

HOME-START CAMBRIDGESHIRE

(A Company Limited by Guarantee)

Report of the Board of Trustees

For the year ended 31st March 2024

HOME-START CAMBRIDGESHIRE

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HOME-START CAMBRIDGESHIRE

COMPANY INFORMATION

Directors/Trustees	Joanna Studdert Susan Wilson Aaron Venables (Chair) Michael Garrick-Green (resigned 22/12/2023) Mary Wade (resigned 14/12/2023) Dr Margaret Challis Claire Hoather (resigned 18/7/2024) Chloe Heath (appointed 20/10/2023) Fiona Pirie (appointed 14/11/2023) Nina Ryan (appointed 2/11/2023)
Company Secretary	Susan Wilson
Company Number	05139596
Charity Number	1106007
Registered Office	F103/F104 Upper Pendrill Court, Ermine Street North, Papworth Everard, Cambridgeshire CB23 3UY
Independent Examiner	TC CH Limited 4 Office Village, Cygnet Park, Forder Way, Peterborough, PE7 8GX
Bankers	Charities Aid Foundation Bank Ltd. 25 Kings Hill Avenue, Kings Hill, West Malling, Kent, ME19 4JQ Cambridge & Counties Bank. Charnwood Court, 5B New Walk, Leicester, LE1 6TE

Company number 05139596

Charity number 1106007

REPORT OF THE TRUSTEES (INCORPORATING THE DIRECTORS' REPORT)

The Trustees present their report and the financial statements for the year ended 31 March 2024. The Trustees, who are also Directors of Home-Start Cambridgeshire for the purposes of company law and who served during the year and up to the date of this report, are set out on page 1.

Structure, governance and management

Home-Start Cambridgeshire is a charitable company limited by guarantee. The company was established in 2004 under a Memorandum of Association, which established its objects and powers of the charitable company and is governed under its Articles of Association. In the event of the company being wound up, members are required to contribute an amount not exceeding £1 each.

Recruitment and Appointment of the Board of Trustees

All Trustees have been appointed based on their particular skills and experience to enhance the expertise of the Board and having an interest in the welfare of children and the voluntary sector.

Trustee Induction and Training

Trustees receive induction training within the scheme. All Trustees are encouraged to attend training courses run by the national office of Home-Start UK and other relevant agencies.

Organisational Structure

The governance of the company is vested in the Board of Trustees which meets regularly throughout the year through full Board meetings and assigned sub-committees for finance, fundraising and risk management. The scheme operates within the standards and methods of practice of the Home-Start UK organisation and has signed up to the Home-Start Agreement, Policy and Practice Guidance and Quality Assurance system.

Risk Review

The Trustees have reviewed the risks to the scheme on a continuing basis and have established systems and controls to mitigate those risks.

Home-Start UK operates a national Quality Assurance programme. Home-Start Cambridgeshire is normally audited once every four years and the last audit was completed in early 2024. Home-Start Cambridgeshire achieved full accreditation. In particular, positive mention was given to the systems and processes in place, safeguarding of families and the governance & leadership of the charity.

The Trustees have used the Charity Governance Code for Small Charities to review the performance of the Board and to recommend measures to further improve Board performance. The areas included in the code are reviewed regularly by the Board on an ongoing basis.

The Board of Trustees has established policies and practices which the Trustees expect all staff and volunteers to consider and adhere to when engaging in any activity on behalf of Home-Start Cambridgeshire.

Aims and objectives of Home-Start Cambridgeshire

Home-Start believes that children need a happy and secure childhood and that parents play the key role in giving their children a good start in life and helping them to achieve their full potential.

Each Home-Start scheme is an independent voluntary organisation which works towards the increased confidence and independence of the family by:

- Offering support, friendship and practical assistance.
- 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 encouraging enjoyment in 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.
- Encouraging the parents' strengths and emotional well-being for the ultimate benefit of their own children.
- Encouraging families to widen their network of relationships and to use effectively the support and services available within the community.

Performance and Achievements

During 2023-24, we have continued to support families across the county, and to maintain and develop links with other charities and agencies. In the year, our successes include:

- Improving the lives of 142 families through home-visiting and group work, remote support, staff support and parent-child relationship therapy services.
- Supporting 86 volunteers through regular supervision and on-going training (e.g. Mental Health First Aid Training, Stop Suicide Training and information of the Healthy Child Programme)
- Securing funding to deliver parent-child relationship therapy to families via our Emotional Foundations Project. We would like to thank The Evelyn Trust for supporting this project and the related funding of £11,380 in respect of 2023-24, which will continue into 2025.
- Raising an additional £80,000 above our previously-committed funding mostly through grants from trusts & foundations and individual donations, as shown in the notes to the accounts. We also generated over £4,000 through fundraising, via read-a-thons, collections and bake sales.

We are also extremely grateful to the generous benefactor who left a legacy of £100,000 in her will to Home-Start Cambridgeshire, received in June 2023. This enabled us to continue to deliver our services to families through a very difficult period in which multi-year funding grants had come to an end and we were seeing the impact of the challenges, including long time frames, for generating further funds.

Within that period, we also saw the restructuring of Home-Start Cambridgeshire's leadership. Hayley Norfolk joined Home-Start Cambridgeshire as full-time Chief Executive Officer from January 2024. Since Hayley joined, she has balanced the management of operations with the essential focus on fundraising, working with the trustees to enable Home-Start Cambridgeshire to start the new financial year with a high-quality pipeline of funding opportunities.

We value family visiting volunteers' contributions, not only for the time they give each week to support a family but the wide and diverse skills and experience they bring to the team. We are

grateful to the 86 volunteers who supported our families during 2023-24 and to those who helped in other ways, including those who have been trustees of Home-Start Cambridgeshire during the year.

Pippa Goodhart, children's author, has been Patron of Home-Start Cambridgeshire since 2014. We are extremely grateful for Pippa's ongoing support and promotion of the charity in the community and at events, in particular her involvement with our read-a-thon activities.

The Trustees met for 6 regular Board meetings (some in person and the remainder online) during 2023-24 which were also attended by senior staff. Trustees also engaged extensively with staff and fellow Trustees during the year outside of these formal meetings.

Public Benefit Statement

The scheme provides a service to families with young children, living in Cambridgeshire. Home-visiting volunteers provide friendship and support to parents and children in the families' homes during a difficult period in their lives. Such support and intervention are provided over the short to medium term, encouraging self-reliance, independence and the development of coping mechanisms for the longer term. Families may need support as a result of a variety of issues, including mental health issues; post-natal illness; disability; isolation; multiple births; recovery from domestic abuse; or where there is a child considered to be "in need" in the family.

Support is normally provided for two hours per week by mutual arrangement with individual families. We also support families using remote facilities, having a scheduled phone or video call once per week. Additionally, we offer support to families with weekly groups, where children and parents can interact with peers and benefit from advice sessions on, for example, healthy eating, debt management, returning to the workplace and school readiness. We have also developed our Emotional Foundations Project, which delivers parent-child relationship therapy for families, complementing our suite of available support options.

Referral to the scheme for support may result from needs identified by a health visitor, social worker, Children's Centre staff, GP, other professionals or the parent themselves. No charge is made for the service, which is available to all eligible families regardless of their financial means. Referrals are accepted by the scheme subject to availability of staff and family support volunteers and if the family is considered to be in need of this type of support. During the year, we continued to operate the more restricted criteria for accepting referrals, as introduced last year. This has enabled us to manage our resources effectively, focussing on the greatest need and availability of volunteers.

The Trustees do not consider that any detriment or harm arises from carrying out its aims, nor is it perceived that others consider there to be any detrimental effect on families as a result of the service provision. On the contrary, those families assisted, and external organisations have stated that they value the scheme's presence in the local area and the benefits derived by parents and children involved.

Financial Review

The company had a net deficit of £6,249 (2023 - surplus £15,442) in this financial year which has been deducted from reserves. The financial statements show the sources of income, which in the year under review included the legacy of £100,000, funding from local authorities of £10,484 to support specific projects, the final part of the funding for a three-year Children in Need project supporting families in Fenland, £11,380 from Evelyn Trust for a new project focused on parent-child relationship therapy and donations from many other trusts, foundations and individuals. Costs mainly consist of staff and property costs, which are largely predictable.

Cash flow budgets for 2024-25 show that our reserves together with further fundraising successes in the new financial year are expected to be sufficient to continue to operate during this year, but that further funding will need to be sought to enable the Trustees to plan further ahead. In particular, multi-year funding is important to give some certainty on the longer-term horizon.

Exceptional item

During the year, the company entered into a settlement that resulted in total costs of £19,177, stemming from an HR matter. This decision to settle was made in the interest of financial prudence. The resolution of this matter allows the company to focus on its core mission and continue delivering value to our stakeholders without the distraction and uncertainty of protracted legal proceedings.

Investment Policy

The company's current investment policy is to deposit funds in short-term interest-bearing accounts with UK banks.

Financial Reserves Policy

The Trustees have examined the requirement for free unrestricted reserves and consider that, given the nature of the Charity's work and the potential exposures to loss of funding from key providers, they should aim to ensure sufficient working capital to cover six months' staffing and office costs, potential redundancy costs and committed office lease costs.

The amount needed to meet this was £173,000 at 31 March 2024 (2023 – £135,000). The increase relates to the remaining period under the renewed three year office lease signed in the year, and the higher staff costs. Unrestricted reserves were approximately £15,000 below this level at 31 March 2024. With reserves being a little below target levels, the focus on fundraising will continue in the new financial year.

Statement of Trustees' Responsibilities

The Trustees (who are also the directors of the company for company law purposes) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom generally accepted accounting practice.

Company law requires the directors to prepare financial statements for each financial year period for which a true and fair view of the state of affairs of the company and of the profit or loss of the company for that period. In preparing these financial statements the directors are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Charities Statement of Recommended Practice;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- Prepare the financial statements on a going concern basis unless it is inappropriate to presume that the company will continue in business.

The directors are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the 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.

These 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 (FRS102) (effective 1 January 2015), with FRS102 and with the requirements of the Companies Act 2006.

During the year the company made no political or charitable contributions.

Post Balance Sheet events

There were no post balance sheet events to report.

Small Company Provisions

The above report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Signed on behalf of the Board of Trustees:



.....
Aaron Venables, Chair of the Board of Trustees and Director

Approved by the Board on 19th September 2024

**Report of the Independent Examiner
Home-Start Cambridgeshire**

We report on the financial statements for the year ended 31 March 2024, which are set out on pages 9 to 16 of the Financial Report.

This report is made solely to the Trustees in accordance with Section 43 (3) (a) of the Charities Act 2011. Our work has been undertaken so that we might state to the Trustees those matters which we are required to state to them in an independent examiner's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Trustees for our work, for this report, or for the opinions we have formed.

Respective responsibilities of the Trustees and examiner

As described on page 5 the Charity's Trustees are responsible for the preparation of the accounts; you consider that the audit requirements of Section 144 (2) of the Charities Act 2011 (the 2011 Act) do not apply and that an Independent examination is needed.

It is our responsibility to:

1. examine the accounts under S145 of the 2011 Act.
2. follow the procedures laid down in the general Directions given by the Charity Commissioner under S145 (5) b of the 2011 Act.
3. state whether particular matters have come to our attention.

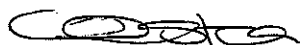
Basis of independent examiner's report

Our 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 we do not express an audit opinion on the view given by the accounts.

Independent examiner's statement

In connection with our examination, no matter has come to our attention which gives us reasonable cause to believe that in any material respect the requirements:

- to keep accounting records in accordance with Section 130 of the 2011 Act; and
- to prepare accounts which accord with the accounting records and to comply with the accounting requirements of the Act have not been met; or to which, in our opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.


C A Liston FCCA FMAAT
For and on behalf of TC CH Limited
4 Office Village
Peterborough, PE7 8GX

Date: 27.9.2024

HOME-START CAMBRIDGESHIRE

STATEMENT OF FINANCIAL AFFAIRS FOR THE YEAR-ENDED 31 MARCH 2024

	Notes	Unrestricted Funds	Restricted Funds	TOTAL 2023/2024	TOTAL 2022/2023
Income and endowments from:					
Fundraising and donations	7	195,182	23,482	218,664	213,091
Statutory funding and grants	7	5,484	5,000	10,484	7,380
Investment and other Income	7	6,521		6,521	2,504
Total Income		207,187	28,482	235,669	222,975
Expenditure on:					
Raising funds	6	920		920	1,600
Charitable activities	6	201,928	19,032	220,960	204,933
Governance costs	6	860		860	1,000
		203,708	19,032	222,740	207,533
Net income/(expenditure)		3,479	9,449	12,928	15,442
Transfers between funds		3,062	(3,062)		
Other recognised gains/(losses)					
Exceptional item	9	(19,177)		(19,177)	
Net movement in funds		(12,636)	6,388	(6,249)	15,442
Reconciliation of funds					
Total funds brought forward		171,341	4,823	176,164	160,722
Total funds carried forward		158,705	11,211	169,915	176,164

HOME-START CAMBRIDGESHIRE

BALANCE SHEET AT 31ST MARCH 2024

	Notes	2024 £	2023 £
Fixed Assets			
Tangible assets	2	507	1,005
		<u>507</u>	<u>1,005</u>
Current Assets			
Cash at bank and in hand	3	168,541	194,204
Debtors and prepayments	4	<u>11,841</u>	<u>8,560</u>
		<u>180,382</u>	<u>202,764</u>
Creditors: amounts falling due within one year	5	10,974	27,605
Net Current Assets		169,408	175,159
Net Assets		<u>169,915</u>	<u>176,164</u>
Represented by Funds:			
Unrestricted funds	8	158,705	171,341
Restricted funds	8	<u>11,210</u>	<u>4,823</u>
		<u>169,915</u>	<u>176,164</u>

The company is entitled to exemption from audit under section 477 of the Companies Act 2006 for the year-ended 31 March 2024.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2024 in accordance with section 476 of the Companies Act 2006.

The directors acknowledge their responsibility for :

- ensuring that the company keeps accounting records which comply with Sections 386 and 387 of the Companies Act 2006 and
- preparing financial statements which give a true and fair view of the state of affairs of the company at the end of each financial year and of its profit or loss for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2016 relating to financial statements, so far as applicable to the company.

These accounts have been prepared in accordance with the provisions in Part 15 of the Companies Act 2016 applicable to companies subject to the small companies regime.

The financial statements were approved for issue by the board and were signed on its behalf by:



Date: 19/09/2024

Aaron Venables (Chair)

HOME-START CAMBRIDGESHIRE
NOTES TO THE ACCOUNTS AT 31 MARCH 2024

1 Accounting policies

1a Basis of preparation

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) (effective 1 January 2015), with FRS 102 and with the requirements of the Companies Act 2006.

Home-Start Cambridgeshire meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost transaction value unless otherwise stated in the relevant accounting policy notes.

1b Legal status of the Charity

The charity is a company limited by guarantee and has no share capital. In the event of the charity being wound up, the liability of the charity is limited to £1 per member of the charity.

1c Income

Grants and donations are included when receivable unless there are imposed pre-conditions on the use of the funds or the income is for a future accounting period. Any grants or donations received for a particular purpose are allocated to restricted funds.

Contributions from meetings and fees are included when receivable. Contributions earmarked for a particular purpose are allocated to restricted funds.

Income from Gift Aid is recognised when claimed.

Investment income is included when receivable.

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

Other income is recognised as it is received.

1d Resources expended

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

Grants payable to third parties are within the charitable objectives. Where unconditional grants are offered, this is accrued as soon as the recipient is notified of the grant, as this gives rise to reasonable expectation that the recipient will receive the grant. Where grants are conditional relating to performance then the grant is only accrued when any unfilled conditions are outside the control of the charity.

1e Debtors and creditors receivable/payable within one year

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

1f Operating lease.

Amounts due under operating leases:

Due within 1 yr	10,377
>1yr to 5yrs	46,557
	<u>56,934</u>
Amount expended during the year	<u>9,847</u>

1g Fund accounting

Unrestricted funds are available to be used for any of the charitable objects at the discretion of the Board of Trustees. Designated funds are set aside by the trustees out of unrestricted funds for specific purposes or projects. Restricted funds can only be used for particular purposes within the objectives of the charity as specified by the donor or by the terms of the appeal for funds.

1h Going concern

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

1i Volunteers and donated services

The value of services provided by volunteers is not incorporated into these financial statements.

1j Depreciation

Depreciation is provided on fixed assets at rates calculated to write off the cost of the asset, less residual value, on a straight-line basis over its expected useful life, as follows:

Office and computer equipment - over 3 years

1k Pension liabilities

The employer operates a defined contribution scheme. In general, members pay 4% of their Pensionable Income and company pay 6% of members' Pensionable Income into individual pension accounts.

1l Taxation

The company is considered to pass the tests set out in Sch. 6, para. 1 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

2 Fixed assets

	Computer Equipment
Cost	
At 1 April 2023	2,520
Additions	0
Disposals	0
At 31 March 2024	<u>2,520</u>
Depreciation	
At 1 April 2023	1,515
Charge for the year	498
Charge on disposals	0
At 31 March 2024	<u>2,013</u>
Net book value	
At 31 March 2024	507
At 31 March 2023	<u>1,005</u>

3 Cash at bank and in hand

	2024	2023
	£	£
Current account	83,268	79,678

Reserve accounts	84,635	114,304
Petty cash	638	222
	<u>168,541</u>	<u>194,204</u>

4 Debtors and prepayments	2024	2023
	£	£
Debtors	4,630	634
Rent deposit	2,400	2,400
Prepayments	821	3,280
Accrued income	3,990	2,246
	<u>11,841</u>	<u>8,560</u>

5 Creditors	2024	2023
	£	£
Accruals and creditors	9,100	12,629
Social security costs	1,849	1,776
Deferred income	25	13,200
	<u>10,974</u>	<u>27,605</u>

6 Resources expended	2024	2024	2024	2023
	£	£	£	£
	Unrestricted	Restricted	Total	Total
Staff costs	147,667	13,484	161,151	158,235
Contracted services	5,970		5,970	
Membership fees	4,093	0	4,093	3,351
Premises and office costs	27,581	2,336	29,917	24,353
IT costs	2,774	0	2,774	1,147
Examiners fees	860		860	1,000
Accounts fees	250		250	250
Staff training	311		311	1,435
Staff expenses	2,832	731	3,563	6,148
Recruitment	3,237		3,237	0
Volunteer related expenses	18		18	409
Volunteer travel	3,939	340	4,279	4,726
Strategy launch event	2,698		2,698	0
Depreciation	498		498	498
Bank charges	60		60	101
Project costs		2,141	2,141	4,279
	<u>202,788</u>	<u>19,032</u>	<u>221,820</u>	<u>205,933</u>
<u>Expenditure on raising funds</u>				
Costs of fundraising	920		920	1,600
	<u>203,708</u>	<u>19,032</u>	<u>222,740</u>	<u>207,533</u>

7 Income	2024	2024	2024	2023
	£	£	£	£
	Unrestricted	Restricted	Total	Total
Statutory funding and grants	5,484	5,000	10,484	7,380
Fundraising	3,694		3,694	6,809
Donations	191,488	23,482	214,969	206,282
Investment and other income	6,521		6,521	2,504
	<u>207,187</u>	<u>28,482</u>	<u>235,669</u>	<u>222,975</u>

The breakdown of the income for the year is as below:

	Unrestricted	Restricted	Total
Statutory funding and grants:			
Cambridge City Council		5,000	5,000
South Cambridgeshire District Council	5,484		5,484
Project Funding:			
Children in Need	13,200		13,200
Evelyn Trust	11,380		11,380
Fundraising:			
SING Concert	1,332		1,332
Kings College School	675		675
Readathon	580		580
Cake event and bake sales	421		421
Church By the River (St James)	302		302
Bumps and Little Ones	197		197
St Nicholas Church	188		188
Donations:			
Bequest	100,000		100,000
Individual Donations	14,860		14,860
Garfield Weston Foundation	15,000		15,000
The Betty Lawes Foundation	10,000		10,000
Cambridgeshire Community Foundation		4,970	4,970
Huntingdon Freeman's Trust		4,520	4,520
The Forrester Family Trust		4,500	4,500
The Albert Hunt Trust	4,000		4,000
Pye Foundation	4,000		4,000
John Huntingdon's Charity		3,500	3,500
Urban & Civic Alconbury Ltd	3,000		3,000
The 29th May 1961 Charitable Trust	3,000		3,000
Gift Aid Refunds	2,788		2,788
The Strangward Trust	2,500		2,500
The Simon Gibson Charitable Trust		2,000	2,000
PEM Charitable Trust		2,000	2,000
City & University of Cambridge Masonic Charitable Trust	2,000		2,000
Chapman Charitable Trust	2,000		2,000
Cole Charitable Trust		1,200	1,200
John Lewis Partnership		792	792
Capital Value	500		500
Anonymous Trust and Foundation Donation	500		500
Rhododendron Trust	500		500
Inner Wheel Club of Ely	406		406
Jesus College	400		400
Easy Fundraising	332		332
Charitable Giving	300		300
PwC Foundation Community Stars	250		250
St Mary's Arkesden	238		238
St Mary the Virgin	233		233
Arrowsmith Financial	100		100
	200,666	28,482	229,148
Other Income:			
Sale of Equipment	592		592
Investment income:			
Bank interest	5,929		5,929
	207,187	28,482	235,669

8 Statement of funds:

Restricted funds	As at 31 Mar-23	Incoming resources	Outgoing resources	Transfers	As at 31 Mar-24
	£	£	£	£	£
Cambridge City Council (Group)		5,000	5,731	731	0
Cambridgeshire Community Foundation		4,970	4,970		0
Huntingdon Freeman's Trust		4,520	800		3,720
The Forrester Family Trust		4,500	800		3,700
John Huntingdon's Charity		3,500	1,167		2,333
Urban & Civic Alconbury Ltd	2,926		318	-2608	0
The Leys School	1,202			-1202	0
The Simon Gibson Charitable Trust		2,000	2,000		0
PEM Charitable Trust		2,000	2,017	17	0
Cole Charitable Trust		1,200	1,200		0
John Lewis Partnership	695	792	30		1,457
	4,823	28,482	19,032	- 3,062	11,210
General fund	171,341	207,187	222,885	3,062	158,705
Total funds	176,164	235,669	241,918	-	169,915

9 Exceptional item

During the year, the company entered into a settlement that resulted in total costs of £19,177, stemming from an HR matter, as set out in more detail in the Trustees' report.

10 Trustee remuneration and related party transactions

No member of the Board of Trustees received any remuneration during the period. Travel and subsistence costs amounting to £423 (£0 - 2023) were accounted for to members of the Board of Trustees, of which £270 were donated back to the Charity in the year.

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 period.

11 Staff costs and numbers

	2024	2023
	£	£
Gross salaries	149,603	146,805
Social security costs	5,734	4,223
Pension costs	6,010	7,207
	161,347	158,235

The average number of staff employed by the charity in the year was 12. (14 - 2023)

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