe project is a neighbourhood based low-level mental health intervention led by young peer leaders supported by mental health professionals.

The young peer leaders worked both online and face to face with a good take up of young people. We now have spilt the delivery so that there is support and development with the peer mentors and a separate session working with young people in the Pembury area.

Key successes include:

- A strong brand and service created
- Young Peer leaders have created content for new social media channels
- Young Peer leaders receiving mental support and access to therapeutic services
- Strong partnership working with Pembury Centre, CCG, Council and Peabody
- Developing our Growing Minds Tree of Life offer with CAMHS

Going forward, the project needs to build stronger relationships with mental health services and there needs to be more joined up working with organisations who are also delivering mental health projects.

Young Londoners Fund (YLF)

Funder: MOPAC, Greater London Authority

Strategic Objective 1 - Supporting stronger, thriving voluntary and community organisations

Strategic Objective 2 - Developing successful delivery partnerships

Strategic Objective 3 - Strengthening the sector's voice to effect change

Partners: Voluntary Action Islington, Hackney Quest, Immediate Theatre, Peabody

Through this work we support YLF and non-YLF funded groups in Hackney and convene and support networks who work with young people in the borough and support similar work in Islington who are a partner.

We reorientated our work during this time to work with local VCS youth groups in the borough the majority of whom are not YLF funded. There have been regular monthly VCS Youth sector meetings and we now have 30 organisations in the network.

Key outcomes have been:

- Continued to gather information and insight on how the youth sector is being impacted by Covid-19 through the lockdowns
- Youth organisations attending Hackney CVS events on health and social care and COVID-19 VCS Recovery & Resilience plan
- Regular attendance at the London wide YLF network and reporting back and we have contributed to Youth Sector Data Hub for London Survey
- Signposting groups to funding and to our own organisational development offer and sharing best practice from NYA, Young Hackney and London Youth
- Development of a 16+ group network that we have been supporting
- Developing a local consortium for a successful VRU My Ends application leading to investment of £750,000 over 2 years for HCVS and the sector.

Overall success has been to galvanise the sector and ensure that there has been clear support and leadership for VCS youth organisations during this time.

Politically Black/YBM group

Funder: National Lottery's Covid-19 emergency grant

Strategic Objective 2 - Developing successful delivery partnerships

Strategic Objective 3 - Strengthening the sector's voice to effect change

Partners: Black Men 4 Change (BM4C), Hackney Council, The Open Minds Alliance

This has been an extraordinary year for our young Black men's project who have had to experience both Covid-19 and the impact of the powerful Black Lives Matters movement. The young people have also been involved in the first year of the BM4C Change 21 programme as one of the Hackney community anchors. As well as the investment from the VRU we were also recipients of emergency funding from the Lottery who had paused our Reaching Communities application.

Key successes include:

- 1300+ young people reached through sessions, outreach work and social media
- Regular programme of training courses and inputs – 13 young leaders completed their Level One safeguarding online training, and 2 leaders completed their Level 2 Youthwork qualification with another 5 enrolled this year
- Youth representation at the YBM Community Accountability Board secured
- 5 young leaders have been involved in pilot System Influencers project with Hackney Council
- Young people from the group have also been involved in the legacies of slavery review led by the Council
- We have now purchased 15 laptops and Wi-Fi routers/data for leaders as well as podcast equipment and leaders have been trained in remote working and developing content
- 18 young leaders supported with £4,300 hardship funding

The Politically Black group continues to grow and become an exemplar of youth leadership work in the borough and across London. In 2020-21 by providing equipment, hardship grants and training, we supported youth leaders to continue to develop as our community leaders of the future.

Account Group (young people's stop and search police monitoring group)

Funder: MOPAC, Hackney Council

Strategic Objective 2 - Developing successful delivery partnerships

Strategic Objective 3 - Strengthening the sector's voice to effect change

Partners: MOPAC, BM4C, Hackney Archives, Fighting SUS, Take Back the Power, 4Front Project, No More Exclusions

The Account group of young people celebrated many of the achievements during 2020 and in particular the ground-breaking report on Policing in Hackney and the subsequent media interest and the feedback that the

group received - more info at www.accounthackney.org The first quarter of 2021 has been about sustaining that success, with further research, creative projects and scrutiny work.

A key new strategic target for the group in the new year is to broaden its influence and engagement beyond Hackney. Many of the changes the group are pushing for suit a pan-London approach better, especially when organised in collaboration with other youth-led groups across London, like the 4Front project. The first key initiative is a 2-part event (scheduled for end Feb/March) hosted with Black Men 4 Change (BM4C) on the development of a new national community policing framework (CFP), bringing together youth orgs across London to build unity and networks.

Key outcomes have been:

- Publication of youth led research Policing in Hackney
- Programme of Stop and Search training to youth projects in the borough
- Developing two short films – Community Healing and Report launch video
- Pan London work to bring youth led groups to together around policing and social justice issues

Funding for the social justice work of Account remains a challenge and, in the future, we may want to support the group to become an independent organisation on its own right.

Black Men 4 Change - Change 21 Programme

Funder: MOPAC, Greater London Authority (Violence Reduction Unit, VRU)

Strategic Objective 1 - Supporting stronger, thriving voluntary and community organisations

Strategic Objective 2 - Developing successful delivery partnerships

Strategic Objective 3 - Strengthening the sector's voice to effect change

Partners: Code 7 (Lambeth), Hackney Voyage (Hackney), Spark2:Life (Waltham Forest), Access UK (Haringey), BTEG (National), The Village CIC (Lambeth), Aspire Education/Blaksox (National), Tottenham Rights (Haringey), Father2Father (Hackney/Haringey)

Change 21 has been an ambitious violence reduction public health pilot with Black Men 4 Change involving 9 partners across 4 boroughs and has been a big undertaking with some valuable learning. Despite the impact of Covid-19, the subsequent lockdowns and the BM4C network being a relatively new one we have had some important successes.

Key outcomes have been:

1. 60 young people registered (target was 80) and we ran 103 sessions mainly online with young black men
2. 17 young people have been mentored by BTEG via the partners and we have developed an online speed mentoring model to increase access to a mentor
3. Ethical leadership training was launched in the 4 boroughs during Black History Month in Oct 2020 and brought young people together online for podcasts and showcase events
4. We have created the Escape the Madness Mixtape project working with participants across the boroughs
5. We have achieved 100% of our target in terms of getting young black men into work
6. Ethical leadership training has been launched in the 3 boroughs during Black History Month
7. Network of Rites of Passage practitioners has been established
8. Developed new strands around social enterprise work and piloting pre-incubator work with partners

Overall, we hope that this BM4C programme will be an exemplar of black led VCS collaboration in London and the decision to extend it for another year by the VRU is a vote for confidence in the innovative work of the network. Next year we will be publishing a learning report which we will be launching at City Hall.

Hackney Giving

When the pandemic hit, there was an urgent need to channel funds to community groups caring for Hackney's diverse communities through the crisis. We quickly adapted our existing community giving programme, Hackney Giving, to meet this need, launching the Coronavirus Response Fund.

Over the financial year we raised almost £44,000 from local residents and businesses. Additionally, we secured major funding from the local Clinical Commissioning Group, the City and Hackney Public Health department and central Government and provided a trusted channel for local residents and businesses to give money to support their communities. Many of the grants we gave supported groups to work with residents who were not accessing mainstream public health messaging for a range of reasons.

From these combined sources we distributed £901,046 in 84 grants to local organisations over the year.

Communications

At the start of the pandemic, we delivered crisis level communications to support the sector as well as residents. We produced dedicated pages on our website which we continued to update regularly, providing up to date and accurate information on Covid19 and key public health information on topics such as social distancing, and the vaccines.

We increased our weekly newsletter from 1 edition per week to between 3 to 5 editions per week in the initial months of the pandemic. Our newsletter audience is just over 1,400. We also used social media extensively to keep the sector up to date, Facebook and Instagram to some extent and Twitter more frequently; the Hackney CVS twitter feed has 3,591 followers.

We hosted large-scale zoom conversations in partnership with Public Health and the CCG about Covid19 for Black communities and South Asian communities.

Recovery and Resilience strategy

Following a large-scale zoom meeting and online surveys; we produced a Recovery and Resilience Report for the sector, which can be found on the link below.

<https://hcvcs.org.uk/vcs-recovery-and-resilience-strategy/>

Regional work

The CEO of Hackney CVS continued to chair the London CVS Directors network which has been instrumental in supporting the pandemic response across London. He also joined the London Recovery Board where he ensured an ongoing focus on race, disability and age discrimination as part of this board's deliberations.

National Work

The CEO also established the Baobab Foundation (www.baobabfoundation.org.uk) as a new initiative focused on social justice and tackling systemic racism. As one of the co-chairs he set up a steering group and coordinated quarterly meetings of the Baobab membership which has led to the co creation of a clear strategy and ethical resourcing approach. This new entity has grown its national membership to over 300 organisations and has secured significant resources to invest in local black and minoritised communities across the UK. Founding funders included Comic Relief; British Land; City Bridge Trust; ELBA; Joseph Rowntree Charitable Trust; Lankelly Chase; National Council of Voluntary Organisations; Paul Hamlyn Foundation and Trust for London. Efforts are being made to secure a long-term endowment so that sustainable funding is available to organisations in the longer term.

Looking ahead to 2021/22

Like many charities we are uncertain what the future will hold in terms of handling the pandemic. However, we know our work is needed more than ever. We will continue to secure resources from the health and care system so that local community groups and charities, particularly those representing black and minoritised communities have access to grants to support their covid response. In doing so we will continually gather insight from local communities so that the coordinated system response to the pandemic ensures those most affected know where to get support, how to access the vaccination programme and can share their concerns

about barriers or reasons why people may not engage. We will use our recently developed Resilience strategy which we co-produced with the VCS to ensure we remain current and focused on what they have identified as local priorities as well as what they need in terms of support from Hackney CVS.

At Hackney CVS we are acutely aware that some communities do not trust the health and care services available to them or don't know they exist so it's crucial we can act as a way of reaching people. We will be keen to establish the new VCS Assembly in partnership with the VCS Leadership Group as a powerful vehicle to support dialogue between the VCS and public bodies. By focusing on one key issue at a time we hope this will galvanise the sector and ensure that community led solutions emerge that can be invested in by the health and care system.

Another important focus for us is the Black Lives Matter movement and the impact that the death of George Floyd has had on the world. We have traditionally done lots of work with local black communities as well as the state to tackle structural racism, but even more is needed because the status quo remains unacceptable. We will keep conversations going, develop programmes which support black residents and continue to push for change as part of our involvement in the Young Black Men's Strategic Programme. We will also develop dedicated interventions with young black women too.

It is not just the needs of black communities that we need to focus on. We will continue to support refugee and migrant communities by supporting the organisations that support them. Through the Advice Forum we will be ensuring that residents get coordinated provision that is culturally appropriate where possible. We will be using the neighbourhood structures to support grassroot community groups and local activists to engage with health & care services in more coordinated ways. This will help local GPs and Primary Care networks.

We are really proud of our staff team and particularly our young leaders who continue to impress us with the drive to make change and challenge discrimination. We are incredibly thankful for all the volunteers that support our work. Looking ahead we want to make more connections with local businesses, many of whom want to do what they can to make Hackney a fairer place.

Risk Management

Hackney CVS's Trustees have assessed the risks the organisation faces and have drawn up an organisation-wide risk register which identifies the major risks. These risks have been categorised as governance, operational, financial, environmental and compliance. The likelihood and the impact of these risks have been assessed both by the Board of Trustees and Senior Managers, with measures put in place to mitigate these risks, where appropriate. The Trustees review the risk register annually and are satisfied that systems are in place, or arrangements are in hand, to manage the risks that have been identified. In particular, insurance cover is in place and the finances of the organisation are regularly reviewed.

Risks are also monitored by project leads along with their line managers and separate Project Board where applicable, for example, Connect Hackney Strategic Partnership Board. The focus tends to be in terms of project delivery, finance and other relevant aspects. Mitigation actions are then agreed and taken to minimise those risks as far as practicable, taking cognisance of value for money.

In common with similar charities, one of Hackney CVS key risk relates to a decrease in funding. In order to mitigate that risk, plans are continuously developed and implemented to broaden its funding base, which includes tapping into the corporate sector and more actively approaching funders, instead of mainly waiting on funders to offer opportunities. The production of evidence-based business cases is part of our response strategy.

COVID-19 Financial Impact and Going Concern

In terms of the COVID-19 pandemic, Hackney CVS along with its fully owned trading subsidiary, City and Hackney Together, have benefitted from the hard work of staff and others. Hackney CVS had its 6-year Connect Hackney programme, which is funded by The Lottery, extended by a further year to 31 March 2022, with additional funding of £509k, which will be added to an existing underspend in excess of £100k. The underspend occurred as a few projects within the programme could not be undertaken in manner planned, as a result of the pandemic.

Our Hackney Giving programme, with support costs funded by City Bridge Trust over five years from November 2019, has grown markedly. This programme had attracted significant funds from the Council, the CCG, the corporate sector and individuals.

We have secured several other significant grants including: £300k in 2021/22 for our VCSE Enabler project; £750k over two years for a new project and a repeat grant of £350k from another funder. Hackney CVS was therefore reassured of its going concern status, as funders such Hackney Council and the CCG continued to fund ongoing projects during 2021/22, and to that end it set a budgeted income of £3.1m for that year. For 2022/23 we have secured grants from City Bridge Trust (£83k); Hackney Council (£282k); Violence Reduction Unit (£350k); CCG/NHS (£750k); Baring Foundation (£49k); and the National Lottery Community Fund (£50k). In addition, we are in the process of finalising funding for the equitable uptake of vaccines and for mental health & well-being, in the region of £540k. Plus we have made a number of funding bids, which have a high probability of success.

Our trading subsidiary has a contract to December 2021 to deal with the dissemination of information regarding COVID-19. It is expected to obtain further contracts relating to COVID-19 during 2022/23.

The biggest negative financial impact has been on our self-generated unrestricted income, as earnings on training, hire of our conference and training rooms, and rental of office space both in the short and medium terms, have suffered. These are unlikely to return to previous expected levels for at least another year.

Given the secured and expected grants, Trustees are confident that Hackney CVS remains a going concern for the foreseeable future.

Financial Review

In terms of the financial performance of unrestricted funds, we ended the year with an operational gain/net income of £51k. Designated funds benefitted from a gain of £5k in the value of investment.

Our fully owned, trading subsidiary, City and Hackney Together, broke even in 2020/21 and therefore generated neither a profit nor a loss. It also broke even in the previous year.

Restricted funds had an in-year net income of £578k, which relates to programmes that will continue in 2021/22.

Income overall, increased by 67%, from £2,223k in 2019/20 to £3,713k in 2020/21, whilst total operating expenditure increased by 26%, from £2,457k to £3,085k.

The consolidated balance sheet at year-end shows a reasonably strong financial position. The reserves, which totals £1,761k, were made up of restricted funds (£854k) for ongoing projects; designated funds (£676k) mainly for premises costs; and general funds (£231k).

Reserves Policy

The Trustees have reviewed the general reserves that Hackney CVS requires after assessing the risks faced by the organisation, agreed to maintain the target general reserves at £280k, which was set in the previous year. This is equivalent to approximately three months' unrestricted expenditure plus closure costs. This will provide sufficient funds to underpin the organisation's work for three months in case of a lack of funding and to fund closure costs, should such a scenario materialise. At the end of the financial year 2020/21, general reserves were £231k, however £140k has already been committed to finance the remaining amortisation costs of the major improvement made to our leased offices in 2018/19, leaving £91k of 'free reserves' at the year-end.

Investment Policy

Hackney CVS policy on investment has an overall objective to produce the best financial return within an acceptable level of risk. The objective for long term investments is to generate a return in excess of inflation whilst generating income to support the on-going activities. On the other hand, for short-term investments the objective is to preserve the capital value with a minimum level of risk with the investment to be readily available to meet unanticipated cash flow requirements.

The Board of Trustees has given delegated authority to its Chair, Treasurer, Chief Executive Officer and Director of Finance and Resources, so that they can make swift reinvestment decisions.

Statement of Trustees' Responsibilities

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

Company law requires trustees to prepare financial statements for each financial year which give a true and fair view of the state of the 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;
- 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 business.

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.

In so far as the trustees are aware:

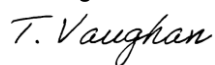
- there is no relevant audit information of which the charitable company's auditor is unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

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 the financial statements may differ from legislation in other jurisdictions.

The Trustees' report has been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

This report was approved by the Board on 27 January 2022 -

and signed on its behalf by:



Timothy Vaughan
Trustee

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS AND TRUSTEES OF HACKNEY COUNCIL FOR VOLUNTARY SERVICE

Opinion

We have audited the financial statements of Hackney Council for Voluntary Service (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 March 2021 which comprise the Group Statement of Financial Activities, the Group and Parent Charitable Company Balance Sheets, the Group Cash Flow Statement and notes to the financial statements, including 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 group's and the parent charitable company's affairs as at 31 March 2021 and of the group's 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 and the Charities Act 2011.

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 group's and parent charitable company'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 included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. 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.

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 course of 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 themselves. 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.

Opinions on other 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 trustees' annual report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' annual report have 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 group and parent charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the trustees' annual report.

We have nothing to report in respect of the following matters where the Companies Act 2006 and the Charities Act 2011 require us to report to you if, in our opinion:

- the parent charitable company has not kept adequate and sufficient accounting records, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company's 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 exemption in preparing the Trustees' Annual Report and from preparing a strategic report.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 19, 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 group and parent 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 group or parent 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

We have been appointed as auditor under the Companies Act 2006 and section 151 of the Charities Act 2011 and report in accordance with those Acts.

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 aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs (UK) we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purposes of expressing an opinion on the effectiveness of the group and parent charitable company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the group and parent charitable company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the group or parent charitable company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the group to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our audit report.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Explanation as to what extent the audit was considered capable of detecting irregularities, including fraud

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.

The objectives of our audit in respect of fraud, are; to identify and assess the risks of material misstatement of the financial statements due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses to those assessed risks; and to respond appropriately to instances of fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both management and those charged with governance of the charitable company.

Our approach was as follows:

- We obtained an understanding of the legal and regulatory requirements applicable to the charitable company and considered that the most significant are the Companies Act 2006, the Charities Act 2011, the Charity SORP, and UK financial reporting standards as issued by the Financial Reporting Council
- We obtained an understanding of how the charitable company complies with these requirements by discussions with management and those charged with governance.
- We assessed the risk of material misstatement of the financial statements, including the risk of material misstatement due to fraud and how it might occur, by holding discussions with management and those charged with governance.
- We inquired of management and those charged with governance as to any known instances of non-compliance or suspected non-compliance with laws and regulations.

- Based on this understanding, we designed specific appropriate audit procedures to identify instances of non-compliance with laws and regulations. This included making enquiries of management and those charged with governance and obtaining additional corroborative evidence as required.

There are inherent limitations in the audit procedures described above. We are less likely to become aware of instances of non-compliance with laws and regulations that are not closely related to events and transactions reflected in the financial statements. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

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 and, in respect of the consolidated financial statements, to the charity's trustees, as a body, in accordance with Chapter 3 of Part 8 of the Charities Act 2011. Our audit work has been undertaken so that we might state to the charitable company's members and trustees those matters which 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 any party other than the charitable company, the charitable company's members, as a body, and the charity's trustees, as a body, for our audit work, for this report, or for the opinion we have formed.

Handwritten signature of Luke Holt in black ink.

Luke Holt (Senior Statutory Auditor)
for and on behalf of Moore Kingston Smith LLP, Statutory Auditor

Date 31 January 2022

Devonshire House
60 Goswell Road
London
EC1M 7AD

Moore Kingston Smith LLP is eligible to act as auditor in terms of Section 1212 of the Companies Act 2006

Consolidated Statement of Financial Activities (Incorporating an Income and Expenditure Account) For the year ended 31st March 2021

	Notes	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Total 2021 £	Total 2020 £
Income from:						
Donations and legacies		552	-	109,153	109,705	54,118
Other trading activities		6,802	-	-	6,802	90,260
Investment income		3,303	-	-	3,303	8,906
Charitable activities		-	-	3,263,013	3,263,013	2,023,144
Income from Subsidiary		298,891	-	-	298,891	46,080
Other Income		31,733	-	-	31,733	
Total operating income		341,281	-	3,372,166	3,713,447	2,222,508
Expenditure on:						
Raising funds		79,270	-	19,708	98,978	61,985
Charitable activities	6	211,496	-	2,774,356	2,985,852	2,394,833
Total operating expenditure		290,766	-	2,794,064	3,084,830	2,456,818
Net Gain/(Loss) on investments	9	-	4,730	-	4,730	28,237
Net Income/ (Expenditure) before transfers		50,515	4,730	578,102	633,347	(206,073)
Transfers between funds	13	-	-	-	-	-
Net Movement in Funds		50,515	4,730	578,102	633,347	(206,073)
Reconciliation of Funds						
Fund balances brought forward at 1st April 2020		180,404	671,212	275,927	1,127,543	1,333,616
Fund balances carried forward at 31st March 2021	12, 13	230,919	675,942	854,029	1,760,890	1,127,543

All transactions are derived from continuing activities.

All recognised gains and losses are included in the Statement of Financial Activities.

Total income attributable to Hackney Council for Voluntary Service only was £3,713,447 and the financial result for the year for the charity only was £633,347.

Hackney Council for Voluntary Service

Consolidated Balance Sheet at 31st March 2021

	Notes	2021 £	2021 £	2020 £	2020 £
Fixed Assets					
Tangible assets	8		140,380		189,925
Investments	9		105,817		1,087
			<u>246,197</u>		<u>191,012</u>
Current Assets					
Debtors and prepayments	10	604,252		279,730	
Cash at bank and in hand		<u>1,702,656</u>		<u>902,431</u>	
		2,306,908		1,182,161	
Creditors: Amounts falling due within one year	11	<u>(792,215)</u>		<u>(245,630)</u>	
Net Current Assets			<u>1,514,693</u>		<u>936,531</u>
Net Assets			<u><u>1,760,890</u></u>		<u><u>1,127,543</u></u>
Funds					
Restricted funds	12		854,029		275,927
General funds	13		230,919		180,404
Designated funds	13		675,942		671,212
			<u>1,760,890</u>		<u>1,127,543</u>

Approved by the board and authorised for issue on 27 January 2022.

T. Vaughan

Timothy Vaughan
Trustee

Company Registration Number: 03365292

Hackney Council for Voluntary Service

Balance Sheet at 31st March 2021

	Notes	2021 £	2021 £	2020 £	2020 £
Fixed Assets					
Tangible assets	8		140,380		189,925
Investments	9		<u>105,817</u>		<u>1,087</u>
			246,197		191,012
Current Assets					
Debtors and prepayments	10	666,392		306,942	
Cash at bank and in hand		<u>1,281,520</u>		<u>827,065</u>	
		1,947,912		1,134,007	
Creditors: Amounts falling due within one year	11	<u>(433,219)</u>		<u>(197,476)</u>	
Net Current Assets			<u>1,514,693</u>		<u>936,531</u>
Net Assets			<u><u>1,760,890</u></u>		<u><u>1,127,543</u></u>
Funds					
Restricted funds	12		854,029		275,927
General funds	13		230,919		180,404
Designated funds	13		675,942		671,212
			<u><u>1,760,890</u></u>		<u><u>1,127,543</u></u>

Approved by the board and authorised for issue on 27 January 2022.

T. Vaughan

Timothy Vaughan
Trustee

Company Registration Number: 03365292

Hackney Council for Voluntary Service

Consolidated Cash Flow Statement

For the year ended 31 March 2021

	2021 £	2020 £
Cashflow/(outflow) from operating activities		
Net cash (used in)/ provided by operating activities	<u>896,922</u>	<u>(46,547)</u>
Cashflows from investing activities		
Investment income and interest received	3,303	8,906
Payments to acquire tangible fixed assets	0	0
Proceeds from disposal of investment	0	424,640
Additions of investments	<u>(100,000)</u>	<u>433,546</u>
	<u>(96,697)</u>	<u>433,546</u>
Net increase in cash and cash equivalents	800,225	386,999
Cash and cash equivalents at beginning of year	902,431	515,432
Cash and cash equivalents at end of year	<u>1,702,656</u>	<u>902,431</u>

Reconciliation of net income/(expenditure) to net cash flow from operating activities

	2021 £	2021 £
Net income	633,347	(206,073)
Adjustments for:		
Depreciation charges	49,545	49,688
(Gains)/ losses on investments	(4,730)	(28,237)
Investment income	(3,303)	(8,906)
Decrease/ (increase) in debtors	(324,522)	191,993
Increase /(decrease) in creditors	546,585	(45,011)
Net cash (used in)/ provided by operating activities	<u>896,922</u>	<u>(46,547)</u>

Hackney Council For Voluntary Service

Notes to the Financial Statements

For the year ended 31st March 2021

1 Accounting Policies

Company status

Hackney Council for Voluntary Service is a private company limited by guarantee and has no share capital. The liability of each member is limited to £1 per member. It is registered in England and Wales and its registered office is 24-30 Dalston Lane, London, E8 3AZ.

Basis of preparation of financial statements

These notes have been prepared on a going concern basis, under the historical cost convention subject to valuation of investments at fair value.

The financial statements of the charity and its subsidiary 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) (effective 1 January 2019) – (Charities SORP (FRS 102)) and the Companies Act 2006. The charitable company and its subsidiary meets the definition of a public benefit group for the purposes of FRS102.

The trustees have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the charitable group to continue as a going concern. The trustees have made this assessment for a period of at least one year from the date of approval of the financial statements, taking cognisance of impact of COVID-19 pandemic. In particular the trustees have considered the charitable group's forecasts and projections and have taken account of pressures on income. After making enquiries the trustees have concluded that there is a reasonable expectation that the charitable group has adequate resources to continue in operational existence for at least the foreseeable future, defined in FRS 102 as twelve months from the date of approval of these accounts. The charitable group therefore continues to adopt the going concern basis in preparing its financial statements.

The financial statements are prepared in sterling, which is the functional currency of the company. Monetary amounts in these financial statements are rounded to the nearest pound.

The principal accounting policies adopted in the preparation of the financial statements are set out below:

Consolidation

The Statement of Financial Activities and Balance Sheet consolidate the financial statements of the charitable company and its subsidiary undertaking. The results of the subsidiary are consolidated on a line by line basis. The charitable company has taken advantage of the exemption from preparing its unconsolidated income and expenditure account available under Section 408 of the Companies Act 2006.

Fund accounting

Unrestricted funds comprise accumulated surpluses and deficits on general funds. They are available to spend on activities that further any of the purposes of the charity.

Designated funds are amounts which the Executive Committee have decided at their discretion to set aside for use for a specific purpose.

Restricted funds are funds that are to be used in accordance with specific restrictions imposed by the donors or which have been raised by the charity for specific purpose. The cost of raising and administering such funds is charged against the specific fund.

Further explanation of the aim and purpose of each fund is included in the notes to the financial statements.

Hackney Council For Voluntary Service

Notes to the Financial Statements

For the year ended 31st March 2021

1 Accounting Policies (continued)

Income

Income represents the total income receivable during the year comprising grants, donations and gifts, merchandise and publications, and investment income. All income is recognised when there is entitlement to the funds, the receipt is probable and the amount can be reliably measured.

Donations, grants and gifts are recognised when receivable. In the event that a donation is subject to fulfilling performance conditions before the charity is entitled to the funds, the income is deferred and not recognised until it is probably that those conditions will be fulfilled in the reporting period.

Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that a settlement is required and the amount of the obligation can be measured reliably. All expenditure is accounted for on an accruals basis. Expenditure includes VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates.

Costs of raising funds comprise the fundraising costs and publicity activities incurred in seeking donations and grants for the charity and their associated support costs.

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activity. It includes grants made to organisations and costs incurred in the operation of projects and programmes together with their associated support costs.

Grants payable are payments made to third parties that further the charitable objectives of the charity. The grants are accounted for where the charity has agreed to pay the grant without condition and the recipient has a reasonable expectation of its receipt.

Support costs comprise those costs which are incurred directly in support of expenditure on the objects of the charity and include governance, premises, marketing and general office costs. Governance costs, which are included within support costs, are those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fees and costs linked to the strategic management of the charity.

Support costs are allocated to each of the activities on one of the following basis: either floor area, staff time or usage depending on the nature of the support costs, to best allocate the costs to each attributable heading. More detail on the analysis and basis of allocated costs is given in note 5 to the financial statements.

Pension Costs

The charity makes payments to personal pension plans of certain employees. The costs are charged to the Statement of Financial Activities for the period to which they relate.

Employee Benefits

The cost of short-term employee benefits are recognised as a liability and an expense. The cost of any material unused holiday entitlement is recognised in the period in which the employee's services are received.

Tangible fixed assets and depreciation

All assets costing more than £5,000 are capitalised.

Depreciation is calculated to write off the cost of fixed assets over their estimated useful lives using the following rates:

Office equipment and fittings	25% per annum straight line
Leashold improvements	20% per annum straight line

Residual lives and impairment losses are assessed annually.

Leases

Rentals under operating leases are charged to the Statement of Financial Activities as they fall due.

Hackney Council For Voluntary Service

Notes to the Financial Statements

For the year ended 31st March 2021

1 Accounting Policies (continued)

Financial Instruments

Investments

Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price. The Statement of Financial Activities includes the net gains and losses arising on revaluation and disposals throughout the year.

Cash and cash equivalents

Cash and cash equivalents include cash at bank and in hand and short term deposits with a maturity date of three months or less.

Debtors and creditors

Debtors and creditors receivable or payable within one year of the reporting date are carried at their transaction price. Debtors and creditors that are receivable or payable in more than one year and not subject to a market rate of interest are measured at the represent value of the expected future receipts or payment discounted as a market rate of interest.

Critical accounting estimates and areas of judgement

In preparing financial statements it is necessary to make certain judgements, estimates and assumptions that affect the amounts recognised in the financial statements.

In the view of the trustees in applying the accounting policies adopted, no judgements were required that have a significant effect on the amounts recognised in the financial statements nor do any estimates or assumptions made carry a significant risk of material adjustment in the next financial year.

2 Net Movement in Funds

	2021 £	2020 £
The net movement in funds is stated after charging:		
Depreciation	49,545	49,688
Auditors' remuneration - statutory audit	12,845	9,385
- prior year underprovision	-	-

3 Employees and Staff Costs

In aggregate the number of full and part time persons employed during the year was:

	2021 Number	2020 Number
Staff members	79	94
Staff costs were as follows:		
Salaries and wages	£ 1,048,808	£ 952,322
National insurance	92,724	88,311
Pension scheme	56,133	45,774
	<u>1,197,665</u>	<u>1,086,407</u>

One employee received between £60,000 - £70,000 (including benefits in kind) during the year (2020- One). The pension contributions relating to the higher paid employee amounted to £3,720 (2020- £3,663).

The charity considers that the key management personnel comprise of the trustees, who are not remunerated, and the chief executive. The total employee benefits including pension costs of the key management personnel of the charity and group were £71,824 (2020: £72,896).

The charity had an average of 14 volunteers during the year (2020:14), making a favourable impact across many of our projects.

One employee received total redundancy payments of £15,491 (2020: One for £7,875) during the year.

Hackney Council For Voluntary Service

Notes to the Financial Statements

For the year ended 31st March 2021

4 Executive Committee Remuneration and Reimbursed Expenses

No members of the Executive Committee received remuneration for their services during the year (2020 - £Nil).

One member of the Executive Committee received expenses totalling £47 for meeting costs reimbursements during the year (2020 - £47 for meeting costs).

5 Allocation of Support costs

Support costs are allocated on a basis consistent with the use of resources.

For year ended 31 March 2021	Premises	Marketing & publication	Depreciation	General office costs	Governance Costs	Totals
	£	£	£	£	£	£
Basis of allocation	Floor Area	Usage	Usage	Staff time	Staff time	
Consortia work	26,721	6,796	-	376,982	12,554	423,053
Communications	5,529	1,133	-	55,439	617	62,718
Organisation and Workforce Development	8,293	1,982	-	77,614	823	88,712
Community Empowerment & Engagement	14,743	8,495	-	255,018	2,675	280,931
Grants, fundraising and philanthropy	5,529	1,416	-	44,351	412	51,708
Assets for the sector	3,686	566	-	44,351	412	49,015
Compact	5,529	566	-	44,351	412	50,858
Policy and leadership	7,372	1,416	-	55,439	617	64,844
Youth Programme	11,057	5,664	-	133,053	1,852	151,626
Refugee Programmes	3,686	283	-	22,175	205	26,349
TOTALS	92,145	28,317	-	1,108,773	20,579	1,249,814

Hackney Council For Voluntary Service

Notes to the Financial Statements

For the year ended 31st March 2021

5 Allocation of Support costs (continued)

Support costs are allocated on a basis consistent with the use of resources.

For year ended 31 March 2020	Premises	Marketing & publication	Depreciation	General office costs	Governance Costs	Totals
	£	£	£	£	£	£
Basis of allocation	Floor Area	Usage	Usage	Staff time	Staff time	
Consortia work	20,002	8,000	10,931	370,342	11,422	420,697
Communications	4,138	1,333	4,969	54,462	562	65,464
Organisation and Workforce Development	6,207	2,334	4,969	76,247	749	90,506
Community Empowerment & Engagement	11,035	10,001	4,969	250,526	2,434	278,965
Grants, fundraising and philanthropy	4,138	1,667	3,478	43,570	375	53,228
Assets for the sector	2,759	667	4,969	43,570	375	52,340
Compact	4,138	667	3,478	43,570	375	52,228
Policy and leadership	5,518	1,667	3,478	54,462	562	65,687
Youth Programme	8,276	6,667	4,969	130,709	1,685	152,306
Refugee Programmes	2,759	333	3,478	21,785	187	28,542
TOTALS	68,970	33,336	49,688	1,089,243	18,726	1,259,963

5b) Governance costs comprise of the following:

	2021 £	2020 £
Insurance	6,500	6,306
Audit and accountancy	12,845	9,385
Professional fees	814	1,213
Other	420	1,822
	<u>20,579</u>	<u>18,726</u>

Hackney Council For Voluntary Service

Notes to the Financial Statements

For the year ended 31st March 2021

6 Analysis of charitable expenditure

For year ended 31 March 2021

	Grants awarded £	Direct costs £	Subsidiary costs £	Support costs £	2021 Total £	2020 Total £
Consortia work	-	866,232	298,891	423,053	1,588,176	1,239,819
Communications	-	12,200	-	62,718	74,918	76,352
Organisation and Workforce Development	-	36,601	-	88,712	125,313	123,170
Community Empowerment & Engagement	-	85,403	-	280,931	366,334	355,180
Grants, fundraising and philanthropy	217,105	9,760	-	51,708	278,573	61,938
Assets for the sector	-	4,880	-	49,015	53,895	56,695
Compact	-	4,880	-	50,858	55,738	56,583
Policy and leadership	-	3,660	-	64,844	68,504	68,953
Youth Programme	-	195,206	-	151,626	346,832	326,512
Refugee Programmes	-	1,220	-	26,349	27,569	29,631
TOTALS	217,105	1,220,042	298,891	1,249,814	2,985,852	2,394,833
	(note 7)			(note 5)		

Hackney Council For Voluntary Service

Notes to the Financial Statements

For the year ended 31st March 2021

6 Analysis of charitable expenditure (continued)

For year ended 31 March 2020

	Grants awarded £	Direct costs £	Subsidiary costs £	Support costs £	2020 Total £	2019 Total £
Consortia work	-	773,042	46,080	420,697	1,239,819	1,200,943
Communications	-	10,888	-	65,464	76,352	64,633
Organisation and Workforce Development	-	32,664	-	90,506	123,170	106,391
Community Empowerment & Engagement	-	76,215	-	278,965	355,180	311,265
Grants, fundraising and philanthropy	-	8,710	-	53,228	61,937	52,403
Assets for the sector	-	4,355	-	52,340	56,696	47,305
Compact	-	4,355	-	52,228	56,584	48,007
Policy and leadership	-	3,266	-	65,687	68,954	58,483
Youth Programme	-	174,206	-	152,306	326,512	289,354
Refugee Programmes	-	1,089	-	28,542	29,631	24,042
TOTALS	0	1,088,790	46,080	1,259,964	2,394,834	2,202,827

(note 7)

(note 5)

Hackney Council For Voluntary Service

Notes to the Financial Statements

For the year ended 31st March 2021

7 Analysis of grants made to institutions

	2021 £	2020 £
Hackney Giving	217,105	-
	<u>217,105</u>	<u>-</u>

Number of grants awarded 32 (2020 - NIL).

8 Tangible Assets Group and Company

	Leasehold Improvements £	Office Equipment and Fittings £	Totals £
Cost			
At 1st April 2020	247,729	1,710	249,439
Additions			-
Disposals			-
	<u>247,729</u>	<u>1,710</u>	<u>249,439</u>
At 31st March 2021	<u>247,729</u>	<u>1,710</u>	<u>249,439</u>
Depreciation			
At 1st April 2020	57,803	1,710	59,513
Disposals			-
Charge for the year	<u>49,546</u>		<u>49,546</u>
	<u>107,349</u>	<u>1,710</u>	<u>109,059</u>
At 31st March 2021	<u>107,349</u>	<u>1,710</u>	<u>109,059</u>
Net Book Value			
At 31st March 2021	<u>140,380</u>	<u>-</u>	<u>140,380</u>
At 31st March 2020	<u>189,925</u>	<u>-</u>	<u>189,925</u>

Hackney Council For Voluntary Service

Notes to the Financial Statements

For the year ended 31st March 2021

9 Investments Group and Company	2021	2020
	£	£
CCLA COIF Charities Investment Units		
Market value at 1 April 2020	1,087	397,487
Additions	100,000	
Disposals		(396,400)
Unrealised gain/(loss) on investments	4,730	
	<u>105,817</u>	<u>1,087</u>
At 31 March 2021		

The historical cost of the investments is £101,087 (2020: £311,859). All investments are held in the UK.

Hackney Council for Voluntary Services is the sole member of City and Hackney Together, a company limited by guarantee. Therefore this entity is treated as a 100% subsidiary. The results of City and Hackney Together are shown in note 18.

	Group		Company	
10 Debtors	2021	2020	2021	2020
	£	£	£	£
Grant debtors	377,440	148,929	377,440	148,929
Prepayments and accrued income	182,643	67,515	182,643	67,515
Other debtors	44,169	63,286	16,461	63,286
Amounts due from group company	-	-	89,848	27,212
	<u>604,252</u>	<u>279,730</u>	<u>666,392</u>	<u>306,942</u>

Financial instruments included in above debtor balances are £421,609 (2020- £212,214).

	Group		Company	
11 Creditors: Amounts falling due within one year	2021	2020	2021	2020
	£	£	£	£
Trade creditors	397,382	118,363	282,025	96,902
Taxation and social security	82,425	29,731	23,158	28,038
Accruals and deferred income	312,408	97,536	128,036	72,536
	<u>792,215</u>	<u>245,630</u>	<u>433,219</u>	<u>197,476</u>

Financial instruments included in above creditor balances are £709,790 (2020- £212,609).

Hackney Council For Voluntary Service

Notes to the Financial Statements

For the year ended 31st March 2021

12 Analysis of Restricted Funds

Group and Company	Balance at 1st April 2020 £	Income £	Expenditure £	Transfers £	Balance at 31st March 2021 £
Year ended 31 March 2021					
Baobab Foundation Initiative		270,000	(86,680)		183,320
The National Lottery Community Fund					
Improving Futures - Families First	251		(251)		-
Lockdown Living	-	85,638	(85,638)		-
Connect Hackney	55,540	890,685	(953,596)		(7,371)
Clinical Commissioning Group					
CCG Health & Social Care Forum	3,229	20,000	(23,229)		-
CCG overhead support	-	34,520	(34,520)		-
Neighbourhoods	6,277		-		6,277
Neighbourhoods Pilot	-	189,642	(189,642)		-
Migrant Support Network	17,607		(9,663)		7,944
Devolution Project	4,024		-		4,024
Digital Inclusion	12,896		-		12,896
Information & Signposting	11,788		-		11,788
Peer Support long term conditions	11,752		-		11,752
Hackney Giving	-	222,673	(222,673)		-
Open Minds		137,460	(137,460)		-
VCSE Enabler		300,000	(30,846)		269,154
Reach & Resilience	-	17,275	(10,316)		6,959
Team Hackney / LBH					
Team Hackney Infrastructure Support	-	150,000	(150,000)		-
Erasmus	-		-		-
LD Pre-employment	19,394		-		19,394
Lunch Clubs	6,169	203,898	(189,463)		20,604
Oswald Street Project	-		-		-
Health & Social Care Forum	-	25,000	(25,000)		-
MOPAC	(2,829)	25,907	(23,078)		-
Trusted Relationships	-		-		-
Windhrush	1,980		-		1,980
Young Black Men	-		-		-
Advice Sector Support	35,000		(35,000)		-
Age Well Strategy	-		-		-
Getting Hackney Healthy	100		-		100
Groundwork					
CVS Campaign	2,040		-		2,040
Community Fundraising		65,533	(11,900)		53,633
City Bridge Trust					
Fairer Hackney	13,164	40,000	(52,681)		483
London Comm. Response Fund		16,148	(16,148)		-
Hackney Giving	7,536	54,500	(43,421)		18,615
Balance c/fwd	205,918	2,748,879	(2,331,205)	-	623,592

Hackney Council For Voluntary Service

Notes to the Financial Statements

For the year ended 31st March 2021

12 Analysis of Restricted Funds (continued)

Group and Company	Balance at 1st April 2020	Income	Expenditure	Transfers	Balance at 31st March 2021
Year ended 31 March 2021	£	£	£	£	£
Balance b/fwd	205,918	2,748,879	(2,331,205)	-	623,592
Cornerston Fund	-	11,752		-	11,752
Greater London Authority					
Young Londoners Fund	15,779		(15,675)	-	104
Post Code Community Trust					
Mind Over Matter Project	12,299			-	12,299
Oxford Mindfulness	-			-	
Supported Employment Network	-	51,462	(41,213)	-	10,249
Lankelly Chase	-	30,000	(30,000)	-	-
User-Led Programme					
Hencel & CEPN	400			-	400
The Hospital Saturday Fund	2,000			-	2,000
Community Fundraising	2,197			-	2,197
Mind the Gap/Growing Minds	37,302	153,901	(94,973)	-	96,230
BM4C					
VRU	-	331,803	(268,669)	-	63,134
Youth Futures	-	41,369	(12,329)	-	29,040
NAVCA Emergency Response Network		3,000		-	3,000
Olympic Torch Fund	32			-	32
	<u>275,927</u>	<u>3,372,166</u>	<u>(2,794,064)</u>	<u>-</u>	<u>854,029</u>

Hackney Council For Voluntary Service

Notes to the Financial Statements

For the year ended 31st March 2021

12 Analysis of Restricted Funds

Group and Company	Balance at 1st April				Balance at 31st March
Year ended 31 March 2020	2019	Income	Expenditure	Transfers	2020
	£	£	£	£	£
The National Lottery Community Fund					
Improving Futures - Families First	13,743	-	(13,492)	-	251
Youth Development Grant	-	15,214	(15,214)	-	-
Connect Hackney	146,265	1,092,266	(1,182,991)	-	55,540
Clinical Commissioning Group					
CCG Health & Social Care Forum	-	20,000	(16,771)	-	3,229
Bowel Cancer	5,563	-	(5,563)	-	-
Neighbourhoods	6,277	-	-	-	6,277
Neighbourhoods Pilot		101,026	(101,026)		-
Migrant Support Network	62,400	158	(44,951)		17,607
Devolution Project	4,024	-	-	-	4,024
Digital Inclusion	12,896	-	-	-	12,896
Information & Signposting	11,788	-	-	-	11,788
Peer Support long term conditions	33,490	5,690	(27,428)	-	11,752
Community Navigators	-	6,600	(6,600)	-	-
Reach & Resilience	(1)	16,589	(16,588)	-	-
Team Hackney / LBH					
Team Hackney Infrastructure Support	-	150,000	(150,000)	-	-
Erasmus	603	-	(603)	-	-
LD Pre-employment	19,394	-	-	-	19,394
Lunch Clubs	-	203,898	(197,729)	-	6,169
Flexible Support Fund	(100)	53,988	(57,382)	3,494	-
Oswald Street Project	(1,098)	-	-	1,098	-
Health & Social Care Forum	-	40,000	(40,407)	407	-
MOPAC	37,384	12,000	(52,213)	-	(2,829)
Trusted Relationships	-	9,990	(9,990)	-	-
Windrush	-	3,000	(1,020)	-	1,980
Young Black Men	-	8,000	(8,000)	-	-
Advice Sector Support	-	67,083	(32,083)	-	35,000
Age Well Strategy	-	11,061	(11,601)	540	-
Getting Hackney Healthy	100	-	-	-	100
Groundwork					
CVS Campaign	2,040	-	-	-	2,040
Community Links					
Create Your Future	(27,782)	56,581	(28,799)	-	-
City Bridge Trust					
Fairer Hackney	-	20,000	(6,836)	-	13,164
Hackney Giving	-	24,000	(16,464)	-	7,536
Balance c/fwd	326,986	1,917,144	(2,043,751)	5,539	205,918

Hackney Council For Voluntary Service

Notes to the Financial Statements

For the year ended 31st March 2021

12 Analysis of Restricted Funds (continued)

Group and Company	Balance at 1st April 2021 £	Income £	Expenditure £	Transfers £	Balance at 31st March 2020 £
Year ended 31 March 2020					
Balance b/fwd	326,986	1,917,144	(2,043,751)	5,539	205,918
Cornerston Fund				-	
Health & Wellbeing	1,089	5,900	(6,989)	-	-
Greater London Authority					
Young Londoners Fund	24,984	25,200	(34,405)	-	15,779
Post Code Community Trust					
Mind Over Matter Project	-	19,945	(7,646)	-	12,299
Oxford Mindfulness	(450)		448	2	-
Supported Employment Network	34,599	1,500	(36,099)	-	-
Lankelly Chase	-	7,150	(7,150)	-	-
User-Led Programme					
Hencel & CEPN	3,500	-	(3,100)	-	400
The Hospital Saturday Fund	2,000	-	-	-	2,000
Community Fundraising	-	2,197	-	-	2,197
Mind the Gap/Growing Minds	-	73,627	(36,325)	-	37,302
WEA - Together We Learn	-	8,524	(8,524)	-	-
Olympic Torch Fund	32	-	-	-	32
	<u>392,740</u>	<u>2,061,187</u>	<u>(2,183,541)</u>	<u>5,541</u>	<u>275,927</u>

Hackney Council For Voluntary Service

Notes to the Financial Statements

For the year ended 31st March 2021

13 General Funds Charity Only
Year ended 31 March 2021

	Balance at 1st April 2020 £	Surplus / (Deficit) for the year £	Transfers £	Utilised/ Unrealised £	Balance at 31st March 2021 £
Unrestricted funds	180,404	50,515	-	-	230,919
Staff fund	29,942	-	-	-	29,942
Premises Fund	641,270	-	-	4,730	646,000
Fixed assets	-	-	-	-	-
Designated funds	671,212	-	-	4,730	675,942
General funds	851,616	50,515	-	4,730	906,861

Of the total funds of £851,616, £NIL relate to the subsidiary, City & Hackney Together.

Year ended 31 March 2020	Balance at 1st April 2019 £	Surplus / (Deficit) for the year £	Transfers £	Utilised/ Unrealised £	Balance at 31st March 2020 £
Unrestricted funds	248,355	(62,410)	(5,541)	-	180,404
Staff fund	29,942	-	-	-	29,942
Premises Fund	662,579	-	-	(21,309)	641,270
Fixed assets	-	-	-	-	-
Designated funds	692,521	-	-	(21,309)	671,212
General funds	940,876	(62,410)	(5,541)	(21,309)	851,616

The staff fund recognises the company's responsibilities to make reasonable provision to meet legal and moral obligations especially in the light of continuing uncertainty among funders and is estimated based on the forecasted budget for next financial year. The Staff Fund will be utilised when staff are to receive sick pay in line with their contract of employment and where funds are not available from restricted funds.

The premises fund represents funds to be used in the move to new premises, a contingency fund, unforeseen cost of the new premises, new furniture and equipment, dilapidation and related increased outgoings; e.g. rates, extra heating and lighting. The premises fund is being held to finance new premises for the charity.

The fixed asset fund represents the net book value of the fixed assets - excluding those reflected in the Restricted Funds. The movement in the year reflects the depreciation on the fixed assets held under unrestricted funds.

Hackney Council For Voluntary Service

Notes to the Financial Statements

For the year ended 31st March 2021

14 Analysis of group Net Assets between Funds

	Designated Funds £	Unrestricted Funds £	Restricted Funds £	Total Funds £
Year ended 31 March 2021				
Tangible assets	140,380	-	-	140,380
Investments	105,817	-	-	105,817
Net Current assets	429,745	230,919	854,029	1,514,693
Total net assets	<u>675,942</u>	<u>230,919</u>	<u>854,029</u>	<u>1,760,890</u>
	Designated Funds £	Unrestricted Funds £	Restricted Funds £	Total Funds £
Year ended 31 March 2020				
Tangible assets	140,380	-	-	140,380
Investments	1,087	-	-	1,087
Net Current assets	480,200	180,404	275,927	936,531
Total net assets	<u>621,667</u>	<u>180,404</u>	<u>275,927</u>	<u>1,077,998</u>

15 Future Financial Commitments

At 31 March 2021, the group had the following future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2021 £	2020 £
a) Land and building		
within one year	16,375	32,750
in 2 to 5 years	16,375	16,375
Over 5 years	-	-
	<u>32,750</u>	<u>49,125</u>

16 Related Party Transactions

During the year 2020/21, Hackney CVS bought services to the value of £694.00 (2020- £694) from the following organisations where its Trustees are involved: 1)NCVO –Services of £567.00 (2020 - Services of £694). Additionally £10,000 grant was paid out during the year (2020 - training income received £90) from Choice in Hackney where a trustee is involved

None of the Trustees sat on any meetings where decisions were made.

17 Financial Activities of the Charity

The charitable company has taken advantage of the exemption from preparing its unconsolidated income and expenditure account available under Section 408 of the Companies Act 2006.

The net increase in the charity's own funds for the year was £705,798 (2020: decrease of £206,073)

Hackney Council For Voluntary Service

Notes to the Financial Statements

For the year ended 31st March 2021

18 Investment in the Subsidiary Undertaking City and Hackney Together

	2021 £	2020 £
Turnover	298,891	46,080
Cost of sales and administrative expenses	<u>(298,891)</u>	<u>(46,080)</u>
Operating Profit	-	-
Net (loss)/profit retained in the subsidiary	<u>-</u>	<u>-</u>
The assets and liabilities of the subsidiary were:	£	£
Net Current Liabilities	<u>-</u>	<u>-</u>
Aggregate reserves in deficit	<u>-</u>	<u>-</u>

The wholly owned subsidiary which is incorporated in England and Wales, pays profits to the charitable company by way of gift aid. The company is limited by guarantee, without share capital. Hackney Council for Voluntary Service is the sole member of City and Hackney Together (company number: 8141065), which is registered at 24-30 Dalston Lane, London, E8 3AZ, and by virtue of this City and Hackney Together is treated as a wholly owned subsidiary of Hackney Council for Voluntary Service.

19 Limited Liability

Hackney Council for Voluntary Service is a company limited by guarantee and as such does not have a share capital. In the event a winding up the liability of each member is limited to £1.