

Company registration number: 4612504

Charity registration number: 1100534

Home-Start Hillingdon Limited

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 March 2024

Sterling Grove Accountants Limited
Chartered Certified Accountants
2 Regatta Place
Fawley House
Marlow Road
Bourne End
Buckinghamshire
SL8 5TD

Home-Start Hillingdon Limited

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Home-Start Hillingdon Limited

Reference and Administrative Details

Chairperson	Helen Anastasi
Trustees	Helen Anastasi Pete James Lorraine Dorrington Bala Mere Rashpal Virdee Paula Ya'el Wittels Sharena Sivlal Priscilla Robinson
Secretary	Tanya Link
Other Officers	Clare Nazerali, Scheme Director
Charity Registration Number	1100534
Company Registration Number	4612504
Registered Office	306 Long Lane Hillingdon Middlesex UB10 9PE
Principal Office	306 Long Lane Hillingdon Middlesex UB10 9PE
Independent Examiner	Sterling Grove Accountants Limited Chartered Certified Accountants 2 Regatta Place Fawley House Marlow Road Bourne End Buckinghamshire SL8 5TD
Bankers	Barclays Bank Plc

Home-Start Hillingdon Limited

Trustees' Report

The trustees, who are directors for the purposes of company law, present the annual report together with the financial statements and auditors' report of the charitable company for the year ended 31 March 2024.

Trustees and officers

The trustees and officers serving during the year and since the year end were as follows:

Trustees:	Helen Anastasi Gillian Lauder (resigned 31 August 2024) Hasmeen Deol (resigned 13 June 2023) Pete James Lorraine Dorrington Moremi Apata-Omisore (resigned 31 August 2024) Bala Mere Rashpal Virdee (appointed 13 June 2023) Paula Ya'el Wittels (appointed 16 November 2023) Sharena Sivilal (appointed 31 August 2024) Priscilla Robinson (appointed 31 August 2024)
Chairperson:	Helen Anastasi
Secretary:	Tanya Link
Other Officers:	Clare Nazerali, Scheme Director

Objectives and activities

Objects and aims

This is the nineteenth report of the trustees of Home-Start Hillingdon Limited, since the company took over running of the charity known as Home-Start Hillingdon.

The organisation is a Charitable Company limited by guarantee, incorporated on 9 December 2002 and registered as a charity on 5 November 2003.

The company was established by a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association. Under these Articles, new members of the Management Committee may be co-opted by existing members; newly co-opted members must retire at the next AGM, along with one-third of the other members on a rotational basis, after which they are eligible for appointment or re-election by the members of the charity as appropriate.

The company is a charity which exists to support families in the London Borough of Hillingdon. In doing so, the charity aims to increase the well-being of children by improving the experience of family life for families in the borough. The charity is affiliated to the national network known as Home-Start UK.

Home-Start Hillingdon Limited

Trustees' Report

Objectives, strategies and activities

Home-Start Hillingdon provides support to families in the borough who have at least one child under 5 years and who are struggling to cope with a variety of challenges to a stable, loving and nurturing family life; we aim to help prevent such difficulties from escalating into crises, and crises from developing into family breakdown.

Examples of the challenges faced by families referred for our support include - parental mental ill-health, disability or additional needs of child or parent, being a victim of domestic abuse, isolation, being a refugee or asylum seeker, inadequate housing, or other difficulties. We recruit volunteers with parenting experience from the local community, and train them to provide parent-to-parent emotional and/or practical home-visiting support to families. We also offer some direct support through our Family Support Worker project. Through increasing parents' confidence, resilience and ability to cope, we aim to strengthen the parent-child relationship, helping to give children a better start in life.

Our services in 2023/24 are described as follows:

- Core service Volunteer family support: Staff Co-ordinators match trained volunteers to referred families following structured needs assessment (see below). Each volunteer makes a regular weekly home visit with their matched family to support the family towards identified support goals. The staff Co-ordinator oversees support through regular review 'meetings' with each family (usually at the family home) to ensure support remains relevant to the family's situation and progress is made towards outcomes (support goals).
- Perinatal Mental Health Project (PNMH): funded by CNOOC this project is based on the Home-Start volunteer support model (described above) to support families in the perinatal period where mother has, or is at risk of, mental health problems during pregnancy and in the year after birth. The team of volunteers working in this project have all received enhanced Perinatal Mental Health Awareness Training which is co-delivered with the Hillingdon Perinatal Mental Health Team. The project is run by a part-time co-ordinator.
- Family Support Worker (FSW) support: funded by Heathrow Community Trust (HCT). Our Family Support Worker (FSW) provides direct one to one support to families, often with more complex needs.

The FSW provides direct support, applying the Home-Start principles of support, to families in this area. They help parents achieve increased resilience through improved emotional well-being, reduced isolation and increased or more effective use of community resources. Regular support visits by the FSW take place in a family's own home, or within a community setting such as a Children's Centre

Throughout support the FSW offers emotional support, confidence building and develops strategies with families to cope with challenges, as well as support to access services as appropriate e.g. benefits advice, housing advice and mental health services.

HSH is continuing to deliver the successful FSW project and is applying for continuation funding aimed at enabling us to address the need around the increased number of referrals with more complex backgrounds.

- Direct Co-ordinator Support: one to one staff telephone and face-to-face support to families, following a structured support plan to help parents achieve support goals. Although we are nearly up to full capacity for volunteer numbers, we are continuing to deliver a small amount of Direct Co-ordinator support. Reasons for this include: when a larger than usual number of volunteers are resting and when a family would benefit from a short burst of specialist support.

Home-Start Hillingdon Limited

Trustees' Report

All above services use our established system of needs assessment and monitoring and evaluation of support progress for maximum success in achieving support goals: following referral, a staff Co-ordinator or the FSW conducts an initial needs assessment (IV) with the family, enabling a support plan to be individually tailored in agreement with the family. The Co-ordinator or FSW will complete an IV assessment form with the family, part of which asks the parent to give their 'coping scores' on a 5-point scale (with 0 being 'not coping very well' to 5 being 'coping very well') to identify how well they feel they are coping with each of 13 different aspects of parenting and family life. Each aspect falls within one of four categories: Parenting skills; Parental well-being; Children's well-being; Family management. Coping scores give an indication of areas where parents feel they are not coping well and enable Co-ordinators and parents to identify which needs Home-Start will support. For each identified need, a goal or 'outcome' for Home-Start support is agreed with the family, and regular (usually 3-monthly) structured reviews are undertaken by staff throughout support.

- Short-intervention Co-ordinator Support (Minimal Co-ordinator Support) - For some referred families, initial co-ordinator assessment raises concerns for a volunteer's safety or identifies needs which are more quickly addressed (so not meriting match with a volunteer for longer term support) or needs not within Home-Start's remit e.g., regular childcare. In these situations, a co-ordinator might offer some 'Short-intervention Co-ordinator Support', this support would normally involve some short-term listening ear, signposting or referrals made to other services.

- Foodbank Partner - We remain a partner with Hillingdon Foodbank and have issued food vouchers to eligible families in need and have liaised with the Foodbank to enable provision of parcels for families.

- Babybank Partner - We have developed a close relationship with Maidenhead Babybank who, on request, deliver equipment and supplies for families who need them.

In the last year we have initiated 3 new projects.

Research into barriers to people from Ethnic Minority Groups (EMGs) engaging with volunteering.

We won funding from the GLA's Civil Society Roots programme to deliver an innovative research project investigating barriers to people from Ethnic Minority Groups (EMGs) engaging with formal volunteering opportunities. The project started in September and having collected data from focus groups, interviews and surveys, our Community Engagement Co-ordinator (CEC) is moving to the second stage of this project. In the next, testing phase, she will deliver targeted volunteer recruitment based on learning gained through research to increase recruitment from communities that are not proportionally represented in our current volunteer pool. During this phase we will work in partnership with H4All to direct interested volunteers who are not able to volunteer in HSH roles to other, more suitable roles offered by Hillingdon's wider VCS. The last stage of this project will be to analyse our success and disseminate our findings as widely as possible. Working with H4All, we plan to deliver information sessions that will enable Hillingdon's VCS organisations to share in our learning. We have had a great deal of interest in this research from other stakeholders including from the wider Home-Start's network, the GLA, Funding bodies and other representative bodies such as HEAR network who are interested in our findings and want to share in the insights we have gained.

This project is already having a positive effect on our HSH's volunteer recruitment. Through engagement with community groups in the first phase of this project, we have already seen an increase in recruitment of a third for our current Preparation Course at a time when, across the sector, organisations are finding volunteer recruitment challenging. Interestingly, even before we start our targeted recruitment, nearly 90% of participants on our current Volunteer Preparation Course are not White-British. This supports our ambition for our volunteer pool to be more representative of the community we serve.

Student Social Worker project

To increase delivery and further our ambition for inspiring an organisational culture of learning and empowerment, we have embarked upon the delivery of a Student Social work project and have taken on a student social worker in his first, 70-day placement. We are training him to deliver support to families and supporting his learning and development with a particular focus on gathering a deep understanding of what life is like for struggling families and how supportive, enabling support can bring about lasting change.

Home-Start Hillingdon Limited

Trustees' Report

We are in the initial stages of this project and hope to expand to take on up to 3 social work students once a year.

Community Connections Project.

This year we started developing our Community Connections Project. This project is designed to diversify funding streams by increasing community and corporate giving and to become better known in the borough and to increase volunteering. In this year we generated £12,000 from a range of sources and piloted a fundraising event, "Walk the Home-Start Half Marathon." We also secured highly competitive funding from The Fore, who state their mission as being "to turbo-charge exceptional small charities transforming lives and society." This provides the seed funding for a Community Connections Co-ordinator who will lead the delivery of this project in 2024-25 to grow community funding.

Public benefit

The charity offers a family support service for families in Hillingdon and the surrounding area, set up to offer a service, free at the point of access that would be available to all and completely independent of statutory agencies. Members of staff work closely with a network of trained volunteers who carry out home-visiting support to families.

The trustees confirm that they have complied with the requirements of section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

Use of volunteers

We would like to thank all volunteers who work so hard to make Home-Start Hillingdon the key children and families' voluntary agency in the borough. We continue to rely on our team of dedicated volunteers who deliver our service to the families of Hillingdon and without whom we could not exist.

All our carefully selected volunteers undertake a robust recruitment process and must complete an extensive 40hr training programme before they can be accepted as a home-visiting volunteer. Our Volunteer Preparation Course covers various topics including Meeting the Needs of Children, Supporting Parents and Perinatal Mental Health, Listening and Communication skills, Domestic Abuse, Values and Attitudes, Safeguarding Children's Welfare and Confidentiality.

In the year 2023-2024 we delivered 1 training course starting on 9th October 2023 with a total of 6 participants. Having planned to deliver a second course starting in Feb 2024, we decided to put back the start date back to 16th April 2024 to enable our newly established research project to have time to recruit additional volunteers from diverse backgrounds. As a result, our current course has 9 participants with 90% participants from backgrounds other than white British.

Whilst the first half of the year 23-24 was particularly challenging for volunteer recruitment - this has been felt across the Home-Start network as well as the sector as a whole and has been put down to the impact of the cost of living crisis – our research project seems to be effectively mitigating against these challenges but we need to acknowledge that we are having to work harder to recruit volunteers and are still recruiting fewer than in previous years.

Home-Start Hillingdon Limited

Trustees' Report

Staffing: We are very grateful to the staff team for all their hard work and dedication during the year and all the support they have given to families, volunteers and Trustees. During this year our dedicated staff team consisted of a Director, one Senior Co-ordinator, 2 Co-ordinators, a Family Support Worker, Office and Finance Manager, Community Engagement Co-ordinator, and a Student Social Worker.

Volunteer Numbers: We ended the year with a team of 39 trained volunteers. In addition, we also had 9 participants on our Volunteer Preparation Course which finished in June 2024.

Volunteer support and safeguarding practice: despite the usual pressures of running a small charity with limited resource, we put high priority on providing a safe service by ensuring all volunteers and operational staff receive regular one to one supervision and all receive regular safeguarding training.

Family Numbers: In 2023-2024 we supported 125 families (with a total of 150 children). 96 families received support under one of our projects. 72 families received volunteer peer support. Additionally, 29 families received Minimal Co-ordinator support.

External Funding:

- In addition to our pre-secured funds from the last year we have secured:
 - o £128,200 over 3 years from Henry Smith to cover Core Costs (started delivery in 23-24)
 - o £120,000 from London Borough of Hillingdon
 - o £15,000 from Heathrow Community Trust for 2023-2024
 - o £28,000 from CNOOC for 2024-2025
 - o £60,000 from City Bridge Foundation for funding 2024-2027
 - o £30,000 from The Fore for 2024-2026
 - o £30,000 from Garfield Weston for 2023-2025
 - o £30,000 from The GLA for 2023-2024
 - o Over £10,000 from community fundraising
- Home-Start Hillingdon is continuing to develop a diverse range of funding sources, but this takes time. As well as increasing the number of charitable grants for projects, we are continuing to build our community-based fundraising that will both raise our profile within the local community and raise unrestricted funds for the delivery of core services. We have secure funding from The Fore for a Community Connections Co-ordinator to develop our community income generation plans.
- Despite considerable increases in the amount of external funding we have secured, without support from statutory sector funding to cover core costs, our essential service is extremely vulnerable.

Home-Start Hillingdon Limited

Trustees' Report

Achievements and performance

- In May, we completed Home-Start UK's Quality Assessment Process and were highly commended in 8 out of 10 areas. We have attached the overview report from the QA process to this report (Appendix 4).
- Several things have followed from this:
 - o Our Operations Manager was asked to share the Safeguarding resources we have created with the network of nearly 200 Home-Starts nationally as our child-centred approach was considered so strong.
 - o We were proud to have been selected by Home-Start UK in recognition of the quality of the service we offer to receive one of a few tickets to the Princess of Wales Carol Service "Together at Christmas." The Princess described having, "invited hundreds of inspiring individuals to the service... who showcase the power of connectedness and community values, allowing us to continue Her Majesty's tradition of recognising and thanking those who have gone above and beyond to support others."
- We held a staff and trustee Strategic Away Day to co-create a strategic plan for the next 3 years. Our new Strategic Plan is attached (Appendix 5) and refines our key objective so the next few years.
- Continued High Quality Service - Home-Start Hillingdon prides itself on the quality of the support we provide. Our families' improved coping scores and the feedback we receive from families and professionals tell the story of the impact and value of our service which families report can be life changing.
- Volunteer support and safeguarding practice: Our high-quality service is dependent on our focus on prioritising volunteer support and robust safeguarding systems
 - o all volunteers and operational staff receive regular one to one supervision (volunteers six weekly and staff every 6-8 weeks.
 - o all receive regular safeguarding training, volunteers receive an initial day, then annual refreshers, staff all have LSCB level 3 Working Together, attend an annual refresher session and then LSCB refreshers every 3 years,
 - o Family support is set up as partnership between the volunteer and the co-ordinator and in addition to regular supervision, volunteers regularly call in to run ideas past staff members - this open dialogue enables focussed support, quick identification and action around safeguarding concerns and enables volunteers to feel supported in the role.
- Continued successful completion of our robust annual internal audit process and our commitment to continual improvements analyses what HSH is doing well and identifies things we may be able to improve.
- Our work to streamline processes has driven down waiting times for service users.
- We have continued to develop our ongoing monitoring systems that allow us to access information about service delivery KPIs in real-time enabling proactive action to address any variation that might occur from our expectations.
- Continued positive relationships in the borough: with Local organisations, participating in Borough-wide strategic Conversations (including seat on the HCYP Transformation Board and the Safeguarding Partnership), increase profile raising activity (including improved Social Media Presence).
- Continued to secure multi-year, external funding that will secure HSH's services in the future.
- We applied to the Cranfield Trust for a consultant who has supported us to update our finance and budgeting systems to enable us to manage our increasingly complicated funding streams more strategically
- Increasing outreach to address has enabled us to mitigate against Pan-London challenges in volunteer recruitment. Despite recruitment challenges, we have managed to get out net-volunteer numbers almost to the maximum current staff levels allow.

Home-Start Hillingdon Limited

Trustees' Report

- Our outreach and research project have enabled us to increase volunteer recruitment from EMG populations and has increased net EMG representation within HSH volunteers.
- Our GLA-Funded research project has gained pan-London attention.
- We successfully won funding for our income generation project from the incredibly competitive funder The Fore who describe their mission as “to turbo-charge exceptional small charities transforming lives and society.”

Financial review

Total income for the year was £267,050 (2023: £204,320) split between unrestricted income of £185,439 (2023: £149,757) and restricted income of £81,611 (2023: £54,563).

The charity's accounts show a surplus of £2,685 (2023: deficit of £19,319) for the year.

The charity continues to implement financial controls commensurate with a charity of its size.

Policy on reserves

The Management Committee has a Reserves Policy which includes details on the charity's approach to reserves and how our target reserves level has been calculated. At 31 March 2024, the charity held £48,707 (2023: £52,223) in a separate bank account for non-budgeted expenditure, including any last-resort need to close-down the Scheme and wind up the company in an organised and debt-free manner. Our reserves balance is under our minimum reserves level that we wish to have. We have a fundraising plan in place to raise additional funds in the year to not just meet our minimum reserves but to eventually reach our ideal target level.

Home-Start Hillingdon Limited

Trustees' Report

Plans for future periods

Continue to secure sustainable funding

Whilst we have come a long way in the last year in diversifying our funding streams, we still have work to do to become financially sustainable in the longer term in line with our Strategic Plan, we aim to:

- Secure a contract with LBH to deliver services from April 2025
- Grow our income from community and corporate sources to around 10% of our annual income through our new Community Connections project,
- Secure additional funding from charitable trusts - where possible, multi-year funding

Secure funding for a 'Dad matters' project

HSH recognises that there is currently a gap in provision helping Dads. We aim to secure funding to bring Home-Start's Dad Matters project to Hillingdon. This project starts work in the antenatal period and provides peer support for dads to prevent and de-escalate mental health issues and build understanding around the importance of creating a strong, secure bond with their baby in the first 1001 days. It also works with other professionals on a way to positively engage Dads in the parenting journey.

Improve our website messaging and the "customer journey"

One of the few areas from our Quality Assessment where we are not currently excelling is around "Brand, Communication, Data and Digital" In the coming year we aim to address this, improving our website and keeping current content, moving to an online referral system, and bringing clarity and simplifying the way potential volunteers can access information and apply.

Celebrating our 25 Anniversary

This year is our 25th anniversary year and we plan to hold an event to celebrate the last 25 year and lay out plans for the future.

Growing Student Placement project

Having established and started delivering our student placement project with one student, in the next year we plan to open it up to additional universities to take on up to 3 Student Social Workers

To gain insight and share knowledge from our Research project

We will complete our research project this year and use the knowledge to increase uptake of volunteering within Ethnic Minority Groups. We will share insight gained within the VCS in Hillingdon, the Home-Start Network and through other strategic who are interested in the findings.

Structure, governance and management

Nature of governing document

The charity is governed by a board of trustees, the Management Committee, who meet at least 6 times a year. At the board meetings, the trustees review progress on the charity's core activities, the latest position on resources and the charity's finances, and review and agree new and revised governance policies and procedures. The board of trustees agree mitigating actions for any risks, as well as reviewing progress against strategic objectives and plans.

The list of trustees during the year ending 31 March 2024 is included on page 1. All trustees become directors of the company once they have completed their formal appointment process.

Home-Start Hillingdon Limited

Trustees' Report

Recruitment and appointment of trustees

The charity is continuing to seek additional trustees to complement the expertise and experience of its Management Committee. All new trustees follow a documented induction/training process which is flexible yet mandatory allowing training to be tailored to their specific needs. The induction includes a review of key governance documentation.

Organisational structure

During 2023-2024, the day-to-day operations of the charity were run by the Scheme Director, Senior Co-ordinator and the Office and Finance Manager.

Relationships with related parties

Members of the charity

Members guarantee to contribute an amount not exceeding £1 to the assets of the charitable company in the event of winding up the company. The total number of such guarantees on 31 March 2024 was 9 (2023: 9).

Major risks and management of those risks

The management committee regularly review risks to which the charity is exposed to and maintain a risk register detailing mitigating actions. Internal control risks are minimised by the implementation of procedures for authorisation of all transactions. Procedures are in place to ensure compliance with health and safety requirements of staff and volunteers.

Disclosure of information to auditor

Each trustee has taken steps that they ought to have taken as a trustee in order to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information. The trustees confirm that there is no relevant information that they know of and of which they know the auditor is unaware.

The annual report was approved by the trustees of the charity on 8/10/24 and signed on its behalf by:



Helen Anastasi
Chairperson and Trustee

Home-Start Hillingdon Limited

Independent Examiner's Report to the trustees of Home-Start Hillingdon Limited ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2024.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the Company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of Sterling Grove Accountants, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of Home-Start Hillingdon Limited as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



.....
Mr Gianni Pietro Amasanti FCCA
Chartered Certified Accountants
Sterling Grove Accountants

2 Regatta Place
Fawley House
Marlow Road
Bourne End
Buckinghamshire
SL8 5TD

Home-Start Hillingdon Limited

Independent Examiner's Report to the trustees of Home-Start Hillingdon Limited ('the Company')

Date:..... 15 November 2024

Home-Start Hillingdon Limited

Statement of Financial Activities for the Year Ended 31 March 2024 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted £	Restricted £	Total 2024 £
Income and Endowments from:				
Charitable activities	3	174,122	81,611	255,733
Other trading activities	4	10,854	-	10,854
Investment income	5	463	-	463
Total Income		<u>185,439</u>	<u>81,611</u>	<u>267,050</u>
Expenditure on:				
Raising funds	6	(1,964)	-	(1,964)
Charitable activities	7	<u>(159,841)</u>	<u>(102,560)</u>	<u>(262,401)</u>
Total Expenditure		<u>(161,805)</u>	<u>(102,560)</u>	<u>(264,365)</u>
Net income/(expenditure)		<u>23,634</u>	<u>(20,949)</u>	<u>2,685</u>
Net movement in funds		23,634	(20,949)	2,685
Reconciliation of funds				
Total funds brought forward		<u>25,073</u>	<u>77,134</u>	<u>102,207</u>
Total funds carried forward	20	<u><u>48,707</u></u>	<u><u>56,185</u></u>	<u><u>104,892</u></u>

The notes on pages 16 to 28 form an integral part of these financial statements.

Home-Start Hillingdon Limited

Statement of Financial Activities for the Year Ended 31 March 2024 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted funds £	Restricted funds £	Total 2023 £
Income and Endowments from:				
Charitable activities	3	145,558	54,563	200,121
Other trading activities	4	4,081	-	4,081
Investment income	5	118	-	118
Total income		<u>149,757</u>	<u>54,563</u>	<u>204,320</u>
Expenditure on:				
Raising funds	6	(678)	-	(678)
Charitable activities	7	<u>(174,287)</u>	<u>(48,674)</u>	<u>(222,961)</u>
Total expenditure		<u>(174,965)</u>	<u>(48,674)</u>	<u>(223,639)</u>
Net (expenditure)/income		<u>(25,208)</u>	<u>5,889</u>	<u>(19,319)</u>
Net movement in funds		(25,208)	5,889	(19,319)
Reconciliation of funds				
Total funds brought forward		<u>50,281</u>	<u>71,245</u>	<u>121,526</u>
Total funds carried forward	20	<u>25,073</u>	<u>77,134</u>	<u>102,207</u>

All of the charity's activities derive from continuing operations during the above two periods.

The notes on pages 16 to 28 form an integral part of these financial statements.

Home-Start Hillingdon Limited
(Registration number: 4612504)
Balance Sheet as at 31 March 2024

	Note	2024 £	2023 £
Fixed assets			
Tangible assets	13	6,164	586
Current assets			
Debtors	14	9,526	944
Cash at bank and in hand	15	92,569	106,414
		102,095	107,358
Creditors: Amounts falling due within one year	16	(3,367)	(5,737)
Net current assets		98,728	101,621
Net assets		104,892	102,207
Funds of the charity:			
Restricted income funds			
Restricted funds		56,185	77,134
Unrestricted income funds			
Unrestricted funds		48,707	25,073
Total funds	20	104,892	102,207

For the financial year ending 31 March 2024 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the charity to obtain an audit of its accounts for the year in question in accordance with section 476; and
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

The financial statements on pages 13 to 28 were approved by the trustees, and authorised for issue on ~~8/10/24~~ and signed on their behalf by:



Helen Anastasi
Chairperson and trustee

The notes on pages 16 to 28 form an integral part of these financial statements.

Home-Start Hillingdon Limited

Notes to the Financial Statements for the Year Ended 31 March 2024

1 Charity status

The charitable company is limited by guarantee, incorporated in the UK, and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £21 towards the assets of the charity in the event of liquidation.

The address of its registered office is:

306 Long Lane
Hillingdon
Middlesex
UB10 9PE

The principal place of business is:

306 Long Lane
Hillingdon
Middlesex
UB10 9PE

[Authorised for issue date](#)

2 Accounting policies

Summary of significant accounting policies and key accounting estimates

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

Statement of compliance

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)) (issued in October 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Basis of preparation

Home-Start Hillingdon Limited meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

Income and endowments

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of the income receivable can be measured reliably.

Home-Start Hillingdon Limited

Notes to the Financial Statements for the Year Ended 31 March 2024

Donated services and facilities

Where services or facilities are provided to the charity as a donation that would normally be purchased from our suppliers, this benefit is included in the financial statements at its fair value unless its fair value cannot be reliably measured, then at the cost to the donor or the resale value of goods that are to be sold.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Raising funds

These are costs incurred in attracting voluntary income, the management of investments and those incurred in trading activities that raise funds.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Support costs

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, for example, allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

Governance costs

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustees meetings and reimbursed expenses.

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Tangible fixed assets

Individual fixed assets costing £100.00 or more are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Home-Start Hillingdon Limited

Notes to the Financial Statements for the Year Ended 31 March 2024

Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
Plant and machinery including motor vehicles	25% reducing balance basis
Fixtures, fittings and equipment	25% reducing balance basis

Trade debtors

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Borrowings

Interest-bearing borrowings are initially recorded at fair value, net of transaction costs. Interest-bearing borrowings are subsequently carried at amortised cost, with the difference between the proceeds, net of transaction costs, and the amount due on redemption being recognised as a charge to the Statement of Financial Activities over the period of the relevant borrowing.

Interest expense is recognised on the basis of the effective interest method and is included in interest payable and similar charges.

Borrowings are classified as current liabilities unless the charity has an unconditional right to defer settlement of the liability for at least twelve months after the reporting date.

Home-Start Hillingdon Limited

Notes to the Financial Statements for the Year Ended 31 March 2024

Foreign exchange

Transactions in foreign currencies are recorded at the rate of exchange at the date of the transaction. Monetary assets and liabilities denominated in foreign currencies at the balance sheet date are reported at the rates of exchange prevailing at that date.

The results of overseas operations are translated at the average rates of exchange during the period and their balance sheets at the rates ruling at the balance sheet date. Exchange differences arising on translation of the opening net assets and results of overseas operations are reported in other comprehensive income and accumulated in equity (attributed to non-controlling interests as appropriate).

Other exchange differences are recognised in the Statement of Financial Activities in the period in which they arise except for:

- 1) exchange differences on transactions entered into to hedge certain foreign currency risks (see above);
- 2) exchange differences arising on gains or losses on non-monetary items which are recognised in other comprehensive income; and
- 3) in the case of the consolidated financial statements, exchange differences on monetary items receivable from or payable to a foreign operation for which settlement is neither planned nor likely to occur (therefore forming part of the net investment in the foreign operation), which are recognised in other comprehensive income and reported under equity.

Fund structure

Unrestricted income funds are general funds that are available for use at the trustees discretion in furtherance of the objectives of the charity.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

Pensions and other post retirement obligations

The charity operates a defined benefit pension scheme. Typically defined benefit plans define an amount of pension benefit that an employee will receive on retirement, usually dependent on one or more factors such as age, years of service and compensation.

The liability recognised in the Balance Sheet in respect of defined benefit pension plans is the present value of the defined benefit obligation at the reporting date minus the fair value of plan assets. The defined benefit obligation is measured using the projected unit credit method. The present value of the defined benefit obligation is determined by discounting the estimated future payments by reference to market yields at the reporting date on high-quality corporate bonds that are denominated in the currency in which the benefits will be paid, and that have terms to maturity approximating to the terms of the related pension liability.

Actuarial gains and losses are charged or credited to other comprehensive income in the period in which they arise.

Home-Start Hillingdon Limited

Notes to the Financial Statements for the Year Ended 31 March 2024

Financial instruments

3 Income from charitable activities

	Unrestricted funds General £	Restricted funds £	Total 2024 £	Total 2023 £
Charitable activities	<u>174,122</u>	<u>81,611</u>	<u>255,733</u>	<u>200,121</u>

4 Income from other trading activities

	Unrestricted funds General £	Total funds £	Total 2023 £
Local fundraising and street collection income	9,904	9,904	4,081
Other income from other trading activities	<u>950</u>	<u>950</u>	<u>-</u>
	<u>10,854</u>	<u>10,854</u>	<u>4,081</u>

5 Investment income

	Unrestricted funds General £	Total 2024 £	Total 2023 £
Interest receivable and similar income; Interest receivable on bank deposits	<u>463</u>	<u>463</u>	<u>118</u>

6 Expenditure on raising funds

a) Costs of trading activities

Note	Unrestricted funds General £	Total 2024 £	Total 2023 £
Fundraising trading costs;			
Fundraising	<u>1,964</u>	<u>1,964</u>	<u>678</u>
	<u>1,964</u>	<u>1,964</u>	<u>678</u>

Home-Start Hillingdon Limited

Notes to the Financial Statements for the Year Ended 31 March 2024

7 Expenditure on charitable activities

	Note	Unrestricted		Total 2024 £	Total 2023 £
		General £	Restricted £		
Other direct costs					
Charitable activities		25,032	564	25,596	23,868
Staff costs		63,814	101,996	165,810	133,455
Allocated support costs	8	67,090	-	67,090	62,038
Governance costs	8	3,905	-	3,905	3,600
		<u>159,841</u>	<u>102,560</u>	<u>262,401</u>	<u>222,961</u>

8 Analysis of governance and support costs

Support costs

	Unrestricted		Total 2024 £	Total 2023 £
	General £			
Wages and salaries	47,797		47,797	46,110
Volunteer expenses	2,407		2,407	2,347
Legal & professional fees	15,768		15,768	13,386
Depreciation	1,118		1,118	195
	<u>67,090</u>		<u>67,090</u>	<u>62,038</u>

Home-Start Hillingdon Limited

Notes to the Financial Statements for the Year Ended 31 March 2024

Governance costs

	Unrestricted General £	Total 2024 £	Total 2023 £
Independent examiner fees			
Examination of the financial statements	2,700	2,700	2,520
Legal fees	<u>1,205</u>	<u>1,205</u>	<u>1,080</u>
	<u><u>3,905</u></u>	<u><u>3,905</u></u>	<u><u>3,600</u></u>

9 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

No trustees have received any reimbursed expenses or any other benefits from the charity during the year.

10 Staff costs

The aggregate payroll costs were as follows:

	2024 £	2023 £
Staff costs during the year were:		
Wages and salaries	187,858	167,400
Pension costs	<u>25,749</u>	<u>12,165</u>
	<u><u>213,607</u></u>	<u><u>179,565</u></u>

The monthly average number of persons (including senior management / leadership team) employed by the charity during the year expressed as full time equivalents was as follows:

	2024 No	2023 No
Number of Employeess	<u><u>6</u></u>	<u><u>6</u></u>

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

Home-Start Hillingdon Limited

Notes to the Financial Statements for the Year Ended 31 March 2024

11 Independent examiner's remuneration

	2024 £	2023 £
Examination of the financial statements	<u>2,700</u>	<u>2,520</u>

12 Taxation

The charity is a registered charity and is therefore exempt from taxation.

13 Tangible fixed assets

	Furniture and equipment £	Total £
Cost		
At 1 April 2023	25,760	25,760
Additions	<u>6,696</u>	<u>6,696</u>
At 31 March 2024	<u>32,456</u>	<u>32,456</u>
Depreciation		
At 1 April 2023	25,174	25,174
Charge for the year	<u>1,118</u>	<u>1,118</u>
At 31 March 2024	<u>26,292</u>	<u>26,292</u>
Net book value		
At 31 March 2024	<u>6,164</u>	<u>6,164</u>
At 31 March 2023	<u>586</u>	<u>586</u>

14 Debtors

	2024 £	2023 £
Trade debtors	9,281	-
Prepayments	<u>245</u>	<u>944</u>
	<u>9,526</u>	<u>944</u>

Home-Start Hillingdon Limited

Notes to the Financial Statements for the Year Ended 31 March 2024

15 Cash and cash equivalents

	2024 £	2023 £
Cash on hand	52	52
Cash at bank	92,517	106,362
	<u>92,569</u>	<u>106,414</u>

16 Creditors: amounts falling due within one year

	2024 £	2023 £
Accruals	3,367	5,737

17 Obligations under leases and hire purchase contracts

Operating lease commitments

Total future minimum lease payments under non-cancellable operating leases are as follows:

	2024 £	2023 £
Land and buildings		
Within one year	8,698	8,698
Between one and five years	14,860	23,558
	<u>23,558</u>	<u>32,256</u>

18 Pension and other schemes

Defined contribution pension scheme

The charity operates a defined contribution pension scheme. The pension cost charge for the year represents contributions payable by the charity to the scheme and amounted to £12,165 (2023 - £11,497).

There were no outstanding or prepaid contributions at either the beginning or end of the financial year.

Home-Start Hillingdon Limited

Notes to the Financial Statements for the Year Ended 31 March 2024

19 Contingent liabilities

Home-Start Hillingdon Limited participates in The Pensions Trust's Growth Plan (the Plan). The Plan is funded and is not contracted-out of the State scheme. The Plan is a multi-employer pension plan. The charity participated in Series 3 of the Plan up to its closure on 30th September 2013, when it was replaced by Series 4, a defined contribution money-purchase pension scheme, to which current contributions are made.

Following a change in legislation in September 2005 there is a potential debt on the employer that could be levied by the Trustee of the Plan and The Pensions Act 2011 has more recently altered the definition of Series 3 of the Growth Plan so that a liability arises to employers from membership of any Series except Series 4. The debt is due in the event of the employer ceasing to participate in the Plan or the Plan winding up.

The debt for the Plan as a whole is calculated by comparing the liabilities for the Plan (calculated on a buy-out basis i.e. the cost of securing benefits by purchasing annuity policies from an insurer, plus an allowance for expenses) with the assets of the Plan. If the liabilities exceed assets there is a buy-out debt.

The leaving employer's share of the buy-out debt is the proportion of the Plan's liability attributable to employment with the leaving employer compared to the total amount of the Plan's liabilities (relating to employment with all the currently participating employers). The leaving employer's debt therefore includes a share of any 'orphan' liabilities in respect of previously participating employers. The amount of the debt therefore depends on many factors including total Plan liabilities, Plan investment performance, the liabilities in respect of current and former employees of the employer, financial conditions at the time of the cessation event and the insurance buy-out market. Therefore, the amounts of debt can be volatile over time.

When an employer withdraws from a multi-employer defined benefit pension scheme which is in deficit, the employer is required by law to pay its share of the deficit, calculated on a statutory basis (known as the buy-out basis). Due to a change in the definition of money purchase contained in the Pensions Act 2011 the calculation basis that applies to the Growth Plan will be amended to include Series 3 liabilities in the calculation of an employer's debt on withdrawal.

The Growth Plan is a "last man standing" multi-employer scheme. This means that if a withdrawing employer is unable to pay its debt on withdrawal the liability is shared amongst the remaining employers. The participating employers are therefore, jointly and severally liable for the deficit in the Growth Plan.

The charity has been notified by The Pensions Trust of the estimated employer debt on withdrawal from the Plan based on the financial position of the Plan as at 30 September 2023. As of this date the estimated employer debt for the charity was £6,071.

It is not currently anticipated that the charity will leave the pension scheme and therefore the withdrawal liability is not expected to crystallise in the foreseeable future.

Home-Start Hillingdon Limited

Notes to the Financial Statements for the Year Ended 31 March 2024

20 Funds

	Balance at 1 April 2023 £	Incoming resources £	Resources expended £	Balance at 31 March 2024 £
Unrestricted funds				
<i>General</i>				
Core	25,073	185,439	(161,805)	48,707
Restricted funds				
HCT funding for PMH & FSW	24,123	-	(24,123)	-
HSL & CNWL PMH Project	26,011	-	(26,011)	-
CNOOC - PMH Project	27,000	28,000	(34,119)	20,881
Heathrow Com - FSW	-	13,500	(10,715)	2,785
Civil Society Roots	-	20,111	(7,580)	12,531
The Fore	-	20,000	(12)	19,988
	<u>77,134</u>	<u>81,611</u>	<u>(102,560)</u>	<u>56,185</u>
Total funds	<u>102,207</u>	<u>267,050</u>	<u>(264,365)</u>	<u>104,892</u>
	Balance at 1 April 2022 £	Incoming resources £	Resources expended £	Balance at 31 March 2023 £
Unrestricted funds				
<i>General</i>				
Core	50,281	149,757	(174,965)	25,073
Restricted funds				
HCT funding for PMH & FSW	59,413	-	(35,290)	24,123
HSL & CNWL PMH Project	11,832	27,563	(13,384)	26,011
CNOOC - PMH Project	-	27,000	-	27,000
	<u>71,245</u>	<u>54,563</u>	<u>(48,674)</u>	<u>77,134</u>
Total funds	<u>121,526</u>	<u>204,320</u>	<u>(223,639)</u>	<u>102,207</u>

Home-Start Hillingdon Limited

Notes to the Financial Statements for the Year Ended 31 March 2024

The specific purposes for which the funds are to be applied are as follows:

Core Funds - This fund relates to the main service which is training volunteers to support families in Hillingdon who are experiencing some form of crisis. The Core Service covers the costs of the core staff salaries (inc NI and Pensions) and the main costs of the charity e.g. rent and service charges for accommodation, cost of recruiting and training volunteers, staff training and expenses, volunteer travel expenses, professional fees – insurance, accountant fees, annual fee to Home-Start UK, etc.

Hillingdon Community Trust – This fund is to employ a co-ordinator with responsibility for extending Home-Start Hillingdon's work by establishing a new programme focused on supporting women with, or at risk of, mental health problems during the perinatal period in the Hillingdon Community Trust area.

Home-Start London and CNWL partnership - This fund is to deliver an NHS funded Perinatal Mental Health Peer Support Model Pilot between August 2020 and January 2022.

CNOOC PMH Project - This funding enables us to use our existing expertise in Perinatal Mental Health (PNMH) to reach more families by recruiting, training and managing 10 additional volunteers to provide up to 6 months peer support to an additional 16 families a year dealing with or at risk of PNMH challenges.

Heathrow Community Trust - This funding is to employ Family Support Worker support to 15 vulnerable families with at least 1 child under 5 who have complex needs and face barriers to coping well with parenting. These may include isolation, mental health challenges and difficulties accessing community resources.

Civil Society Roots - This funding is to cover the salary of a Community Engagement Coordinator, to design and deliver focus groups that identify motivations for and barriers to volunteering, analyse the data, and design effective strategies to target and enable mothers from EMGs to participate in next year's HSH volunteer recruitment.

The Fore - This funding is to recruit and establish the role of a Community and Corporate Fundraising Coordinator. This role would allow HSH the opportunity to diversify funding streams to enable organisational sustainability.

21 Analysis of net assets between funds

	Unrestricted funds General £	Restricted funds £	Total funds at 31 March 2024 £
Tangible fixed assets	6,164	-	6,164
Current assets	45,910	56,185	102,095
Current liabilities	(3,367)	-	(3,367)
Total net assets	48,707	56,185	104,892

Home-Start Hillingdon Limited

Notes to the Financial Statements for the Year Ended 31 March 2024

	Unrestricted funds General £	Restricted funds £	Total funds at 31 March 2023 £
Tangible fixed assets	586	-	586
Current assets	30,224	77,134	107,358
Current liabilities	(5,737)	-	(5,737)
Total net assets	<u>25,073</u>	<u>77,134</u>	<u>102,207</u>

22 Related party transactions

There were no related party transactions in the year.