



Annual Report & Financial Statements

31st March 2024



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Charity Number 1104960

Company Number 05165417

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	Jenisan Kulendiran	Treasurer
	Michele Rivers	
	Kathy Pelc	
	Louisa Asgill	
	Paul McCarthy	
	Camiya Chacko	
	Karen Mason	

Company Secretary Alberta Atkinson

Scheme Manager Alberta Atkinson

Independent Examiner

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Advisors	Shona Newmark	Employment Law Advisor
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Personnel Sub-Group – Janet Mountford – Chair

Louisa Asgill
Fran Boto
Jenisan Kulendiran
Paul McCarthy
Michele Rivers

Forward Planning Group - Fran Boto – Chair

Louisa Asgill
Jenisan Kulendiran
Paul McCarthy
Michele Rivers
Karen Mason
Alberta Atkinson

Fundraising Sub Group – Paul McCarthy - Chair

Michele Rivers
Camiya Chacko
Karen Mason
Alberta Atkinson
Emma Clements (member)
Sue Holley – Volunteer
Charlotte Donovan

Chair's Report April 2023- March 2024

This has been yet another extraordinary and busy year in the life of Home-Start Sutton. As I write this, we are approaching our 40th anniversary in August, a mark of both resilience and tenacity and a true cause for celebration.

Change continues to be something with which to both grapple and embrace. In August our CEO Daniel left for new horizons and we are grateful for his hard work in helping to secure our National Lottery funding. At the same time, we were joined by Alberta as CEO who brought with her experience of both working in the charity sector and on commissioning, including working for Together in Sutton. She provides us with valuable fresh insights and energy. We are enjoying her passion for making Home-Start Sutton a standout presence in the borough, able to flex as needs require. We should not underestimate the impact of so much change on a very stable and now quite long-standing staff team and the Trustees are grateful that the staff keep on going with commitment to their families and are keen to see them contribute to our adaption to an ever-changing landscape. The staff/trustees/volunteer away day, April 2024, was something we have not had for a long time and shows an appetite for co-production and looking forward.

At the AGM in November 2023, we said our final goodbye to Janet Mountford, ex chair of 10 years, who remained on the board for one more year to share her experience. We are sad to say goodbye to Louisa Asgill who has had to stand down due to personal commitments and we hope to have her back one day when she has more capacity as we miss her legal brain and attention to detail!

We were delighted to welcome Andrea Buckley on to our board of trustees who talked at the AGM of how she was helped by her volunteer and our organization when she was experiencing difficulties when her son was very young. It is a privilege to have her insights and experience to help us make our decisions on the Board. We are also feeling very fortunate to have recruited new trustees with both a wealth of experience in the public service and finance sectors. Of course, we also extend a big thank you to existing trustees for their long-standing commitment to attending meetings, reading paperwork and taking responsibility for the areas which we have agreed together play to their strengths and interests. Being treasurer of a charity always bears a particularly weighty responsibility, and we are grateful to Jenisan for his continued commitment. We are also grateful for the Fundraising Committee which consists of staff, trustees, volunteers and members.

Capacity and sustainability are always on our minds in Home-Start Sutton. We were sorry to see Emma Clements, Volunteer Recruitment Coordinator leave in May 2023 and the gap she left was palpable. Only recently have we had the guarantee that we can apply for a similar post but as yet only on a very short-term contract. This post is crucial to our organization and the capacity for other staff is really stretched without it.

Whilst we were delighted to be awarded National Lottery Funding which started in September 2023 and then South West London NHS funding at the beginning of 2024, we continue to rely every third month on our reserves which is not a sustainable option. We have some smaller contracts with the London Borough of Sutton – small in terms of monetary value but not impact! We would dearly love to work with the Borough in a much more visionary way as strategic partners looking for and responding to need. We believe we have the experience, know-how and the relational aspect to our work which is the key factor.

Our volunteer network is really our unique strength so thank you to all the volunteers reading this. This combined community capital is hard to put into pounds and pence, but we are certainly going to try to do this by gaining a place at free workshops by Pro bono Economics! This year we have ensured that we have much more presence ‘at the table’ in all kinds of networks in Sutton and have made a concerted effort to improve our data collection and analysis, recognising that this is key to both detecting trends and proving our impact.

At this point in my report last year, I looked back at what Home-Start Sutton is really all about despite the uncertainties which can cause those odd worries in the middle of the night! A perfect example comes to mind. I was in the office working on some fundraising ideas for our 40th celebration when there was a bit of a rumpus at the door. A mum who actually used our services years ago was in extreme distress due to something which had occurred with her daughter. Staff dealt with the whole situation calmly, empathetically and with no judgement. They realized that there were safeguarding implications, and they dealt with this in absolutely the right way with no emotional responses clouding their judgement. They were able to do this because of the trust working with this family had engendered. I was proud! We have a responsive service which our community recognizes, a wealth of experience and the ability to ‘think on our feet’. As usual I have attended a few fetes, fundraising events where inevitably you will come across a family who will say things like the following. Our auditor from Home-Start UK was told this on his visit:

Home-Start has changed my life. I cannot thank everyone enough for the support and love. It's like one big family.

We are not perfect! We have steps to fulfil in our audit to make sure we are fully 'signed off' but they are all doable and relate to showing clearly that we are compliant, as in crossing the t's and dotting the i's. Our 40th year is a time to take just a little time to celebrate the past and give thanks to all the people who have supported us but it is also time to look to the future. We still have the unfinished business of setting up some kind of sustainable support for dads in the borough and in launching a response to national research on poor perinatal experience for parents and in particular mothers from black and ethnic minority groups. Onwards and upwards.

My heartfelt thanks go to all staff and volunteers, all members, donors, organizations who take us under their wing and offer support, and all families present and past as we continue on this incredible journey.

Fran Boto Chair-person

The Trustees are pleased to present the report and financial statements of Home-Start Sutton for the year ended 31st March 2024. The report explains the activities of the charity that have made a significant contribution to the charity's purpose and provide public benefit.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

Home-Start Sutton was incorporated by guarantee on 29th June 2004. It has no share capital and is a registered charity. In the event of the company being wound up the guarantee of each member is limited to £1. The governing document is the Memorandum and Articles of Association of the company and members of the Board of Trustees are the directors of the company. The reference and administrative details of the charity are set out on page 2.

Appointment of Trustees

Under the Memorandum and Articles of Association the Trustees are elected at the Annual General Meeting. The Trustees appoint the officers of the charity (Chair, Vice-Chair, Treasurer and Secretary). The Trustees may subsequently co-opt any person duly qualified to be a Trustee and that person will hold office until the next Annual General Meeting.

Officers and Trustees are elected to serve for a period of three years after which they must retire and can offer themselves for re-election at the next Annual General Meeting. All Trustees must be members of Home-Start Sutton.

The full complement of the Board of Trustees is 10 people. Whilst it is the charity's goal to maintain a full complement of Trustees, vacancies can exist as the charity endeavours to find suitable candidates. Trustees are sought in a variety of ways, including recommendations from existing Trustees, staff and supporters. When seeking new Trustees, the Board carefully considers the skills and knowledge needed to support the on-going development of the charity and to that end seeks people with relevant experience and expertise. Potential Trustees are scrutinised by two officers of the charity and are subject to interview.

Trustee Induction and Training

New Trustees undertake an induction programme with the Manager of the charity. This programme explains their duties and responsibilities as a Trustee and includes a tour of the office and an overview of the operations of the charity. Each year the Trustees, along with all the staff

and volunteers undertake mandatory Safeguarding Training. On-going training is available to the Trustees through the Home-Start UK national organisation, Community Action Sutton and appropriate ad-hoc training courses as identified by the charity or individual trustees.

Trustee Responsibilities

The Trustees (who are also directors of Home-Start Sutton for the purposes of company law) are responsible for preparing the Trustee Annual Report and Financial Statements in accordance with applicable law and United Kingdom generally accepted accounting practice (UKGAAP).

Company law requires that the Trustees prepare financial statements for each financial year that give a true and fair view of the state of affairs of the charitable company and of its incoming resources and application of resources, including income and expenditure, for that period. In preparing these financial statements, the Board of Trustees are required to: -

- select suitable accounting policies and 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; and
- prepare the financial statements on the going concern basis unless there is a reasonable expectation that the charity will be unable to continue in operation.

The Board of Trustees is responsible for keeping proper accounting records. These must 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 company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Company law also requires that the Board of Trustees pay due regard to the public benefit guidance published by the Charity Commission and have a duty to achieve the purposes of the charitable company. In setting the charity's objectives, planning its activities and reviewing all proposed activities, the Trustees have given careful consideration to the Charity Commission's general guidance on public benefit. The Trustees review and approve the annual budget and periodically review the financial performance and reports of the company to ensure that it is operating in a manner consistent with achieving its purposes. In addition, the Trustees are of the opinion that the policies and procedures in place are sufficiently robust to ensure that the company achieves its purpose.

A scheme of delegation is in place and day-to-day responsibility for the running of the charity lies with the Scheme CEO, Alberta Atkinson. As such, she is responsible for operating within the framework of the policies, forward planning and budgets to ensure the charity delivers the services specified and achieve its key performance indicators. In addition, the CEO is responsible for individual supervision of the staff team and ensuring that both the staff and the scheme volunteers continue to develop their skills and working procedures consistent with best practice. In turn the CEO of the charity is subject to bi-annual performance review with the charity's Chair.

Trustee Meetings

Full Board of Trustees meetings are held six times per year to review and agree major areas of policy and business activity and to oversee the operational performance of the charity. Key Performance Indicators, Treasurer's Report and Risk Assessment are reviewed at every meeting and staff members attend the meetings on a rota basis to give the Trustees an update on the recent achievements and activities in their area.

In addition to the Trustee meetings, there are regular meetings of the Fundraising subgroup and Personnel and Forward Planning Group. This group is charged with the development of long-term strategy for Home-Start Sutton and the management and support of the staff and personnel resources. Given the recent precarious funding situation, the group has continued to meet regularly to determine short-term resources and planning services and staffing resources accordingly. This group currently comprises the chair, Fran Boto, Louisa Asgill, Jenisan Kulendiran, Paul McCarthy and Michele Rivers.

Related Parties

Whilst Home-Start Sutton is an independent charitable company it is affiliated to Home-Start UK, the national umbrella organisation for UK Home-Start schemes. Consequently Home-Start Sutton has signed up to a national Home-Start agreement and works to the national organisation's standards and methods of practice. These standards commit the company to regular reviews of its operating procedures and subject the company to periodic audit reviews by the national organisation to ensure that the charity is conforming to the national procedures. Additionally, as an affiliated scheme Home-Start Sutton benefits from the umbrella organisation's expertise and advice as regards new legislation, regulations and internal control procedures and Home-Start Sutton Trustees, staff and volunteers are able to take advantage of the comprehensive range of training courses run by the national organisation. In addition, we are a member of Home-Start London which also gives us access to advice, networking and possible funding opportunities.

Risk Assessment

The Board of Trustees has reviewed the major risks to which Home-Start Sutton is exposed and is satisfied that systems have been, or are being established, to manage these risks.

The charity continues to review its procedures and policies to ensure that they are consistent with those best practices identified and documented by Home-Start UK, the national organisation. In addition, it continues its focus on the following items:

Risks to Future Funding: The funding situation for Home Start-Sutton remains of longer-term concern. The scheme needs to continue to concentrate efforts on securing sustainable funding streams. There are limited independent funding bodies supporting Home-Start activities. The current availability of funds to manage our core service is still a challenge as funders and trusts often have their own priorities whilst, the demand for funding to meet the needs of the families we support is exacerbated by the cost-of living crisis and an increase in demands across the sector.

The charity is therefore ever more mindful of the need to diversify funding streams and sources to minimise risk to overall operations.

Home-Start Sutton continues to work closely with the London Borough of Sutton (Children's Services, Public Health, Health Services and Primary Care Networks) and to target grant making trusts.

The charity continues to work with Home-Start London, a consortium of 16 London Home-Start schemes, together supporting approximately 6,500 families and 9,500 children every year. Over the year there has been a focus on the potential for London-wide funding opportunities.

The charity continues to actively seek corporate sponsorship and hold various sponsorship, sales and fundraising events locally to bring in sufficient monies to fund activities.

Checks and Controls for our main risks include:

1. **Disclosure and Barring Checks:** Trustees, staff and volunteers are subject to enhanced Disclosure and Barring checks in line with Home-Start UK policies.
2. **Staff and Volunteer Training:** Ensuring that all staff and volunteers are properly trained, supported, supervised and motivated as they carry out their work for the charity.
3. **Internal Controls:** Ensuring that internal control risks are minimised by following procedures that require all transactions to be correctly authorised and recorded in the accounts of the charity.
4. **Home Start UK Quality Assurance Accreditation:** Ensuring we maintain high quality practices, systems and procedures. We continue to demonstrate compliance with the requirements in the Home-Start Agreement and Handbook.
5. **Safeguarding:** Ensuring that proper procedure and controls are in place to be able to identify and action instances of alleged or suspected abuse that come to the attention of Home-Start Sutton. Staff and trustees access local multi-disciplinary training and refreshers as well as Home-Start UK safeguarding training in line with policy guidelines. A key element of the procedures is the on-going biennial training of all Trustees, staff and volunteers in the Safeguarding and Protection of Children.
6. **Code of Conduct:** Signed annually by all trustees, staff (including agency staff), volunteers, students and those working pro-bono for the charity. This extends to self-employed contractors or associates/consultants too. It ensures that we are all aware of our responsibilities and expectations in supporting families and children. It is introduced to new trustees, staff and volunteers as part of their induction and indicates that we fully understand and are committed to Home-Start's Policy and procedures for Safeguarding and Protecting Children.
7. **Legal Costs Cover:** Ensuring the maintenance of adequate insurance cover for the scheme to provide cover for employees, Trustees and volunteers carrying out work for and on behalf of Home-Start; this includes any claim resulting from alleged or actual abuse.

- 8. Accommodation:** There remains the risk that were the charity to have to move offices it would have to pay a more expensive market level rent. This is not considered imminently likely whilst the charity is seen as providing valuable family support to Sutton residents. The charity remains open to conversations with other local organisations and networks regarding co-location, dependent on favourable financial and operational considerations.

Membership

Membership is open to all who support the objects of the charitable company. As of 31st March 2024, there was 53 such members.

Valuing Volunteers and Benefit in Kind

During the year Home-Start Sutton worked with 84 volunteers. This included home visiting volunteers, office volunteers, group volunteers and peer advocates.

84 volunteers (2023 – 99 volunteers) Home visiting volunteer each giving between 2 to 3 hours weekly, office and group volunteers each giving around 4 hours a week. All volunteers working an average of 3.5 hours a week for 46 weeks and using standard pay rates for similar grades of staff of £15.00 per hour, the value of the benefit in kind applicable to the charitable activity was as follows: -

	2024	2023
Charitable activity - "Supporting parents with children"	£ 202,860	£240,295

MISSION, OBJECTIVES AND ACTIVITIES

The Trustees have referred to the guidance in the Charity Commission's general guidance on public benefit and complied with section 17(5) of the 2011 Charities Act when reviewing the charity's aims and objectives and in planning its future activities. In particular the Trustees consider how planned activities will contribute to the aims and objectives they have set, specifically taking into account the perceived needs in London Borough of Sutton and of the support services being supported and funded by individuals, grant bodies and the local authority.

Mission

Home-Start Sutton provides practical and emotional support to vulnerable families with children under five, living in the London Borough of Sutton, actively enabling parents to give "the best start" to their children.

Objectives

In the year under review the main charitable objectives of Home-Start Sutton for the public benefit are to: -

- safeguard, protect and preserve the mental and physical health of children and parents of young children;
- Be a part of the team to help minimise and detect promptly the cruelty and maltreatment of children;
- relieve sickness, poverty and need amongst children and parents of young children;
- promote the education of the public in better standards of childcare within Sutton and its environs; and
- undertake or participate in child and parent related activities that support the viability of the company and enhance the delivery of the existing services around Sutton.

In order to achieve this Home-Start Sutton needs to: -

- recruit, train and manage suitable volunteers to allow one-to-one support to families in their own home or in the community;
- have sufficient resources to fund the service and achieve the scheme objectives;
- offer a quality service that is valued by both parents and funding bodies;
- employ, train and motivate staff so as to provide the target services;
- be able to recruit Trustees with the relevant skills to manage the charity in its achievement of its long-term objectives;
- ensure that the expertise and knowledge within Home-Start Sutton is leveraged to its maximum potential with central and local organisations working in Sutton; and
- ensure that all staff, volunteers and Trustees are regularly trained in and fully conversant with latest safeguarding regulations and procedures.

Activities:-

Our delivered core charitable activities were:

1. **Supporting parents with children**, Home-Start Sutton seeks to increase the confidence and independence of the family through the provision of a home-visiting service and appropriate family support groups and training. The support is targeted at families who have at least one child or children under the age of five and are resident in the London Borough of Sutton.

The support was given by a core of 8 part-time staff, 1 Creche worker, 2 sessional Play Workers and supported by a network of 84 volunteers who work to the following standards and methods of practice by: -

- visiting families in their own homes where the dignity and identity of each individual can be respected and protected;
- reassuring parents that difficulties in bringing up children are not unusual and encourage enjoyment of family life;
- developing a relationship with the family in which time can be shared and understanding can be developed; the approach is flexible to take account of different needs of individual families;

- offering support, friendship and practical assistance;
 - encouraging the parents' strengths and emotional well-being for the ultimate benefit of their own children; and
 - encouraging families to widen their network of relationships and to use effectively the support and services available within the community.
2. **Connecting Families** – The National Lottery funding until 2027 enables Home-Start Sutton to continue our core service with a primary focus of reducing isolation in families with young children. The funding has enabled the staff to run:
- 2.1 Two Family Groups** providing weekly groups to support isolated families. A general family support group for parents and under 5's and the second group is **Tea and Tots**, focussing on mums and babies under 2 years.
- 2.2 Perinatal Support -Bringing Mums Together**, alongside Sutton Mental Health Foundation. The sessions were aimed at isolated mums who have mild to moderate mental ill-health.
3. **London Borough of Sutton Funded projects-** Sutton Children's Services and Public Health commissioned Home-Start Sutton to provide support for families to improve family resilience as part of an Early Help support package. These projects include:
- 3.1 Parenting Support and Circle of Security Parenting Course-** The service provides volunteer peer befriending and mentoring support to local families, emotional and practical support to parents, and deliver COSP parenting programmes. This support has enabled parents to develop confidence in their parenting skills, strengthen their relationships with their children, and widen their links with the local community. Working in partnership with Sutton Children's Centre supports our referral pathway and ensures families can promptly access the service. Funding for this service is on an annual contract.
- 3.2 Sutton Parent2Parent Independent Advocacy Service** -Offers support to parents who are going through the child protection process or facing a Child in Need Conference. The support is intensive over 2 to 3 meetings, provided by peer advocates who have experience of the child protection process. The service achieves a great deal in facilitating and enabling parental engagement in the child protection process, bridging the gap between the statutory services and the family for the ultimate benefit and well-being of the children/young people. Direct feedback from parents, social workers and conference chairs has been extremely positive. The LBS values the service but will be unable to continue funding to beyond March 2025 due to budget pressures. The decommissioning process will start in 2024 with the hope that Children's Services and Chairs will providing support to vulnerable families going forward.
- 3.3 The Pod** temporary accommodation project providing a **weekly** drop-in one-stop-shop for parents with children under 5's living in temporary/emergency accommodation, at the Dolphin, Sutton on every Friday in term time. Staff and partners provide information, someone to talk to and 1:1 support to families who attend the drop-in whilst a qualified Playworker provides much needed play for the children. The sessions are supported by the Welfare Reform Team, Social Prescribing, Encompass and health colleagues.

4. **Transform Partnership- Nurturing Parent**–We are part of a partnership to provide a comprehensive domestic abuse service in Sutton. We are contracted to deliver two 11-week courses for parents and their children under 5 impacted by domestic abuse and to attend the One Stop Shop- a drop in advice and support service for people who have/are experiencing DV. This work aims to provide nurturing input for parents focussed on addressing their own and their children’s emotional needs and direct support to the children through 1:1 and group play. Unfortunately, we will not continue in the partnership beyond October 2024 as the service is being recommissioned with a much lower budget.
5. **Moving on Together** a joint project with PlaywWise, offering a comprehensive post-diagnosis service to families with a child who have just received a diagnosis of additional needs. Home-Start provide training and support to parents with lived experience of having a child with an additional need who then provide 6 months of home-based 1:1 support to parents referred.
6. Additional **activities** include: Food and Essential Cupboard- from donations from local churches and community groups we provide help with food, toiletries and essential goods for families in need as well as support to access grants for household items.
7. **Trips and Events**- We organised Summer outings to places such as to Bocketts Farm, trampolining and picnics for our families and a Christmas Party with Santa and gifts for all the children donated by local organisations.

ACHIEVEMENTS AND PERFORMANCE

Key achievements of Home-Start Sutton in the delivery of its charitable activities in 2023/24 for the public benefit are recorded in the Chair’s report.

ANNUAL INFORMATION OUTCOMES UPDATE 2022/2023

We supported **190 families** through the core services and **86** through advocacy. There were **344 children** in supported families.

This year we again have created a Social Impact Report to illustrate our outcomes. Please refer to this document for key outcomes information.

Ethnic Origin of Families and Volunteers

Ethnic Origin			Core Families Supported	Advocacy Families	Volunteers	Staff	Trustees
Asian	Indian		7	2	2	0	2
	Pakistani		9	0	1	0	0
	Bangladeshi		6	0	1	0	0
Other Asian Background			12	4	3	1	0
Black	Caribbean		6	2	2	0	0
	African		6	2	1	1	0
Other Black Background			7	1	1	0	0
Chinese or other ethnic group						0	0
	Chinese		6	0	4	0	0
Any other ethnic group			1	9	6	1	0
Mixed	Any mixed background		13	10	3		0
White	British		88	34	47	7	6
	Irish		1	2	2	0	1
Other White Background			10	0	11	0	0
Nil responses			14	20	0	0	0
	TOTALS		191	86	84	9	9

FINANCIAL REVIEW

Our turnover for the financial year ending 31st March 2024 was £205,446 (£290,732 in 2022/23) against which we had expenditure of £303,893 (£343,020 in 2022/23). The Income and Expenditure Account showed a deficit of £98,447. Our Unrestricted – General Reserves is £49,692, and Unrestricted – Designated Development Fund is £125k and Restricted Funds £38k.

We were pleased to be awarded the National Lottery fund in 2023/24 which will stabilise the service for 4 years. Although the funding enabled us to continue our work it does not cover the entire cost to run the service. We were hopeful of usual funding from Children in Need, but we were unsuccessful in our applications due to the huge volume of applications they received. This reflected the success across other Home Starts, with fewer successful applications for this funding.

We have sought several smaller grants, some of which have been successful but not enough to close the financial gap.

The financial concerns are compounded by budget pressures experienced by the local authority. Several of our funding/grants with LBS are on fixed term 12 months contracts, which makes it difficult to plan and stabilise staff and projects.

Whilst we grappled with our finances the need of families continues to be complex due to the cost of living crisis, and challenges in access and availability of services that meet their needs. Several of our existing projects would benefit from ongoing and stable funding as they continue to provide important support to families. Discussions will be continuing with grant givers to secure continuation funding.

The biggest contributor to our restricted grant funded income of £240k was the National Lottery for the Connecting Families Project (£72k) and the SWL Health Inequalities fund of £36,400 (£11,177k in 2023-24).

We were successful in securing/renewing funding for several projects during the year including Advocacy (£32k), Transform DV (£10k), Garfield Weston (£20k), LBS Parenting Support (30k), Community Action Sutton (£5k), LBS Temporary Accommodation 'The Pod' (£14,300), Rebuild Maternal Journal (£1,700), Rebuild Esteem (£1,900), Moving on Together (£3k).

We had a number of successful fund-raising events during the year, such as a Quiz night, Charity Walk and Wine Tasting. We were also very fortunate that Lexus Nexus Sutton branch chose us as their charity of the year and raised £9,687 to support our services. We were chosen by the Cheam & Sutton Rotary Club President as one of her nominated charities. We received over £400 from this, and also received £1,750 from the Church of Good Shepherd Christmas Fair. We also received a large number of generous donations which helped support our families through the year. Income from general donations and fundraising amounted to a magnificent sum of £29,238 and we are, as ever, very grateful to all our benefactors.

2023/24 was a very busy period, with a new CEO, Quality Assurance Audit, contract negotiations, fundraising whilst supporting our families and volunteers, running several groups and training courses, but due to the dedication of our staff team, good financial management and the generosity of our benefactors the financial year ended with several accomplishments.

Looking forward, the financial year 2024/25 is expected to be another busy and very challenging year. This is mainly because one of our major services is being decommissioned, a number are under threat of not being re-funded as well as the general pressures of funding across the charity sector. We understand the position of the charity and are forward planning for the stability of the organisation.

Reserves Policy

The core purpose of the charity is to provide its "Supporting Families with Children" activities to families experiencing difficulties that have (a) a child below five years of age and (b) live in the London Borough of Sutton.

As such the trustees have set a reserves policy whereby: -

- reserves are maintained at a level which ensures that Home-Start Sutton could continue with its above core activity during a short period of unforeseen difficulty;
- reserves are such as to enable an orderly rundown of the charity, notably in assisting vulnerable client families' handover to other services, should Home-Start Sutton be unable to secure income to continue with its activities; and
- a proportion of reserves are maintained in a readily realisable form.

The calculation of the required level of reserves is an integral part of the scheme's planning, budget and forecast cycle. It takes into account risks associated with: -

- the current economic environment;
- each stream of income and expenditure being different from that budgeted;
- the planned activity level;
- the organisation's commitments;
- the organisation's structure and its ability to meet child safeguarding, financial and other regulatory requirements; and
- new activities having different set-up costs, take-up and payment terms to that previously undertaken by the charity.

The Trustees periodically examine HomeStart Sutton's requirement for reserves in the light of past experience and the current risks faced by the organisation. Generally, when the charity has ongoing funding for much of its activities, the Trustees consider an Unrestricted General Reserve equivalent to three to six months normal expenditure is appropriate, namely between £75k and £150k. The General Unrestricted Reserve on 31 March 2024 was £174,692. Of this, £125,000 was established as an Unrestricted Designated Development Fund from the Sutton Women's Aid donation.

Investment Policy

Payments to Home-Start Sutton are generally quarterly in advance and as such, there are generally no funds available for long-term investment. Accordingly, having considered all the options available, the Board of Trustees have previously agreed that any surplus cash should be placed on short-term deposit. However, with the current level of reserve we will now look at the possibilities for further diversification of investments in order to achieve an improved interest return and to spread financial risk.

In selecting where to deposit the surplus monies Home-Start Sutton's first priority is to minimise risk and then achieve a reasonable return. Accordingly, the monies are currently placed on deposit with the COIF Charities Deposit Fund, a common investment fund which has an AAA credit rating from Fitch Ratings Agency in reflection of its low and diverse risk. Risk assessment criteria would be applied in deciding where to place any future investments. The charity remains aware of the need to monitor the performance and risk of investments especially during periods of financial market turbulence.

Appointment of Auditors

The Trustees are satisfied that the company is entitled to exemption from audit under section 477 (small companies) of the Companies Act 2006 and that an independent examination is appropriate for the coming year.

The Trustees appointed Philip Warner as the Independent Examiner at the AGM 10th November 2021.

This report has been prepared in accordance with FRSSE SORP - Financial Regulation Standard for Smaller Entities Statement of Recommended Practice

Fran Boto
Chair Person

**Independent Examiner's Report
To The Trustees of Home-Start Sutton Charitable Company
Charity Commission Number 1104960**

For the year to – 31st March 2024

I report on the accounts of the charity for the year ended 31st March 2024, which comprise the statement of financial activities, balance sheet, statement of accounting policies and related notes. These financial statements have been prepared on the basis of the accounting policies set out therein.

This report is made solely to the Trustees as a body, in accordance with Section 145 of the Charities Act 2011. My examination has been undertaken so that I might state to the Trustees those matters I am required to state to them in an independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity and the Trustees as a body, for my examination, for this report, or for the opinions I have formed.

Respective responsibilities of Trustees and Examiner

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 (the Act) and that an independent examination is needed. The charity is preparing accrued accounts, and I am qualified to undertake the examination by being a qualified member of the Chartered Institute of Management Accountants.

Having been satisfied that the charity is not subject to audit under company law and is eligible for independent examination it is my responsibility to: -

- examine the accounts (under section 145 of the Charities Act 2011).
- to follow the procedure laid down in the General Directions given by the Charity Commissioners (under section 145(5) of the Charities Act 2011); and
- to state whether particular matters have come to my attention.

Basis of Independent Examiner's Report

My examination was carried out in accordance with the General Directions given by the Charity Commissioners. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeking explanations from you as Trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a "true and fair view", and the report is limited to those matters set out in the statement below.

Independent Examiners Statement

In connection with my examination of the accounts of Home-Start Sutton for the year to 31 March 2024, no matter has come to my attention: -

(1) which gives me reasonable cause to believe that in any material respect the requirements;

- to keep accounting records in accordance with section 130 of the Charities Act 2011; and
- to prepare accounts which accord with the accounting records and to comply with the accounting requirements of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice; Accounting and Reporting by Charities (revised 2005) have not been met;

or

(2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



Philip Warner

Chartered Institute of Management Accountants (8654555)

108 Augustus Road

London

SW19 6ER

Date: 26th September 2024

Home-Start Sutton
Registered Charity No 1104960
Statement of Financial Activities and Income & Expenditure Report
For the year to 31 March 2024

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2024 £	2023 £
Income					
Donations and Fundraising	3	29,238	-	29,238	31,309
Investment Income	4	6,917	-	6,917	4,518
Charitable Activities: "Supporting parents with children" income	5	-	205,446	205,446	240,295
Other Income	6	-	-	-	14,610
Total Income		36,155	205,446	241,601	290,732
Expenditure					
Expenditure on raising funds	7	2,633	-	2,633	2,386
Expenditure on Charitable Activities	8	126,065	202,196	328,261	340,634
Total Expenditure		128,697	202,196	330,893	343,020
Net Income (Expenditure)		92,542	3,250	89,292	52,288
Net transfers between Funds	19	-	-	-	-
Net Movement in Funds		92,542	3,250	89,292	52,288
Reconciliation of funds					
Total funds brought forward at 1st April		263,090.0	34,985	298,075	350,364
Total funds carried forward		170,548	38,235	208,783	298,076

The statement of financial activities includes all gains and losses recognised in the year.

All incoming resources and resources expended derive from continuing activities.

Unrestricted Funds comprise

General Reserve	49,692
Designated Development Fund	125,000

Home-Start Sutton**Balance Sheet as at 31 March 2024****Company Registration Number 5165417**

	Note	March 2023 £	March 2022 £
Fixed Assets			
Tangible Fixed Assets	15	<u>547</u>	<u>2,297</u>
Current Assets			
Debtors	16	15,004	8,957
Prepayments		1,473	1,732
Short Term Deposits at COIF		91,082	194,165
Cash at Bank and in hand		<u>168,644</u>	<u>151,574</u>
		276,203	356,429
Liabilities: amounts falling due within 1 year			
Deferred Income	17	28,271	22,890
Creditors & Accruals	18	<u>39,698</u>	<u>37,761</u>
		67,968	60,651
Net Current Assets		<u>208,235</u>	<u>295,778</u>
Total Assets less Current Liabilities		<u>208,783</u>	<u>298,076</u>
Represented by:			
Funds			
Unrestricted - General	19	45,548	138,091
Unrestricted - Designated Development		125,000	125,000
Restricted Funds	19	<u>38,235</u>	<u>34,985</u>
		<u>208,783</u>	<u>298,076</u>

These accounts have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies and with the Financial Reporting Standards for Smaller Entities (effective January 2015)

**Home-Start
Sutton**

Notes to the Financial Statements

Note **Accounting**
1 **Policies**

a) Basis of Accounting

The Financial Statements are prepared under the historic cost convention and in accordance with the Companies Act 2006 and the Statement of Recommended Practice "Accounting and Reporting by Charities" (SORP 2015) issued in Jan 2015, and the FRSSE (Jan 2015)

b) Fund Accounting

The Charity has various types of funds for which it is responsible, and which require separate disclosure.

Restricted Funds Funds subject to specific restrictions imposed by the donor or the purpose of the appeal.

Unrestricted Funds Funds available for use at the discretion of the Trustees in furtherance of the objectives of Home-Start Sutton.

c) Income

All income included in the statement of financial activities as soon as Home-Start Sutton is entitled to the income and the amount can be quantified with reasonable accuracy.

Voluntary Income Comprises all income from donations and fundraising and is accounted for on a receivable basis.

Incoming Resources from Charitable Activities This consists of revenue grants receivable from donors in support of "Supporting Families with Children". Grants are

accounted for on an accrual basis and where unconditional entitlement is dependent upon fulfilment of conditions in a future accounting period, such income is credited to deferred income and accounted for as a liability.

**Investment
Income**

Comprises interest receivable on cash balances held in appropriate interest bearing deposits and benefits unrestricted reserves.

Donated Facilities The value of services provided by volunteers in respect of home-visiting, accounting and administration has not been included in these accounts.

**Home-Start
Sutton**

Notes to the Financial Statements

d) Expenditure

Expenditure is recognised on an accrual basis as a liability is incurred.

Costs of Generating Funds Comprise the costs associated with attracting future income.

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.

Governance Costs Include those costs associated with meeting the constitutional and statutory requirements of the Charity and include the independent examination fees and costs linked to the strategic management of the Charity.

**e) Value Added
Tax**

The activities of the Charity are such that it is not registered for Vat and so all costs

are charged gross of Vat.

f)

Fixed Assets

Office Furniture & Equipment and Computer Equipment has been written off on a straight-line basis over 3 years.

Note 2

Legal Status

The Charity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding-up is limited to £1.

Home-Start Sutton

Notes to the Financial Statements

	Unrestricted Funds £	Restricted Funds £	Total 2024 £	Total 2023 £
Note				
3	<u>Donations and Fundraising</u>			
Amazon	26.1	0	26	34.17
Anne Dodwell		0	0	275
Benevity	1965.7	0	1,966	0
CAF Regular Donors	2,684	0	2,684	3,011
Camiya Chacko		0	0	225
Carshalton Lavender Fields		0	0	0
Charities Trust		0	0	0
Christ Church Sutton	1,104	0	1,104	656
Church of the Good Shepherd	2,550	0	2,550	4,750
Cheam Consolidated Churches		0	0	0
Croydon Voluntary Action	500	0	500	0
Co-op LCF		0	0	0
Charity Walk for Peace		0	0	0
Easy Fundraising	145	0	145	171
Hannah's Flowers	120	0	120	
Homestart UK		0	0	0
Iceland Wallington		0	0	0
Jean Quested	220	0	220	240
John Lewis			0	2,000
Just Giving	2,007		2,007	780
Ladies 1959 Luncheon Club			0	50
Lexis Nexis Risk Solutions	9687	0	9,687	0
Ken Hindmarsh Legacy		0	0	0
Coffee Morning			0	1,058
Quiz Night		0	0	2,762
Mr & Mrs Webster		0	0	0
Mayors Charity		0	0	12,222
Pam Manisier		0	0	0
PayPal		0	0	0
Rotary Club of Cheam	450	0	450	0
Rotary Club of Nonsuch		0	0	0
Subsea 7		0	0	0
Sutton Cristian Centre		0	0	0
Sutton Women's Aid		0	0	0
T& KJ Haden-Scott		0	0	0
Tudor Trust		0	0	0
Virgin Money Giving		0	0	0

Wallington Baptist Church Holy				
Trinity	194	0	194	176
Waitrose		0	0	2,000
Wallington United Reformed Church		0	0	0
Woodcote Golf Club		0	0	0
Others	7,586	0	7,586	899
Total	29,238	0	29,238	31,309

Investment Income

	Unrestricted Funds £	Restricted Funds £	Total 2024 £	Total 2023 £
COIF Interest Income	6,917	0	6,917	4,518
	6,917	0	6,917	222

Incoming resources from "Supporting Parents with children" activity

	Unrestricted Funds £	Restricted Funds £	Total 2024 £	Total 2023 £
The National Lottery Connecting Families		72,923	72,923	72,431
BBC Children In Need		0	0	22,333
Advocacy		32,000	32,000	32,000
LB Sutton Children with Disabilities		2,781	2,781	2,926
LB Sutton Domestic Violence		10,557	10,557	10,486
Young Londoners Bridging the Gap			0	12,390
Garfield Weston		20,000	20,000	0
SWL		11,177	11,177	0
City Bridge LCRF Wave 5		0	0	5,323
LBS Children's Wellbeing			0	1,667
LB Sutton Families in Temp Accom (POD)		14,311	14,311	784
Rebuild Maternal Journal		1,767	1,767	24,422
Rebuild Esteem		1,930	1,930	21,233
Moving On Together		3,000	3,000	3,000
Parenting Support		30,000	30,000	21,050
Community Action Sutton Lunch and Play		5,000	5,000	5,000
Big Hopes Big Futures		1	1	5,250
	0	205,446	205,446	240,295

Other Income

	Unrestricted Funds £	Restricted Funds £	Total 2024 £	Total 2023 £
Sutton Nursing Association	0		0	300
HomeStart UK Volunteer Training			0	5,000
HomeStart Warrington			0	800
HomeStart UK Cost of Living			0	250
LBS Covid Grant			0	8,260
	0	0	0	14,610

Note 7	Fundraising Costs	Unrestricted	Restricted	Total	Total
		Funds	Total	Costs	2023
		£	£	£	£
	Staff Costs - Reallocation	2,200	0	2,200	2,200
	General Office Costs - Realloc		0	0	0
	Expenses	433	0	433	186
		2,633	0	2,633	2,386

Note 8 "Supporting parents with children" costs

	Unrestricted	Restricted	Total	Total
	Funds	Total	Costs	2023
	£	£	£	£
Group & Family Activities	2,664.32	3,872	6,536	7,574
Staff Salaries	119,510.45	155,152	274,662	288,434
Premises				
Costs	7,400.28	7,364	14,764	11,937
Staff & Volunteer				
Costs	5,345.93	3,877	9,223	8,010
General Office Costs	11,047.87	630	11,678	13,989
Bank Charges		0	0	0
Equipment		0	0	402
Depreciation	1,749.00	0	1,749	3,052
Membership & Affiliation	5,393.92	0	5,394	4,590
Governance				
Costs	2,603.40	0	2,603	2,647
Net contr to redund prov	1,651.00	0	1,651	0
Support Cost				
Allocation	(31,301.36)	31,001	(300)	0
	126,065	201,896	327,961	340,634

[illegible][illegible][illegible]

			Unrestricted	Restr	Restr	Restr	Restr	Restr	Restr	Restr	Restr	Restr	Restr	Restr	Restr	Restr	Restr	Restr	Restr	Restr	Restr	Restricted	Total	Total	
																	Community Action Sutton Lunch and Play								
			Funds	Lottery	BBC CIN	POD	Advocacy	C-w-D	DV	Young Lndners	Maternal Journal	Rebuild Esteem	Connect From Start	Sutton Giv Mat Jnl	Parenting Support	BHBF	Moving On Together	LBS Child Wellbeing	CB LCRF Wave 5	Garfield Weston	SWL	Total	Costs	2023	
			£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	
Group & Family Activities			2,664.32	143							1,578				8			2,144				3,872	6,536	7,574	
Staff Salaries			119,510.45	37,032		24,299	28,514		12,874		6,709				35,181		5,993				4,549	155,152	274,662	288,434	
Premises Costs			7,400.28	2,677		2,835					1,163										690	7,364	14,764	11,937	
Staff & Volunteer Costs			5,345.93	1,639		413	1,415								242				5			164	3,877	9,223	8,010
General Office Costs			11,047.87																		630	630	11,678	13,989	
Bank Charges																						0	0	0	
Equipment																						0	0	402	
Depreciation			1,749.00																			0	1,749	3,052	
Membership & Affiliation			5,393.92																			0	5,394	4,590	
Governance Costs			2,603.40																			0	2,603	2,647	
Net contr to redund prov			1,651.00																			0	1,651	0	
Support Cost Allocation			(31,301.36)	1,750			3,000	2,781							1,870		600				20,000	1,000	31,001	(300)	0
			126,065	43,240	0	27,547	32,928	2,781	12,874	0	9,450	0	0	0	37,301	0	6,593	2,149	0	0	20,000	7,032	201,896	327,961	340,634

Note 8	"Other costs"
--------	---------------

[illegible]

Note 9**Governance Costs**

	Unrestricted Funds	Restricted Funds	Total Funds	2023
	£	£	£	£
Staff Costs - Reallocation	1293		1,293	1,293
General Office Costs - Reallocation	640		640	640
Trustee Expenses	170.4		170	123
AGM & Annual Report Expenses			0	91
Independent Examination Fee	500		500	500
	2,603	0	2,603	2,647

Note 10**Support Cost Allocation**

Costs are charged to the activities Fundraising, 'Supporting Families with Children' and

Governance on the following basis:

Third Party Costs and
Charges

On a direct cost allocation to the appropriate individual activity.

Support Salary Cost

A detailed assessment is undertaken of the time spent by employees on the separate activities and the cost is allocated accordingly.

General Office Costs

All appropriate office costs were aggregated and a share allocated to fundraising and governance based on the ratio of their allocated salary cost.

Allocation of costs over individual funds

Costs within each expenditure category are allocated to specific funds consistent with the terms and conditions under which the donor gave the grant.

Note 11 **Net income/expenditure**

This is stated after
charging:

	2024	2023
	£	£
Independent Examination Fee	600	500
Depreciation	1,750	3,052
	<u>1,750</u>	<u>3,052</u>

Note 12 **Staff Costs and Numbers**

	2024	2023
	£	£
Salaries	259,958	259,958
Employers National Insurance	24,187	24,187
Pension incl enhanced pension	7,782	7,782
	<u>291,927</u>	<u>291,927</u>

	2024	2023
Average number of persons employed	8	8
Average full time equivalent	6	6
Sessional Workers	3	3

No employee earned in excess of £60,000 (2021 -nil)

Note 13 **Trustee Remuneration & Related Party Transactions**

	Number	2024	Number	2023
		£		£
Trustee Travel & Parking	0	0	0	0
Trustee Insurance	all	170.4	all	122.6
Trustee Training & Conferences	0		0	
		<u>170</u>		<u>123</u>

No Trustee or other person related to the Charity had any personal interest
in any contract or transaction entered into by the Charity during the year

Note 14 Taxation

As a Charitable Company, Home-Start Sutton is exempt from tax on income and gains arising from its charitable activities.

No tax charges have arisen for the Charity in 2023 (2022 - Nil)

Notes to the Financial Statements**Note 15 Tangible Fixed Assets**
**Office and
Computer
Equipment**
£
Cost

As at 1st April 2023	14,207.33
Additions	
Disposals	0.00
As at 31 March 2024	<u>14,207.33</u>

Depreciation

As at 1st April 2023	11,910.13
Charge for year	1,749.73
Disposals	0.00
As at 31 March 2024	<u>13,659.86</u>

**Net Book
Value**

As at 31 March 2024	<u>547.47</u>
As at 31 March 2023	<u>2,297</u>

Note 16 Debtors

	2024 £	2023 £
NHS SWL	11,177	0
LBS Dom Violence (Cranstoun)	1,349.00	1,292
Sutton Vol Centre (Young Ldns)	2,478.00	2,478
Moving On Together		3,000
	<u>15,004.00</u>	<u>6,770.33</u>

Note 17**Deferred Income**

	2024	2023
	£	£
Restricted Funds		
The National Lottery Connecting Families	9,115	(0)
Families in Temp Accom (POD)	1,193	1,193
Parenting Support	9,963	10,000
Rebuild Maternal Journal		1,767
Rebuild Esteem		1,930
Advocacy	8,000	8,000
	<u>28,271</u>	<u>22,890</u>

Note 18**Creditors and Accruals**

	2024	2023
	£	£
Unrestricted Funds		
Redundancy Provision	37,241.25	35,590
Independent Examiner	600.00	600
Other Sundry Accruals	1,856.25	1,571
	<u>39,697.50</u>	<u>37,760.84</u>

Note 19**Fund Balances**

	Opening Balance 1.4.23 £	Incoming Resources £	Resources Expended £	Transfers between funds £	Closing Balance 31.3.24 £
Restricted Funds					
The National Lottery Connecting Families	0	72,923	(43,240)		29,683
BBC Children In Need	(242)	0	0		(242)
Women's Aid Caring Dads	11,597	0	0		11,597
LB Sutton Children with Disabilities	0	2,781	(2,781)		0
LB Sutton Domestic Violence	2,306	10,557	(12,874)		(1,011)
Advocacy	3,692	32,000	(32,928)		2,764
Young Londoners Bridging the Gap	170	0	0		170
City Bridge LCRF Wave 5	(0)	0	0		(0)
LB Sutton Children's Wellbeing	4,452	0	0		4,452
LB Sutton Families in Temp Accom (POD)	(589)	14,311	(27,547)		(13,825)
Sutton Giving Maternal Journal	(561)	0	0		(561)
Rebuild Maternal Journal	18,296	1,767	(9,450)		10,613
Rebuild Esteem	1,120	1,930	0		3,050

Moving On Together	(242)	3,000	(6,593)		(3,835)
Parenting Support	(9,307)	30,000	(37,301)		(16,608)
Community Action Sutton Lunch and Play	3,322	5,000	(2,149)		6,173
Big Hopes Big Futures	670	1	0		671
Garfield Weston	0	20,000	(20,000)		0
SWL	0	11,177	(7,032)		4,145
	34,685	205,446	(201,896)	0	38,235
Other Restricted Income	300	0	(300)	0	0.0
Unrestricted Funds					
General	138,090	36,155	(128,697)		45,548
Designated Development *	125,000	0	0		125,000
Total	298,075	241,601	(330,893)	0	208,783.0

* Development Fund to Secure and Imbed Perinatal and Infant Mental Health Services and contribute to staff and

Note 20 **Analysis of Net Assets Between Funds**

	Tangible Fixed Assets £	Current Assets £	Current Liabilities £	Total 2024 £
Restricted Funds				
The National Lottery Connecting Families		38,798	(9,115)	29,682
BBC Children In Need		(242)		(242)
Women's Aid Caring				
Dads		11,597	0	11,597
LB Sutton Children with Disabilities		0	0	0
LB Sutton Domestic Violence		(11)		(11)
Advocacy		10,764	(8,000)	2,764
Young Londoners Bridging the Gap		170	0	170
City Bridge LCRF Wave 5		(0)	0	(0)
LB Sutton Children's Wellbeing		4,452	0	4,452
LB Sutton Families in Temp Accom (POD)		1,193	(15,018)	(13,825)
Sutton Giving Maternal Journal		0	(561)	(561)
Rebuild Maternal				
Journal		10,613	0	10,613
Rebuild Esteem		3,050	0	3,050
Moving On Together		0	(3,835)	(3,835)
Parenting Support		0	(16,608)	(16,608)
Community Action Sutton Lunch and Play		6,173	0	6,173
Sutton Nursing Association		0	0	0
Big Hopes Big Futures		671	0	671
Garfield Weston		0	0	0
SWL		4,145	0	4,145

	0	87,227	(53,137)	34,090
Other Restricted Income		0	0	0
Unrestricted Funds				
General	547	63,976	(14,831)	49,692
Designated Development		125,000		125,000
	547	276,203	(67,968)	208,783

Employees and volunteers who have contributed to the success of Home-Start Sutton in the period under review: -

Staff

Alberta Atkinson	Chief Executive Officer (started Aug 2023)
Joanne Atkins	Family Group Co-ordinator
Bev Daines	Family Support Co-ordinator
Clare Daley	Group Worker
Rachel Davey	Family Support Co-ordinator
Charlotte Donovan	Finance and Business Support Officer
Kim Farlow	Senior Family Support Co-ordinator
Chantal Hayden	Family Support Co-ordinator
Gayle Sawyer	Family Support Co-ordinator

Volunteers

Alison Bardon	Lorraine Finan	Natasha Osborne
Particia Bhandari	Dawn Forbes	Charleen Parker
Sandra Board	Miranda French	Dorothy Parker
Fran Boto	Felicity Hamlin*	Victoria Presswood
Diana Broad	Samantha Hansford*	Andrea Rivers
Andrea Buckley	Denise Haseler	Michele Rivers
Camiya Chacko	Sue Holley	Lesley Roberts
Elaine Childs	Alison Holloway*	Mercedes Robinson*
Sue Childs*	Coleen Huggett*	Philippa Simmonds*
Emma Clements	Anna Hunt	Susan Simpson
Elaine Clifford	Dinaz Irani	Eloise Skipper*
Katie Connaire	Pamela Manisier	Margaret Ann Smith
Amber Cox	Gill Marchbank	Jane Swindle
Valerie Davis	Karen Mason	Aysegul Takimoglu*
Fiona Denton	Sara McManus*	Anne-Marie Taylor
Denise Earwicker	Uzma Mobin	Mike Taylor*
Cayce Eastwood	Dawn Moriarty	Tene Teegelman*
Angela Christopher-Ejemba	Sara Moumouris*	Phyllis Thompson*
Joanna Elgarf	Lisa Murray*	Lorraine Thrower
Sue Elson*	Uzma Mobin	Zinnat Toorabally*
		Jo Jo Tsitropoulou*
		Lesley Turner
		Jonathan Vickery
		Lynn Wallace
		Patricia Wang Ho*
		Kate Webber
		Fiona Webster
		Kelly Whetran
		Justine Wight
		Cherry Wong
		Gill Wong *
		Helen Wright
		Veronia Yeung
		Bonita Zammit

Peer Advocates

Mags Fox
Sue Holley
Paul McCarthy

***denotes leavers in period**

In addition to those listed previously who have donated money to Home-Start Sutton, we would like to thank the following for their support: -

Amazon
Anne Dodwell
Bob Watson
Camiya Chacko
Christ Church Sutton
Church of the Good Shepherd
Clare Bryant – Sutton Sports Village
Community Action Sutton
Easy Fundraising
Fiona Webster
Fran Boto
Hannahs Flowers
Hill House
Home-Start London
Holy Trinity Church, Wallington
Home-Start UK
Jean Quested & Rupert Quested
John Lewis Partnership
LexisNexis Risk Solutions
London Borough of Sutton
Malcome Booth – Trinity Church
Marian Idles
Morrison's Sutton
Pia Jaime
PlayWise
River Church Sutton
Riverside Centre
Rotary Club of Sutton and Cheam
Shona Newmark
St Oswald's Church Cheam
St. Patrick's Church Wallington
St Paul's Guild
Sue Elson
Sue Hoskins
Sutton Children's Centres
Sutton Carers Centre
Sutton Foodbank
Sutton Health Visiting Teams
Sutton Libraries
Sutton Mental Health Foundation
Sutton Nursing Association
Sutton South Hello Club
Sutton Vineyard Church
Sutton Volunteer Centre
Sutton Women's Centre
Tesco Purley
The Grange Children's Centre

We would like to say a special thank you to the National Lottery, without this funding we would not have the stability of core funding for which all other funding and support can be attributed. From all the families we support, staff and Trustees.

Thank you!

