



Home-Start UK

**Annual report and group financial statements
For the year ended 31st March 2024**

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Home-Start UK, a company limited by guarantee, company no. 5382181
Registered charity England and Wales (1108837) and in Scotland (SC039172)



Content

Introduction from the Chair.....	3
Reference and administrative information.....	4
Trustees' annual report	5
Independent auditor's report	22
Consolidated statement of financial activities	27
Balance sheets.....	28
Consolidated statement of cash flows	29
Notes to the financial statements	30

Introduction from the Chair

As the Chair of Trustees, it is my privilege to introduce Home-Start UK's annual report for the year ended 31 March 2024. This year has been one of significant achievement and unwavering commitment to our mission of supporting families in their most critical times. Home-Start celebrated its 50th anniversary in 2023 and we have had the opportunity to reflect on the journey and the incredible work done over the years to build the organisation we have today. The culture and ethos established in those early days continues to be the bedrock of all that we do as a charity working alongside families.

The work done by Home-Start and its teams of volunteers across the UK is truly inspiring. We believe in the power of a happy and secure childhood and the pivotal role parents play in shaping their children's futures. Our approach is simple yet profound: Home-Start volunteers offer non-judgmental, confidential help and support tailored to the unique needs of each family, providing a lifeline to families navigating the complexities of raising young children.

Since 1973, Home-Start has been a beacon of hope for children and parents going through challenging times. 50 years on from the establishment of that single pioneering Home-Start in the city of Leicester, Home-Start has grown into a thriving nationwide movement of 9,000 volunteers supporting 78,000 children and their families every year.

Today the challenges facing families and the growing number of people needing our support require us to be bold in our collective ambition to ensure our work is stronger, wider-reaching, and more effective in the next 50 years, as we strive to reach more families and ensure no parent or family feels alone in the critical task of raising their children.

Meeting this need will require a strong and stable Home-Start UK and a sustainable network of local Home-Starts. Together With Families, the strategy developed by our federation during 2021, sets out a bold five-year vision for Home-Start centred around four shared commitments - summarised as impact, inclusion, growth and voice. It set ambitious targets to increase the number of families we are working with, and the number of volunteers who are giving their time to make it happen.

Two years into this strategic period, this annual report focuses on Home-Start UK's work this year and the impact of this for our volunteers, our network and for families and children. We have achieved so much - from securing funding and support for Home-Start's work, partnering with organisations to raise awareness and profile, developing training for staff and volunteers, sharing expertise and best practice from across the network and collectively celebrating our wonderful Home-Start volunteers. As we set out on our roadmap for the next three years of this strategy, we will be working closely with local Home-Start leaders and with our volunteers, funders and partners to build compassionate communities of support for families, grow our movement and innovate for the future.

Together we have achieved so much in our 50th year, yet our focus has always been to look forward. Together, we are making a lasting difference in the lives of children and families, building a foundation for a brighter, more hopeful future and ensuring children's early years are filled with the opportunities every child deserves. And together, we will make sure our work is stronger, wider reaching and more effective in the next 50 years.

Lin Hinnigan

Reference and administrative information

Company number	England and Wales: 5382181																											
Charity number	England and Wales: 1108837, Scotland: SC039172																											
Registered office	Arnhem House, Waterloo Way, Leicester, LE1 6LP																											
Trustees	<p>Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:</p> <table><tr><td>Bushra Ahmed</td><td>Resigned 4th July 2024</td></tr><tr><td>Ray Ayivor (Treasurer)</td><td></td></tr><tr><td>Sheena Bolland</td><td></td></tr><tr><td>Sophie Castell</td><td>Resigned 27th September 2023</td></tr><tr><td>Naomi Dickson</td><td>Resigned 20th March 2024</td></tr><tr><td>Barbara Firth</td><td></td></tr><tr><td>Karen Graham</td><td>Retired 27th September 2023</td></tr><tr><td>Lin Hinnigan (Chair)</td><td></td></tr><tr><td>Pearly Siffel</td><td></td></tr><tr><td>Tara Spence</td><td>Appointed 20th March 2024</td></tr><tr><td>Euan Wilmshurst</td><td>Appointed 20th March 2024</td></tr><tr><td>Faiza Waheed</td><td>Appointed 20th March 2024</td></tr><tr><td>Sarah Duxbury</td><td>Appointed 20th March 2024</td></tr></table>		Bushra Ahmed	Resigned 4 th July 2024	Ray Ayivor (Treasurer)		Sheena Bolland		Sophie Castell	Resigned 27 th September 2023	Naomi Dickson	Resigned 20 th March 2024	Barbara Firth		Karen Graham	Retired 27 th September 2023	Lin Hinnigan (Chair)		Pearly Siffel		Tara Spence	Appointed 20 th March 2024	Euan Wilmshurst	Appointed 20 th March 2024	Faiza Waheed	Appointed 20 th March 2024	Sarah Duxbury	Appointed 20 th March 2024
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Key Management Personnel	<table><tr><td>Peter Grigg</td><td>Chief Executive</td></tr><tr><td>Vivien Waterfield</td><td>Deputy Chief Executive</td></tr></table>	Peter Grigg	Chief Executive	Vivien Waterfield	Deputy Chief Executive																							
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Vivien Waterfield	Deputy Chief Executive																											
Bankers	National Westminster Bank plc 1 Granby Street Leicester, LE1 6EJ																											
Solicitors	Farrer & Co LLP 66 Lincoln’s Inn Fields, London, WC2A 3LH																											
Auditor	Sayer Vincent LLP Chartered Accountants and Statutory Auditor 110 Golden Lane, London, EC1Y 0TG																											
Patron	HRH Princess Alexandra, The Hon Lady Ogilvy, KG, GCVO																											
Founder	Margaret Harrison CBE (1938-2015)																											
Honorary President	James Sainsbury OBE																											
Vice President	Alastair Stewart OBE																											

Trustees' annual report

The board of trustees presents its report and the audited financial statements for the year ended 31 March 2024. The financial statements comply with current statutory requirements, the Memorandum and Articles of Association, the requirements of a directors' report as laid down by company law, and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

Purpose

Home-Start was set up in 1973 with its charitable objects as set out with the Charity Commission, for the relief of children or parents in despair and distress and the prevention of emotional, physical and mental abuse of such children.

Home-Start's collective ambition as a federation is to ensure that more parents can receive relational compassionate support at the earliest moment so that no parent or family feels alone in the critical task of raising their children.

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 achieve their full potential.

Our story

A child's earliest years are irreplaceable. Without a stable, loving and nurturing environment, a very young child will not develop the vital foundations they need.

Home-Start is there for parents when they need us the most, because childhood can't wait.

Our local community network of trained volunteers and expert support helps families with young children through their challenging times.

Why we do it

The earliest years make the biggest impact. Home-Start makes sure those years count so that no child's future is limited.

How we do it

Home-Start offers no judgement, just compassionate, confidential help and support. Starting in the home, our approach is as individual as the people we're helping. Today and every day, in communities up and down the UK, Home-Start volunteers are working alongside families, helping them to change their lives for the better.

From Orkney to Guernsey and Enniskillen to Great Yarmouth, families are benefitting from the support of Home-Start's network of community-based volunteers and expert support. We're tackling some of the big issues facing families today, with more families than ever coming to us because they are struggling with:-

- Mental health and wellbeing
- Loneliness and isolation
- Building supportive, nurturing, loving relationships with their children
- Money worries and financial pressure.

Our strategy

In May 2022, we launched *Together with Families*, our first ever network-wide, Strategic Framework for 2022-2027. Together With Families helps align our work for families as a federated network, ensuring Home-Start UK's priorities are informed by a shared vision; and that local Home-Starts have the autonomy to adapt this to their own strengths and the context and needs of their communities.

Led by our passionate movement of volunteers, staff and supporters we identified four strategic commitments to bring this vision to life:

1. **GROWTH.** A collective ambition to reach significantly more families so that more parents with young children can access support in a way that works for them.
2. **VOICE.** Home-Start will stand alongside families to make the case for support so that more families avoid crisis as a result of receiving appropriate early support.
3. **INCLUSION.** Home-Start will advance inclusion and equity in all we do so that everyone feels included at Home-Start.
4. **IMPACT.** Local Home-Starts will be stronger together so that a thriving, collaborative UK-wide community of high-quality Home-Start provision is available for families with young children.

By 2027, through a vibrant, resilient, inclusive Home-Start movement we aim to:-

- Work directly with 50,000 families each year through home visiting and group work.
- Be powered by 20,000 active volunteers underpinning our Home-Start movement across the UK.
- Achieve greater diversity across Home-Start volunteers, trustees, staff and leadership, and in access to our support from under-represented groups.
- Work with our network to develop new models of partnership, delivery and services with the potential to radically scale our reach and accessibility for 200,000 families.

The year 2023-24 was our 50th anniversary since our founder Margaret Harrison set up the very first Home-Start in Leicester. It has been a year to reflect on the incredible work that has been done over the years to create the organisation that exists today, and how the culture and ethos established in those early days still underlies everything that we do. Fifty years on, it feels as though the world that families are forced to navigate is increasingly difficult, and that in many ways, Home-Starts work has never been more needed in the 50 years of its existence.

In 2023-24, we are particularly proud of the following achievements:

GROWTH. A collective ambition to reach significantly more families so that more parents with young children can access support in a way that works for them. In 2023 we worked with 43,000 an increase on the previous years. (2022-38,000 and 2021-26,000)

Celebrating 50 Years of Home-Start

- On 27 November, Home-Start UK's president, James Sainsbury, hosted a dinner to mark the 50th anniversary. The event was held at the RAC Club and was an opportunity for trustees and senior staff to thank and engage with funders and partners.

- Home-Start UK developed the Little Moments campaign to celebrate the millions of little moments that have impacted on families over the past 50 years. Building on this, in October, Home-Start UK also launched its Christmas fundraising campaign.
- Thanks to our corporate partner, BT, these campaigns featured on the BT Tower in London, as well as on BT Hubs in town and cities across the UK.

Ensuring Home-Start sustainability

- The Pears Foundation established the Breathing Space Fund, worth £1m to provide support to local Home-Starts who were facing funding challenges, and which is designed to keep services running while longer term funding is secured. So far, the Breathing Space Fund has provided funding of £525,000 to Home-Starts.

Supporting Home-Start development

- Home-Start received funding from the Kristian Gerhard Jebsen Foundation to continue to develop training and support for local Home-Starts in peri-natal mental health. In the previous two years Home-Start UK, and its peri-natal mental health lead had increased capacity in the network and this will allow us to invest in the development of this important area of our work.
- The Scottish Government announced its continuing support of our work with Home-Starts in Scotland for a further three years. The Scottish Government are also supporting additional work to support the workforce in Scotland deliver on work relating to 'The Promise'.

Corporate Partnerships

- Since 2020, Home-Start has worked with the John Lewis Partnership. In 2023 this saw a commitment from the John Lewis Partnership of £350,000 as part of their Building Happier Futures programme. Along with Action for Children and Who Cares? Scotland, inclusion in this programme recognises the role that Home-Start's work plays, both in supporting children on the edge of care and in improving outcomes for children so that families do not need the formal care system. Home-Start UK have also joined the Building Happier Futures Steering Group which is chaired by John Lewis Partnership chair, Sharon White, and includes representatives with lived experience of the care system, and external stakeholders. While the Healthy, Happy, Home programme that is supporting volunteer training won a Third Sector Business Award.

IMPACT - Local Home-Starts will be stronger together so that a thriving, collaborative UK-wide community of high-quality Home-Start provision is available for families with young children.

Supporting our volunteers

- Over the past 50 years volunteers have remained at the heart of Home-Start's work supporting families. Yet, along with the voluntary sector in general, Home-Start faces pressures to attract and retain volunteers. That is why we focus so much on training and development of our volunteers. 2023 saw 9,000 volunteers working in our federation. This is an 8% decline, which is less than the national downward trend in volunteering across the charity sector. We are increasing our efforts to address this decline, in our 2024-25 plans.

- Home-Start UK worked with local Home-Starts to carry out a large scale review of our volunteer course of Preparation, the training that every home visiting volunteer goes through before supporting a family. This work was led by Home-Start in Suffolk and will lead to an updated and improved course being launched in 2024.
- We also provided training to 62 Home-Starts on our school readiness programme, Big Hopes, Big Future, which has been funded by the Masonic Foundation, and which will be delivered through volunteers and staff to support families and make sure families know how they can be supporting their children's education and development in the earliest years.
- Home-Start UK launched four perinatal and infant mental health learning modules, which have been endorsed by AiMH UK, to train volunteers and staff in local Home-Starts to support positive emotional and cognitive development for parents and their children through our home visiting and group work.

Continuous improvement of safeguarding

- As an organisation that works with families and children, safeguarding is at the heart of our practice. Home-Start UK is committed to fostering a culture of reflective practice among Local Home-Starts, with an emphasis on enhancing safeguarding measures. We welcome the heightened transparency in incident reporting, which is instrumental in facilitating learning and fostering an environment of continuous improvement in this critical area.
- We launched our Home-Start Safeguarding Forum, where members of the network can come together and share best practice and work out ways to overcome challenges. This series of online forums has attracted approximately 40-50 signups for each session.
- We began reviewing and updating our Safeguarding Policies to reflect best practice when working with families and have been increasing the number of Home-Start UK Designated Safeguarding Leads to promote best practice and deal with significant incidents.
- We strengthened our Safeguarding Practice Group, which contains representatives from across the network to coordinate areas of our work, share practice and learn from national guidance.

Maintaining quality

- Home-Start UK plays a crucial role in helping local Home-Starts ensure that families can expect a consistent quality of support wherever they are in the UK. In 2023 Home-Start UK concluded a Quality Assurance Pilot and Evaluation phase and produced a detailed report with recommendations which we are implementing in 2024.
- The Quality Reference Group, which allows local Home-Starts to discuss and evaluate the new quality programme, continued to develop and Home-Start UK carried out the first 20 individual Home Start Quality Assurance reviews since restarting the process after the pandemic.

INCLUSION- Advancing inclusion and equity, in all we do. Making sure everyone feels welcome and included at Home-Start

Home-Start has committed to putting inclusion, equity and diversity at the heart of all that we do. This is why inclusion is one of the four pillars of Home-Start's strategic framework. To create compassionate communities of support for parents, so that no parent feels alone raising children, will require all organisations to be welcoming and supportive for everyone.

As well as being accessible and welcoming to parents and their children, Home-Start needs to be an organisation that can increase the diversity of its staff, volunteers and trustees so that we are more representative as an organisation of the communities in which we work.

Improving inclusion at Home-Start UK

- In 2023 Home-Start UK developed a Better Workplace Forum, where staff from across the organisation could work together to raise issues and suggestions. This forum is consulted on policies and practice.
- Home-Start UK has become more aware and inclusive of EEDI issues, thanks to our growing group of champions and our colleagues' interactions. We have improved our recruitment process to attract and represent more diverse candidates. We have also increased our engagement and learning from awareness days and sessions and challenged our assumptions and biases, including through training, and collective sharing sessions.
- We were proud that in 2023 Home-Start UK were shortlisted as finalists in the Diversity and Inclusion category at the Investors In People Awards, in recognition of our work in this area.
- In 2023 Home-Start UK began the process of reviewing and updating our people policies to ensure they are accessible and supportive of all.
- We have developed our recruitment processes, making our application and interview processes more open and accessible. Among the many changes we have made, we have introduced the process of sharing questions with candidates ahead of interview so they can give the best representation of their skills and expertise.

Supporting the network

- In 2023 we created an EEDI platform on the Home-Start network intranet, @Home, where we planned to share resources with the network and hold a discussion forum. We also conducted a Diversity Champions Poll, where we asked how Diversity Champions feel about their role, what is our purpose, what are our roles and activities, and how we can improve moving forward. We created an EEDI Statement to highlight our commitment to EEDI on our website.
- Throughout the year Home-Start UK recognises events and awareness days and builds them into our external communications activity, as well as its internal work with staff. In 2023 Home-Start UK focused on events including International Women's Day, Maternal Mental Health Week, Infant Mental Health Week, Black History Month and many religious and cultural celebrations.

Improving representation

- We have worked hard to increase the diversity and representation of both the families we support and the volunteers who work with them in our images and videos. By working with Home-Starts to identify families and volunteers who want to be ambassadors for Home-Start in this way we have increased the number of families and volunteers from a range of backgrounds and communities across the UK. We have made these images, videos and stories available to Home-Starts to use in their own communications, allowing Home-Starts to transform their visual communications.

VOICE - Standing alongside families to make the case for support so that more families avoid crisis as a result of receiving appropriate early support.

To mark our 50th anniversary Home-Start UK held an online celebration in November, hosted by Home-Start Norfolk patron and host of ITV's Loose Women, Trisha Goddard. Over 600 people attended online to hear stories of the impact that Home-Start's work has made over the past 50 years.

Our new film, The Reunion, told the story of Sam, her daughter Molly and their volunteer Marie. Marie supported Sam 20 years ago, when Sam was experiencing postpartum psychosis and our film brings Sam and Marie together for the first time since that support ended two decades ago, and Sam has a surprise for Marie – she has brought along Molly. This powerful story came to light during Home-Start's search for families who had been supported by Home-Start since 1973 and demonstrates perfectly the difference that Home-Start's support has decades into the future.

As part of Home-Start UK's 'Power of Little Moments' 50th Anniversary campaign we created a new animation voiced by comedian and TV star, Romesh Ranganathan, showing the power of little moments through the eyes of children.

Raising the voice of volunteering

- In January Home-Start held the first annual volunteer awards, recognising the incredible work that is being done by the 9,069 volunteers across the UK. Volunteers were recognised in six categories in a ceremony held online and viewed by more than 200 people, with Angela Gowdy from Home-Start Garioch named Volunteer of the Year for her 27 years of service to families in her community in the north east of Scotland.
- In October Home-Start hosted our first volunteering summit. Two days of online content around attraction, retention and reward in volunteering which included speakers from Age UK, BBC Children in Need, Groundwork, NCVO, Royal Opera House, Save The Children, The Scouts, The Samaritans, Vision for Volunteering, Volunteer Scotland, Waffle and more. The summit attracted at least 239 attendees over the two days from 92 different Home-Starts.
- In December, for the second year Home-Start took part in Good Morning Britain's 1 Million Minutes campaign which aims to attract volunteers. Throughout the month supporters pledged an incredible 6 million minutes to Home-Start, and 1,721 people registered their interest in giving their time to Home-Start.

Creating systematic change

- Home-Start is delighted to be supporting “Shaping Us” - a new campaign launched by HRH The Princess of Wales and the Royal Foundation to increase public understanding of the importance of the first five years of a child’s life and we joined the Shaping Us conference with the Princess of Wales and the Royal Foundation’s Centre for Early Childhood.
- Representatives from Home-Start Lakeland in Northern Ireland had the opportunity to meet the King during a visit to Enniskillen Castle, while Home-Start Kernow helped parents, babies and toddlers meet prime minister, Rishi Sunak MP, during a visit to promote family hubs.
- We responded to the England wide government consultation on the reforms to children’s social care, highlighting the huge gap between statutory thresholds and universal support that in some areas are being ‘dumped’ on the voluntary sector, including Home-Starts, without the funding. Government response to the consultation is due in September.

Our plans for the future

Together with Families, is our five-year strategic framework that sets out Home-Start’s vision for the future. It builds on our legacy of 50 years of standing alongside families in communities across the UK.

Home-Start UK have set the follow three-year Business Plan setting out their role to enable the Federation to deliver on these ambitions. These are:

- **One Home-Start:** We will do more to harness the collective power of the whole federation, and as one movement with many leaders, and will work across organisational boundaries to deliver greater impact for families.
- **Supporter led:** we will shift to an ‘audience-led’ approach that sees donors, funders and volunteers as partners in our mission and will create more ways for people to get involved in our work.
- **Data informed:** we will use data intelligently to understand our impact and identify areas for change and growth.
- **Collaborative:** we will build collaborations and alliances to help deliver our vision.
- **People and culture:** we will continue to build a positive, inclusive and purpose driven culture to deliver for the people who need us
- **Accelerating Impact:** we will seek out new approaches and partnerships that will speed up the pace and scale of our ambitions to meet the needs of more families.

We have set out three programmes of work use these cross-cutting themes.

Programme One: compassionate communities of support for families

Our primary task is to strengthen the Home-Start network and build compassionate communities of support around families through strong, sustainable local Home-Starts with volunteering at their heart.

Over the next 3 years we will:

- Build a sustainable, thriving and inclusive local Home-Start network, growing in areas of greatest need and accessible to all families who need us.

- Invest in the support, training and development of our volunteers and local leaders to enable them to thrive in their roles and provide high quality relational, compassionate support in their local communities.
- Build our capability to assess and demonstrate the impact of volunteer led compassionate, relationship-based support for families.
- Build partnerships with charities, and across the private and public sectors to help build strong supportive networks in communities.

Programme Two: building a wider movement

We want to increase the number of volunteers and supporters actively engaged with the Home-Start cause to secure the income, profile, volunteer capacity and influence to make change happen.

Over the next 3 years we will:

- Grow our movement of supporters who are actively engaged in helping us to meet our ambitions.
- Build an active network of volunteers to meet the growing need.
- Create more ways in which volunteers and organisations can contribute their time, resources and experience to our work so that together we can be there for those who need us.
- Make the case with policy and decision makers for why investment in early support for families is a national, regional and local priority.
- Work with families to ensure their voices are heard and they are shaping the services and systems there to support them.
- Build a strong, inclusive brand and voice that enables us to reach a wider range of audiences and engage them with our work

Programme Three: building strong foundations

We need to ensure we are building on strong foundations. This means making sure Home-Start UK has the people and resources we need to be a highly effective organisation able to deliver on the ambitions set out in this plan.

Over the next 3 years we will:

- Build our voluntary income to circa £5m a year, across a diverse range of income streams. We also want to increase the percentage of unrestricted income we have so we have the flexibility to spend our funds where they are needed most.
- Value all our people and create a healthy, supportive environment in which they can thrive.
- Make the best use of digital technology to improve how we operate.
- Build service design insight, capacity and experience into our work at Home -Start UK and in the Home-Start federation.
- Foster an inclusive, diverse and workplace and organisational culture.

Activities

Home-Start's beneficiaries are families struggling to cope with the stresses and strains of bringing up children in the face of mental and physical illness, poverty, homelessness, disability and other pressures. Home-Start UK seeks to support these families by providing support to a network of 180 independently run local Home-Starts. As a national federated charity, Home-Start UK provides a range of support for our local Home-Starts. We work closely with the network to support the growth and sustainability of the Home-Start service. We provide information and guidance to enhance the quality of our services and research to improve and influence the development of services for

families. We support the smooth running of local Home-Starts, set and measure quality standards and provide training to make sure all our families get the same high standard of service. We also use our website and national presence to connect families and referrers to their local Home-Starts.

Public benefit

The board of trustees confirms it has complied with the duty in section 17 of the Charities Act 2011 to have due regard to the Charity Commission's guidance on public benefit.

Organisational structure

Home-Start UK is a charity constituted as a company limited by guarantee in England and Wales, governed by a board of trustees. The Home-Start network consists of Home-Start UK together with 180 local Home-Starts, affiliated to Home-Start UK through a legal agreement. Local Home-Starts are separate charities in their own right and are responsible for their own financial affairs and statements. The total income of local Home-Starts is £38million, which together with Home-Start UK's group income of £4million gives the total Home-Start network income of £42 million.

Home-Start UK owns 100% of the issued equity share capital of Home-Start Consultancy Limited, a company incorporated in England. The subsidiary undertaking commenced trading during 2020-21.

Governance and management

Our Board of Trustees, who are also Directors of the Charity for the purposes of the Companies Act, have overall responsibility for setting the strategy of the Charity. Our Chief Executive, working with the Senior Leadership Team is responsible for delivering the Board's vision and strategy and for its day-to-day operations.

When seeking to fill vacancies on the board, the trustees identify the particular skills and expertise needed to cover the work of the board and prioritise these during the recruitment process. In an attempt to increase the diversity of the board's membership we advertise widely for new trustees, and ensure, throughout the recruitment process, that all applicants from a wide variety of backgrounds have an opportunity to succeed.

A panel of trustees interview all prospective trustees to determine that they have the required skills to contribute to the charity's management and development. New appointments are ratified by the full Board of Trustees. Trustees serve for an initial term of three years, and subject to review and the approval of the board, may serve a second period of three years. When trustees are appointed, they are given a formal introduction to the work of the charity and the information they need to fulfil their roles as charity trustees and company directors. The trustee board meet quarterly plus two additional meetings to focus on Board development and strategy.

A Finance Committee, with members with specific knowledge and experience in finance and fundraising, meet four times per year and report to the board.

An Impact Committee, which includes the Board's lead trustee for safeguarding, meets between two and four times per year to oversee issues of quality, impact and network development and support the strategic governance of the impact of work across the Home-Start federation.

The charity provides third party indemnity insurance provision on behalf of the board of trustees.

Related parties and Home-Start Worldwide

Home-Start UK provides model operating policies, guidance and procedures for our network of 180 local Home-Starts.

Home-Start Worldwide sustains the development of Home-Starts across the world. In 2023-24 there were Home-Starts operating in 22 countries and five continents.

Home-Start UK owns 100% of the issued equity share capital of Home-Start Consultancy Limited, a company incorporated in England. Related party transactions during the year are shown in Notes 12 in the group financial statements. Home-Start Consultancy Limited undertakes commercial activities on behalf of the parent company Home-Start UK.

Financial review

Our Previous year - 2022-23

We invested in the foundational structure from our designated funds. Restricted and designated funds at the start of this financial year represented the volume of projects which were outstanding, restricted reserves of £1.24m and designated reserves of £1.29m. The programme of strategic changes was funded by designated funds. These changes allowed us the capacity, within our staff structure and system abilities, to complete most of the outstanding restricted project work. An adjustment due to the accrual recognitions standard has been made to the 2022-23. The grants distributed have been accounted in 2023-24. £458k of restricted funds remained.

This reported year - 2023-24

The year-ending 31st March 2024 has been a strong year. We have secured income of £3.85m and expended £3.88m. The year resulted in a £0.03m deficit, this was significantly under the planned budgeted deficit of £0.48m. This outcome stems from a strategic moderation in activities, prioritising meticulous planning and execution of new initiatives, which yielded substantial efficiency savings. It is important to acknowledge the tough decisions made, including staff reductions that led to redundancies. These were difficult choices that affected our team and slightly reduced our support capacity, yet they were necessary steps to ensure our long-term sustainability and ability to continue delivering impactful support to our network.

The Group Balance Sheet, which includes Home-Start UK and its subsidiary, Home-Start Consultancy, as of 31 March 2024, confirms a marginal increase in net assets to £2.07m (2022-23: £2.07m), with £0.25m (2022-23: £0.46m) allocated to restricted funds. The overall net increase of £0.00m is the result of a £0.03m decrease in unrestricted funds, offset by a £0.24m increase in designated funds and a £0.21m decrease in restricted funds. The pension reserve level accurately reflects the net present value of the agreed deficit recovery payments up to 2025, as required by FRS 102. In balance sheet the deficit recovery payments up to March 2025 are included in short-term liabilities under current liabilities.

Total income for the group for the year was £3.85m, an increase of 0.2% on the previous financial year (2022-23: £3.84m). As detailed in Note 3 in the accounts, income from charitable activities

comes from a mixture of government grants, support from trusts, foundations and corporate partners and a membership levy charged to local Home-Starts.

As part of the Home-Start Agreement (the legal agreement between local Home-Starts in our federation and Home-Start UK) local Home-Starts pay a membership levy to Home-Start UK. The levy is 1.8% of a local Home-Start's income from their previous financial year. The benefits of this include permission to use the Home-Start brand and resources, including safeguarding, volunteer recruitment, quality assurance, training and governance. Local Home-Starts maintain autonomous financial governance and are accountable for their distinct income streams. This income is not reflected in the federation's financial statements and totals an estimated £34 million per annum.

Our total operating expenditure was £3.88m (2022-23: £5.72m), a reduction from the previous year of £1.84m. This was primarily due to the completion of several significant projects, which were financed through designated and restricted reserves. In contrast, the 2023-24 project timeline and related expenses have been more evenly distributed, resulting in a substantial cost variance of £1.35m. A thorough examination of our annual expenses during the budgeting phase identified areas for cost reduction, achieving an annual cost saving of £0.3m. 85% of our 2023-24 expenditure (2022-23: 91%) was allocated to support Home-Start UK's charitable activities. A core activity of Home-Start UK is to create and broker funding opportunities for the wider Home-Start network. Grants to local Home-Starts are secured from a range of funders and are subject to a due diligence process. They are only committed once a bespoke grant agreement has been signed by the local board of trustees. The total grant issued this fiscal year was £0.63m (2022-23: £0.62m). Note 7 of the accounts outlines the details of these grants.

The cost of raising funds in the year represented the remaining 15% (2022-23: 9%) of operating expenditure. The increase in the year is as a result of new staff and central support functions added to enable new income streams.

Our Budget and future targets 2024-25 and 2025-26

The Board has thoroughly evaluated our detailed plans, aligning them with our long-term objectives and strategic vision. After a comprehensive review of associated risks, we are confident that our financial plans and the accompanying risk management strategies are robust and will sustain our growth target. Our voluntary income secured offers a promising future and shows remarkable commitment from our donors, funders, and partners.

In the fiscal year 2023-24, we have notably expanded our fundraising capabilities, achieving substantial progress in voluntary income generation. This success is largely attributed to our three core programs, which have been pivotal in effectively conveying our mission to our supporters and clearly delineating the expected impactful outcomes of their contributions.

The financial outlook for the fiscal year 2024-25 is one of stability and cautious optimism. The budget reflects a net zero movement on general reserves, with an income target set at £4.36m, which is projected to increase modestly to £4.46m in the subsequent year. We are committed to keeping our levy income consistent and aim for growth through voluntary income, driven by enhanced support from corporate entities, trusts, foundations, and individual contributors.

Reflecting on the previous year, we have reinforced our financial and operational stability. Key partnerships have been both initiated and strengthened, particularly with Cadent Gas Limited and Scotia Gas Networks Limited, which have expanded our corporate support network. The ongoing support from the John Lewis Partnership PLC and British Gas Services (Commercial) Limited has been invaluable.

Our trusts and foundations portfolio remains robust, and we extend our heartfelt thanks to The Pears Family Charitable Foundation for their commitment to our federation's movement.

The honour of being chosen as a charity partner by the People's Postcode Lottery marks a significant milestone in our journey.

The generous contributions of our individual supporters have been instrumental in Home-Start's growth, providing not only financial donations but also raising awareness and dedicating personal time. We are committed to continually improving the experience for our supporters, acknowledging the significant impact of their devoted commitment, which is essential to the vitality and progression of the Home-Start movement.

We are committed to financial efficiency and effectiveness, ensuring that our skilled workforce is well-supported to reach their full potential. Our staffing constitutes a substantial part of our expenditure, accounting for approximately 53% of the overall budget in 2024-25, with 50 full-time equivalents allocated. Our income targets will allow for further staff capacity, we anticipate increasing our workforce within the next two years, enhancing our delivery capabilities.

To maintain financial prudence, we have implemented a strategic plan for staff growth and project delivery. Our risk analysis and complex controls ensure that we remain on course, while the modernization of our financial systems has provided deeper insights into our expenditures. Investments in digital advancements have further streamlined our operations, making capacity building more efficient.

2024-25 Expenditure Overview:

- Compassionate communities of support for families - £1.95m
- Building a Wider Movement - £1.47m
- Strong Foundations - £1.13m

The demand on our network is forever increasing as more families struggle each year. The expansion of our income and services at Home-Start UK is crucial to enable local Home-Starts to meet these challenges. Our commitment to these families remains unwavering, as we continue to strive for excellence in all our endeavours.

Investment policy

The Memorandum and Articles of Association give the Trustees unrestricted powers of investment. The charity's current investment strategy is to deposit the majority of funds in short and medium term interest bearing accounts with UK banks and building societies.

CCLA were chosen as a charity specialist investment manager with strong governance and a clear approach to responsible and ethical investments designed to reflect the nature of the charities they serve. During 2023-24, no further funding was added to the Fund. Unrealised gain of £58K during the

year resulted in a net balance in this Fund of £705K as of 31st March 2024 (2022-23: £646K). As this investment is intended to be held in excess of one year, the investment fund has been classed as a Fixed Asset Investment on the Balance Sheet.

Our funders

Home-Start UK enjoys support from a wide range of funders. We take great care to ensure they receive the maximum value for every penny they give. We would like to thank all the organisations, corporate partners and individuals who have funded Home-Start UK during 2023-24 and we look forward to working with them in future years. We are grateful for their ongoing support, generosity and passion for Home-Start and the families we support together.

Risk management and internal control

Home-Start UK operates a risk register reflecting its strategic plan and key operational risks. The strategic plan contains specific actions designed to mitigate all of the risks identified in the risk register.

Since Home-Start works with children and families at risk of harm, we consider safeguarding and child protection the greatest area of inherent risk with our work. Home-Start UK has developed a comprehensive framework of consents, controls, policies and reviews to ensure local Home-Starts fulfil their safeguarding/child protection responsibilities and deal with any concerns rapidly and sensitively. Home-Start UK asks local Home-Starts to report data breaches and safeguarding reputational threats against set criteria. Our Impact Sub Committee was created as a governance layer to support the protection and safeguarding of at risk groups. They report quarterly to the trustee board on safeguarding issues, emerging themes, staff training and reportable incidents. Staff across the network team have received DSO training, as the direct contact for safeguarding concerns and reportable incidents.

Maintaining an effective oversight and management of risk is a central responsibility of the Board of Trustees but to support the Board, each of our formal sub committees takes a direct role in leading on the ongoing review of a group of identified risks. This is complemented by an annual review of the risk by the Board and the ability to dive into any risk at any stage as deemed relevant by trustees and the senior leadership team as well as to test the effectiveness of our approach to risk management.

The management of risk is structured through a clear delegation process as outlined below:-

Finance Sub Committee -

- Inability to balance Home-Start UK's core income and expenditure, cash flow and reserves.
- Inability to secure future income in line with plans with funders, supporters and partners.
- Failure to comply with regulatory and legal requirements around financial controls, governance and data results in a loss of reputation or penalty.
- Systems failure, cyber-attack or fraud present significant compromise to Home-Start UK's ability to operating including in a remote environment.

Impact Sub Committee -

- We are unable to measure and communicate our impact for families in order to position ourselves effectively with funders and decision-makers.

- A safeguarding or child protection issue, or failure of Home-Start UK, results in harm and loss of trust and reputation among key stakeholders.
- Concerns around governance, compliance, financial controls, practice or lack of volunteers in local Home-Starts lead to operational failure in the Home-Start network.
- Lack of financial sustainability or income diversification across the Home-Start network reduces our federations' longer term ability to serve families.

Senior Leadership team -

- We are insufficiently agile as an organisation and a federation to respond to turbulence in our environment and to recover from the pandemic.
- We are unable to maintain positive, effective relationships with the Home-Start network to enable us to deliver for families.
- Inability to respond to the sector challenges around diversity and inclusion leaves Home-Start vulnerable to reputational criticism.
- Our staff are unable to deliver our ambitions because of capacity, lack of skills, poor wellbeing, or burnout/disengagement.

Remuneration policy

The Finance Committee, on behalf of the trustee board, consider and set staff pay. A non-contractual health care provision is in place for all staff as an additional benefit.

We review staff job descriptions annually as part of an annual appraisal process and the senior leadership team consider any proposals for amendments to roles and remuneration.

The Board sets the chief executive pay level taking into account pay levels in other similar sized charities. The Board also considers any proposed changes to roles and remuneration for executive staff on the senior leadership team. Trustees are entitled to claim expenses but do not receive any remuneration for their time. Trustee expenses are shown in Note 10 of the group financial statements.

Reserves policy and going concern

During the year the trustees have reviewed the level of reserves they believe are required to fund the work of Home-Start UK.

Free reserves are held for working capital resilience, each year the target is determined using a nuanced approach, that provides a calculated X months of free reserves not including fixed assets and funds set aside in key areas.

The Trustees have established a minimum free reserves level at £1.2m, which represents 3.2 months of projected revenue expenditure. This level is supplementary to the target reserves, which are set at £1.49m, and serves as a risk indicator as we progress towards our growth objectives. The reserve target is based on a calculated consideration of the working capital requirements necessary for different aspects of the organisation's expenditure (principally salaries, overheads and Liabilities relating to contracted commitments). The Trustee ensures diligent oversight of the reserves through systematic reviews within the framework of monthly management accounting procedures and a comprehensive evaluation on a quarterly basis as part of the strategic financial risk assessment protocol.

At 31 March 2024, free reserves were £1.50m (2023: £1.54m). This equates to 4.8 months revenue expenditure (2023: 4.2 months).

Following a comprehensive evaluation of the reserves and strategic planning activities conducted throughout the year, the trustees have determined that the charity possesses adequate reserves to maintain its operations as a going concern. After thorough deliberation of the charity's budgets, forecasts, cash flow projections, reserve levels, and financial arrangements, the trustee board has ascertained that there are no significant uncertainties that would affect Home-Start UK's ability to operate for a minimum of 12 months.

Fundraising regulator

Home-Start UK fully supports the self-regulation of fundraising and is committed to providing its supporters with the best possible levels of service.

Home-Start UK is registered with the Fundraising Regulator. We work within the guidelines and standards as set out by the Charity Commission and the Fundraising Regulator to ensure the protection of the public, including vulnerable people, from unreasonably intrusive or persistent fundraising approaches, and undue pressure to donate.

Home-Start UK maintains a formal complaints procedure. During the 2023-24 period, after initiating contact with individuals based on legitimate interest, we received one complaint regarding fundraising. This issue pertained to an unfulfilled Fundraising Preference Service request. In accordance with our formal complaint procedures, we addressed and resolved the matter promptly. We are committed to always listening to our supporters and putting them at the heart of our work. A subsequent review of our procedures in this area has ensured a better experience for all those who participate in fundraising challenge events on our behalf.

On occasion our federated structure can mean that some donations intended for a local Home-Start come through to Home-Start UK in error. We do all we can to avoid this happening but where we have been notified of a donation that was intended for a local Home-Start having been sent to Home-Start UK we have forwarded the amount in question to the relevant local Home-Start in line with the donor's wishes.

Our directly employed fundraising team undertakes the majority of our fundraising work. However, because of the specialist nature of some of the work, we do from time to time work with external agencies for creative, digital and marketing support to help us communicate effectively with donors and potential donors. We require these contractors, as a minimum, to operate within the remit of the fundraising regulator TPS framework, the GDPR framework and our own fundraising guidelines and monitor each contract on an ongoing basis to make sure operators comply with these requirements.

Protecting our data

We take the protection of our clients' data extremely seriously. We are particularly alert to potential cyber-attacks and other external threats and to the changing regulatory environment signalled by the introduction of the General Data Protection Regulation (GDPR). Really Good Data Protection (RGDP) are our external Data Protection Officer.

Equity, Equality, Diversity and Inclusion policy

Home-Start UK's goal is to be truly inclusive, benefit from diversity and appreciate everyone for their contribution and welcome and value difference. We treat everyone with respect and offer equal chances to participate. Our Strategic Framework, launched in May 2022, places a specific focus on advancing inclusion.

Home-Start UK has high standards and we will investigate and take action on any reports of practice, which trustees, staff, volunteers or families believe to be unfair or discriminatory. Performance is checked through Home-Start Quality Assurance assessments and reviews. Home-Start UK is certified to ISO 9001.

As described earlier, in 2022, we launched a new EEDI Action Plan that reports into the Trustee Board. This plan and our progress is made publicly available on our website. We have created a diversity champions group and compile surveys of staff to measure our progress as an employer and use the results from these to inform future planning and targets. We fully comply with our obligations under the Equality Act 2010.

We take seriously our role as a charity and central body within a federation to challenge inequality, use data to build understanding and action, become a more inclusive employer, enhance the representativeness of our Boards and instil greater cultural confidence of Home-Start UK and the wider network.

Statement of responsibilities of the trustees

The trustees (who are also directors of Home-Start UK 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, which give a true and fair view of the state of affairs of the charitable company and group and of the incoming resources and application of resources, including the income and expenditure, of the group for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently
- observe the methods and principles in the Charities SORP
- make judgements and estimates that are reasonable and prudent
- state whether applicable UK Accounting Standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity 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 group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- There is no relevant audit information of which the charitable company's auditor is unaware.
- Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The total number of such guarantees at 31 March 2024 was 11 (2022-23: 9). The trustees are members of the charity but this entitles them only to voting rights. The trustees have no beneficial interest in the charity.

Auditor

Sayer Vincent LLP was re-appointed as the charitable company's auditor during the year and has expressed its willingness to continue in that capacity.

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

The trustees' annual report was approved by the trustees on 04 October 2024 - and signed on their behalf by the chair.

Lin Hinnigan

Chair of Board of Trustees

Opinion

We have audited the financial statements of Home-Start UK (the 'parent charitable company') and its subsidiary (the 'group') for the year ended 31 March 2024 which comprise the consolidated statement of financial activities, the group and parent charitable company balance sheets, the consolidated statement of cash flows and the notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- Give a true and fair view of the state of the group's and of the parent charitable company's affairs as at 31 March 2024 and of the group's incoming resources and application of resources, including its income and expenditure, for the year then ended
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice
- Have been prepared in accordance with the requirements of the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and regulations 6 and 8 of the Charities Accounts (Scotland) Regulation 2006 (as amended)

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the group in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on Home-Start UK's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other Information

The other information comprises the information included in the trustees' annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- The information given in the trustees' annual report for the financial year for which the financial statements are prepared is consistent with the financial statements
- The trustees' annual report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the group and the parent charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' annual report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and Charities Accounts (Scotland) Regulations 2006 (as amended) requires us to report to you if, in our opinion:

- Adequate accounting records have not been kept by the parent charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- The parent charitable company financial statements are not in agreement with the accounting records and returns; or
- Certain disclosures of trustees' remuneration specified by law are not made; or
- We have not received all the information and explanations we require for our audit; or
- The directors were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemptions in preparing the trustees' annual report and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities set out in the trustees' annual report, the trustees (who are also the directors of the parent charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the group's and the parent charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the group or the parent charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and under the Companies Act 2006 and report in accordance with regulations made under those Acts.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud are set out below.

Capability of the audit in detecting irregularities

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management, and the finance committee, which included obtaining and reviewing supporting documentation, concerning the group's policies and procedures relating to:
 - Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
 - Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
 - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.

- We obtained an understanding of the legal and regulatory framework that the group operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the group from our professional and sector experience.
- We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.
- We reviewed any reports made to regulators.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose.

To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Fleur Holden (Senior statutory auditor)

07 November 2024

for and on behalf of Sayer Vincent LLP, Statutory Auditor

110 Golden Lane, LONDON, EC1Y 0TG

Sayer Vincent LLP is eligible to act as auditor in terms of section 1212 of the Companies Act 2006

Consolidated statement of financial activities (incorporating an income and expenditure account)

For the year ended 31 March 2024

								Restated	Restated
	Note	Unrestricted £	Designated £	Restricted £	2024 Total £	*Unrestricted £	*Designated £	Restricted £	2023 Total £
Income from:									
Donations	2	1,026,689	289,432	288,175	1,604,296	749,423	52,500	30,000	831,923
Charitable activities									
Standing Alongside Families	3	291,026	-	222,577	513,603	278,342	-	357,081	635,423
Standing Together	3	505,222	175,000	551,524	1,231,746	263,678	35,000	396,711	695,389
Growing our Movement	3	234,513	-	166,370	400,883	174,921	-	103,870	278,791
Gift in kind		-	-	-	-	1,310,895	-	-	1,310,895
Other trading activities	4	49,406	-	-	49,406	45,791	-	-	45,791
Investments	5	47,477	-	-	47,477	39,201	-	-	39,201
Total income		2,154,333	464,432	1,228,646	3,847,411	2,862,251	87,500	887,662	3,837,413
Expenditure on:									
Raising funds	6	118,513	64,432	390,007	572,952	266,652	138,867	79,721	485,240
Charitable activities									
Standing Alongside Families	6	709,025	5,040	118,641	832,706	507,059	367,124	747,247	1,621,430
Standing Together	6	827,716	167,483	709,573	1,704,772	424,442	606,158	588,537	1,619,137
Growing our Movement	6	549,622	3,990	216,184	769,796	190,534	234,430	258,354	683,318
Gift in kind		-	-	-	-	1,310,895	-	-	1,310,895
Subtotal of operating expenditure		2,204,876	240,945	1,434,405	3,880,226	2,699,582	1,346,579	1,673,859	5,720,020
Increase in pension liability	23	21,833	-	-	21,833	23,052	-	-	23,052
Total expenditure		2,226,708	240,945	1,434,405	3,902,058	2,722,634	1,346,579	1,673,859	5,743,072
Net (expenditure)/income before investment gains		(72,375)	223,487	(205,759)	(54,647)	139,617	(1,259,079)	(786,197)	(1,905,659)
Net gains/(loss) on investments		58,511	-	-	58,511	(24,353)	-	-	(24,353)
Net income/(expenditure) for the year	9	(13,864)	223,487	(205,759)	3,864	115,264	(1,259,079)	(786,197)	(1,930,012)
Transfers between funds		(20,358)	20,358	-	-	(35,238)	35,238	-	-
Net movement in funds		(34,222)	243,845	(205,759)	3,864	80,026	(1,223,841)	(786,197)	(1,930,012)
Reconciliation of funds:									
Total funds brought forward		1,544,071	64,544	458,157	2,066,772	1,464,045	1,288,385	1,244,354	3,996,784
Total funds carried forward		1,509,849	308,389	252,398	2,070,636	1,544,071	64,544	458,157	2,066,772

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 25(a to d) to the financial statements.

As at 31 March 2024

	Note	The Group		The Charity	
		2024	<i>Restated</i> 2023	2024	<i>Restated</i> 2023
		£	£	£	£
Fixed assets:					
Tangible assets	14	63,902	43,544	63,902	43,544
Listed investments	15a	704,916	646,405	704,916	646,405
Shares in group undertaking	15b	-	-	100	100
		768,818	689,949	768,918	690,049
Current assets:					
Debtors	18	348,670	305,819	393,391	385,829
Short notice deposits held for investment		300,000	1,000,000	300,000	1,000,000
Cash at bank and in hand		1,131,412	447,733	1,075,901	345,620
		1,780,083	1,753,552	1,769,292	1,731,449
Liabilities:					
Creditors: amounts falling due within one year	19	(478,265)	(363,624)	(470,846)	(357,016)
Net current assets		1,301,818	1,389,928	1,298,445	1,374,433
Total assets less current liabilities		2,070,636	2,079,877	2,067,363	2,064,482
Creditors: amounts falling due after one year	21	-	(13,105)	-	(13,105)
Total net assets		2,070,636	2,066,772	2,067,363	2,051,377
The funds of the charity:	25				
Restricted income funds		252,398	458,157	252,398	458,157
Unrestricted income funds:					
Designated funds		308,389	64,544	308,389	64,544
Pension reserve		(14,431)	(29,853)	(14,431)	(29,853)
Non-charitable subsidiary funds		3,273	15,395	-	-
General funds		1,521,007	1,558,529	1,521,007	1,558,529
Total unrestricted funds		1,818,238	1,608,615	1,814,965	1,593,220
Total funds		2,070,636	2,066,772	2,067,363	2,051,377

Approved by the trustees on 04 October 2024 and signed on their behalf by

Lin Hinnigan
Home-Start UK, Chair of Trustees

Consolidated statement of cash flows

For the year ended 31 March 2024

	Note	2024 £	Restated £	Restated 2023 £
Cash flows used in operating activities				
Net cash used in operating activities	26	(1,719)		(1,421,265)
Cash flows from investing activities:				
Interest from investments		47,477	39,201	
Purchase of tangible fixed assets		(62,078)	(50,316)	
Net cash used in investing activities		(14,601)		(11,115)
Change in cash and cash equivalents in the year		(16,320)		(1,432,380)
Cash and cash equivalents at the beginning of the year		1,447,733		2,880,113
Cash and cash equivalents at the end of the year	27	1,431,413		1,447,733

1 Accounting policies

a) Statutory information

Home-Start UK is a charitable company limited by guarantee and is incorporated in England and Wales, and Scotland. The registered office address and principal place of business is Arnhem House, 31 Waterloo Way, Leicester, LE1 6LP.

b) 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) - (Charities SORP FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

These financial statements consolidate the results of the charity and its wholly-owned subsidiary Home-Start Consultancy Limited on a line by line basis. Transactions and balances between the charity and its subsidiary have been eliminated from the consolidated financial statements. Balances between the two entities are disclosed in the notes of the charity's balance sheet. A separate statement of financial activities, or income and expenditure account, for the charity itself is not presented because the charity has taken advantage of the exemptions afforded by section 408 of the Companies Act 2006. The wholly-owned subsidiary became operational on 1st November 2020.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

In applying the financial reporting framework, the trustees have made a number of subjective judgments, for example in respect of significant accounting estimates. Estimates and judgments are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The nature of the estimation means the actual outcomes could differ from those estimates. Any significant estimates and judgments affecting these financial statements are detailed within the relevant accounting policy below.

c) Public benefit entity

The charitable company meets the definition of a public benefit entity under FRS 102.

d) Going concern

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern.

The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

e) Income

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

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

f) Donations of gifts, services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item or received the service, any conditions associated with the donation have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), volunteer time is not recognised so refer to the trustees' annual report for more information about their contribution.

On receipt, donated gifts, professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

g) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank. Investment income is earned through holding assets for investment purposes. It may include dividends and interest. It is included when the amount can be measured reliably.

h) Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

1 Accounting policies (continued)**i) Expenditure and irrecoverable VAT**

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 relate to the costs incurred by the charitable company in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose.
- Standing alongside families relates to the costs incurred in making the case for support to help more families avoid crisis as a result of receiving appropriate early support.
- Stronger together relates to the costs of a thriving, collaborative UK-wide community of high quality Home-Start provision for families with young children
- Growing our movement relates to a collective ambition to reach significantly more families and in a way that works for them

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

j) Grants payable

Grants payable are made to third parties in furtherance of the charity's objects. Single or multi-year grants are accounted for when either the recipient has a reasonable expectation that they will receive a grant and the trustees have agreed to pay the grant without condition, or the recipient has a reasonable expectation that they will receive a grant and that any condition attaching to the grant is outside of the control of the charity.

Provisions for grants are made when the intention to make a grant has been communicated to the recipient but there is uncertainty about either the timing of the grant or the amount of grant payable.

k) Allocation of support costs

Where directly attributable resources expended are allocated to the particular activity where the cost relates. Where information about the aims, objectives and projects of the charity is provided to potential beneficiaries, the costs associated with this publicity are allocated to charitable expenditure. Similarly where such information about the aims, objectives and projects of the charity is also provided to potential donors, activity costs are apportioned between fundraising and charitable activities on the basis of area of literature occupied by each activity.

- | | |
|-------------------------------|-----|
| • Standing alongside families | 22% |
| • Stronger together | 44% |
| • Growing our movement | 20% |
| • Cost of raising funds | 14% |

l) Operating leases

Rental charges are charged on a straight line basis over the term of the lease.

m) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £2,500. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use.

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

- | | |
|-------------------------|-----|
| • Fixtures and fittings | 15% |
| • Computer Equipment | 33% |
| • Information system | 15% |

n) Investments in subsidiaries

Investments in subsidiaries are at cost.

o) Fixed asset investments

Investments are a form of non-basic financial instrument and are initially recognised at their transaction value and subsequently measured at fair value as at the balance sheet date using the closing quoted market price. Any change in fair value will be recognised in the statement of financial activities.

Investment gains and losses, whether realised or unrealised, are combined and shown in the heading 'Net gains/(losses) on investments' in the statement of financial activities. The charity does not acquire put options, derivatives or other complex financial instruments.

1 Accounting policies (continued)**p) Debtors**

Trade and other debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid.

q) Short term deposits

Short term deposits includes cash balances that are invested in accounts with a maturity date of between 30 days and 12 months.

r) Cash at bank and in hand

Cash at bank and in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

s) Creditors and provisions

Creditors and provisions are recognised where 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. Creditors and provisions are normally recognised at their settlement amount.

t) Financial instruments

The charity has both basic and non-basic financial assets and financial liabilities. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value. Non-basic financial instruments are measured at fair value with any gain or loss going to the statement of financial activities. Full details are given in the financial instruments note.

u) Pensions

Home-Start UK makes contributions into a defined benefit pension scheme, which is now closed and a number of defined contribution schemes. The defined benefit scheme is a multi-employer scheme and it is not possible in the normal course of events to identify on a consistent and reasonable basis the share of underlying assets and liabilities belonging to individual participating employers. Home-Start UK has recognised its liability for past service deficits for this scheme and these are noted as a liability and in the pension reserve. The assets of the various schemes are held separately from those of Home-Start UK in independently administered funds. Employer contributions are charged in the Statement of Financial Activities as they fall due.

2 Income from donations

	Unrestricted £	Restricted £	2024 Total £	Unrestricted £	Restricted £	2023 Total £
Individual donations	191,790	-	191,790	215,305	-	215,305
Corporate partnership donations	846,490	-	846,490	421,053	-	421,053
Trust/foundation donations	102,362	288,175	390,537	75,200	-	75,200
Cost of living appeal	9,030	-	9,030	84,708	30,000	114,708
Christmas Appeal	-	-	-	3,500	-	3,500
Coronavirus Job Retention Scheme	-	-	-	-	-	-
Legacies	166,449	-	166,449	2,157	-	2,157
	<u>1,316,121</u>	<u>288,175</u>	<u>1,604,296</u>	<u>801,923</u>	<u>30,000</u>	<u>831,923</u>

Donations

Income received from charitable trusts, corporate partners, charity challenges and individual givers for our work across the UK. Individual donations decreased as the UK economy experienced an increase in the cost of living which has an impact on individual givers. Corporate partnership donations decreased as our partnerships with some major corporates can to an end as new ones are negotiated

Notes to the financial statements

For the year ended 31 March 2024

3 Income from charitable activities

Funding is allocated to either the most relevant strategic workstream or, where appropriate, proportionally across multiple workstreams.

			2024		Restated	Restated
	Unrestricted	Restricted	Total	Unrestricted	Restricted	2023
	£	£	£	£	£	Total
						£
Standing Alongside Families						
40%- Membership Levy	291,026	-	291,026	259,842	-	259,842
40%-Corra Foundation (Scotland)	-	82,740	82,740	-	82,740	82,740
30%-DHSS Family Policy Unit (Northern Ireland)	-	5,670	5,670	-	11,345	11,345
Department of Digital, Culture, Media and Sport	-	-	-	-	-	-
100%-Scottish Government	-	66,667	66,667	-	200,000	200,000
Support from trusts and foundations-100% RNRMC &	-	67,500	67,500	-	62,996	62,996
Support from corporate partners	-	-	-	18,500	-	18,500
Sub-total for Standing Alongside Families	291,026	222,577	513,603	278,342	357,081	635,423
Standing Together						
40%- Membership Levy	291,026	-	291,026	259,842	-	259,842
40%- Corra Foundation (Scotland)	-	82,740	82,740	-	82,740	82,740
70%-DHSS Family Policy Unit (Northern Ireland)	-	13,229	13,229	-	26,471	26,471
Department of Digital, Culture, Media and Sport	-	-	-	-	-	-
Community Fund (various grants)	-	-	-	-	-	-
40%-Support from trusts and foundations+100% KGJ	169,375	375,000	544,375	26,000	187,500	213,500
Support from corporate partners	218,205	80,555	298,760	11,968	100,000	111,968
Training events	-	-	-	-	-	-
Sales of material and publications	1,616	-	1,616	868	-	868
Sub-total for Standing Together	680,222	551,524	1,231,746	298,678	396,711	695,389
Growing our Movement						
20%- Membership Levy	145,513	-	145,513	129,921	-	129,921
20%-Corra Foundation (Scotland)	-	41,370	41,370	-	41,370	41,370
Department of Digital, Culture, Media and Sport	-	-	-	-	-	-
60%- Support from trusts and foundations+100% Garfi	89,000	125,000	214,000	39,000	62,500	101,500
Support from corporate partners	-	-	-	6,000	-	6,000
Sub-total for Growing our Movement	234,513	166,370	400,883	174,921	103,870	278,791
Total income from charitable activities	1,205,762	940,471	2,146,233	751,941	857,662	1,609,603

Membership Levy

The membership levy is received from local Home-Starts who each contribute 2% of 90% of their income from the previous financial year in line with the Home-Start agreement. The levy is not a payment for specific services and the support of an individual local Home-Start does not vary according to the amount that they pay each year. During 2023-24, the levy was capped at £12,000 for individual local Home-Starts (2022-23: £12,000).

Government Grants

A grant was received from DHSS Family Policy Unit of £18,899 (2023: £37,815) for our work in Northern Ireland. A grant was received from the Corra Foundation of £206,850 (2023: £206,850) for our work in Scotland. The Scottish Government supported our work during the pandemic totalling £0 (2023: £200,000) for a further winter support fund and family focus groups.

Support from the Community fund, corporate, trusts and foundations

Grants were received to support our work across the UK with continued support in specific areas across the UK. A number of trusts and foundations continued to support our work started in previous years: Dulverton Trust £0 (2023: £30,000) , Cadent £175,000(2023:£0.00)for our Breathing Spaces project and from KGJ Foundation £143,375 (2023:£0) for perinatal mental health support. The roll out and development of Big Hopes Big Future® in England and Wales is funded by the Masonic Charitable Foundation in 2024 for £87,638 (2023: £0). Funding was drawn from Army Central Fund of £57,500 (2023: £53,000) for our work with army families and we received £10,000 (2023:£53,000) for partnership with The Royal Navy and Royal Marines Charity for work with naval families.

Notes to the financial statements

For the year ended 31 March 2024

4 Income from other trading activities

	Unrestricted £	Restricted £	2024 Total £	Unrestricted £	Restricted £	2023 Total £
Subsidiary trading income-JLP licence fees	28,200	-	28,200	21,198	-	21,198
Other	21,206	-	21,206	24,593	-	24,593
	<u>49,406</u>	<u>-</u>	<u>49,406</u>	<u>45,791</u>	<u>-</u>	<u>45,791</u>

5 Income from investments

	2024 £	2023 £
Bank Interest	28,681	20,406
Interest from fixed asset investments	18,795	18,795
	<u>47,477</u>	<u>39,201</u>

All income from investments is unrestricted.

6a Analysis of expenditure (current year)

	Charitable activities						2024 Total £	2023 Total £
	Cost of raising funds £	Standing alongside families £	Stronger together £	Growing our movement £	Governance costs £	Central support costs £		
Staff costs (Note 10)	378,004	300,506	645,414	241,894	-	812,320	2,378,138	2,636,630
Recruitment	9,530	1,525	3,621	1,207		6,679	22,562	10,231
Travel	10,766	6,099	12,574	5,060		15,531	50,030	66,449
Office Costs	11,516	16,679	39,339	13,124	-	286,490	367,148	346,082
Internal Meetings	127	141	337	112	1,275	594	2,586	4,422
Grants to local Home-Starts (Note 7)	-	86,010	448,120	93,510	-	-	627,640	820,892
Technical advice and support (Note 8)	23,118	35,386	109,987	32,535	-	17,787	218,813	280,798
Training and development	18,730	6,662	19,921	5,273	-	19,390	69,976	185,577
Depreciation and loss on disposal	-	-	-	-	-	11,720	11,720	15,079
Fundraising materials/events expenses	24,121	7,253	17,229	5,742	-	-	54,345	61,264
Audit fees/legal and professional	10,734	5,371	12,705	4,301	18,750	24,407	76,268	174,501
Evaluation, scaling & dissemination	-	-	-	-	-	-	-	3,200
	486,646	465,632	1,309,247	402,758	20,025	1,194,918	3,879,226	4,605,125
Central support costs	84,987	360,506	388,956	360,469	-	(1,194,918)	-	-
	-	-	-	-	-	-	-	-
Governance costs	319	6,569	6,569	6,569	(20,025)	-	-	-
Total expenditure 2024	571,952	832,707	1,704,772	769,796	-	-	3,879,226	4,605,125
Total expenditure 2023	602,106	1,679,933	1,479,099	647,987	-	-	4,409,125	

6b Analysis of expenditure (prior year) (restated)

	Charitable activities					Central support costs £	2023 Total £
	Cost of raising funds £	Standing alongside families £	Stronger together £	Growing our movement £	Governance costs £		
Staff costs (Note 10)	286,254	680,018	968,100	406,620	22,784	272,854	2,636,630
Recruitment	-	89	67	67	-	10,008	10,231
Travel	10,078	18,660	21,251	11,925	878	3,657	66,449
Office Costs	19,089	107,061	94,586	41,581	1,421	82,344	346,082
Internal Meetings	3	1,651	1,478	1,209	16	65	4,422
Grants to local Home-Starts (Note 7)	1,891	486,387	89,698	46,916	-	-	624,892
Technical advice and support (Note 8)	49,214	81,006	94,568	27,811	923	27,276	280,798
Training and development	16,925	36,388	72,940	35,012	3,570	20,742	185,577
Depreciation and loss on disposal	754	3,958	5,868	1,886	120	2,493	15,079
Fundraising materials/events expenses	41,229	9,011	5,465	5,559	-	-	61,264
Audit fees/legal and professional	2,327	21,149	26,505	11,410	80,185	32,925	174,501
Evaluation, scaling & dissemination	-	-	3,200	-	-	-	3,200
	427,764	1,445,378	1,383,726	589,996	109,897	452,364	4,409,125
Central support costs	139,931	188,543	77,133	46,757	-	(452,364)	-
	-	-	-	-	-	-	-
Governance costs	34,411	46,012	18,240	11,234	(109,897)	-	-
Total expenditure 2023	602,106	1,679,933	1,479,099	647,987	-	-	4,409,125

7 Analysis of grants to local Home-Starts

	2024	Restated 2023
	£	£
Grants to institutions		
Crisis pandemic funds for local Home-Starts (see breakdown below)	-	6,500
Cost of living support	-	29,000
Breathing Space fund - Pears- 2- to provide LHS with support throughout the cost of living crisis, help sustaining LHS at risk allow	371,000	-
Supporting families and children affected by poverty in Scotland (STV Children's Appeal)	-	160,000
To deliver change in holistic family support in Scotland (The Promise), establish practice hub	22,500	73,515
Supporting work with service families(Army Central) (see breakdown below)	50,000	47,000
Big Hopes Big Future®	(1,872)	-
Recovery and resilience programme	-	14,057
Supporting the wellbeing of new parents with Cystic Fibrosis	4,000	-
Centre for Warmth grants (funded by Cadent)- 28 LHS to allow them to form the energy advise groups, supporting families with	120,312	-
Volunteering Futures Fund (funded by Pears/DCMS)	-	40,000
Addressing isolation and loneliness in families (funded by Volant Charitable Trust)	-	120,000
Empowering women (Funded by White Stuff)-20 LHS-fund dedicated to one to one confidence building, creating strategy for sa	50,000	69,000
Warm spaces friendly faces (funded by White Stuff)	-	50,000
Family Support to naval families (funded by the Royal Navy & Royal Marines Charity)	7,000	12,700
Other	4,700	3,120
At the end of the year	627,640	624,892

Home-Start UK is instrumental in securing funding to pass on to local Home-Starts. These grants are distributed in line with the criteria of the funder. Applications are formally assessed by a panel. Central support costs are allocated as shown in Note 6. In total, 119 (2023: 207) grant payments to local Home-Starts were made during 2023/24.

Breakdown of material grants included in the above grants to institutions:-	2024	Restated 2023
	£	£
◦ Supporting local Home-Starts to support families with isolation		
- 27 local Home-Starts in Scotland were supported by the Scottish Government to address loneliness and isolation in young parents.	-	160,000
- 15 local Home-Starts were supported by the Volant Charitable Trust towards addressing isolation and loneliness in families and supporting their capacity to parents	-	120,000
◦ Supporting local Home-Starts to support families through Cost of Living Crisis		
- supporting 38 of the most vulnerable local Home-Starts by providing Breathing Space grant to survive through Cost of living crisis	371,000	-
◦ Warm Spaces grants- to support with rising energy prices		
Centre for Warmth grants (funded by Cadent)- 28 LHS to keep families warm and form the energy advise groups draft making workshops, making families safe and warm	120,312	-
	491,312	280,000

8 Analysis of technical advice and support

	2024	2023
	£	£
Technical advice and support		
Network development	63,346	45,215
PR and communications	54,054	31,998
Corporate partnership development	7,370	94,545
Strategy and policy development	-	24,540
Digital, data and technology development	93,793	21,524
To support funded projects	250	46,962
Other	-	16,014
	218,813	280,798

Home-Start UK uses technical advice, support and expertise to assist in strategic development as part of externally funded projects and to provide targeted expenditure in key areas such as strategic development, digital development, building corporate partnerships and supporting network development using freelance, interims via agencies and consultancy.

9 Net income/(expenditure)

This is stated after charging /(crediting):

	2024	2023
	£	£
Depreciation	11,720	6,772
Operating lease rentals:		
Property	35,196	32,534
Auditors' remuneration (excluding VAT):		
Audit	18,750	18,150
Other services	1,000	1,000

10 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:

	2024	2023
	£	£
Salaries and wages	1,965,055	2,220,064
Redundancy costs paid and settled	56,533	36,216
Social security costs	206,123	223,510
Employer's contribution to defined contribution pension schemes	150,427	156,840
	2,378,138	2,636,630

The following number of employees received employee benefits (excluding employer pension costs and employer's national insurance) during the year between:

	2024	2023
	No.	No.
£110,000 - £119,999	1	-
£100,000 - £109,999	-	1
£90,000 - £99,999	-	-
£80,000 - £89,999	1	-
£70,000 - £79,999	1	2
£60,000 - £69,999	-	1

The total employee benefits including pension contributions and employer's national insurance of the key management personnel were £344,455(2023: £364,481).

The charity trustees were not paid nor received any other benefits from employment with the charity in the year (2023: £nil). No charity trustee received payment for professional or other services supplied to the charity (2023: £nil).

Trustees' expenses represents the payment or reimbursement of travel and subsistence costs totalling £1,275 (2023: £1,238) incurred by 11 (2023: 8) members relating to attendance at meetings of the trustees.

Notes to the financial statements

For the year ended 31 March 2024

11 Staff numbers

The average number of employees (head count based on number of staff employed) during the year was as follows:

	2024 No.	2023 No.
Raising funds	3.2	3.8
Standing alongside families	13.2	12.9
Stronger together	16.6	20.2
Growing our movement	6.6	7.0
Central support costs	8.9	8.9
Governance	1.1	0.7
	49.6	53.4

The number of employees calculated on the basis of full-time equivalents at the end of the year was 46.1 (2023: 47.8).

12 Related party transactions

Our honorary president, James Sainsbury OBE, is also a trustee of The Headley Trust and The Tedworth Charitable Trust. The Headley Trust made a grant of £27,250 (2023: £2,500) and The Tedworth Charitable Trust made a donation of £30,000 (2023: 30,000) towards Home-Start UK core costs. There were no outstanding balances due to or from related parties at 31st March 2024. (2023: £nil). James Sainsbury OBE receives no benefit from the grants made to the charity.

Home-Start UK received donations totalling £2,531.50 (2023: £2,038) from trustees (2023: 2 trustees). The trustees receive no benefit from the donations made to the charity.

There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties.

13 Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

The charity's trading subsidiary Home-Start Consultancy Limited distributes under Gift Aid available profits to the parent charity. Its charge to corporation tax in the year was:

	2024 £	2023 £
UK corporation tax at 19%	-	-

14 Tangible fixed assets

	Fixtures and fittings £	Computer equipment £	Information system £	Total £
The group and charity Cost				
At the beginning of the year	-	20,316	30,000	50,316
Additions	48,268	13,810	-	62,078
Disposals in year	-	-	(30,000)	(30,000)
At the end of the year	48,268	34,126	-	82,394
Depreciation				
At the beginning of the year	-	6,772	-	6,772
Disposals/W/off in year	-	-	-	-
Charge for the year	2,702	9,019	-	11,720
At the end of the year	2,702	15,791	-	18,492
Net book value				
At the end of the year	45,566	18,336	-	63,902
At the beginning of the year	-	13,544	30,000	43,544

All of the above assets are used for charitable purposes.

Notes to the financial statements

For the year ended 31 March 2024

15a Listed investments

	The group 2024 £	2023 £	The charity 2024 £	2023 £
Fair value at the start of the year	646,405	670,758	646,405	670,758
Net gain/ (loss) on change in fair value	58,511	(24,353)	58,511	(24,353)
Fair value at the end of the year	704,916	646,405	704,916	646,405
Investments comprise:				
COIF Charities Investment Fund	704,916	646,405	704,916	646,405
	704,916	646,405	704,916	646,405

15b Shares in group undertaking

	2024 £	2023 £
Cost at 1 April 2023 and 31 March 2024	100	100

16 Subsidiary undertaking

The charity owns the whole of the issued ordinary share capital of Home-Start Consultancy Limited, a company registered in England. The company number is 02810260. The registered office address is 4th floor Arnhem House, 31 Waterloo Way, Leicester, United Kingdom, LE1 6LP.

The subsidiary is used for non-primary purpose trading activities. All activities have been consolidated on a line by line basis in the statement of financial activities. Available profits are distributed under Gift Aid to the parent charity.

The trustee Pearly Siffel is also a director of the subsidiary.

A summary of the results of the subsidiary is shown below:

	2024 £	2023 £
Turnover	28,200	21,198
Cost of sales	-	-
Gross profit	28,200	21,198
Administrative expenses	(23,877)	(4,753)
Profit on ordinary activities before interest and taxation	4,323	16,445
Profit on ordinary activities before taxation	4,323	16,445
Taxation on profit on ordinary activities	-	-
Profit for the financial year	4,323	16,445
Retained earnings		
Total retained earnings brought forward	15,495	61,072
Profit for the financial year	4,323	16,445
Distributed to parent charity	(16,445)	(62,022)
Total retained earnings carried forward	3,373	15,495
The aggregate of the assets, liabilities and reserves was:		
Assets	58,762	105,363
Liabilities	(55,389)	(89,868)
Reserves	3,373	15,495

Amounts owed to/from the parent undertaking are shown in notes 18 and 19.

Included within administrative expenses above is a management charge of £22,877 (2023: £4,389) from the parent entity.

Notes to the financial statements

For the year ended 31 March 2024

17 Parent charity

The parent charity's gross income and the results for the year are disclosed as follows:

		<i>Restated</i>
	2024	2023
	£	£
Gross income	3,858,534	3,882,628
Result for the year	15,986	(1,884,900)

18 Debtors

	The group		The charity	
	2024	2023	2024	2023
	£	£	£	£
Trade debtors	177,126	109,408	174,544	106,826
Accrued income	61,868	98,393	61,868	98,393
Other debtors	-	53,953	-	53,763
Prepayments	109,676	44,065	109,676	44,065
Amounts due from group undertaking	-	-	47,302	82,782
	348,670	305,819	393,391	385,829

19 Creditors: amounts falling due within one year

	The group		The charity	
	2024	<i>restated</i> 2023	2024	<i>restated</i> 2023
	£	£	£	£
Trade creditors	178,937	101,203	176,220	99,686
Taxation and social security	95,072	55,107	91,222	55,107
Other creditors	-	37,162	-	31,593
Accruals	150,352	76,750	149,022	76,750
Grants payable	-	61,166	-	61,166
Grant commitments	5,518	9,940	5,518	9,940
Pension deficit	14,431	16,748	14,431	16,748
Amounts owed to group undertaking	-	-	478	478
Deferred income (note 20)	33,955	5,548	33,955	5,548
	478,265	363,624	470,846	357,016

20 Deferred income

Deferred income comprises funds held on behalf of local Home-Starts for future events.

	The group		The charity	
	2024	2023	2024	2023
	£	£	£	£
Balance at the beginning of the year	5,548	8,509	5,548	8,509
Amount released to income in the year	(5,548)	(8,509)	(5,548)	(8,509)
Amount deferred in the year	33,955	5,548	33,955	5,548
Balance at the end of the year	33,955	5,548	33,955	5,548

Notes to the financial statements

For the year ended 31 March 2024

21 Creditors: amounts falling due after one year

	The group		The charity	
	2024	2023	2024	2023
	£	£	£	£
Pension deficit	-	13,105	-	13,105
	-	13,105	-	13,105

22 Financial instruments

	2024	2023
	£	£
Financial assets measured at fair value through profit and loss		
Investments	704,916	646,405
Financial liabilities measured at fair value through profit or loss		
Defined pension scheme liability	-	(43,475)

23 Pension scheme

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

The company participates in the scheme, a multi-employer scheme which provides benefits to some 950 non-associated participating employers. The scheme is a defined benefit scheme in the UK.

It is not possible for the company to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme, therefore it accounts for the scheme as a defined contribution scheme.

The scheme is subject to the funding legislation outlined in the Pensions Act 2004 which came into force on 30 December 2005. This, together with documents issued by the Pensions Regulator and Technical Actuarial Standards issued by the Financial Reporting Council, set out the framework for funding defined benefit occupational pension schemes in the UK.

The scheme is classified as a 'last-man standing arrangement'. Therefore the 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.

A full actuarial valuation for the scheme was carried out at 30 September 2020. Following confirmation of the final audited asset value, the deficit has reduced to £31.6m. Next Valuation plan is due to take place after January 2025.

Expenses will no longer be included in the deficit payment and from 1 April 2022 will be identified separately and paid in addition to deficit contributions. This approach is more transparent and has the benefit to employers of expenses no longer being included in employer accounts for the purposes of FRS102.

The recovery plan contributions are allocated to each participating employer in line with their estimated share of the Series 1 and Series 2 scheme liabilities. Where the scheme is in deficit and where Home-Start UK has agreed to a deficit funding arrangement, Home-Start UK recognises a liability for this obligation. The amount recognised is the net present value of the deficit reduction contributions payable under the agreement that relates to the deficit. The amount recognised includes the unwinding of the discount used to calculate the net present value.

Home-Start UK ceased to provide this defined benefit scheme with effect from January 2009, with most of the members switching to the defined contribution scheme. Home-Start UK contributed £17.3k to the past service deficit of the defined benefit scheme in the year (2023: £37k) and will continue to contribute annually until 2025 subject to changes in deficit contributions once confirmed. Under the new recovery plan, from 1 April 2023, the deficit contributions are £14.4k per annum and the expense amount is £20.5k per annum bringing the total payment to £34.9k per annum.

24a Analysis of group net assets between funds - current year

	General unrestricted	Designated	Restricted	Total funds
	£	£	£	£
Tangible fixed assets	-	63,902	-	63,902
Investments	704,916	-	-	704,916
Net current assets	804,933	244,487	252,398	1,301,818
Long term liabilities	-	-	-	-
Net assets at 31 March 2024	1,509,849	308,389	252,398	2,070,636

24b Analysis of net assets between funds - prior year (restated)

	General unrestricted	Designated	Restricted	Total funds
	£	£	£	£
Tangible fixed assets	-	43,544	-	43,544
Investments	646,405	-	-	646,405
Net current assets	910,771	21,000	458,157	1,389,928
Long term liabilities	(13,105)	-	-	(13,105)
Net assets at 1 April 2023	1,544,071	64,544	458,157	2,066,772

25a Movements in restricted funds - current year

	At 1 April 2023 £	Income £	Expenditure £	Transfers £	At 31 March 2024 £
Aberdeen Asset Management Charitable Foundation	16,250	-	(16,250)	-	-
Army Central Fund	-	57,500	(57,500)	-	-
Band Trust	-	80,000	(80,000)	-	-
Charles Gordon Foundation	-	60,000	(60,000)	-	-
Corra Foundation	-	206,850	(206,850)	-	-
Corra Foundattion - The Promise Partnership	-	-	-	-	-
DHSS & PS Northern Ireland	-	18,900	(18,900)	-	-
Fidelity UK Foundation	70,326	139,675	(193,983)	-	16,018
Masonic Charitable Foundation	173,592	-	(119,613)	-	53,979
NI development	-	-	-	-	-
Pears Family Charitable Foundation	196,000	500,000	(521,000)	-	175,000
Pears Family Charitable Foundation with DCMS	-	-	-	-	-
Royal Navy & Royal Marines Charity	1,989	10,000	(8,989)	-	3,000
Scottish Government - Loneliness & Isolation Fund	-	66,667	(64,266)	-	2,401
Scotland fundraising	-	-	-	-	-
Small Trusts - CFP	-	8,500	(6,500)	-	2,000
White Stuff Foundation	-	80,554	(80,554)	-	-
Total restricted funds	458,157	1,228,646	(1,434,405)	-	252,398

25b Movements in restricted funds - prior year (restated)

	At 31 March 2022 £	Income £	Expenditure £	Transfers £	At 1 April 2023 £
Aberdeen Asset Management Charitable Foundation	16,250	-	-	-	16,250
Army Central Fund	-	53,000	(53,000)	-	-
Big Lottery Fund - Greater Manchester project	8,450	-	(8,450)	-	-
BT	10,000	-	(10,000)	-	-
Charles Gordon Foundation	57,562	-	(57,562)	-	-
Corra Foundation	-	206,850	(206,850)	-	-
Corra Foundation - The Promise Partnership	102,443	-	(102,443)	-	-
DHSS & PS Northern Ireland	-	37,815	(37,815)	-	-
Dulverton Trust	-	30,000	(30,000)	-	-
Fidelity UK Foundation	148,000	-	(77,674)	-	70,326
Home-Start Greater Manchester	2,676	-	(2,676)	-	-
John Lewis Partnership - Healthy Happy Home	121,323	-	(121,323)	-	-
Kristian Gerhard Jebsen Foundation	125,120	-	(125,120)	-	-
Margaret Harrison Travel Scholarship	7,491	-	(7,491)	-	-
Masonic Charitable Foundation	287,346	-	(113,754)	-	173,592
NI development	9,498	-	(9,498)	-	-
Pears Family Charitable Foundation	-	250,000	(54,000)	-	196,000
Pears Family Charitable Foundation with DCMS	90,000	-	(90,000)	-	-
Rayne Foundation	22,542	-	(22,542)	-	-
R S MacDonald Charitable Trust - digital technology	1,577	-	(1,577)	-	-
Royal Navy & Royal Marines Charity	5,689	10,000	(13,700)	-	1,989
Scottish Government - Loneliness & Isolation Fund	-	200,000	(200,000)	-	-
Scotland fundraising	3,165	-	(3,165)	-	-
Volant Charitable Trust	150,000	-	(150,000)	-	-
White Stuff Foundation	75,222	100,000	(175,222)	-	-
Total restricted funds	1,244,354	887,665	(1,673,862)	-	458,157

25c Movement in total funds - current year

	At 1 April 2023 £	Income and gains £	Expenditure and losses £	Transfers £	At 31 March 2024 £
Unrestricted funds:					
Designated funds:					
Fixed Asset Fund	43,544	-	-	20,358	63,902
John Lewis- Happy Healthy Homes	-	100,000	-	-	100,000
John Lewis- Building Better Future	-	189,432	(64,432)	-	125,000
Strategic Transformation Fund	-	-	-	-	-
Cadent- Centre for Warmth	-	175,000	(155,513)	-	19,487
Digital transformation	-	-	-	-	-
Recovery and resilience programme	21,000	-	(21,000)	-	-
Total designated funds	64,544	464,432	(240,945)	20,358	308,389
General funds					
General funds	1,558,529	2,184,644	(2,202,831)	(19,335)	1,521,007
Non-charitable subsidiary funds	15,395	28,200	(23,877)	(16,445)	3,273
Pension liability	(29,853)	-	-	15,422	(14,431)
Total general funds	1,544,071	2,212,844	(2,226,708)	(20,358)	1,509,849
Total unrestricted funds	1,608,615	2,677,276	(2,467,653)	-	1,818,238
Total restricted funds	458,157	1,228,646	(1,434,405)	-	252,398
Total funds at 31 March 2024	2,066,772	3,905,922	(3,902,058)	-	2,070,636

25d Movement in total funds - prior year (restated)

	At 31 March 2022 £	Income and gains £	Expenditure and losses £	Transfers £	At 1 April 2023 £
Unrestricted funds:					
Designated funds:					
Fixed Asset Fund	8,306	-	-	35,238	43,544
Strategic Transformation Fund	510,392	-	(510,392)	-	-
Give a Little Love	357,687	-	(357,687)	-	-
Digital transformation	82,000	52,500	(134,500)	-	-
Recovery and resilience programme	330,000	35,000	(344,000)	-	21,000
Total designated funds	1,288,385	87,500	(1,346,579)	35,238	64,544
General funds					
General funds	1,446,548	2,845,442	(2,746,623)	13,162	1,558,529
Non-charitable subsidiary funds	60,972	21,198	(4,753)	(62,022)	15,395
Pension liability	(43,475)	-	-	13,622	(29,853)
Total general funds	1,464,045	2,866,640	(2,751,376)	(35,238)	1,544,071
Total unrestricted funds	2,752,430	2,954,140	(4,097,955)	-	1,608,615
Total restricted funds	1,244,354	887,665	(1,673,862)	-	458,157
Total funds at 31 March 2023	3,996,784	3,841,805	(5,771,817)	-	2,066,772

Notes to the financial statements

For the year ended 31 March 2024

Purposes of restricted funds

Aberdeen Asset Management Charitable Foundation
Anonymous
Army Central Fund
Band Trust
Corra Foundation
Corra Foundation - The Promise Partnership

DHSS & PS Northern Ireland
Early Intervention Foundation
Fidelity UK Foundation

Growth Fund
Harvey Charitable Trust
John Lewis Partnership - Healthy Happy Home
John Lewis Partnership - supercharged communities
Masonic Charitable Foundation
Pears Family Charitable Foundation and DCMS
Pears Family Charitable Foundation and DCMS

Royal Navy & Royal Marines Charity

Small Trusts-CFP
Scottish Government

Scotland fundraising
White Stuff Foundation

Local level support to families across Scotland focussing on PIMH
Towards the Head of Volunteering post
Grants for supporting work with service families
Towards digital transformation and funding for website
Scotland Third Sector Early Intervention Fund
A Good Childhood - to support necessary shifts to help ensure children and young people grow up loved, safe and respected
Revenue grant towards our work in Northern Ireland
Towards costs of Senior Adviser of Impact and Practise
Towards business intelligence project enabling more vulnerable families to achieve positive outcomes
To support our expansion of Home-Start reach
Towards our work in Scotland
Volunteer-upskilling Programme
Give a Little Love campaign supporting superhubs
Big Hopes Big Future®
Department for Digital, Culture, Media & Sport Community Match Challenge Grant
Volunteering Futures Fund - developing volunteer platform to support an increase in volunteer recruitment and retention
Family support to naval families

Supporting mothers struggling with Cystic Fibrosis
Various grants supporting family focus groups, outdoor play, winter support funds during the pandemic and support for loneliness and isolation in Scotland
Donated funds from Kiltwalk for our work in Scotland
Perinatal mental health training/staff costs and Empowering Women Project

Purposes of designated funds

Fixed Asset Fund

The fixed asset fund represents all unrestricted funds invested in fixed assets net of any associated liabilities.

John Lewis Fund

John Lewis Partnership - Healthy Happy Home
John Lewis Partnership - supercharged communities

Volunteer-upskilling Programme
Give a Little Love campaign supporting superhubs

Centre for Warmth grants (funded by Cadent)- 28 LHS to allow them to form the energy advise groups, supporting families with warm spaces,draft making

Digital Transformation

Central costs of supporting the BT 3Ds Digital Inclusion Programme being piloted in 2022/23 to provide digital confidence, data connectivity and devices to the network and the families they support.

Recovery and resilience programme

To support the Home-Start network to recover and become more resilient post pandemic through investment at Home-Start UK in growth and fixed-term skilled staff.

Transfers

Transfers between unrestricted funds and designated funds are agreed by the trustees.

26 Reconciliation of income to net cash flow from operating activities

		<i>Restated</i>
	2024	2023
	£	£
Net income/ (expenditure) for the reporting period (as per the statement of financial activities)	3,864	(1,930,012)
Depreciation charges	11,720	6,772
Loss on disposal/writeoff of fixed assets	30,000	8,307
Interest from investments	(47,477)	(39,201)
(Profit) on the disposal of investments	(58,511)	24,352
(Increase) in debtors	(42,851)	669,628
Increase in creditors	101,536	(161,111)
Net cash provided by operating activities	(1,719)	(1,421,265)

27 Analysis of cash and cash equivalents

	At 1 April 2023	Cash flows	At 31 March 2024
	£	£	£
Cash at bank and in hand	447,733	683,679	1,131,412
Short notice deposits held for investment	1,000,000	(700,000)	300,000
Total cash and cash equivalents	1,447,733	(16,321)	1,431,412

28 Operating lease commitments

The group and charity's total future minimum lease payments under non-cancellable operating leases is as follows for each of the following periods

	Property 2024	2023
	£	£
Less than one year	35,196	35,196
One to five years	11,732	41,062
	46,928	76,258

29 Legal status of the charity

The charity is a company limited by guarantee and has no share capital.

Notes to the financial statements

For the year ended 31 March 2024

30 Impact of prior year adjustment

In 2022/23, Home-Start accounted for £196,000 of grant commitments due to beneficiaries as a creditor at year-end. On review, while the grant application process was open at the year-end, no specific commitments had been communicated to recipients at the year-end, and so an accounting liability did not exist at 31 March 2023. The adjustment affects only restricted funds.

Reserves position	Unrestricted £	Restricted £	Total £
Total funds at 31 March 2023 as previously stated	1,608,615	262,157	1,870,772
Adjustment for grant commitments	-	196,000	196,000
Total funds at 31 March 2023 as restated	<u>1,608,615</u>	<u>458,157</u>	<u>2,066,772</u>

Impact on income and expenditure 2022/23	Unrestricted £	Restricted £	Total £
Movement in funds as previously reported	(1,143,815)	(982,197)	(2,126,012)
Adjustment for grant commitments	-	196,000	196,000
Net expenditure as restated	<u>(1,143,815)</u>	<u>(786,197)</u>	<u>(1,930,012)</u>