

HOME-START NORFOLK

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

HOME-START NORFOLK
YEAR ENDED 31 MARCH 2025

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HOME-START NORFOLK

YEAR ENDED 31 MARCH 2025

CHARITY / COMPANY INFORMATION

Registered charity name	Home-Start Norfolk
Charity number	1106362
Company number	05196432
Registered address	Swaffham Community Centre Campingland Swaffham Norfolk PE37 7RB
Trustees	N A McClelland (Chair) D A Lefevre S Skoyles (resigned 13 November 2024) J Creaser (resigned 30 January 2025) A C Millar L J Stabler C McDougall-Richards L A Townsend (resigned 30 January 2025) M Hector (appointed 13 November 2024)
Secretary	N F Gotts
Key management personnel	Liz Cross (Managing Director) Natalie Spurdens (Head of Service Delivery) Caz New (Head of Funding & Development)
Independent examiner	ABC Abacus Limited Financial Accountants The Willows Ipswich Road Long Stratton Norfolk NR15 2TG
Bankers	HSBC 18 London Street Norwich NR2 1LG

HOME-START NORFOLK

TRUSTEES' REPORT (INCORPORATING THE DIRECTOR'S REPORT) FOR THE YEAR ENDED 31 MARCH 2025

The trustees, who are also directors of the charity for the purposes of the Companies Act 2006, present their report and financial statements for the year ending 31st March 2025.

Home-Start Norfolk is a charitable company limited by guarantee. Operating across Norfolk. The organisation remains part of the federated national network of Home-Start UK. The charitable company was established under a Memorandum of Association, which established its objects and powers and is governed by its Articles of Association. In the event of the company being wound up, members are required to contribute an amount not exceeding £1.

Objectives and Activities

Home-Start Norfolk's charitable objectives and activities are:

- to safeguard, protect and preserve the good health, both mental and physical, of children and parents of children;
- to prevent cruelty to or maltreatment of children;
- to relieve sickness, poverty and need amongst children and parents of children; and
- to promote the education of the public in better standards of childcare within the area of Norfolk.

Home-Start Norfolk works with families with at least one child under five who are experiencing difficulties and facing challenging circumstances. This may include families struggling to cope with disabilities or additional needs, poor mental health, social isolation, family breakdown, bereavement or financial hardship. Home-Start's unique service provides preventative early intervention to support parents, enabling them to grow in confidence, and empowering them to make positive changes to give families the best possible pathway to improved health, wellbeing, and stability.

Home-Start Norfolk offers families a unique, non-judgemental, informal, home-visiting service, which achieves positive change. To deliver its services, the charity recruits and trains volunteers from the local community, who give their time and parenting experience to help other families. Trained volunteers are matched with a family referred for support, developing a trusted relationship which fosters self-resilience and builds confidence, successfully integrating families into their communities.

During the year, the charity also provided infant massage sessions in small groups, or one-to-one, to improve attachment and wellbeing, and PEEP child development groups across the county.

Public Benefit

The trustees are mindful of the requirements of the Charity Commission regarding the Public Benefit test and confirm that the activities of the charity will conform with these requirements.

HOME-START NORFOLK

TRUSTEES' REPORT (INCORPORATING THE DIRECTOR'S REPORT) FOR THE YEAR ENDED 31 MARCH 2025

Achievements and Performance

The trustees and management team entered the 2024/25 financial year clear on their priorities to further bolster the sustainable framework of the organisation, whilst combatting a difficult economic environment, for the benefit of its families, volunteers, and communities. The priorities included:

1. Recruit to the funding manager position following the postholders retirement.
2. Securing further large contracts with Norfolk County Council
3. Diversifying income sources and developing relationships with businesses, grants trusts and foundations to continue to provide county-wide support.
4. Diversify the offer to volunteers for both recruitment, engagement and retention.
5. Growing the Board of Trustees to address skills gaps; and
6. Maintaining and developing relationships with organisations across the sector.

The team have successfully achieved the priorities for the year, stabilising income streams and further building on the sustainability of Home-Start Norfolk.

During 2024/25, a total of 427 (2023/24: 247) unique families received support from Home-Start Norfolk, with many accessing more than one service, including:

- 183 (2023/24: 202) families supported by a home-visiting volunteer or staff member; and
- 279 (2023/24: 45) families participating in group activities such as infant massage classes and PEEP child development groups.
- 513 (2023/24: 235) new referrals were received during the year. 53% of all referrals were received from statutory services and 47% were self-referral. The increase in referrals reflects the expansion of partnership working with Norfolk County Council and the improved visibility of Home-Start Norfolk with families not currently accessing services, demonstrating our growth into the hard-to-reach areas of Norfolk.

The most common reasons for referral were:

- Parental emotional wellbeing (identified in 57% of all families referred)
- Parenting skills (37%)
- Isolation and loneliness (55%)
- Children's early development and learning (44%)

The impact of Home-Start Norfolk's work is evidenced by the data gathered during the support process:
Our Families

- 100% reported improvements in coping with stress
- 97% of families felt better able to cope with household management
- 97% of parents grew their self-esteem
- 96% of families were less lonely and isolated after our support
- 94% of parents noticed improvements in their child's mental health and wellbeing
- 89% stated improvements in parental mental health.
- 80% showed improvements in their parenting skills

HOME-START NORFOLK

TRUSTEES' REPORT (INCORPORATING THE DIRECTOR'S REPORT) FOR THE YEAR ENDED 31 MARCH 2025

Volunteers

Our volunteers are the heart of Home-Start and deliver a mix of emotional and practical support to empower parents to support their children to thrive. Volunteers are recruited because of their own lived experiences and many have been through their own battles during parenthood including feelings of isolation and loneliness and mental health.

Our volunteers undertake our unique, comprehensive preparation course prior to working with families, including safeguarding, engagement, boundaries, why play matters & positive parenting. Volunteers can empathise and support families without judgment or prejudice, reaching families who disengage with other services.

- 107 volunteers supported at least 1 family in 2024/25 (2023/24 129).
- 43 new volunteers were recruited and completed our volunteer preparation training programme (2023/24 57).

During the year the existing Local Authority contracts were successfully extended with additional scope and funding secured to include:

- Peer Support Service (Start for Life 0 – 2) home-visiting support
- Infant Massage
- Fathers only Infant Massage
- Baby Peep groups for 0 – walking
- Little Peep groups for walking - 2

Thank you to all the volunteers, staff, referrers, funders and supporters for their continued support.

Structure, Governance and Management

The total number of Board members shall not be less than four and not more than twenty. The Board of Trustees meets monthly (rotation of full Board meetings, Family Service sub-committee, and Personnel and Resources sub-committee), in accordance with Home-Start Norfolk's Memorandum and Articles of Association and scheme of delegations.

Trustees set an operational strategy for the charity, and this is reviewed annually. An annual business plan, developed by the Senior Leadership Team in collaboration with the Trustees, ensures that the charity's strategic objectives are delivered effectively. This is supported by a comprehensive reporting framework comprising monthly management accounts and services reports, which track progress against forecasted outcomes and are scrutinised at each monthly meeting.

A new 2-year strategy with succinct, clear, and achievable objectives has been developed by a charity specialist, working alongside the Senior Leadership Team and Trustees, with funding secured through Home-Start UK's sustainability initiative.

Full quarterly Board meetings, chaired by Niall McClelland, cover strategy, business planning, risk management and review, and policy adoption. Board meetings are also attended by the Senior Leadership Team.

HOME-START NORFOLK

TRUSTEES' REPORT (INCORPORATING THE DIRECTOR'S REPORT) FOR THE YEAR ENDED 31 MARCH 2025

The sub-committee structure, comprising of a Personnel and Resources Committee, chaired by David Lefevre, with delegated responsibility for financial management, personnel and processes, and a Family Service Committee, chaired by Lynne Stabler, with oversight of services and projects, enabling Trustees to bring their specific areas of expertise to support the Senior Leadership Team.

The Trustees, who are also directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements, are listed at the front of this document. Jo Creaser and Sue Skoyles stood down during the year, having been a great support to Home-Start Norfolk during their term.

New Trustees complete a six-month probation and induction process before being appointed to the board. Claire McDougal-Richards and Matthew Hector joined Trustees during the year bringing further skills and expertise to the board.

Identifying gaps using a skills audit, the board continue to seek new Trustees with the knowledge and experience needed to complement and develop the board.

Day-to-day operations of the charity are delegated to the Senior Leadership Team in line with policies, budget, and the business plan.

The staff structure, initiated in the prior year, is established and stabilised, and the Board remain confident that the appropriate steps were taken to ensure the long-term viability of the charity.

The Trustees, having recognised the outward looking role of the Senior Leadership Team and their combined skills and expertise, supported the change in role name to reflect the ambitions for growth for Home-Start Norfolk.

Senior Leadership now comprises Liz Cross – Managing Director, Natalie Spurdens - Head of Service Delivery, and Caz New joined as Funding Manager – now Head of Funding and Development.

Financial Review

2024/25 financial year was forecast to break even however the result for the year was a net deficit of £19,951. While this is below forecast the Board are comfortable with this year's result within the mid-term strategy of stabilising and continuing to fulfil its contractual obligations.

Total income received for the year 2024/25 was £417,569 (2024: £414,955), a small increase on last year and included grant funding from Norfolk County Council supplementing trust and fundraising income.

Expenditure totalled £437,520 (2024: £379,777), an increase of 15% on last year reflecting the re-investment in services and activities following the prior year's cost cutting. This resulted in a net deficit of £19,951 (2024: surplus £35,178).

Financial sustainability requires income to be derived from a range of sources. For Home-Start Norfolk this includes commissioned opportunities with local system partners, continued success with trust and foundation fundraising and additional fundraising streams generated within the community and corporate arenas. The Board's prudence and foresight in addressing financial sustainability, with minimum impact to front-line services, will ensure Home-Start Norfolk's countywide service remains viable and responsive when new commissioning opportunities arise.

HOME-START NORFOLK

TRUSTEES' REPORT (INCORPORATING THE DIRECTOR'S REPORT) FOR THE YEAR ENDED 31 MARCH 2025

As of 31st March 2025, the charitable company had total funds of £395,991 (2024: £415,942), which comprise of £33,288 (2024: £9,482) of restricted funds from grants awarded during the financial period, which will be expended during the next financial year and unrestricted reserves of £362,703 (2024: £406,460). Included within unrestricted reserves is £233,370 (2024: £233,370) of funds which are held in accordance with the reserves policy (as below), in respect of the potential closure costs of the charity. When excluding this, the unrestricted reserves available for use are £129,333 (2024: £173,090).

Restricted funds

Restricted funds of £33,288 (2024: £9,482) is income awarded during the financial year pertaining to specific funder requirements, comprising primarily of staff and volunteer costs, which will be expended in 2025-26.

Reserves Policy

The Board of Trustees have set a reserves policy which requires that:

- a) reserves are maintained at a level which ensures that Home-Start's core activity could continue during a period of unforeseen difficulty; and
- b) a proportion of reserves are maintained in a readily realisable form.

The calculation of the required level of reserves is an integral part of our planning, budget and forecast cycle and considers:

- risks associated with each stream of income and expenditure being different from that budgeted;
- planned activity level; and
- organisational commitments.

Having considered the risk, activity and commitments of the organisation, Trustees have agreed that the scheme needs to retain a level of free reserves equating to 3 months' running costs plus potential closure costs (e.g. redundancy costs) which equates to approximately £233,370.

Plans for Future Periods

Demands on our service remain strong, driven by the on-going impact of the cost-of-living and the diminishing resources available through statutory services. Both of which continue to impact families and young children.

Documented within our strategic plan, our key priorities over the 18 months will include:

- Extend our core offer of home-visiting support and group work in to harder to reach communities.
- Upskill and strengthen our staff and volunteer resources to better meet the complex needs of our communities;
- Continue to stabilise and sustain our income to support our growth through maintaining relationships with partners and grow our visibility with potential funders.
- Improve our use of data to flex day-to-day operational approaches and better demonstrate our impact.
- Develop our approach to understanding the strategic needs of our communities, funders and stakeholders.

The team continue to sustain existing and build new positive relationships with local and national funders, commissioners and both community and corporate donors. We are diversifying our relationships with corporate businesses to extend beyond sponsorship and move in to investment to deliver corporate social responsibility.

HOME-START NORFOLK

TRUSTEES' REPORT (INCORPORATING THE DIRECTOR'S REPORT) FOR THE YEAR ENDED 31 MARCH 2025

Statement of Trustees' responsibility

The Trustees (who are also directors of Home-Start Norfolk for the purposes of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year. Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period.

In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 (FRS 102);
- 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 a "going concern" basis unless it is inappropriate to assume that the charitable company will continue in operation.

The Trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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



Niall McClelland (Oct 21, 2025, 4:14pm)

On behalf of the board of Trustees:
N McClelland (Chair of Trustees)

HOME-START NORFOLK

HOME-START NORFOLK INDEPENDENT EXAMINERS REPORT TO THE TRUSTEE'S OF HOME-START NORFOLK

Independent examiner's report to the trustees of "Home Start Norfolk"

I report to the charity trustees on my examination of the accounts for the above charity number 1106362 for the year ended 31 March 2025 which are set out on pages 8 to 23.

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 the Institute of Financial 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 the Company 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.

Peter Bussey

Peter Bussey FFA FIPA (2:37pm)

Institute of Financial Accountants

ABC Abacus Ltd

The Willows

Ipswich Road

Long Stratton

NR15 2TG

22nd October 2025

HOME-START NORFOLK

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 31 MARCH 2025

	Notes	Unrestricted Funds 2025 £	Restricted Funds 2025	Total Funds 2025 £	Total Funds 2024 £
INCOME					
Donations and Fundraising	2	43,432	-	43,432	34,865
Grants	2	45,130	320,137	365,267	373,024
Other Income		115	-	115	
Investment income		8,755	-	8,755	7,066
		<u> </u>	<u> </u>	<u> </u>	<u> </u>
TOTAL INCOME		<u>97,432</u>	<u>320,137</u>	<u>417,569</u>	<u>414,955</u>
EXPENDITURE					
Costs of raising funds	3	24,451	4,499	28,950	23,312
Charitable Activities	4	116,738	291,832	408,570	356,465
		<u> </u>	<u> </u>	<u> </u>	<u> </u>
Total expenditure		<u>141,189</u>	<u>296,331</u>	<u>437,520</u>	<u>379,777</u>
Net income / (expenditure) being net movement in funds		(43,757)	23,806	(19,951)	35,178
Transfer between funds		-	-	-	-
		<u> </u>	<u> </u>	<u> </u>	<u> </u>
Net movement in funds		<u>(43,757)</u>	<u>23,806</u>	<u>(19,951)</u>	<u>35,178</u>
		<u> </u>	<u> </u>	<u> </u>	<u> </u>
Total funds at 1 April		406,460	9,482	415,942	380,764
Total funds at 31 March		<u>362,703</u>	<u>33,288</u>	<u>395,991</u>	<u>415,942</u>

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

The notes on pages 10 to 23 form part of these financial statements.

HOME-START NORFOLK

BALANCE SHEET AS AT 31 MARCH 2025

	Notes	£	2025 £	£	2024 £
FIXED ASSETS					
Tangible assets	9		3,382		8,347
CURRENT ASSETS					
Debtors	10	1,164		1,291	
Cash at bank and in hand		425,224		495,314	
		<u>426,388</u>		<u>496,605</u>	
CREDITORS					
Amounts falling due within one year	11	(33,779)		(89,010)	
NET CURRENT ASSETS			<u>392,609</u>		<u>407,595</u>
TOTAL ASSETS LESS TOTAL LIABILITIES			<u>395,991</u>		<u>415,942</u>
THE FUNDS OF THE CHARITY:					
Unrestricted funds	13		362,703		406,460
Comprising of:					
Reserves fund		233,370		233,370	
Free reserves		129,333		173,090	
Restricted funds	13		33,288		9,482
TOTAL FUNDS			<u>395,991</u>		<u>415,942</u>

For the year ending 31 March 2025 the company 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 company to obtain an audit of its accounts for the year in question in accordance with section 476;
- 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 were approved by the Trustees on behalf by:

2025 and are signed on their



Niall McClelland (Chair of Trustees)

Company registration number: 05196432

HOME-START NORFOLK

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

1 ACCOUNTING POLICIES

General information

The charity is a private company limited by guarantee registered in England and Wales. The address of the registered office is Swaffham Community Centre, Campingland, Swaffham, Norfolk, England, PE37 7RB.

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

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 2019) - Charities SORP (FRS 102), and the Charities Act 2011.

Home-Start Norfolk 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 note(s).

The charity, being small in size, has used the exemption provided by Charities SORP (FRS 102) under which it is not required to include a cash flow statement as part of the financial statements.

The financial statements are prepared on a going concern basis under the historical cost convention.

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

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 income and 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.

Fund accounting

Unrestricted funds are those which are available for the general purposes of the Charity at the discretion of the Trustees in the furtherance of the charitable company's objectives.

Restricted funds are those which have been received for undertaking an activity specified by the donor.

HOME-START NORFOLK

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

1 ACCOUNTING POLICIES (continued)

Designated funds comprise unrestricted funds that have been put aside at the discretion of the Trustees for particular purposes.

Income

Income is recognised when the Charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received, and the amount can be measured reliably.

Income is generated through donations, grants and other sources. Donations are recognised when received. Income from Gift Aid tax reclaims is recognised for any donations with relevant Gift Aid certificates recognised in income for the year.

Income from government and other grants are recognised at fair value when the charity has entitlement after any performance conditions have been met, it is probable that the income will be received, and the amount can be measured reliably. If entitlement is not met, then these amounts are deferred.

Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required, and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- costs of raising funds comprise the apportionment of staff costs to this area on the basis of time spent raising funds;
- expenditure on charitable activities includes that which relates directly to fulfilling the charitable objectives of the Charity, as outlined in the Trustees' Report.

Allocation of support costs

Support costs are those functions that assist the work of the Charity but do not directly undertake charitable activities. Support costs include back-office costs, finance, personnel, payroll and governance costs which support the Charity's activities. These costs have been allocated to expenditure on charitable activities.

Governance costs are included in support costs and relate to the direct running of the Charity, allowing it to operate and generate the information required for public accountability. They include the costs of accounts preparation and independent examination.

Tangible Fixed Assets

Individual fixed assets costing £500 or more are capitalised at cost and are depreciated over their estimated useful economic lives on the following basis

Asset Category	Annual Rate
Fixtures and fittings	25% Straight line

HOME-START NORFOLK

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

1 ACCOUNTING POLICIES (continued)

Redundancy and termination payments

Redundancy and termination costs are recognised as an expense in the Statement of Financial Activities and a liability on the Balance Sheet immediately at the point the Charity is demonstrably committed to either:

- terminate the employment of an employee or group of employees before normal retirement date; or;
- provide termination benefits as a result of an offer made in order to encourage voluntary redundancy.

The Charity is considered to be demonstrably committed only when it has a detailed formal plan for the termination and is without realistic possibility of withdrawal from the plan.

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. Creditors are recognised when the Charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably.

Cash at bank and in hand

Cash at bank and in hand includes cash held in bank accounts. There are no short-term investments.

Financial instruments

The Charity only has financial assets and liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

Pensions

The Charity provides a defined contribution pension scheme, whereby the charity and its staff each fund the scheme, managed by a third-party provider, the assets of which are held by the provider separately from the assets of the charity. The pension charge in the financial statements represents the amounts payable by the charity to the fund in respect of the period.

Corporation tax

The Charity is exempt from taxation in respect of income and 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 the charitable purposes.

HOME-START NORFOLK

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

Judgements and key sources of estimation uncertainty

In the application of the Charity's accounting policies, which are described above, the Trustees are required to make judgements, estimates and assumptions about the carrying amounts of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from those estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

The Trustees do not consider that there are any other critical judgements or sources of estimation uncertainty in the financial statements.

2 DONATIONS AND LEGACIES

	Unrestricted 2025 £	Restricted 2025 £	Total 2025 £
Donations	43,432	-	43,432
Grants	45,130	320,137	365,267
	<hr/>	<hr/>	<hr/>
	88,562	320,137	408,699
	<hr/>	<hr/>	<hr/>

	Unrestricted 2024 £	Restricted 2024 £	Total 2024 £
Donations	34,865	-	34,865
Grants	189,445	183,579	373,024
	<hr/>	<hr/>	<hr/>
	224,310	183,579	407,889
	<hr/>	<hr/>	<hr/>

HOME-START NORFOLK

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

3 COSTS OF RAISING FUNDS

	2025 £	2024 £
Salaries of fundraising staff	23,958	21,582
Fundraising costs	1,114	1,000
Publicity and Marketing	3,878	730
	<u>28,950</u>	<u>23,312</u>

In 2025 costs of raising funds were £28,950 (2024: £23,312) of which £24,451 (2024: £22,616) was expenditure from unrestricted funds and £4,499 (2024: £696) was expenditure from restricted funds.

4 EXPENDITURE ON CHARITABLE ACTIVITIES

	Activities Undertaken Directly 2025 £	Support and governance costs 2025 £	Total 2025 £
Charitable activities	383,443	25,127	408,570
	<u>383,443</u>	<u>25,127</u>	<u>408,570</u>

	Activities Undertaken Directly 2024 £	Support and governance costs 2024 £	Total 2024 £
Charitable activities	318,165	38,300	356,465
	<u>318,165</u>	<u>38,300</u>	<u>356,465</u>

In 2025 expenditure on charitable activities was £408,570 (2024 £356,465) of which £116,738 (2024: £148,269) was expenditure from unrestricted funds and £291,832 (2024: £208,196) was expenditure from restricted funds.

HOME-START NORFOLK

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

5 SUPPORT COSTS

Cost type	2025 £	2024 £
Consultancy fees	2,744	14,827
Insurance	1,776	2,061
Consumables	2,570	346
Depreciation	4,965	8,008
Sundry expenditure	1,687	1,143
HSUK fee	7,469	8,512
Bank Charges	70	77
Subscriptions	311	92
Governance costs:		
Independent Examination fee	1,800	1,800
Accountancy	1,735	1,434
Total	25,127	38,300

Support costs have been allocated to charitable activities based on actual use.

HOME-START NORFOLK

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

6 STAFF COSTS

	2025	2024
Staff costs were as follows:		
Wages and salaries	313,105	265,604
Employer NIC	19,542	18,661
Other pension costs	17,676	14,946
Total	350,323	299,211

The average monthly number of employees during the year was as follows:

	2025	2024
Employees	15	14

The Charity considers its key management personnel to comprise of the Managing Director, Head of Service Delivery and Head of Funding & Development. The total staff costs including employer pension contributions of the key management personnel were £100,828 (2024: £81,870). No employee has employee benefits in excess of £60,000 (2024: none).

7 NET INCOME / (EXPENDITURE)

	2025 £	2024 £
This is stated after charging:		
Depreciation of tangible fixed assets	4,965	8,008
Pension costs	17,676	14,946

8 INDEPENDENT EXAMINER'S REMUNERATION

	2025 £	2024 £
Independent Examination fees	1,800	1,800

HOME-START NORFOLK

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

9 TANGIBLE FIXED ASSETS

	Fixtures and Equipment £	Total £
Cost		
At 1 April 2024	54,061	54,061
Additions	-	-
	<u>54,061</u>	<u>54,061</u>
At 31 March 2025	54,061	54,061
	<u>54,061</u>	<u>54,061</u>
Depreciation		
At 1 April 2024	45,714	45,714
Charge for the year	4,965	4,965
	<u>50,679</u>	<u>50,679</u>
At 31 March 2025	50,679	50,679
	<u>50,679</u>	<u>50,679</u>
Net Book Value		
At 31 March 2025	3,382	3,382
	<u>3,382</u>	<u>3,382</u>
At 1 April 2024	8,347	8,347
	<u>8,347</u>	<u>8,347</u>

10 DEBTORS

	2025 £	2024 £
Accrued income	127	167
Prepayments	1,037	1,124
	<u>1,164</u>	<u>1,291</u>
	<u>1,164</u>	<u>1,291</u>

HOME-START NORFOLK

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

11 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025 £	2024 £
Trade creditors	-	-
Accruals and deferred income	33,779	89,010
Social security and other taxes	-	-
	<u>33,779</u>	<u>89,010</u>
	<u><u>33,779</u></u>	<u><u>89,010</u></u>
Deferred income	2025 £	2024 £
At 1 April	87,000	53,305
Additions during the year	30,000	87,000
Released during the year	(87,000)	(53,305)
At 31 March	<u>30,000</u>	<u>87,000</u>
	<u><u>30,000</u></u>	<u><u>87,000</u></u>

Grant income has been deferred, due to being received in advance of the period to which it relates.

12 CONTINGENT LIABILITY

The Pensions Trust - Growth Plan ("the scheme")

Home-Start Norfolk participates in the scheme, a multi-employer scheme which provides benefits to some 950 non-associated participating employers. The scheme is classified as a 'last-man standing arrangement'. Therefore, the charitable company is potentially liable for other participating employers' obligations if those employers are unable to meet their share of the scheme deficit following withdrawal from the scheme. Participating employers are legally required to meet their share of the scheme deficit on an annuity purchase basis on withdrawal from the scheme. Therefore Home-Start Norfolk has a contingent liability, as a result of pension funds held that sit within a growth plan administered by The Pensions Trust. There is a contingent liability of £5,295 (2024: £4,841) relating to the pension scheme, which would fall due to the scheme provider if Home-Start Norfolk had no members in the scheme, as this would trigger a cessation and crystallise the liability. There are four (2024: four) members remaining in the scheme. The amount of the liability is as advised by the Pensions Trust following their latest Scheme Valuation. The plan currently has an identified shortfall with sufficient funds to cover 82% of liabilities. Home-Start Norfolk does not contribute towards the recovery plan for the scheme as the charity has no series 1 or series 2 liabilities. The recovery plan is due to end on 31/01/2025 and is reviewed every 3 years.

HOME-START NORFOLK

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

13 STATEMENT OF FUNDS

2025	Brought Forward £	Income £	Expenditure £	Transfers £	Carried forward £
UNRESTRICTED FUNDS					
General funds	406,460	97,432	(141,189)	-	362,703
RESTRICTED FUNDS					
National Lottery Community Fund	556	-	(556)	-	-
Norfolk Community Foundation	9,774	29,100	(23,327)	-	15,547
MOD Covenant Fund	718	-	-	-	718
Henry Smith	-	60,000	(60,000)	-	-
NCC Start for Life	(10,583)	198,014	(176,559)	-	10,872
NCC Ukrainian Fund	6,114	13,500	(19,614)	-	-
Inspiring Communities Fund	-	4,648	(2,747)	-	1,901
Mrs Smith and Mount Grant	-	3,000	(3,000)	-	-
Postcode Places Trust	2,903	-	(2,903)	-	-
Cadent (via Home-Start UK)	-	4,375	(3,875)	-	500
Geoffrey Watling Charity	-	7,500	(3,750)	-	3,750
Total restricted funds	9,482	303,962	(284,405)	-	29,039
Total Funds	415,942	417,569	(437,520)	-	395,991

HOME-START NORFOLK

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

13 STATEMENT OF FUNDS (continued)

2024	Brought Forward £	Income £	Expenditure £	Transfers £	Carried forward £
UNRESTRICTED FUNDS					
General funds	345,969	231,376	(170,885)	-	406,460
RESTRICTED FUNDS					
Action for Children	391	-	(391)	-	-
Home-Start UK	146	-	(146)	-	-
National Lottery Community Fund	15,244	-	(14,688)	-	556
Norfolk Community Foundation	9,142	29,717	(29,085)	-	9,774
MOD Covenant Fund	2,373	-	(1,655)	-	718
Nationwide Community Grant	708	30,415	(31,123)	-	-
Nth Norfolk Sustainable Communities	6,791	-	(6,791)	-	-
Breathing Spaces	-	10,000	(10,000)	-	-
Henry Smith	-	60,000	(60,000)	-	-
NCC Start for Life	-	-	(10,583)	-	(10,583)
NCC Ukrainian Fund	-	16,500	(10,386)	-	6,114
Norwich Consolidated Charities	-	17,500	(17,500)	-	-
Postcode Places Trust	-	19,447	(16,544)	-	2,903
Total restricted funds	34,795	183,579	(208,892)	-	9,482
Total Funds	380,764	414,955	(379,777)	-	415,942

HOME-START NORFOLK

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

13 STATEMENT OF FUNDS (continued)

MOD Covenant Fund	By Your Side project tackling loneliness & isolation in families living at RAF Marham.
National Lottery Community Fund	Grant to support core costs and undertake an impact review to support future sustainability.
Norfolk Community Foundation	Includes various funds: DCMS Know Your Neighbourhood to increase volunteering and reduce loneliness in Great Yarmouth; Healthy Young Minds to support early years emotional development via PEEP development groups; Love Norfolk to support staff salaries and Saracens supporting work in South Norfolk. Seed Co-op fund supporting local families through community projects and groups. Also non-restricted donations have been received from the Eliel Fund to support the core offer and operation of the charity.
Postcode Places Trust	Out of the Blue project funding supporting parental mental wellbeing.
Henry Smith	3-year funding to provide one-to-one support to vulnerable Norfolk families.
Inspiring Communities Fund	Supporting projects focused on improving health and wellbeing, addressing social isolation and mental health in support of parents of young families
Mrs Smith and Mount Grant	Grant to support community work in youth services
NCC Ukrainian Families	Contract to deliver a 6-month pilot befriending project for Ukrainian families with children aged 0 to 19.
NCC Start for Life	Contract to support delivery of Norfolk's Start for Life/Family Hub initiative for children aged 0 to 2.
Cadent (via Home-Start UK)	Grant for the Centre for Warmth work, supporting local families.
Geoffrey Watling Charity	Grant to supporting families with children who have complex developmental needs.

UNRESTRICTED FUNDS

The unrestricted funds are available to be spent for any of the purposes of the charity.

HOME-START NORFOLK

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

14 ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Restricted Funds 2025 £	Designated funds 2025 £	Unrestricted funds 2025 £	Total funds 2025 £
Fixed assets	-	-	3,382	3,382
Net current assets	33,288	-	359,321	392,609
	<hr/>	<hr/>	<hr/>	<hr/>
	33,288	-	362,703	395,991
	<hr/>	<hr/>	<hr/>	<hr/>

	Restricted Funds 2024 £	Designated funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £
Fixed assets	-	-	8,347	8,347
Net current assets	9,482	-	398,113	407,595
	<hr/>	<hr/>	<hr/>	<hr/>
	9,482	-	406,460	415,942
	<hr/>	<hr/>	<hr/>	<hr/>

15 PENSION COMMITMENTS

The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charity in independently administered funds. The total pension cost charge represents contributions payable by the charity to the funds and amounted to £17,676 (2024: £14,946). No amounts are outstanding at year end (2024: £nil).

HOME-START NORFOLK

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

16 RELATED PARTIES

In their roles as Trustees, the Trustees give their time and expertise freely without any form of remuneration or other benefit in cash or kind.

Trustees expenses were not incurred during the year for any trustees (2024: £nil).

There were no other related party transactions (2024: none).



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