

HOME-START WATFORD AND THREE RIVERS

England & Wales · Charity number 1108847

Details

Status Registered

Legal form Charitable company

Company number [05385393](#)

Registered 2005-04-04

Register [View on the Charity Commission register](#)

Contact

Address The Lord-Lieutenant's Charity Hub
6 Hercules Way
Leavesden
Watford
WD25 7GS

Phone 01923248010

Email enquiries@home-startwatford.org.uk

Website www.home-startwatford.org.uk

Activities

Objects: 3.1 TO SAFEGUARD, PROTECT AND PRESERVE THE GOOD HEALTH, BOTH MENTAL AND PHYSICAL OF CHILDREN AND PARENTS OF CHILDREN;3.1.2 TO PREVENT CRUELTY TO OR MALTREATMENT OF CHILDREN; 3.1.3 TO RELIEVE SICKNESS, POVERTY AND NEED AMONGST CHILDREN AND PARENTS OF CHILDREN;3.1.4 TO PROMOTE THE EDUCATION OF THE PUBLIC IN BETTER STANDARDS OF CHILDCARE WITHIN THE AREA OF WATFORD AND DISTRICT AND ITS ENVIRONS.

Activities: Home-Start Watford & Three Rivers provides support to families who have at least one child under the age of five years. Support is provided by volunteers who are parents themselves they visit families once a week for two to three hours offering support, friendship and practical help in the families' homes.The service is provided in Watford, Three Rivers and Hertsmere

Classification

- **How:** Provides Human Resources, Provides Buildings/facilities/open Space, Provides Services, Provides Advocacy/advice/information
- **What:** The Advancement Of Health Or Saving Of Lives, The Prevention Or Relief Of Poverty
- **Who:** Children/young People

Geography

- **Area of benefit:** WATFORD AND DISTRICT AND ITS ENVIRONS.
- Hertfordshire

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£390,506	£308,954	-	-
2024-03-31	£440,527	£498,168	-	-
2023-03-31	£457,388	£453,199	-	-
2022-03-31	£370,379	£366,847	-	-
2021-03-31	£290,357	£281,374	-	-

Trustees

Name	Role	Appointed
Alan Stephen Newman		2024-07-22
JOHN NEIL ROBINSON		2019-05-16
Kamaljit Johal		2021-03-24
Laura Sugrue		2024-09-25
Sarah Louise Joy		2022-07-26
Sharon Bailey		2024-07-22
Simon Boulcott		2014-09-23
Tricia Halpin		2025-05-30

HOME-START WATFORD AND THREE RIVERS

England & Wales - Charity number 1108847

Accounts

Company Registered Number 5385393

HOME-START WATFORD AND THREE RIVERS

**DIRECTORS' REPORT AND
FINANCIAL STATEMENTS**

**FOR YEAR ENDED
31 MARCH 2025**

Charity no. 1108847

Company no. 5385393

HOME-START WATFORD AND THREE RIVERS
A COMPANY LIMITED BY GUARANTEE

FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31st MARCH 2025

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HOME-START WATFORD AND THREE RIVERS
A COMPANY LIMITED BY GUARANTEE

REPORT OF THE DIRECTORS
FOR THE YEAR ENDED 31st MARCH 2025

Directors:	Sharon Bailey	(appointed 22/07/2024)
	Simon Boulcott	Chair
	Kam Johal	
	Sarah Joy	
	John Robinson	
	Alan Newman	(appointed 22/07/2024)
	Laura Sugrue	(appointed 25/09/2024)
	Anne Lawn	(resigned 17/04/2024)
	Glen Saffery	(resigned 16/06/2024)
	Simone Collins	(resigned 23/10/2024)
	Claire Buckland	(resigned 26/03/2025)
Bernie Coleman	(resigned 26/03/2025)	

Secretary: Karen Watkin, Director of Operations

Registered Office: The Lord-Lieutenant's Charity Hub
6 Hercules Way
Leavesden
Watford
Herts
WD25 7GS

Safeguarding Advisor: Laura Sugrue

Independent Examiner: David M Green FCA
Gowers Limited
The Old School House
Bridge Road
Hunton Bridge
Kings Langley
Herts
WD4 8SZ

Bankers Lloyds TSB
Intu Centre
Watford
Herts
WD17 2UB

HOME-START WATFORD AND THREE RIVERS
A COMPANY LIMITED BY GUARANTEE

REPORT OF THE DIRECTORS
FOR THE YEAR ENDED 31st MARCH 2025

The Trustees have pleasure in submitting their report together with the financial statements for the year ended 31 March 2025. These financial statements comply with current statutory requirements and the requirements of the Charity's governing document.

Structure, Governance & Management

Home-Start Watford and Three Rivers (HSW&TR) is a registered charity - No. 1108847 and a Company Limited by Guarantee - No. 5385393, registered in 2005. The charity has no share capital and is governed by its Memorandum and Articles of Association.

The policy, strategy, and general management of HSW&TR is directed by the Board of Trustees who are the Directors of the Company and who meet at least every two months recognising that they are required to meet no fewer than four times in each financial year. The Board of Trustees is supported by professional Advisers with an interest in the welfare of families and young children. The day-to-day management is delegated to two Directors who support and supervise a team of salaried staff. The Objects of the Charity are carried out by staff and trained volunteers, who are parents, offering regular support, friendship, and practical help to families under stress, primarily in their own homes, and sometimes in support groups, helping to prevent family crisis and breakdown. Volunteers are supported, trained and supervised by the team of experienced staff.

The Memorandum and Articles of Association require the Board of Trustees to comprise between 4 and 12 Trustees who are formally appointed by the membership at AGMs. Trustees may co-opt other Trustees who will only stand in office until the following AGM when they must be formally put forward for election if they wish to remain in office.

The Trustees holding office in the year to 31st March 2025 are detailed on Page 1.

The Trustees of the Charity have no interest in any contract with the Charity nor do they receive any remuneration for their service.

Membership of HSW&TR is open to any individual or organisation interested in promoting the charity's Objects who applies to the Charity in the manner required and approved by the Trustees. HSW&TR has a comprehensive equal opportunities and diversity policy, which ensures that all staff and volunteers are recruited regardless of ethnicity, religion, age, gender, or sexuality. We also strive to accommodate those with physical difficulties. Families are supported regardless of ethnicity, religion, age, gender or sexuality of the parent(s). A regularly monitored community profile ensures that volunteers are proactively encouraged from all sectors of the local community.

Although HSW&TR is an independent charity, as a Home-Start organisation we are affiliated to the national body, Home-Start UK; a Charitable Trust founded in 1973. Over 180 Home-Start schemes may be found throughout the UK, each an independently registered charity, funded and managed locally. Home-Start UK supports local schemes by providing services such as training, information and legal and safeguarding advice. Home-Start UK also defines quality standards for service provision. Each scheme works within Home-Start UK Standards and Methods of Practice, which are regularly audited against a set of rigorous criteria covering all aspects of governance, management, and financial controls.

HOME-START WATFORD AND THREE RIVERS
A COMPANY LIMITED BY GUARANTEE

REPORT OF THE DIRECTORS
FOR THE YEAR ENDED 31st MARCH 2025

Risk Policy

The Trustees conduct regular reviews of the major risks to which the Charity may be exposed. Where appropriate, systems or procedures have been established to mitigate and minimise identified risks by implementation of procedures, including authorisation of all transactions and projects. Procedures are in place to ensure compliance with all statutory requirements including, employment law, health and safety of staff and volunteer, and data protection. A Safeguarding Policy is in place and Disclosure and Barring Service checks are carried out on all volunteers and employees who are likely to come into contact with vulnerable children or adults.

Statement of Trustees 'Responsibilities

The Trustees are responsible for preparing the financial statements in accordance with applicable law and regulations.

Company law requires the Trustees to prepare financial statements for each financial year. Under that law, the Trustees have elected to prepare financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). The financial statements are required by law to give a true and fair view of the state of affairs of the Charity and of the profit or loss of the Charity for that period. In preparing those financial statements, the Trustees are required to:

- select suitable accounting policies and then to apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will stay in business.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the Charity and that enable them to ensure that the statements comply with the Companies Act 2006 and accounting statement FRS102. They are also responsible for safeguarding the assets of the Charity and for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Activities of the Home-Start Watford and Three Rivers Charity

The Trustees of HSW&TR with the support of its staff aim to ensure that:

- the scheme has adequate funds to support current activities and envisaged future expenditure;
- trustees are inducted, DBS checked, trained and supported to enable them to fulfil their roles and responsibilities;
- staff are recruited, inducted, trained, supported, supervised and developed in accordance with good employment practice;
- home-visiting volunteers are recruited from all sectors of the community, are DBS checked, undertake the scheme's comprehensive preparation course and receive ongoing training, support and supervision;
- trustees, staff and volunteers are actively encouraged to develop their skills and to support each other to meet the needs of HSW&TR and individual needs;
- the scheme develops additional activities and services as need is identified and where adequate funding can be obtained;
- recruitment campaigns and regular preparation courses are run to maintain a team of trained volunteers able to meet the numbers of appropriate referrals within a reasonable waiting time;
- the service provides best practice in safeguarding;

HOME-START WATFORD AND THREE RIVERS
A COMPANY LIMITED BY GUARANTEE

REPORT OF THE DIRECTORS
FOR THE YEAR ENDED 31st MARCH 2025

- volunteers are carefully matched to families to provide an appropriate service for each family's needs;
- the scheme maintains positive links and partnerships with statutory and voluntary agencies;
- the scheme maintains a high profile within the local community;
- all activities, feedback from volunteers and families and training are monitored and evaluated;
- the offices and facilities of HSW&TR and other venues used for training or functions provide a safe, healthy and appropriate environment for staff, volunteers and visitors;
- relevant news and information is circulated to staff, volunteers and trustees;
- appropriate administrative and recording systems are in place.

Fundraising Activities

The Charity's fundraising activities are community based.

Pay policy for senior staff

The Board of Trustees and the senior management team comprise the key management personnel of the Charity, responsible for directing and controlling, running and operating the Charity on a day to day basis. All Trustees give of their time freely and no Trustee received remuneration in the year. Details of Trustees' expenses and related party transactions are disclosed in note 13 to the accounts. The senior management remuneration is set by the Trustees and is reviewed on an annual basis as part of the budget setting process.

Outcome for 2024-25

The year to March 2025 has seen a great turnaround in the financial fortunes of Home Start Watford and Three Rivers with some fantastic results in fundraising during the year. The new management team have refocused the Charity and enabled it to record a surplus of £80k which has restored the reserves after the challenging year in 23/24. It has been encouraging to see the increase in longer term funding making the charity less dependent on short term fundraising efforts.

Future Plans

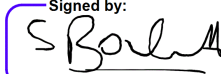
HSW&TR is proud of the support we give to many local families. To ensure our long term future we continue to seek new multi-year sources of funding. We are grateful to the effort of all staff, volunteers and donors who continue to support us.

We will continue to strive to meet our core aims and are actively moving towards our objective of reaching sustainability over the medium to long term, thus enabling us to attract and train qualified staff and volunteers, to support more families and children in our catchment area.

The Charity has a well-developed and robust strategy for its funding and activities going forward. Progress against delivery of the strategy is kept under review by the Board of Trustees and it may be adjusted to respond to material changes in the environments we operate in.

The Trustees' Report was approved by the Board of Trustees on 30th July 2025

Signed for and on behalf of the Trustees

Signed by:

BA808935168F45E
Simon Boulcott

Chair – Home-Start Watford and Three Rivers

INDEPENDENT EXAMINER'S REPORT TO THE DIRECTORS OF
HOME-START WATFORD AND THREE RIVERS
A COMPANY LIMITED BY GUARANTEE

FOR THE YEAR ENDED 31st MARCH 2025

I report on the accounts of the company for the year ended 31st March 2025, which are set out on pages 6 to 21.

Respective responsibilities of trustees and examiner

The trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

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

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

Basis of independent examiner's report

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

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

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

- to keep accounting records in accordance with section 130 of the 2011 Act; and
- to prepare accounts which accord with the accounting records and comply with the accounting requirements of FRS102 and the 2011 Act

have not been met; or

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

David M Green
Gowers Limited
The Old School House
Bridge Road
Hunton Bridge
Kings Langley
Herts WD4 8SZ

DocuSigned by:
David Green
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8/3/2025
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HOME-START WATFORD AND THREE RIVERS
A COMPANY LIMITED BY GUARANTEE

STATEMENT OF FINANCIAL ACTIVITIES
INCLUDING INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31st MARCH 2025

	Notes	Unrestricted	Restricted	Total 2025	Total 2024
		£	£	£	£
INCOME FROM:					
Donations and legacies	3	27,465	3,817	31,282	69,686
Charitable activities	4	102,800	209,599	312,399	362,189
Other trading activities	5	46,825	-	46,825	8,652
Total Income:		<u>177,090</u>	<u>213,416</u>	<u>390,506</u>	<u>440,527</u>
EXPENDITURE ON:					
Raising Funds	6	38,889	-	38,889	55,422
Charitable activities	8	75,102	193,239	268,341	441,832
Governance	9	751	953	1,704	1,440
TOTAL EXPENDITURE		<u>114,742</u>	<u>194,192</u>	<u>308,934</u>	<u>498,694</u>
Net income/expenditure		62,348	19,224	81,572	(58,167)
Movement in provision for pension deficit		(790)	-	(790)	526
Transfers between funds		(6,648)	6,648	-	-
NET MOVEMENT IN FUNDS		<u>54,910</u>	<u>25,872</u>	<u>80,782</u>	<u>(57,641)</u>
Reconciliation of Funds:					
Total funds brought forward		6,000	33,534	39,534	97,175
Total funds carried forward	15	<u>60,910</u>	<u>59,406</u>	<u>120,316</u>	<u>39,534</u>

HOME-START WATFORD AND THREE RIVERS
A COMPANY LIMITED BY GUARANTEE

BALANCE SHEET
AS AT 31st MARCH 2025

	Notes	2025		2024	
		£	£	£	£
FIXED ASSETS					
Tangible fixed assets	12		1		1
CURRENT ASSETS					
Debtors and prepaid expenses	16	3,357		10,676	
Cash at hand and in bank		269,536		105,990	
		<u>272,893</u>		<u>116,666</u>	
CREDITORS: Amounts falling due within one year	16	<u>(151,329)</u>		<u>(76,674)</u>	
NET CURRENT ASSETS			<u>121,564</u>		<u>39,992</u>
TOTAL ASSETS LESS CURRENT LIABILITIES			121,565		39,993
Defined benefit pension liability			(1,249)		(459)
NET ASSETS			<u>120,316</u>		<u>39,534</u>
INCOME FUNDS					
Unrestricted funds					
Unrestricted income funds		62,159		6,459	
Pension Reserve		<u>(1,249)</u>		<u>(459)</u>	
			60,910		6,000
Restricted Funds			59,406		33,534
TOTAL FUNDS	16		<u>120,316</u>		<u>39,534</u>

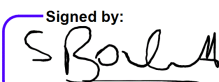
The notes on pages 8 to 21 form part of these financial statements.

For the year ending 31st March 2025 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

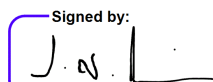
Directors' responsibilities:

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

The financial statements were approved by the board of trustees on 30th July 2025 and signed on their behalf by

Signed by:


 Director Simon Boulcott

Signed by:


 Director John Robinson

HOME-START WATFORD AND THREE RIVERS
A COMPANY LIMITED BY GUARANTEE

NOTES TO THE ACCOUNTS
YEAR ENDED 31st MARCH 2025

1. Company limited by guarantee

Home-Start Watford & Three Rivers is a company incorporated in England limited by guarantee No. 5385393 and is a registered charity No. 1108847. The extent of the liability of the members of the company on a winding up is limited to a maximum of one pound each.

2. Accounting policies

The following accounting policies have been applied consistently in dealing with items that are considered material in relation to Home-Start Watford & Three Rivers.

2(a) Basis of preparation

The accounts have been prepared under the historical cost convention.

The charity has taken advantage of the exemption in Financial Reporting Standard No 1 from the requirement to produce a cash flow statement on the grounds that it is a small charity.

These accounts have been prepared in accordance with “Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015)”.

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

2(b) Critical accounting estimates and judgements

In the application of the charity’s accounting policies, the directors are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

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

2(c) Investment resources

Incoming resources are accounted for on a receivable basis deferred as described below where appropriate. Grants are all included in incoming resources from charitable activities on the SOFA.

2(d) Investment income

Bank interest is included in the income and expenditure account on a receivable basis.

2(e) Recognition of Liabilities

Liabilities are recognised on the accruals basis in accordance with normal accounting principles, modified where necessary in accordance with the guidance given in the Statement of Recommended Accounting and Reporting issued by the Charity Commissioners for England & Wales.

HOME-START WATFORD AND THREE RIVERS
A COMPANY LIMITED BY GUARANTEE

NOTES TO THE ACCOUNTS
YEAR ENDED 31st MARCH 2025

2(f) Resources expended

All costs are allocated to those categories to which they relate. Where this is not possible, then they are suitably apportioned on the basis between costs of activities in furtherance of the charity's objects and costs of generating funds 80:20 respectively. All costs are accounted on an accruals basis, inclusive of VAT which cannot be recovered.

2(g) Governance costs

All costs incurred by the Charity other than direct charitable expenditure are included in governance costs and are accounted for on an accruals basis.

2(h) Fixed Assets and depreciation

Tangible fixed assets are stated at cost less depreciation.

Depreciation has been provided at the following rates in order to write off the assets (less their expected residual value) over their useful economic lives.

Office Equipment	25% straight line
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2(i) Taxation

As a registered charity, the company is exempt from income and corporation tax to the extent that its income and gains are applicable to charitable purposes only. Value Added Tax is not recoverable by the company, and is therefore included in the relevant costs in the Statement of Financial Activities.

2(j) Fund accounting

The Charity maintains a general unrestricted fund which represents funds which are expendable at the discretion of the Directors in furtherance of the objects of the Charity. Such funds may be held in order to finance both working capital and capital investment. Where conditions are such that funds received cannot be expended during the accounting period, any such monies are held as income in advance.

Restricted funds have been provided to the charity for particular purposes, and it is the policy of the Board of Directors to carefully monitor the application of those funds with the restrictions placed upon them.

2(k) Gifted assets

Gifted assets received are included at valuation if material.

2(l) Volunteers

The Charity relies on the support from volunteers who are unpaid. The value of volunteer's time is not included in the SOFA.

2(m) Pension Contributions

Pension costs relate to contributions to individual employee scheme and are charged to the SOFA as they fall due.

2(n). Winding up or dissolution of the charity

If upon winding up or dissolution of the charity there remains any assets, after the satisfaction of all debts and liabilities, the assets represented by the reserves shall be transferred to some other charitable body or bodies having similar objects to the charity.

HOME-START WATFORD AND THREE RIVERS
A COMPANY LIMITED BY GUARANTEE

NOTES TO THE ACCOUNTS
YEAR ENDED 31st MARCH 2025

3. Income from Donations and Legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £	Total Funds 2024 £
General income for the year	27,465	3,817	31,282	69,686
Total Income from Donations and Legacies	27,465	3,817	31,282	69,686

Some of the funds received during the period are held as Income in Advance (see note 16) where conditions were not such that those funds, in whole or in part, could be utilised during the year ended 31st March 2025 and expenditure falls in to a later period.

There were no donations and legacies actually received over £2,000.

4. Income from Charitable Activities

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £	Total Funds 2024 £
Group Work (Henry Smith)		-	-	20,756
Time 2 Talk	-	3,333	3,333	50,558
Physical Activity	-	-	-	1,656
Pop-Up Sessions	-	-	-	1,500
COVID-19 Recovery (Henry Smith)	-	39,841	39,841	39,900
Link Workers	-	-	-	93,777
Household Funds	-	4,928	4,928	5,500
Practical Support (Core Funding)	37,800	-	37,800	39,800
Big Lottery Fund	-	104,279	104,279	85,319
Trusthouse Forte	-	23,736	23,736	23,423
Postcode Lottery	10,000	-	10,000	-
Counselling (HCF)	-	833	833	-
Breathing Space Fund	-	10,000	10,000	-
Lottery Awards for All	-	13,293	13,293	-
WBC Neighbourhood Grant	-	4,304	4,304	-
Improving Lives (Henry Smith)	40,000	-	40,000	-
Garfield Weston	10,000	-	10,000	-
Centre for Warmth Grant	-	2,552	2,552	-
Parish Council Funding	5,000	-	5,000	-
Family Events	-	2,500	2,500	-
Total Income Charitable Activities	102,800	209,599	312,399	362,189

HOME-START WATFORD AND THREE RIVERS
A COMPANY LIMITED BY GUARANTEE

NOTES TO THE ACCOUNTS
YEAR ENDED 31st MARCH 2025

5. Income from Other Trading Activities

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £	Total Funds 2024 £
Shop – Watford	-	-	-	-
Fundraising	46,825	-	46,825	8,652
Total income from other trading activities	46,825	-	46,825	8,652

Income from other trading activities actually received over £2,000 are below.

	Unrestricted Funds £
Frank Litchfield Trust	3,000
Collins Family Trust	2,500
The Hopper Trust	5,000

6. Raising Funds Expenditure

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £	Total Funds 2024 £
Shop – Watford	-	-	-	403
Fundraising and events	1,506	-	1,506	2,997
Other costs related to raising funds	37,383	-	37,383	52,022
Total Fundraising Costs	38,889	-	38,889	55,422

HOME-START WATFORD AND THREE RIVERS
A COMPANY LIMITED BY GUARANTEE

NOTES TO THE ACCOUNTS
YEAR ENDED 31st MARCH 2025

7. Charitable Activities Expenditure

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £	Total Funds 2024 £
Practical Support (Core Funding)	14,449	1,090	15,539	101,673
Social Isolation (Big Lottery)	-	628	628	2,833
Time 2 Talk	-	5,152	5,220	37,926
Groups	-	2,871	2,905	34,442
Family Events	-	7,368	7,385	11,065
Women Fund	-	50	50	50
COVID-19 Recovery	-	36,024	36,211	41,612
Link Workers	-	-	-	84,016
Household Funds	-	3,550	3,550	538
Play Pioneer	-	32	32	32
Pop-Up Sessions	-	-	-	2,673
Physical Activity	-	-	-	2,245
Big Lottery Fund	-	89,199	89,676	95,457
Trusthouse Forte	-	24,028	24,130	28,710
Postcode Lottery	10,000	-	10,000	-
Breathing Space Fund	-	10,000	10,000	-
Lottery Awards for All	-	8,552	8,620	-
WBC Neighbourhood Grant	-	4,695	4,695	-
Improving Lives (Henry Smith)	40,441	-	40,629	-
Garfield Weston	10,212	-	10,263	-
Total cost of charitable activities	75,102	193,239	268,341	443,272

HOME-START WATFORD AND THREE RIVERS
A COMPANY LIMITED BY GUARANTEE

NOTES TO THE ACCOUNTS
YEAR ENDED 31st MARCH 2025

8. Analysis of expenditure on charitable activities

	Activity Undertaken	Grant funding of activities	Governance Costs	Total Funds 2025
Year ended 31st March 2025	£	£	£	£
Practical Support (Core Funding)	15,539	-	256	15,795
Social Isolation (Big Lottery)	628	-	-	628
Time 2 Talk	5,152	-	68	5,220
Groups	2,871	-	34	2,905
Family Events	7,368	-	17	7,385
Women Fund	50	-	-	50
COVID-19 Recovery	36,024	-	187	36,211
Household Funds	3,550	-	-	3,550
Play Pioneer	32	-	-	32
Big Lottery Fund	89,199	-	477	89,676
Trusthouse Forte	24,028	-	102	24,130
Postcode Lottery	10,000	-	-	10,000
Breathing Space Fund	10,000	-	-	10,000
Lottery Awards for All	8,552	-	68	8,620
WBC Neighbourhood Grant	4,695	-	-	4,695
Improving Lives (Henry Smith)	40,441	-	188	40,629
Garfield Weston	10,212	-	51	10,263
	268,341	-	1,448	269,789

HOME-START WATFORD AND THREE RIVERS
A COMPANY LIMITED BY GUARANTEE

NOTES TO THE ACCOUNTS
YEAR ENDED 31st MARCH 2025

Year ended 31st March 2024	£	£	£	£
Practical Support (Core Funding)	100,233	-	1,440	101,673
Social Isolation (Big Lottery)	2,833	-	-	2,833
Time to Talk	37,926	-	-	37,926
Groups	34,442	-	-	34,442
Family Events	11,065	-	-	11,065
Women Fund	50	-	-	50
COVID-19 Recovery	41,612	-	-	41,612
Link Workers	84,016	-	-	84,016
Household Funds	538	-	-	538
Play Pioneer	32	-	-	32
Pop-Up Sessions	2,673	-	-	2,673
Physical Activity	2,245	-	-	2,245
Big Lottery Fund	95,457	-	-	95,457
Trusthouse Forte	28,710	-	-	28,710
	441,832	-	1,440	443,272

9. Governance

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £	Total Funds 2024 £
Accounts and Independent Examination	751	953	1,704	1,440
	751	953	1,704	1,440

HOME-START WATFORD AND THREE RIVERS
A COMPANY LIMITED BY GUARANTEE

NOTES TO THE ACCOUNTS
YEAR ENDED 31st MARCH 2025

10. Particulars of Employees

The average number of staff employed by the charity during the financial period was:-

	2025	2024
Furtherance of the Charity's objects	10	18
	10	18

There were no employees with emoluments above £60,000.

	Total Funds 2025 £	Total Funds 2024 £
Gross Salaries	210,639	360,538
Employer's NI	13,597	19,091
Employer's Pension Contributions	6,376	8,339
Pension Shortfall (reduction in provision)	790	(526)
Total Staff Emoluments	231,402	387,442

Total salary of key staff with management responsibilities is £86,949 (2024: £57,970).

11. Pension and other post-retirement benefit commitments

The company participates in the scheme, a multi-employer scheme which provides benefits to some 521 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.

HOME-START WATFORD AND THREE RIVERS
A COMPANY LIMITED BY GUARANTEE

NOTES TO THE ACCOUNTS
YEAR ENDED 31st MARCH 2025

A full actuarial valuation for the scheme was carried out at 30 September 2023. This valuation showed assets of £514.9m, liabilities of £531.0m and a deficit of £16.1m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions

From 1 April 2025 to 31 March 2028: £2,100,000 per annum (payable monthly)

Unless a concession has been agreed with the Trustee the term to 31 March 2028 applies.

Note that the scheme's previous valuation was carried out with an effective date of 30 September 2020. This valuation showed assets of £800.3m, liabilities of £831.9m and a deficit of £31.6m. To eliminate this funding shortfall, the Trustee asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions

From 1 April 2022 to 31 January 2025: £3,312,000 per annum (payable monthly)

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 the company has agreed to a deficit funding arrangement the company 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 present value is calculated using the discount rate detailed in these disclosures. The unwinding of the discount rate is recognised as a finance cost.

PRESENT VALUES OF PROVISION

	31 March 2025 (£s)	31 March 2024 (£s)	31 March 2023 (£s)
Present value of provision	1,249	459	984

RECONCILIATION OF OPENING AND CLOSING PROVISIONS	2025	2024
Provision at start of period	459	984
Unwinding of the discount factor (interest expense)	12	37

HOME-START WATFORD AND THREE RIVERS
A COMPANY LIMITED BY GUARANTEE

NOTES TO THE ACCOUNTS
YEAR ENDED 31st MARCH 2025

Deficit contribution paid	(468)	(562)
Remeasurements - impact of any change in assumptions	8	-
Remeasurements - amendments to the contribution schedule	1,238	-
Provision at end of period	1,249	459

INCOME AND EXPENDITURE IMPACT	2025	2024
Interest expense	12	37
Remeasurements – impact of any change in assumptions	8	-
Remeasurements – amendments to the contribution schedule	1,238	-
Contributions paid in respect of future service	6,376	8,339
Costs recognised in income and expenditure account	7,166	7,814

ASSUMPTIONS	31 March 2025 % per annum	31 March 2024 % per annum	31 March 2023 % per annum
Rate of discount	4.84	5.31	5.52

The discount rates shown above are the equivalent single discount rates which, when used to discount the future recovery plan contributions due, would give the same results as using a full AA corporate bond yield curve to discount the same recovery plan contributions.

HOME-START WATFORD AND THREE RIVERS
A COMPANY LIMITED BY GUARANTEE

NOTES TO THE ACCOUNTS
YEAR ENDED 31st MARCH 2025

12. Tangible fixed assets

Cost	Office Total
As at 1st April 2024	1,793
Additions	-
As at 31st March 2025	<u>1,793</u>
 Depreciation	
As at 1st April 2024	1,792
Charge for the year	-
As at 31st March 2025	<u>1,792</u>
 Net Book Value as at 31st March 2024	<u>1</u>
 Net Book Value as at 31st March 2025	<u>1</u>

13. Director's emoluments and related party transactions

None of the Directors received any remuneration directly or indirectly.

None of the Directors or other persons related to the Charity had any personal interest in any contract or transactions entered into by the Charity during the year.

14. Volunteers

Volunteer information is as follows:

Activity	Total Number of Volunteers	Total Number of Volunteering Hours
Home Visiting	77	7,265
Family Group, trustees and Other	20	1,357
Volunteer Counsellors	2	180
 Total Volunteers	<u>99</u>	<u>8,802</u>

HOME-START WATFORD AND THREE RIVERS
A COMPANY LIMITED BY GUARANTEE

NOTES TO THE ACCOUNTS
YEAR ENDED 31st MARCH 2025

15. Movement in funds

	as at 1st April 2024	Incoming resources	Resources used	Transfers between funds	as at 31st March 2025
Unrestricted funds					
Practical Support	6,459	65,265	(14,705)		
Charitable Activities	-	65,000	(60,892)		
Fund Raising	-	46,825	(39,145)		
	<u>6,459</u>	<u>177,090</u>	<u>(114,742)</u>		
Transfers to restricted funds	-	-	-	(6,648)	
	<u>6,459</u>	<u>177,090</u>	<u>(114,742)</u>	<u>(6,648)</u>	62,159
Pension reserve	(459)	(790)	-	-	(1,249)
Net unrestricted funds	<u>6,000</u>	<u>176,300</u>	<u>(114,742)</u>	<u>(6,648)</u>	<u>60,910</u>
Restricted funds					
Practical Support	-	1,090	(1,090)	-	-
Social Isolation	-	-	(628)	628	-
Time 2 Talk	15,996	3,455	(5,220)	-	14,231
Groups	-	-	(2,905)	2,905	-
Family Events	-	5,105	(7,385)	2,280	-
Women Fund	-	-	(50)	50	-
Making Memories	4,580	-	-	-	4,580
Play Pioneer	568	-	(32)	-	536
Link Workers	2,561	-	-	-	2,561
COVID-19 Recovery	2,745	39,841	(36,211)	-	6,375
Household Funds	5,527	4,928	(3,550)	-	6,905
Pop-Up Sessions	1,557	-	-	-	1,557
Big Lottery Fund	-	104,279	(89,676)	-	14,603
Trusthouse Forte	-	23,736	(24,130)	394	-
Counselling (HCF)	-	833	-	-	833
Breathing Space Fund	-	10,000	(10,000)	-	-
Lottery Awards for All	-	13,293	(8,620)	-	4,673
WBC Neighbourhood	-	4,304	(4,695)	391	-
Centre for Warmth	-	2,552	-	-	2,552
Net restricted funds	<u>33,534</u>	<u>213,416</u>	<u>(194,192)</u>	<u>6,648</u>	<u>59,406</u>

HOME-START WATFORD AND THREE RIVERS
A COMPANY LIMITED BY GUARANTEE

NOTES TO THE ACCOUNTS
YEAR ENDED 31st MARCH 2025

16. Funds analysis

	Fixed assets	Current assets	Bank and cash	Creditors, provisions and accrued income	Total
<i>As at 31st March 2025</i>					
Unrestricted funds	1	3,357	133,869	(76,317)	60,910
Restricted funds					
Social Isolation	-	-	-	-	-
Time 2 Talk Groups	-	-	15,898	(1,667)	14,231
Making Memories	-	-	4,580	-	4,580
Play Pioneer	-	-	536	-	536
Women Fund	-	-	-	-	-
Link Workers	-	-	2,561	-	2,561
COVID-19 Recovery	-	-	22,959	(16,584)	6,375
Household Funds	-	-	7,527	(622)	6,905
Pop-Up Sessions	-	-	1,557	-	1,557
Physical Activity	-	-	-	-	-
Big Lottery Fund	-	-	43,991	(29,388)	14,603
Trusthouse Forte	-	-	11,912	(11,912)	-
Family Events	-	-	3,000	(3,000)	-
Counselling (HCF)	-	-	5,000	(4,167)	833
Lottery Awards for All	-	-	11,380	(6,707)	4,673
WBC Neighbourhood Centre for Warmth	-	-	391	(391)	-
	-	-	4,375	(1,823)	2,552
Net assets	1	3,357	269,536	(152,578)	120,316

HOME-START WATFORD AND THREE RIVERS
A COMPANY LIMITED BY GUARANTEE

NOTES TO THE ACCOUNTS
YEAR ENDED 31st MARCH 2025

As at 31st March 2024

Unrestricted funds	1	10,676	24,344	(29,021)	6,000
Restricted funds					
Social Isolation	-	-	-	-	-
Time 2 Talk	-	-	24,201	(8,205)	15,996
Groups	-	-	16,625	(16,625)	-
Making Memories	-	-	4,580	-	4,580
Play Pioneer	-	-	568	-	568
Women Fund	-	-	-	-	-
Link Workers	-	-	2,561	-	2,561
COVID-19 Recovery	-	-	2,745	-	2,745
Household Funds	-	-	5,527	-	5,527
Pop-Up Sessions	-	-	1,557	-	1,557
Physical Activity	-	-	-	-	-
Big Lottery Fund	-	-	14,220	(14,220)	-
Trusthouse Forte	-	-	7,062	(7,062)	-
Family Events	-	-	2,000	(2,000)	-
Net assets	1	10,676	105,990	(77,133)	39,534

HOME-START WATFORD AND THREE RIVERS

England & Wales - Charity number 1108847

Accounts

Company Registered Number 5385393

HOME-START WATFORD AND THREE RIVERS

**DIRECTORS' REPORT AND
FINANCIAL STATEMENTS**

**FOR YEAR ENDED
31 MARCH 2024**

Charity no. 1108847

Company no. 5385393

HOME-START WATFORD AND THREE RIVERS
A COMPANY LIMITED BY GUARANTEE

FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31st MARCH 2024

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HOME-START WATFORD AND THREE RIVERS
A COMPANY LIMITED BY GUARANTEE

REPORT OF THE DIRECTORS
FOR THE YEAR ENDED 31st MARCH
2024

Directors:	Simon Boulcott Bernie Coleman Simone Collins Sarah Joy Kam Johal John Robinson Nicola Millbery Claire Buckland Glen Saffery Anne Lawn	Vice Chair Chair (resigned 28/09/2023) (resigned 16/06/2024) (appointed 03/03/2024 and resigned 17/04/2024)
Secretary:	Karen Watkin, Business Operations Manager (appointed 14/02/2024)	
Registered Office:	The Lord-Lieutenant's Charity Hub 6 Hercules Way Leavesden Watford Herts WD25 7GS	
Safeguarding Advisor:	Anne Lawn	
Independent Examiner:	David M Green FCA Gowers Limited The Old School House Bridge Road Hunton Bridge Kings Langley Herts WD4 8SZ	
Bankers	Lloyds TSB Intu Centre Watford Herts WD17 2UB	

HOME-START WATFORD AND THREE RIVERS
A COMPANY LIMITED BY GUARANTEE

REPORT OF THE DIRECTORS
*FOR THE YEAR ENDED 31st MARCH
2024*

The Trustees have pleasure in submitting their report together with the financial statements for the year ended 31 March 2024. These financial statements comply with current statutory requirements and the requirements of the Charity's governing document.

Structure, Governance & Management

Home-Start Watford and Three Rivers (HSW&TR) is a registered charity - No. 1108847 and a Company Limited by Guarantee - No. 5385393, registered in 2005. The charity has no share capital and is governed by its Memorandum and Articles of Association.

The policy, strategy, and general management of HSW&TR is directed by the Board of Trustees who are the Directors of the Company and who meet at least every two months recognising that they are required to meet no fewer than four times in each financial year. The Board of Trustees is supported by professional Advisers with an interest in the welfare of families and young children. The day-to-day management is delegated to a Chief Executive Officer who supports and supervises a team of salaried staff. The Objects of the Charity are carried out by staff and trained volunteers, who are parents, offering regular support, friendship, and practical help to families under stress, primarily in their own homes, and sometimes in support groups, helping to prevent family crisis and breakdown. Volunteers are supported by the team of experienced staff.

The Memorandum and Articles of Association require the Board of Trustees to comprise between 4 and 12 Trustees who are formally appointed by the membership at AGMs. Trustees may co-opt other Trustees who will only stand in office until the following AGM when they must be formally put forward for election if they wish to remain in office.

The Trustees holding office in the year to 31st March 2024 are detailed on Page 1.

The Trustees of the Charity have no interest in any contract with the Charity nor do they receive any remuneration for their service.

Membership of HSW&TR is open to any individual or organisation interested in promoting the charity's Objects who applies to the Charity in the manner required and approved by the Trustees. HSW&TR has a comprehensive equal opportunities and diversity policy, which ensures that all staff and volunteers are recruited regardless of ethnicity, religion, age, gender, or sexuality. We also strive to accommodate those with physical difficulties. Families are supported regardless of ethnicity, religion, age, gender or sexuality of the parent(s). A regularly monitored community profile ensures that volunteers are proactively encouraged from all sectors of the local community.

Although HSW&TR is an independent charity, as a Home-Start organisation we are affiliated to the national body, Home-Start UK; a Charitable Trust founded in 1973. Over 180 Home-Start schemes may be found throughout the UK, each an independently registered charity, funded and managed locally. Home-Start UK supports local schemes by providing services such as training, information and legal and safeguarding advice. Home-Start UK also defines quality standards for service provision. Each scheme works within Home-Start UK Standards and Methods of Practice, which are regularly audited against a set of rigorous criteria covering all aspects of governance, management, and financial controls.

REPORT OF THE DIRECTORS
FOR THE YEAR ENDED 31st MARCH
2024

Risk Policy

The Trustees conduct regular reviews of the major risks to which the Charity may be exposed. Where appropriate, systems or procedures have been established to mitigate and minimise identified risks by implementation of procedures, including authorisation of all transactions and projects. Procedures are in place to ensure compliance with all statutory requirements including, employment law, health and safety of staff and volunteer, and data protection. A Safeguarding Policy is in place and Disclosure and Barring Service checks are carried out on all volunteers and employees who are likely to come into contact with vulnerable children or adults.

Statement of Trustees' Responsibilities

The Trustees are responsible for preparing the financial statements in accordance with applicable law and regulations.

Company law requires the Trustees to prepare financial statements for each financial year. Under that law, the Trustees have elected to prepare financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). The financial statements are required by law to give a true and fair view of the state of affairs of the Charity and of the profit or loss of the Charity for that period. In preparing those financial statements, the Trustees are required to:

- select suitable accounting policies and then to apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will stay in business.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the Charity and that enable them to ensure that the statements comply with the Companies Act 2006 and accounting statement FRS102. They are also responsible for safeguarding the assets of the Charity and for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Activities of the Home-Start Watford and Three Rivers Charity

The Trustees of HSW&TR with the support of its staff aim to ensure that:

- the scheme has adequate funds to support current activities and envisaged future expenditure;
- trustees are inducted, DBS checked, trained and supported to enable them to fulfil their roles and responsibilities;
- staff are recruited, inducted, trained, supported, supervised and developed in accordance with good employment practice;
- home-visiting volunteers are recruited from all sectors of the community, are DBS checked, undertake the scheme's comprehensive preparation course and receive ongoing training, support and supervision;
- trustees, staff and volunteers are actively encouraged to develop their skills and to support each other to meet the needs of HSW&TR and individual needs;
- the scheme develops additional activities and services as need is identified and where adequate funding can be obtained;
- recruitment campaigns and regular preparation courses are run to maintain a team of trained volunteers able to meet the numbers of appropriate referrals within a reasonable waiting time;
- the service provides best practice in safeguarding;

HOME-START WATFORD AND THREE RIVERS
A COMPANY LIMITED BY GUARANTEE

REPORT OF THE DIRECTORS
*FOR THE YEAR ENDED 31st MARCH
2024*

- volunteers are carefully matched to families to provide an appropriate service for each family's needs;
- the scheme maintains positive links and partnerships with statutory and voluntary agencies;
- the scheme maintains a high profile within the local community;
- all activities, feedback from volunteers and families and training are monitored and evaluated;
- the offices and facilities of HSW&TR and other venues used for training or functions provide a safe, healthy and appropriate environment for staff, volunteers and visitors;
- relevant news and information is circulated to staff, volunteers and trustees;
- appropriate administrative and recording systems are in place.

Fundraising Activities

The Charity's fundraising activities are community based.

Pay policy for senior staff

The Board of Trustees and the senior management team comprise the key management personnel of the Charity, in charge of directing and controlling, running and operating the Charity on a day to day basis. All Trustees give of their time freely and no Trustee received remuneration in the year. Details of Trustees' expenses and related party transactions are disclosed in note 13 to the accounts.

The key management remuneration policy is set by the Trustees and is reviewed on an annual basis as part of the budget setting process.

Future Plans

HSW&TR is proud of the support we give to many local families. To ensure our long term future we continue to seek new multi-year sources of funding. We are grateful to the effort of all staff, volunteers and donors who continue to support us.

We will continue to strive to meet our core aims and move towards the objective of reaching sustainability over the medium to long term, thus enabling us to attract and train qualified staff and volunteers, to support more families and children in our catchment area.

The Charity has a well-developed and robust strategy going forward.

The Trustees' Report was approved by the Board of Trustees on 22nd July 2024
Signed for and on behalf of the Trustees



Simone Collins
Chair – Home-Start Watford and Three Rivers

INDEPENDENT EXAMINER'S REPORT TO THE DIRECTORS OF
HOME-START WATFORD AND THREE RIVERS
A COMPANY LIMITED BY GUARANTEE

FOR THE YEAR ENDED 31st MARCH 2024

I report on the accounts of the company for the year ended 31st March 2024, which are set out on pages 6 to 21.

Respective responsibilities of trustees and examiner

The trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

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

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

Basis of independent examiner's report

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

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

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

- to keep accounting records in accordance with section 130 of the 2011 Act; and
- to prepare accounts which accord with the accounting records and comply with the accounting requirements of FRS102 and the 2011 Act

have not been met; or

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

David M Green
Gowers Limited
The Old School House
Bridge Road
Hunton Bridge
Kings Langley
Herts WD4 8SZ

15th August 2024 .

HOME-START WATFORD AND THREE RIVERS
A COMPANY LIMITED BY GUARANTEE

STATEMENT OF FINANCIAL ACTIVITIES
INCLUDING INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31st MARCH 2024

	Notes	Unrestricted	Restricted	Total	Total
		£	£	2024	2023
		£	£	£	£
INCOME FROM:					
Donations and legacies	3	64,618	5,068	69,686	59,863
Charitable activities	4	47,000	315,189	362,189	383,117
Other trading activities	5	4,072	4,580	8,652	14,408
Total Income:		<u>115,690</u>	<u>324,837</u>	<u>440,527</u>	<u>457,388</u>
EXPENDITURE ON:					
Raising Funds	6	55,422	-	55,422	10,816
Charitable activities	8	100,233	341,599	441,832	441,159
Governance	9	1,440	-	1,440	1,224
TOTAL EXPENDITURE		<u>157,095</u>	<u>341,599</u>	<u>498,694</u>	<u>453,199</u>
Net income/expenditure		(41,405)	(16,762)	(58,167)	4,189
Movement in provision for pension deficit		526	-	526	559
Transfers between funds		(37,126)	37,126	-	-
NET MOVEMENT IN FUNDS		<u>(78,005)</u>	<u>20,364</u>	<u>(57,641)</u>	<u>4,748</u>
Reconciliation of Funds:					
Total funds brought forward		84,005	13,170	97,175	92,427
Total funds carried forward	15	<u>6,000</u>	<u>33,534</u>	<u>39,534</u>	<u>97,175</u>

HOME-START WATFORD AND THREE RIVERS
A COMPANY LIMITED BY GUARANTEE

BALANCE SHEET
AS AT 31st MARCH 2024

	Notes	2024		2023	
		£	£	£	£
FIXED ASSETS					
Tangible fixed assets	12		1		1
CURRENT ASSETS					
Debtors and prepaid expenses	16	10,676		12,984	
Cash at hand and in bank		105,990		202,332	
		<u>116,666</u>		<u>215,316</u>	
CREDITORS: Amounts falling due within one year	16	<u>(76,674)</u>		<u>(117,157)</u>	
NET CURRENT ASSETS			<u>39,992</u>		<u>98,159</u>
TOTAL ASSETS LESS CURRENT LIABILITIES			39,993		98,160
Defined benefit pension liability			(459)		(985)
NET ASSETS			<u>39,534</u>		<u>97,175</u>
INCOME FUNDS					
Unrestricted funds					
Unrestricted income funds		6,459		84,990	
Pension Reserve		<u>(459)</u>		<u>(985)</u>	
			6,000		84,005
Restricted Funds			33,534		13,170
TOTAL FUNDS	16		<u>39,534</u>		<u>97,175</u>


The notes on pages 8 to 21 form part of these financial statements.

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

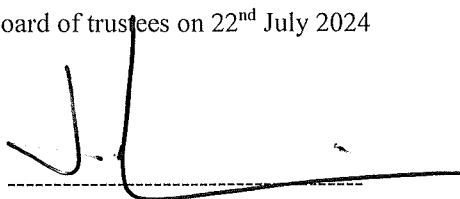
Directors' responsibilities:

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

The financial statements were approved by the board of trustees on 22nd July 2024 and signed on their behalf by



Director Simone Collins



Director John Robinson

NOTES TO THE ACCOUNTS
YEAR ENDED 31st MARCH 2024

1. Company limited by guarantee

Home-Start Watford & Three Rivers is a company incorporated in England limited by guarantee No. 5385393 and is a registered charity No. 1108847. The extent of the liability of the members of the company on a winding up is limited to a maximum of one pound each.

2. Accounting policies

The following accounting policies have been applied consistently in dealing with items that are considered material in relation to Home-Start Watford & Three Rivers.

2(a) Basis of preparation

The accounts have been prepared under the historical cost convention.

The charity has taken advantage of the exemption in Financial Reporting Standard No 1 from the requirement to produce a cash flow statement on the grounds that it is a small charity.

These accounts have been prepared in accordance with “Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015)”.

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

2(b) Critical accounting estimates and judgements

In the application of the charity’s accounting policies, the directors are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

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

2(c) Investment resources

Incoming resources are accounted for on a receivable basis deferred as described below where appropriate. Grants are all included in incoming resources from charitable activities on the SOFA.

2(d) Investment income

Bank interest is included in the income and expenditure account on a receivable basis.

2(e) Recognition of Liabilities

Liabilities are recognised on the accruals basis in accordance with normal accounting principles, modified where necessary in accordance with the guidance given in the Statement of Recommended Accounting and Reporting issued by the Charity Commissioners for England & Wales.

HOME-START WATFORD AND THREE RIVERS
A COMPANY LIMITED BY GUARANTEE

NOTES TO THE ACCOUNTS
YEAR ENDED 31st MARCH 2024

2(f) Resources expended

All costs are allocated to those categories to which they relate. Where this is not possible, then they are suitably apportioned on the basis between costs of activities in furtherance of the charity's objects and costs of generating funds 80:20 respectively. All costs are accounted on an accruals basis, inclusive of VAT which cannot be recovered.

2(g) Governance costs

All costs incurred by the Charity other than direct charitable expenditure are included in governance costs and are accounted for on an accruals basis.

2(h) Fixed Assets and depreciation

Tangible fixed assets are stated at cost less depreciation.

Depreciation has been provided at the following rates in order to write off the assets (less their expected residual value) over their useful economic lives.

Office Equipment	25% straight line
------------------	-------------------

2(i) Taxation

As a registered charity, the company is exempt from income and corporation tax to the extent that its income and gains are applicable to charitable purposes only. Value Added Tax is not recoverable by the company, and is therefore included in the relevant costs in the Statement of Financial Activities.

2(j) Fund accounting

The Charity maintains a general unrestricted fund which represents funds which are expendable at the discretion of the Directors in furtherance of the objects of the Charity. Such funds may be held in order to finance both working capital and capital investment. Where conditions are such that funds received cannot be expended during the accounting period, any such monies are held as income in advance.

Restricted funds have been provided to the charity for particular purposes, and it is the policy of the Board of Directors to carefully monitor the application of those funds with the restrictions placed upon them.

2(k) Gifted assets

Gifted assets received are included at valuation if material.

2(l) Volunteers

The Charity relies on the support from volunteers who are unpaid. The value of volunteer's time is not included in the SOFA.

2(m) Pension Contributions

Pension costs relate to contributions to individual employee scheme and are charged to the SOFA as they fall due.

2(n). Winding up or dissolution of the charity

If upon winding up or dissolution of the charity there remains any assets, after the satisfaction of all debts and liabilities, the assets represented by the reserves shall be transferred to some other charitable body or bodies having similar objects to the charity.

HOME-START WATFORD AND THREE RIVERS
A COMPANY LIMITED BY GUARANTEE

NOTES TO THE ACCOUNTS
YEAR ENDED 31st MARCH 2024

3. Income from Donations and Legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £	Total Funds 2023 £
General income for the year	64,618	5,068	69,686	59,863
Total Income from Donations and Legacies	64,618	5,068	69,686	59,863

Some of the funds received during the period are held as Income in Advance (see note 16) where conditions were not such that those funds, in whole or in part, could be utilised during the year ended 31st March 2024 and expenditure falls in to a later period. Donations and legacies actually received over £2,000 are below.

	Unrestricted Funds £	Restricted Funds £
TeaChappy Ltd	5,000	-
Warner Bros Studios Leavesden	-	2,500
Souter Charitable Trust	3,500	-

4. Income from Charitable Activities

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £	Total Funds 2023 £
Social Isolation (Big Lottery)	-	-	-	-
Group Work (Henry Smith)	-	20,756	20,756	57,780
Time 2 Talk	-	50,558	50,558	42,457
Physical Activity	-	1,656	1,656	8,250
Pop-Up Sessions	-	1,500	1,500	11,707
COVID-19 Recovery (Henry Smith)	-	39,900	39,900	25,940
Link Workers	7,200	86,577	93,777	84,686
Household Funds	-	5,500	5,500	22,000
Practical Support (Core Funding)	39,800	-	39,800	38,300
Big Lottery Fund	-	85,319	85,319	71,100
Trusthouse Forte	-	23,423	23,423	20,897
Total Income Charitable Activities	47,000	315,189	362,189	383,117

HOME-START WATFORD AND THREE RIVERS
A COMPANY LIMITED BY GUARANTEE

NOTES TO THE ACCOUNTS
YEAR ENDED 31st MARCH 2024

5. Income from Other Trading Activities

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £	Total Funds 2023 £
Shop – Watford	-	-	-	91
Fundraising	4,072	4,580	8,652	14,317
Total income from other trading activities	4,072	4,580	8,652	14,408

6. Raising Funds Expenditure

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £	Total Funds 2023 £
Shop – Watford	403	-	403	643
Fundraising and events	2,997	-	2,997	3,758
Other costs related to raising funds	52,022	-	52,022	6,415
Total Fundraising Costs	55,422	-	55,422	10,816

HOME-START WATFORD AND THREE RIVERS
A COMPANY LIMITED BY GUARANTEE

NOTES TO THE ACCOUNTS
YEAR ENDED 31st MARCH 2024

7. Charitable Activities Expenditure

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £	Total Funds 2023 £
Practical Support (Core Funding)	101,673	-	101,673	62,006
Social Isolation (Big Lottery)	-	2,833	2,833	8,048
Time 2 Talk	-	37,926	37,926	50,440
Groups	-	34,442	34,442	58,000
Family Events	-	11,065	11,065	4,167
Women Fund	-	50	50	25
Making Memories	-	-	-	7,890
COVID-19 Recovery	-	41,612	41,612	25,478
Link Workers	-	84,016	84,016	88,946
Household Funds	-	538	538	23,479
Play Pioneer	-	32	32	29
Pop-Up Sessions	-	2,673	2,673	16,039
Physical Activity	-	2,245	2,245	9,206
Big Lottery Fund	-	95,457	95,457	68,302
Trusthouse Forte	-	28,710	28,710	20,328
Total cost of charitable activities	101,673	341,599	443,272	442,383

HOME-START WATFORD AND THREE RIVERS
A COMPANY LIMITED BY GUARANTEE

NOTES TO THE ACCOUNTS
YEAR ENDED 31st MARCH 2024

8. Analysis of expenditure on charitable activities

	Activity Undertaken	Grant funding of activities	Governance Costs	Total Funds 2024
Year ended 31st March 2024	£	£	£	£
Practical Support (Core Funding)	100,233	-	1,440	101,673
Social Isolation (Big Lottery)	2,833	-	-	2,833
Time to Talk	37,926	-	-	37,926
Groups	34,442	-	-	34,442
Family Events	11,065	-	-	11,065
Women Fund	50	-	-	50
Making Memories	-	-	-	-
COVID-19 Recovery	41,612	-	-	41,612
Link Workers	84,016	-	-	84,016
Household Funds	538	-	-	538
Play Pioneer	32	-	-	32
Pop-Up Sessions	2,673	-	-	2,673
Physical Activity	2,245	-	-	2,245
Big Lottery Fund	95,457	-	-	95,457
Trusthouse Forte	28,710	-	-	28,710
	441,832	-	1,440	443,272

HOME-START WATFORD AND THREE RIVERS
A COMPANY LIMITED BY GUARANTEE

NOTES TO THE ACCOUNTS
YEAR ENDED 31st MARCH 2024

Year ended 31st March 2023	£	£	£	£
Practical Support (Core Funding)	60,782	-	1,224	62,006
Social Isolation (Big Lottery)	8,048	-	-	8,048
Time to Talk	50,440	-	-	50,440
Groups	58,000	-	-	58,000
Family Events	4,167	-	-	4,167
Women Fund	25	-	-	25
Making Memories	7,890	-	-	7,890
COVID-19 Recovery	25,478	-	-	25,478
Link Workers	88,946	-	-	88,946
Household Funds	23,479	-	-	23,479
Play Pioneer	29	-	-	29
Pop-Up Sessions	16,039	-	-	16,039
Physical Activity	9,206	-	-	9,206
Big Lottery Fund	68,302	-	-	68,302
Trusthouse Forte	20,328	-	-	20,328
	441,159	-	1,224	442,383

9. Governance

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £	Total Funds 2023 £
Accounts and Independent Examination	1,440	-	1,440	1,224
	1,440	-	1,440	1,224

10. Particulars of Employees

The average number of staff employed by the charity during the financial period was:-

	2024	2023
Furtherance of the Charity's objects	18	17
	18	17

There were no employees with emoluments above £60,000.

	Total Funds 2024 £	Total Funds 2023 £
Gross Salaries	360,538	316,748
Employer's NI	19,091	19,156
Employer's Pension Contributions	8,339	5,068
Pension Shortfall (reduction in provision)	(526)	(559)
Total Staff Emoluments	387,442	340,413

Total salary of key staff with management responsibilities is £57,970 (2023: £43,991).

11. Pension and other post-retirement benefit commitments

The company participates in the scheme, a multi-employer scheme which provides benefits to some 638 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.

HOME-START WATFORD AND THREE RIVERS
A COMPANY LIMITED BY GUARANTEE

NOTES TO THE ACCOUNTS
YEAR ENDED 31st MARCH 2024

A full actuarial valuation for the scheme was carried out at 30 September 2020. This valuation showed assets of £800.3m, liabilities of £831.9m and a deficit of £31.6m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay

	31 March 2024 (£s)	31 March 2023 (£s)	31 March 2022 (£s)
Present value of provision	459	984	1,543

additional contributions to the scheme as follows:

Deficit contributions

From 1 April 2022 to 31 January 2025: £3,312,000 per annum (payable monthly)

Unless a concession has been agreed with the Trustee the term to 31 January 2025 applies.

Note that the scheme's previous valuation was carried out with an effective date of 30 September 2017. This valuation showed assets of £794.9m, liabilities of £926.4m and a deficit of £131.5m. To eliminate this funding shortfall, the Trustee asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions

From 1 April 2019 to 30 September 2025: £11,243,000 per annum (payable monthly and increasing by 3% each on 1st April)

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 the company has agreed to a deficit funding arrangement the company 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 present value is calculated using the discount rate detailed in these disclosures. The unwinding of the discount rate is recognised as a finance cost.

PRESENT VALUES OF PROVISION

RECONCILIATION OF OPENING AND CLOSING PROVISIONS	2024	2023
Provision at start of period	984	1,543
Unwinding of the discount factor (interest expense)	37	29
Deficit contribution paid	(562)	(562)

HOME-START WATFORD AND THREE RIVERS
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NOTES TO THE ACCOUNTS
YEAR ENDED 31st MARCH 2024

Remeasurements - impact of any change in assumptions	-	(26)
Remeasurements - amendments to the contribution schedule	-	-
Provision at end of period	459	984

INCOME AND EXPENDITURE IMPACT	2024	2023
Interest expense	37	29
Remeasurements – impact of any change in assumptions	-	(26)
Remeasurements – amendments to the contribution schedule	-	-
Contributions paid in respect of future service	8,339	5,068
Costs recognised in income and expenditure account	7,814	4,509

ASSUMPTIONS	31 March 2024 % per annum	31 March 2023 % per annum	31 March 2022 % per annum
Rate of discount	5.31	5.52	2.35

The discount rates shown above are the equivalent single discount rates which, when used to discount the future recovery plan contributions due, would give the same results as using a full AA corporate bond yield curve to discount the same recovery plan contributions.

HOME-START WATFORD AND THREE RIVERS
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NOTES TO THE ACCOUNTS
YEAR ENDED 31st MARCH 2024

12. Tangible fixed assets

Cost	Office Total
As at 1st April 2023	1,793
Additions	-
As at 31st March 2024	<u>1,793</u>
Depreciation	
As at 1st April 2023	1,792
Charge for the year	-
As at 31st March 2024	<u>1,792</u>
Net Book Value as at 31st March 2023	<u>1</u>
Net Book Value as at 31st March 2024	<u>1</u>

13. Director's emoluments and related party transactions

None of the Directors received any remuneration directly or indirectly.

None of the Directors or other persons related to the Charity had any personal interest in any contract or transactions entered into by the Charity during the year.

14. Volunteers

Volunteer information is as follows:

Activity	Total Number of Volunteers	Total Number of Volunteering Hours
Home Visiting	69	8,640
Family Group, trustees and Other	20	1,320
Volunteer Counsellors	2	164
Total Volunteers	<u>91</u>	<u>10,124</u>

HOME-START WATFORD AND THREE RIVERS
A COMPANY LIMITED BY GUARANTEE

NOTES TO THE ACCOUNTS
YEAR ENDED 31st MARCH 2024

15. Movement in funds

	as at 1st April 2023	Incoming resources	Resources used	Transfers between funds	as at 31st March 2024
Unrestricted funds					
Practical Support	84,990	111,618	(101,673)		
Fund Raising	-	4,072	(55,019)		
Shop – Watford	-	-	(403)		
	<u>84,990</u>	<u>115,690</u>	<u>(157,095)</u>		
Transfers to restricted funds		-	-	(37,126)	
	<u>84,990</u>	<u>115,690</u>	<u>(157,095)</u>	<u>(37,126)</u>	6,459
Pension reserve	(985)	526	-	-	(459)
Net unrestricted funds	<u>84,005</u>	<u>116,216</u>	<u>(157,095)</u>	<u>(37,126)</u>	<u>6,000</u>
Restricted funds					
Social Isolation	-	-	(2,833)	2,833	-
Time 2 Talk	1,503	52,419	(37,926)	-	15,996
Groups	-	20,756	(34,442)	13,686	-
Family Events	-	3,155	(11,065)	7,910	-
Women Fund	-	-	(50)	50	-
Making Memories	-	4,580	-	-	4,580
Play Pioneer	600	-	(32)	-	568
Link Workers	-	86,577	(84,016)	-	2,561
COVID-19 Recovery	4,457	39,900	(41,612)	-	2,745
Household Funds	565	5,500	(538)	-	5,527
Pop-Up Sessions	2,678	1,552	(2,673)	-	1,557
Physical Activity	-	1,656	(2,245)	589	-
Big Lottery Fund	2,798	85,319	(95,457)	7,340	-
Trusthouse Forte	569	23,423	(28,710)	4,718	-
Net restricted funds	<u>13,170</u>	<u>324,837</u>	<u>(341,599)</u>	<u>37,126</u>	<u>33,534</u>

HOME-START WATFORD AND THREE RIVERS
A COMPANY LIMITED BY GUARANTEE

NOTES TO THE ACCOUNTS
YEAR ENDED 31st MARCH 2024

16. Funds analysis

	Fixed assets	Current assets	Bank and cash	Creditors, provisions and accrued income	Total
<i>As at 31st March 2024</i>					
Unrestricted funds	1	10,676	24,344	(29,021)	6,000
Restricted funds					
Social Isolation	-	-	-	-	-
Time 2 Talk	-	-	24,201	(8,205)	15,996
Groups	-	-	16,625	(16,625)	-
Making Memories	-	-	4,580	-	4,580
Play Pioneer	-	-	568	-	568
Women Fund	-	-	-	-	-
Link Workers	-	-	2,561	-	2,561
COVID-19 Recovery	-	-	2,745	-	2,745
Household Funds	-	-	5,527	-	5,527
Pop-Up Sessions	-	-	1,557	-	1,557
Physical Activity	-	-	-	-	-
Big Lottery Fund	-	-	14,220	(14,220)	-
Trusthouse Forte	-	-	7,062	(7,062)	-
Family Events	-	-	2,000	(2,000)	-
Net assets	1	10,676	105,990	(77,133)	39,534

HOME-START WATFORD AND THREE RIVERS
A COMPANY LIMITED BY GUARANTEE

NOTES TO THE ACCOUNTS
YEAR ENDED 31st MARCH 2024

As at 31st March 2023

Unrestricted funds	1	12,984	105,558	(34,538)	84,005
Restricted funds					
Social Isolation	-	-	-	-	-
Time 2 Talk	-	-	21,384	(19,881)	1,503
Groups	-	-	18,756	(18,756)	-
Making Memories	-	-	-	-	-
Play Pioneer	-	-	600	-	600
Women Fund	-	-	-	-	-
Link Workers	-	-	-	-	-
COVID-19 Recovery	-	-	21,082	(16,625)	4,457
Household Funds	-	-	6,065	(5,500)	565
Pop-Up Sessions	-	-	2,678	-	2,678
Physical Activity	-	-	1,656	(1,656)	-
Big Lottery Fund	-	-	17,018	(14,220)	2,798
Trusthouse Forte	-	-	7,535	(6,966)	569
Net assets	1	12,984	202,332	(118,142)	97,175

HOME-START WATFORD AND THREE RIVERS

England & Wales - Charity number 1108847

Accounts



Annual Report 2022/23

Our mission.

Every parent has the support they need
to give their children the best start in life.

Because childhood can't wait.

Home-Start Watford, Three Rivers and Hertsmere helps local families with at least one child under 5 years old deal with the challenges they face.

We intervene early to support parents as they learn to cope, improve their confidence and build better lives for their children.

Our core services



HOME-VISITING SUPPORT

Trained volunteers provide weekly one-to-one parenting support in the home.



SUPPORTING CHILD DEVELOPMENT

Playing, listening, fun, skills, outings & friendships.



EMOTIONAL SUPPORT

Empowering parents to manage & resolve problems.



PRACTICAL HELP

Budgets, nutrition, cooking & home safety.



EMPOWERMENT

Supporting families to have their voice heard.



SIGNPOSTING

Linking local health, community & educational services.



COUNSELLING

Working with parents living with a mental health difficulty.

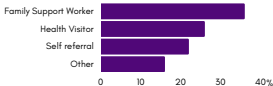


OUTREACH/FAMILY GROUP WORK

Helping isolated families become more involved in their community.

Our work

We are a highly respected organisation with over 30 years of experience supporting families and truly embedded in our local community. Referrals come from every corner of the community including GPs, family support workers and health visitors. We accept self-referrals too.

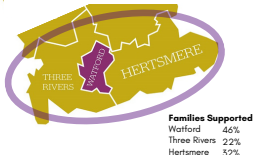


Complex needs

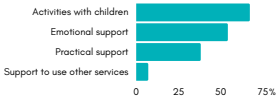
On referral, we find that most families are experiencing multiple or complex needs. Over 63% of our families present with 3 or more complex needs.



Where we work



How we help



Introduction

The past year has been one of progress and transformation. Whilst our home-visiting service remains the backbone of our service, our Counselling Service has expanded into new locations, our Family Groups have grown and become an ever increasing hive of activity and we have created more partnerships with other local community organisations, further strengthening our community ties.

Through prudent planning we have continued to ensure that our services have been fully funded. Particular thanks go to the Fundraising Committee who have worked hard to obtain funding allowing us to develop new and exciting projects to support our families.

After almost 10 years dedicated to the charity we said farewell to Emma Power as our CEO. She led Home-Start with great passion, commitment, skill and sensitivity and we are thankful for her significant contributions to the charity. We were delighted for Sophie Linington to take on the role of CEO in August, having lived in our community for 20 years and bringing with her extensive charity experience.

July saw the departure of another long serving member of staff, Rachel Allen. Her role has been superbly filled by our highly experienced Volunteer Coordinator, Michaela Foster Osborne. In response to the growing number of referrals, we recruited three additional Volunteer Coordinators. After a short period settling in they have become an effective team and have worked hard to substantially reduce our referrals waiting list. Karen Watkin has assumed the newly created role of Business Operations Manager and we have had the benefit of an additional fully funded Administrator in Karen Stretch. Together with Amanda Busby they have helped streamline and strengthen our administration and reporting abilities. As well as expanding our staff team, we have recruited several new Trustees who bring with them a range of highly relevant skills, experience and diversity.

Over the past year we touched the lives of more than 100 families across Watford, Three Rivers and Hertsmere. We have expanded our counselling provision, increased attendances at our playgroups and held several successful events for families. We have continued to increase our social media engagement across all platforms as well as increasing the content and reach of our vibrant and informative newsletter.

On behalf of the Trustees, I would like to thank our CEO, Sophie Linington, the whole staff team and all our volunteers for their energy and dedication.

We are committed to growing and developing our services to meet the ever increasing need to support families across our communities in this hugely challenging time. We will continue to innovate and diversify our activities whilst developing new fundraising strategies to optimise our service. We look ahead with the confidence that we have a strong team at every level to ensure that we can enable our families to thrive and not just survive.



Simone Collins

Simone Collins, Chair

Trustee Board - Roles & Responsibilities



Simone Collins, Chair
Community Fundraising



Bernadette Coleman, Vice Chair
Volunteer Rep & Data



John Robinson, Treasurer
Staff Rep & Fundraising



Kam Johal
Projects & Strategy



Simon Boulcott
Health & Safety



Claire Buckland
Staff Rep & Human Resources



Sarah Joy
Families



Nicola Millbery
Safeguarding



Glen Saffery
Fundraising

Trustee Board as at 31.03.23

Our Objectives & Values

To safeguard, protect and preserve good physical and mental health of children & their parents. We:

- Reassure parents that difficulties bringing up children are common. We encourage enjoyment in family life.
- Encourage the parents' strengths and emotional well-being for the ultimate benefit of their children.
- Support parents to develop long term coping strategies for every day challenges and life's ups & downs.
- Develop a relationship of trust with the family. Our approach is flexible and tailor made.
- Challenge disadvantage, injustice and social exclusion.
- Our service is universal, to all families, whatever their background or need.

Integrity

We lead with integrity to deliver a professional and reliable service.

Community

We foster a sense of community and ensure our service is available to all.

Support

We work to support, enable and inspire by being responsive, friendly and kind.

Respect

Everyone feels valued, respected, listened to and included.

Chief Executive

I joined the Home-Start team at the end of August 2022, excited to be taking on the role of CEO, after the departure of Emma Power in May. Emma and I worked together when I was a Trustee, and I want to start by recognising her fantastic legacy here; she saw Home-Start through the toughest of times during the pandemic and built a strong, well respected service and team despite challenging social and economic circumstances.

We also said goodbye to Rachel Allen after 8 years, so this year has been another year of change for the team. We've grown in size, skills and experience, strengthening our Volunteer Coordinator, Family Engagement and Business Support Teams and expanding our delivery, all with the central aim of supporting more families at the times they need us.

I'm very much looking forward to continuing to deliver our high quality support, working alongside such a committed and motivated team - none of which would be possible without local support; businesses, funders and individuals who support our work week after week and ensure we can stay at the heart of our community.

As we celebrate our 30th anniversary in 2023, we know that our services are needed now more than ever and we remain committed to supporting our families, where and when they need us.



Sophie Linington, CEO

Funders

We are delighted to have worked with a range of national funders over the last year. Their significant and continued support has allowed us to expand our Home-Visiting and Counselling Services, deliver an additional Family Group, and launch a brand new Peer to Peer Programme.



Trusthouse
Charitable Foundation

Supported by players of



Awarded funds from



We are also grateful for the continued support from the following local funders:



**WATFORD
BOROUGH
COUNCIL**



watford
community
housing



Home-Visiting

What have we achieved this year?

3 volunteer preparation courses completed

28 new home-visiting volunteers trained, through our new, more accessible hybrid course

67 volunteers gave up their time home-visiting

6,978 hours of home-visiting support provided to local families



Lives touched

"Olivia was referred to Home-Start to provide support with her self-esteem and her physical and mental wellbeing. Olivia was feeling very low as she had recently left her relationship with her child's father due to domestic abuse. Olivia was diagnosed bipolar 10 years previously and had been managing well with medication. The domestic abuse had dented her confidence and she was finding life with a child hard to manage, lonely and isolating. She had a limited support network and no real friends. Olivia found this hard and increasingly isolating.

Our home-visiting volunteer, Andrea, quickly became part of the family. She visited the family once a week for six months, providing a listening ear, support with playtime, help to find and liaise with a solicitor and IDVA, assisting with obtaining a non-molestation order, help to pack up the flat for moving and emotional support through Isabel's hospital visits. Andrea also worked with Olivia to help Isabel develop independent play strategies and be less clingy to her.

Since being matched with Andrea, Olivia looks and sounds like a different person - her **confidence has increased enormously** and she has become more self-assured and independent. She organised a non-molestation order and found a supportive solicitor to assisting her in establishing visitation time for Isabel's father, **developed a social network** and regularly attends the Home-Start Family Group with Isabel. **She feels her life is now under control and she can face trouble steadily.**

Olivia was so happy with her volunteer. She felt she had been amazing - so supportive, kind and always ready to listen. Olivia said that Andrea had helped her in so many ways, especially with developing the ability to face problems calmly and to not get so stressed when things go wrong - but **now she feels ready to face the world independently.**"

Laura, Volunteer Coordinator

Home-Visiting



Better outcomes for families and their children

On average, **95%** of our families make positive progress in at least 3 of the 10 areas when being supported by a volunteer.



Parent
wellbeing



Social
networks



Boundaries &
behaviour



Education &
learning



Meeting
emotional needs



Family Groups

What have we achieved this year?

3 well-attended weekly Family Groups

53 families supported per week

153 parents and children supported over the year



New Family Group Assistant to strengthen delivery of the groups



Delivered our first Group Volunteer training session and support group



Structured sessions with healthy snacks and activities based around Early Years Foundation Stages

Lives touched

"Nadia, who has been attending our Hertsmere Family Group since 2021, has set up her own Parent & Toddler group in Brookmeadow (Borehamwood). She has been telling me since we first met that setting up her own group was one of her goals as she noticed how many Family Groups had been closed in the community after lockdown. Her confidence was also low, and she struggled with anxiety. She wasn't sure how this dream would be achieved.

Towards the end of 2022, David Goulding (previous Community Engagement Officer at Hertsmere Borough Council) came to listen to our parents at our Hertsmere Family Group. After hearing from Nadia how she wanted to set up a group, he went away, found funding for her and put her in touch with a local church. Since then, they have received subsidised hiring fees for a church hall, a shed in their garden for storage, and extra funding from the BECC for resources. The group opened in March and has seen great attendance.

This is an example of how we **empower** our parents. With **consistent support and encouragement from our volunteers and the wider team**, Nadia has **built the confidence to follow through with one of her big goals.**"

Georgia, Family Group Coordinator



Counselling

What have we achieved this year?

4 counselling locations across our districts

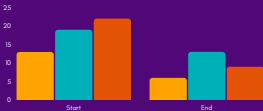
84 hours of counselling support with free childcare provided to local families

100% improvement in psychological wellbeing

CORE-10 Psychological Wellbeing

mild 11-15, moderate 16-20, moderate/severe 21-25, severe 25+

■ Mild ■ Moderate ■ Moderate/severe



Lives touched

"Jenny, a single parent with 3 children, was struggling with feelings of anxiety and isolation and referred herself to Home-Start for support. She wanted to access mental health support alongside her home-visiting volunteer support.

Home-Start's Coordinator signposted Jenny to our counselling service. She explained to Jenny that this service is offered for free, although we encourage clients to pay a weekly donation at their sessions based on what they can afford. Jenny was surprised to hear that clients are **offered up to 26 weekly sessions, with childcare alongside and breaks for school holidays**. This made a huge difference, as her older child is of school-age.

Our Counsellor offered Jenny space and time to explore her thoughts and feelings and to understand herself better. As she became more connected to her emotions, she felt more confident to share these with trusted friends and family. **Jenny noticed her emotional responses when she considered taking her children out and about, and used her counselling sessions to explore her fears and worries.**

Although her life circumstances continued to be challenging, Jenny was generally feeling better able to cope. Jenny and her Counsellor acknowledged that change isn't always linear, and sometimes we can still have a difficult day. The sessions gave her a **space to explore these feelings and to notice when she felt that her worries were spiraling.**

When Jenny and her Counsellor approached the end of the block of 26 sessions, her Counsellor suggested that they reflect on what 'endings' have been like for Jenny in the past. This gave Jenny a chance to experience a planned ending and to consider what strategies she might want to have in place to **help her to sustain the improvements** that she had seen in her life since starting her counselling sessions."

Azka, Counselling Coordinator

Community Activities

What have we achieved this year?

10 additional enrichment activities for families

47 parents and children fed at Hot Lunch Clubs

180+ parents and children attended over the year

423 meals served at Hot Lunch Clubs

Lives touched

"Clare, a mum of 2 boys under the age of 2, has struggled to connect with parenthood. She is supported by Home-Start as well as the perinatal mental health team and has a complex home life. A particular struggle for Clare is her confidence being a parent. Engaging her with Home-Start's other services has been difficult in the past, but she signed up for our Forest School training session with Groundwork.

Clare said she felt a connection to nature and really wanted to share this with her sons. After spending the afternoon outside and learning lots of new activities to do with little to no resources, she shared that **she felt really confident to do this with her children and was excited to implement these new skills into her life as a parent.**

This shows us how our Back to Nature pop-ups have positively impacted families' mental wellbeing through being outside and connecting with nature, and how **this approach has engaged families who wouldn't usually get involved.**"

Laura, Family Engagement Team



Social Prescribing

What have we achieved this year?

9 GP Surgeries supported by our team of 5

500+ referrals per year

6,344 hours of support delivered to clients

Examples of issues we have supported:



Social isolation



Mental health



Carers support



Support at home



Debt, finance and benefits



Long term health conditions

Lives touched

"Leela, a mum of a 2-year-old, was referred to her GP for financial support and mental health issues. She had a traumatic childhood including time in care owing to her parents' mental health and addiction issues. At the time of referral, she was paying rent on two properties while her father was in prison. She is experiencing severe anxiety due to her financial situation and her father's imminent release from prison, and she was socially isolated.

The Link Workers were **able to refer her to:**



- Mental health services
- Energy bill support
- Family Centre services
- Financial support and grants for her father
- Home-Start for social isolation, emotional and parenting support

We called the client each week to **provide emotional support** until she let us know that she was feeling stronger and happy to wait for mental health and Home-Start referrals to begin support.

Leela was urgently re-referred in crisis following a change in circumstances, feeling too anxious to leave the house for food or prescription collection. We were able to collect her prescription, refer her for free food delivery, and liaise with her GP to monitor her situation.

She has made **significant steps towards gaining more choice and control in her life and improving her family's health and wellbeing**, including:



- Improved financial situation
- Confident in attending GP appointments
- Successfully liaised with the Housing Association to replace mouldy windows in her flat
- Studying for a course in Health and Social Care"

Kate, GP Link Worker, Social Prescriber (Supervisor)



Our Impact This Year



121

families, and

206

children supported by our service

6,978

hours of support to local families
from **67** home-visiting volunteers



3

weekly Family Groups, and

10

additional enrichment activities

84

hours of counselling support
with free childcare

Treasurer's Report

I am pleased to be able to report a further year of significant progress for Home Start Watford, Three Rivers and Hertsmere during the financial year ending on 31st March 2023.

In the year under review, there was a further 23% growth in the income of the charity to £457k, representing a tremendous effort at fundraising during the year. The donations and individual fundraising grew substantially as life returned closer to normal and the effects of Covid began to dissipate. Significant new longer-term funding came from new funders and traditional funders alike and the level of donations from individual trust funds remained at a historically high level in 2022/23.

Costs remain primarily employment costs and 22/23 saw a growth in the staffing establishment to provide the services enabled by the higher level of income. By March 2023 the charity was fully staffed with a new Chief Executive after the challenges of the Covid period.

It continues to be encouraging to see a healthy balance sheet and an increasing proportion of longer term funders which gives the Board the encouragement to plan further initiatives to aim to address the changing and increasing needs of our service users.



A handwritten signature in black ink, appearing to read 'John Robinson'.

John Robinson, Treasurer

Financial Summary

	2021-22		2022-23
Income	£ 370,376	Income	£ 457,388
Expenditure	£ 366,075	Expenditure	£ 453,288

Thank you to all our supporters and fundraisers!

TRUSTS, FOUNDATIONS & FUNDS

Bugler Foundation
Four Acre Trust
Home-Start Lottery
Home-Start UK
One Great Day
The Big Give
The Christopher Laing Foundation
The Dewan Foundation Ltd

COUNCILLORS

Caroline Clapper
Mark Watkin
Morris Bright
Nigel Bell
Peter Taylor, Watford Mayor
Phil Williams
Stephen Cavinder
Tim Williams

CHARITY PARTNER

Teachappy Ltd

LOCAL ORGANISATIONS

Abbots Langley Good Neighbours Association
Ash Logistics Ltd
Asvina
Cassiobury Court
Cathartic CIC
Clean Herts Community
Everyone Active Watford
Fresh Ego FC
Groundwork
Herts Valley CCG
Jackson Jewellers Watford
Lush Watford
Metro Bank Watford
Old MacDonald's Day Nursery
Latimer
Project Shoebox Herts and Bucks
Ryans Construct Ltd
Watford FC CSE Trust
Wenta
West Herts Golf Club
West Watford Golfing Society

CORPORATE SUPPORTERS

Atria Watford - Savills
Beaverbrooks
Berkeley Group
Camelot
Co-op
Costco
Fairview New Homes Ltd
Morgan Sindall Construction
Mothercare Global Brand
Murrill Construction
Sigma
TK Maxx and Homesense Foundation
Veolia
VWV Solicitors
Waitrose & Partners
Warner Bros. Studio Tour London
Wenzel's the Bakers Ltd

DONATION STREAMS

Amazon Smile
Easy Fundraising
Facebook Birthday Fundraisers
People's Fundraising

FUNDRAISERS

Alan Underdown
Andria and Terry Moffatt
Ash Walsh
Charlott Saunders
Georgina Sturmer
Greg Holt
Home-Start Lottery Players
Jane Rose
John Robinson
Karen Stretch
Lloyd Willingham
Marcus May
Nikki Goncalves
Sayed Daniel Perry

SCHOOLS

Beechfield School
Watford Girls Grammar School,
Year 7



Our amazing individual fundraisers have included...

Lloyd running his **own marathon**
in August, raising over £1,800



Alan, Greg and Marcus running
The Big Half in September,
together raising over £2,800

Ash and Sayed running the
Royal Parks Half in October,
together raising over £2,000



Karen, our Team Administrator,
selling her **crocheted creations**,
raising over £300



Adrian from Teachappy Ltd, our Charity Partner, donating **£1 per each Teachappy Tee sold**, raising £5,000



HOME-START WATFORD AND THREE RIVERS
DIRECTORS' REPORT AND FINANCIAL STATEMENTS
FOR YEAR ENDED 31ST MARCH 2023

Company Registered Number

5385393

Charity Number

1108847

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Directors:	Simon Boulcott Bernie Coleman, Vice Chair Simone Collins, Chair Sarah Joy - <i>appointed 19.08.2022</i> Kam Johal Sophie Linington - <i>resigned 25.08.2022</i> Julian Lipton - <i>resigned 21.09.2022</i> John Robinson Nicola Millbery - <i>appointed 01.01.2023</i> Claire Buckland Glen Saffery
Secretary	Sophie Linington, Chief Executive Officer - <i>appointed 26.07.2022</i>
Registered Office	The Barn, 1 Watford House Lane, Watford, Herts, WD17 1BJ
Safeguarding Advisor	Nicola Millbery
Independent Examiner	David M Green FCA, Gowers Limited The Old School House, Bridge Road, Hunton Bridge, Kings Langley, Herts, WD4 8SZ
Bankers	Lloyds TSB, Intu Centre, Watford, Herts, WD17 2UB

The Trustees have pleasure in submitting their report together with the financial statements for the year ended 31 March 2022. These financial statements comply with current statutory requirements and the requirements of the Charity's governing document.

Structure, Governance & Management

Home-Start Watford and Three Rivers (HSW&TR) is a registered charity - No. 1108847 and a Company Limited by Guarantee - No. 5585395, registered in 2005. The charity has no share capital and is governed by its Memorandum and Articles of Association.

The policy, strategy, and general management of HSW&TR is directed by the Board of Trustees who are the Directors of the Company and who meet at least every two months recognising that they are required to meet no fewer than four times in each financial year. The Board of Trustees is supported by professional Advisers with an interest in the welfare of families and young children. The day-to-day management is delegated to a Chief Executive Officer who supports and supervises a team of salaried staff. The Objects of the Charity are carried out by staff and trained volunteers, who are parents, offering regular support, friendship, and practical help to families under stress, primarily in their own homes, and sometimes in support groups, helping to prevent family crisis and breakdown. Volunteers are supported by the team of experienced staff.

The Memorandum and Articles of Association require the Board of Trustees to comprise between 4 and 12 Trustees who are formally appointed by the membership at AGMs. Trustees may co-opt other Trustees who will only stand in office until the following AGM when they must be formally put forward for election if they wish to remain in office.

The Trustees holding office in the year to 31st March 2022 are detailed on Page 1. The Trustees of the Charity have no interest in any contract with the Charity nor do they receive any remuneration for their service.

Membership of HSW&TR is open to any individual or organisation interested in promoting the charity's Objects who applies to the Charity in the manner required and approved by the Trustees. HSW&TR has a comprehensive equal opportunities and diversity policy, which ensures that all staff and volunteers are recruited regardless of ethnicity, religion, age, gender, or sexuality. We also strive to accommodate those with physical difficulties. Families are supported regardless of ethnicity, religion, age, gender or sexuality of the parent(s). A regularly monitored community profile ensures that volunteers are proactively encouraged from all sectors of the local community.

Although HSW&TR is an independent charity, as a Home-Start organisation we are affiliated to the national body, Home-Start UK; a Charitable Trust founded in 1975. Over 200 Home-Start schemes may be found throughout the UK, each an independently registered charity, funded and managed locally. Home-Start UK supports local schemes by providing services such as training, information and legal and safeguarding advice. Home-Start UK also defines quality standards for service provision. Each scheme works within Home-Start UK Standards and Methods of Practice, which are audited every three years against a set of rigorous criteria covering all aspects of governance, management, and financial controls.

Risk Policy

The Trustees conduct regular reviews of the major risks to which the Charity may be exposed. Where appropriate, systems or procedures have been established to mitigate and minimise identified risks by implementation of procedures, including authorisation of all transactions and projects. Procedures are in place to ensure

compliance with all statutory requirements including, employment law, health and safety of staff and volunteer, and data protection. A Safeguarding Policy is in place and Disclosure and Barring Service checks are carried out on all volunteers and employees who are likely to come into contact with vulnerable children or adults.

Statement of Trustees' Responsibilities

The Trustees are responsible for preparing the financial statements in accordance with applicable law and regulations.

Company law requires the Trustees to prepare financial statements for each financial year. Under that law, the Trustees have elected to prepare financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). The financial statements are required by law to give a true and fair view of the state of affairs of the Charity and of the profit or loss of the Charity for that period. In preparing those financial statements, the Trustees are required to:

- select suitable accounting policies and then to apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will stay in business.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the Charity and that enable them to ensure that the statements comply with the Companies Act 2006 and accounting statement FR5102. They are also responsible for safeguarding the assets of the Charity and for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Activities of the Home-Start Watford & Three Rivers Charity

The Trustees of HSW&TR with the support of its staff aim to ensure that:

- the scheme has adequate funds to support current activities and envisaged future expenditure;
- trustees are inducted, DBS checked, trained and supported to enable them to fulfil their roles and responsibilities;
- staff are recruited, inducted, trained, supported, supervised and developed in accordance with good employment practice;
- home-visiting volunteers are recruited from all sectors of the community, are DBS checked, undertake the scheme's comprehensive preparation course and receive ongoing training, support and supervision;
- trustees, staff and volunteers are actively encouraged to develop their skills and to support each other to meet the needs of HSW&TR and individual needs;
- the scheme develops additional activities and services as need is identified and where adequate funding can be obtained;
- recruitment campaigns and regular preparation courses are run to maintain a team of trained volunteers able to meet the numbers of appropriate referrals within a reasonable waiting time;
- the service provides best practice in safeguarding;
- volunteers are carefully matched to families to provide an appropriate service for each family's needs;
- the scheme maintains positive links and partnerships with statutory and voluntary agencies;
- the scheme maintains a high profile within the local community;
- all activities, feedback from volunteers and families and training are monitored and evaluated;
- the offices and facilities of HSW&TR and other venues used for training or functions provide a safe, healthy and appropriate environment for staff, volunteers and visitors;

- relevant news and information is circulated to staff, volunteers and trustees;
- appropriate administrative and recording systems are in place;

Fundraising Activities

The Charity's fundraising activities are community based and have been operating at pre-pandemic levels in the community, post-Covid.

Pay Policy for Senior Staff

The Board of Trustees and the senior management team comprise the key management personnel of the Charity, in charge of directing and controlling, running and operating the Charity on a day to day basis. All Trustees give of their time freely and no Trustee received remuneration in the year. Details of Trustees' expenses and related party transactions are disclosed in note 15 to the accounts.

The key management remuneration policy is set by the Trustees and is reviewed on an annual basis as part of the budget setting process.

Future Plans

Home-Start Watford and Three Rivers is proud of the support we give to many local families. In order to ensure our long term future we continue to seek new multi-year sources of funding. We are grateful to the effort of all staff, volunteers and donors who continue to support us.

We will continue to strive to meet our core aims and move towards the objective of reaching sustainability over the medium to long term, thus enabling us to attract and train qualified staff and volunteers, to support more families and children in our catchment area.

The Charity has a well-developed and robust strategy going forward.

The Directors' Report was approved by the Board of Trustees on 27th September, 2025

Signed for and on behalf of the Trustees



Simone Collins, Chair
Home-Start Watford and Three Rivers 27th September, 2025

I report on the accounts of the company for the year ended 31st March 2022, which are set out on pages 6 to 18.

Respective responsibilities of trustees and examiner

The trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

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

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

Basis of independent examiner's report

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

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

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

- to keep accounting records in accordance with section 130 of the 2011 Act; and
- to prepare accounts which accord with the accounting records and comply with the accounting requirements of FRS102 and the 2011 Act

have not been met; or

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



David M Green
Date 6th October, 2023

Gowers Limited
The Old School House, Bridge Road, Hunton Bridge, Kings Langley, Herts WD4 8SZ

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31ST MARCH 2023

	Notes	Unrestricted	Restricted	Total 2023	Total 2022
		£	£	£	£
INCOME FROM:					
Donations and legacies	3	43,255	16,608	59,863	131,259
Charitable activities	4	38,300	344,817	383,117	194,918
Other trading activities	5	8,412	5,996	14,408	44,202
Total Income:		<u>89,967</u>	<u>367,421</u>	<u>457,388</u>	<u>370,379</u>
EXPENDITURE ON:					
Raising Funds	6	10,816	-	10,816	74,153
Charitable activities	8	60,782	380,377	441,159	291,482
Governance	9	1,224	-	1,224	1,212
TOTAL EXPENDITURE		<u>72,822</u>	<u>380,377</u>	<u>453,199</u>	<u>366,847</u>
Net income/expenditure		17,145	(12,956)	4,189	3,532
Movement in provision for pension deficit		559	-	559	5,428
Transfers between funds		(11,535)	11,535	-	-
NET MOVEMENT IN FUNDS		<u>6,169</u>	<u>(1,421)</u>	<u>4,748</u>	<u>8,960</u>
Reconciliation of Funds:					
Total funds brought forward		77,837	14,590	92,427	83,467
Total funds carried forward	15	<u>84,005</u>	<u>13,170</u>	<u>97,175</u>	<u>92,427</u>

	Notes	2023		2022	
		£	£	£	£
FIXED ASSETS					
Tangible fixed assets	12		1		1
CURRENT ASSETS					
Debtors and prepaid expenses	16	12,984		18,749	
Cash at hand and in bank		<u>202,332</u>		<u>197,452</u>	
		215,316		216,201	
CREDITORS: Amounts falling due within one year	16	<u>(117,157)</u>		<u>(122,232)</u>	
NET CURRENT ASSETS			<u>98,159</u>		<u>93,969</u>
TOTAL ASSETS LESS CURRENT LIABILITIES			<u>98,160</u>		<u>93,970</u>
Defeased benefit pension liability			(985)		(1,543)
NET ASSETS			<u>97,175</u>		<u>92,427</u>
INCOME FUNDS					
Unrestricted funds				70,380	
Unrestricted income funds		84,990		<u>(1,543)</u>	
Pension Reserve		<u>(985)</u>			
			84,005		77,837
Restricted Funds			13,170		14,590
TOTAL FUNDS	16		<u>97,175</u>		<u>92,427</u>

The notes on pages 8 to 19 form part of these financial statements.

For the year ending 31st March 2023 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

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

The financial statements were approved by the board of trustees on ...

27th September 2023

and signed on their behalf by



Director

Simone Collins



Director

John Robinson

1. Company limited by guarantee

Home-Start Watford & Three Rivers is a company incorporated in England limited by guarantee No. 5585595 and is a registered charity No. 1108847. The extent of the liability of the members of the company on a winding up is limited to a maximum of one pound each

2. Accounting policies

The following accounting policies have been applied consistently in dealing with items that are considered material in relation to Home-Start Watford & Three Rivers.

2 (a) Basis of preparation

The accounts have been prepared under the historical cost convention.

The charity has taken advantage of the exemption in Financial Reporting Standard No 1 from the requirement to produce a cash flow statement on the grounds that it is a small charity.

These accounts have been prepared in accordance with "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015)".

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

2 (b) Critical accounting estimates and judgements

In the application of the charity's accounting policies, the directors are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

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

2 (c) Investment resources

Incoming resources are accounted for on a receivable basis deferred as described below where appropriate. Grants are all included in incoming resources from charitable activities on the SOFA.

2 (d) Investment income

Bank interest is included in the income and expenditure account on a receivable basis.

2 (e) Recognition of Liabilities

Liabilities are recognised on the accruals basis in accordance with normal accounting principles, modified where necessary in accordance with the guidance given in the Statement of Recommended Accounting and Reporting issued by the Charity Commissioners for England & Wales.

2 (f) Resources expended

All costs are allocated to those categories to which they relate. Where this is not possible, then they are suitably apportioned on the basis between costs of activities in furtherance of the charity's objects and costs of generating funds 80:20 respectively. All costs are accounted on an accruals basis, inclusive of VAT which cannot be recovered.

2 (g) Governance costs

All costs incurred by the Charity other than direct charitable expenditure are included in governance costs and are accounted for on an accruals basis.

2 (h) Fixed Assets and depreciation

Tangible fixed assets are stated at cost less depreciation.

Depreciation has been provided at the following rates in order to write off the assets (less their expected residual value) over their useful economic lives.

Office Equipment	25% straight line
------------------	-------------------

2 (i) Taxation

As a registered charity, the company is exempt from income and corporation tax to the extent that its income and gains are applicable to charitable purposes only. Value Added Tax is not recoverable by the company, and is therefore included in the relevant costs in the Statement of Financial Activities.

2 (j) Fund accounting

The Charity maintains a general unrestricted fund which represents funds which are expendable at the discretion of the Directors in furtherance of the objects of the Charity. Such funds may be held in order to finance both working capital and capital investment. Where conditions are such that funds received cannot be expended during the accounting period, any such monies are held as income in advance.

Restricted funds have been provided to the charity for particular purposes, and it is the policy of the Board of Directors to carefully monitor the application of those funds with the restrictions placed upon them.

2 (k) Gifted assets

Gifted assets received are included at valuation if material.

2 (l) Volunteers

The Charity relies on the support from volunteers who are unpaid. The value of volunteer's time is not included in the SOFA.

2 (m) Pension Contributions

Pension costs relate to contributions to individual employee scheme and are charged to the SOFA as they fall due.

2 (n) Winding up or dissolution of the charity

If upon winding up or dissolution of the charity there remains any assets, after the satisfaction of all debts and liabilities, the assets represented by the reserves shall be transferred to some other charitable body or bodies having similar objects to the charity.

3. Income from Donations and Legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £	Total Funds 2022 £
General income for the year	43,255	16,608	59,863	131,259
Total Income from Donations and Legacies	43,255	16,608	59,863	131,259

Some of the funds received during the period are held as Income in Advance (see note 16) where conditions were not such that those funds, in whole or in part, could be utilised during the year ended 31st March 2023 and expenditure falls in to a later period. Donations and legacies actually received over £2,000 are below.

	Unrestricted Funds £	Restricted Funds £
TeaChappy Ltd	-	2,500
Warner Bros Studios Leavesden	-	2,500
Berkeley Group	7,172	-
Souzer Charitable Trust	2,500	-

4. Income from Charitable Activities

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £	Total Funds 2022 £
Social Isolation (Big Lottery)	-	-	-	62,738
Group Work (Henry Smith)	-	57,780	57,780	41,250
Time 2 Talk	-	42,457	42,457	33,856
Physical Activity	-	8,250	8,250	-
Pep-Up Sessions	-	11,707	11,707	-
COVID-19 Recovery (Henry Smith)	-	25,940	25,940	-
Link Workers	-	84,686	84,686	55,074
Household Funds	-	22,000	22,000	2,000
Practical Support (Core Funding)	38,300	-	38,300	-
Big Lottery Fund	-	71,100	71,100	-
Trusthouse Forte	-	20,897	20,897	-
Total Income Charitable Activities	38,300	344,817	383,117	194,918

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31ST MARCH 2023

5. Income from Other Trading Activities

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £	Total Funds 2022 £
Shop – Watford	91	-	91	39,755
Fundraising	8,321	5,996	14,317	4,489
Total income from other trading activities	8,412	5,996	14,408	44,242

6. Raising Funds Expenditure

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £	Total Funds 2022 £
Shop – Watford	643	-	643	44,580
Fundraising and events	10,173	-	10,173	29,573
Total Fundraising Costs	10,816	-	10,816	74,153

7. Charitable Activities Expenditure

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £	Total Funds 2022 £
Practical Support (Case Funding)	62,066	-	62,066	45,917
Social Isolates (Big Lottery)	-	8,048	8,048	76,125
Time 2 Talk	-	50,440	50,440	51,330
Groups	-	58,000	58,000	51,147
Family Events	-	4,167	4,167	8,409
Women Fund	-	25	25	140
Making Memories	-	7,890	7,890	1,555
COVID-19 Recovery	-	25,478	25,478	99
Link Workers	-	88,946	88,946	59,182
Household Funds	-	23,479	23,479	156
Play Pioneer	-	29	29	32
Sustainability	-	-	-	600
Pop-Up Sessions	-	16,839	16,839	-
Physical Activity	-	9,206	9,206	-
Big Lottery Fund	-	68,302	68,302	-
Trusthouse Forte	-	20,328	20,328	-
Total cost of charitable activities	62,066	380,577	442,583	291,694

8. Analysis of expenditure on charitable activities

	Activity Undertaken	Grant funding of activities	Governance Costs	Total Funds 2023
	£	£	£	£
Year ended 31st March 2023				
Practical Support (Core Funding)	60,782	-	1,224	62,006
Social Isolation (Big Lottery)	8,048	-	-	8,048
Time to Talk	50,440	-	-	50,440
Groups	58,000	-	-	58,000
Family Events	4,167	-	-	4,167
Women Fund	25	-	-	25
Making Memories	7,890	-	-	7,890
COVID-19 Recovery	25,478	-	-	25,478
Link Workers	88,946	-	-	88,946
Household Funds	23,479	-	-	23,479
Play Pioneer	29	-	-	29
Pop-Up Seniors	16,039	-	-	16,039
Physical Activity	9,206	-	-	9,206
Big Lottery Fund	68,302	-	-	68,302
Trusthouse Forte	20,328	-	-	20,328
	441,159	-	1,224	442,383
Year ended 31st March 2022				
Practical Support (Core Funding)	44,705	-	1,212	45,917
Social Isolation (Big Lottery)	74,125	-	-	74,125
Time to Talk	51,330	-	-	51,330
Groups	51,147	-	-	51,147
Family Events	8,409	-	-	8,409
Women Fund	142	-	-	142
Making Memories	1,555	-	-	1,555
COVID-19 Recovery	99	-	-	99
Link Workers	59,182	-	-	59,182
Household Funds	156	-	-	156
Play Pioneer	32	-	-	32
Sustainability	600	-	-	600
	291,682	-	1,212	292,694

9. Governance

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £	Total Funds 2022 £
Accounts and Independent Examination	1,224	-	1,224	1,212
	<u>1,224</u>	<u>-</u>	<u>1,224</u>	<u>1,212</u>

10. Particulars of Employees

The average number of staff employed by the charity during the financial period was:-

	2023	2022
Furtherance of the Charity's objects	17	10
Shop	-	2
Support	-	1
	<u>17</u>	<u>13</u>

There were no employees with emoluments above £60,000.

	Total Funds 2023 £	Total Funds 2022 £
Gross Salaries	316,748	234,544
Employer's NI	19,156	11,946
Employer's Pension Contributions	5,068	8,398
Pension Shortfall (reduction in provision)	<u>(559)</u>	<u>(5,428)</u>
Total Staff Emoluments	<u>340,413</u>	<u>249,460</u>

Total salary of key staff with management responsibilities is £43,991 (2022: £44,618).

11. Pension and other post-retirement benefit commitments

The company participates in the scheme, a multi-employer scheme which provides benefits to some 638 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. This valuation showed assets of £800.3m, liabilities of £851.9m and a deficit of £51.6m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions

From 1 April 2022 to 31 January 2025: £3,312,000 per annum (payable monthly)

Unless a concession has been agreed with the Trustee the term to 31 January 2025 applies.

Note that the scheme's previous valuation was carried out with an effective date of 30 September 2017. This valuation showed assets of £794.9m, liabilities of £926.4m and a deficit of £131.5m. To eliminate this funding shortfall, the Trustee asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions

From 1 April 2019 to 30 September 2025: £11,243,000 per annum (payable monthly and increasing by 3% each on 1st April)

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 the company has agreed to a deficit funding arrangement the company 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 present value is calculated using the discount rate detailed in these disclosures. The unwinding of the discount rate is recognised as a finance cost.

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31ST MARCH 2023

	31 March 2023 (£s)	31 March 2022 (£s)	31 March 2021 (£s)
Present value of provision	984	1,543	6,971
PRESENT VALUES OF PROVISION			
RECONCILIATION OF OPENING AND CLOSING PROVISIONS			
		2023	2022
Provision at start of period		1,543	6,971
Unwinding of the discount factor (interest expense)		29	40
Deficit contribution paid		(562)	(1,764)
Reassessments - impact of any change in assumptions		(26)	(35)
Reassessments - amendments to the contribution schedule		-	(3,669)
Provision at end of period		984	1,543
INCOME AND EXPENDITURE IMPACT			
		2023	2022
Interest expense		29	40
Reassessments - impact of any change in assumptions		(26)	(35)
Reassessments - amendments to the contribution schedule		-	(3,669)
Contributions paid in respect of future service		5,968	8,398
Costs recognised in income and expenditure account		4,509	2,970
ASSUMPTIONS			
	31 March 2023 % per annum	31 March 2022 % per annum	31 March 2021 % per annum
Rate of discount	5.52	2.35	0.66

The discount rates shown above are the equivalent single discount rates which, when used to discount the future recovery plan contributions due, would give the same results as using a full AA corporate bond yield curve to discount the same recovery plan contributions.

12. **Tangible fixed assets**

Cost	Office Total
As at 1st April 2022	1,793
Additions	-
As at 31st March 2023	<u>1,793</u>
Depreciation	
As at 1st April 2022	1,792
Charge for the year	-
As at 31st March 2023	<u>1,792</u>
Net Book Value as at 31st March 2022	<u>1</u>
Net Book Value as at 31st March 2023	<u>1</u>

13. **Director's emoluments and related party transactions**

None of the Directors received any remuneration directly or indirectly.

None of the Directors or other persons related to the Charity had any personal interest in any contract or transactions entered into by the Charity during the year.

14. **Volunteers**

Volunteer information is as follows:

Activity	Total Number of Volunteers	Total Number of Volunteering Hours
Home Visiting	67	6,978
Group	<u>6</u>	<u>540</u>
Total Volunteers	<u>73</u>	<u>7,518</u>

15. Movement in funds

	as at 1st April 2022	Incoming resources	Resources used	Transfers between funds	as at 31st March 2023
Unrestricted funds					
Practical Support	79,380	81,555	(62,006)		
Fund Raising	-	8,322	(10,173)		
Shop – Watford	-	90	(643)		
	<u>79,380</u>	<u>89,967</u>	<u>(72,822)</u>		
Transfers to restricted funds		-	-	(11,535)	
	<u>79,380</u>	<u>89,967</u>	<u>(72,822)</u>	<u>(11,535)</u>	<u>84,990</u>
Pension reserve	(1,543)	558	-	-	(985)
Net unrestricted funds	<u>77,837</u>	<u>90,525</u>	<u>(72,822)</u>	<u>(11,535)</u>	<u>84,005</u>
Restricted funds					
Social Isolation	-	2,750	(8,048)	5,298	-
Time 2 Talk	-	51,943	(50,440)	-	1,503
Groups	-	57,780	(58,000)	220	-
Family Events	-	4,140	(4,167)	27	-
Women Fund	-	-	(25)	25	-
Making Memories	1,145	5,996	(7,890)	749	-
Play Pioneer	628	-	(28)	-	600
Link Workers	-	84,686	(88,946)	4,260	-
COVID-19 Recovery	3,995	25,940	(25,478)	-	4,457
Household Funds	1,844	22,200	(23,479)	-	565
Pop-Up Sessions	6,979	11,738	(16,039)	-	2,678
Physical Activity	-	8,250	(9,206)	956	-
Big Lottery Fund	-	71,100	(68,302)	-	2,798
Trusthouse Forte	-	20,897	(20,328)	-	569
Net restricted funds	<u>14,590</u>	<u>367,420</u>	<u>(380,376)</u>	<u>11,535</u>	<u>13,170</u>

16. Funds analysis

	Fixed assets	Current assets	Bank and cash	Provisions, provisions and accrued income	Total
<i>As at 31st March 2023</i>					
Unrestricted funds	1	12,984	105,558	(34,538)	84,005
Restricted funds					
Social Isolation	-	-	-	-	-
Time 2 Talk	-	-	21,384	(19,881)	1,503
Groups	-	-	18,756	(18,756)	-
Making Memories	-	-	-	-	-
Play Pioneer	-	-	600	-	600
Women Fund	-	-	-	-	-
Link Workers	-	-	-	-	-
COVID-19 Recovery	-	-	21,082	(16,625)	4,457
Household Funds	-	-	6,065	(5,500)	565
Pop-Up Sessions	-	-	2,678	-	2,678
Physical Activity	-	-	1,656	(1,656)	-
Big Lottery Fund	-	-	17,018	(14,220)	2,798
Trusthouse Forte	-	-	7,535	(6,966)	569
Net assets	1	12,984	202,332	(118,142)	97,175
<i>As at 31st March 2022</i>					
Unrestricted funds	1	18,749	127,424	(68,338)	77,836
Restricted funds					
Social Isolation	-	-	-	-	-
Time 2 Talk	-	-	-	-	-
Groups	-	-	18,752	(18,752)	-
Making Memories	-	-	1,145	-	1,145
Play Pioneer	-	-	628	-	628
Women Fund	-	-	-	-	-
Link Workers	-	-	-	-	-
COVID-19	-	-	23,995	(20,000)	3,995
Household Funds	-	-	9,008	(7,164)	1,844
Pop-Up Sessions	-	-	16,500	(9,521)	6,979
Net assets	1	18,749	197,452	(123,775)	92,427



HOME-START WATFORD AND THREE RIVERS

England & Wales - Charity number 1108847

Accounts

Company Registered Number 5385393

HOME-START WATFORD AND THREE RIVERS

**DIRECTORS' REPORT AND
FINANCIAL STATEMENTS**

**FOR YEAR ENDED
31 MARCH 2022**

Charity no. 1108847

Company no. 5385393

HOME-START WATFORD AND THREE RIVERS
A COMPANY LIMITED BY GUARANTEE

FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31st MARCH 2022

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HOME-START WATFORD AND THREE RIVERS
A COMPANY LIMITED BY GUARANTEE

REPORT OF THE DIRECTORS
FOR THE YEAR ENDED 31st MARCH 2022

Directors:	Simon Boulcott Bernie Coleman Simone Collins Georgina Sturmer Stephen Hewett Kam Johal Sophie Linington Julian Lipton Rena Patel John Robinson Amy Willcox-Smith Claire Buckland Glen Saffery	Chair (resigned 09/08/2021) (resigned 26/05/2021) (appointed 26/05/2021) (resigned 09/08/2021) (resigned 29/10/2021) (appointed 26/01/2022) (appointed 23/03/2022)
Secretary:	Emma Power – Chief Executive Officer (until 31/05/22)	
Registered Office:	The Xchange Wilmington Close Watford Herts WD18 0FQ	
Safeguarding Advisor:	Sophie Linington	
Independent Examiner:	David M Green FCA Gowers Limited The Old School House Bridge Road Hunton Bridge Kings Langley Herts WD4 8SZ	
Bankers	Lloyds TSB Intu Centre Watford Herts WD17 2UB	

HOME-START WATFORD AND THREE RIVERS
A COMPANY LIMITED BY GUARANTEE

REPORT OF THE DIRECTORS
FOR THE YEAR ENDED 31st MARCH 2022

The Trustees have pleasure in submitting their report together with the financial statements for the year ended 31 March 2022. These financial statements comply with current statutory requirements and the requirements of the Charity's governing document.

Structure, Governance & Management

Home-Start Watford and Three Rivers (HSW&TR) is a registered charity - No. 1108847 and a Company Limited by Guarantee - No. 5385393, registered in 2005. The charity has no share capital and is governed by its Memorandum and Articles of Association.

The policy, strategy, and general management of HSW&TR is directed by the Board of Trustees who are the Directors of the Company and who meet at least every two months recognising that they are required to meet no fewer than four times in each financial year. The Board of Trustees is supported by professional Advisers with an interest in the welfare of families and young children. The day-to-day management is delegated to a Chief Executive Officer who supports and supervises a team of salaried staff. The Objects of the Charity are carried out by staff and trained volunteers, who are parents, offering regular support, friendship, and practical help to families under stress, primarily in their own homes, and sometimes in support groups, helping to prevent family crisis and breakdown. Volunteers are supported by the team of experienced staff.

The Memorandum and Articles of Association require the Board of Trustees to comprise between 4 and 12 Trustees who are formally appointed by the membership at AGMs. Trustees may co-opt other Trustees who will only stand in office until the following AGM when they must be formally put forward for election if they wish to remain in office.

The Trustees holding office in the year to 31st March 2022 are detailed on Page 1.

The Trustees of the Charity have no interest in any contract with the Charity nor do they receive any remuneration for their service.

Membership of HSW&TR is open to any individual or organisation interested in promoting the charity's Objects who applies to the Charity in the manner required and approved by the Trustees. HSW&TR has a comprehensive equal opportunities and diversity policy, which ensures that all staff and volunteers are recruited regardless of ethnicity, religion, age, gender, or sexuality. We also strive to accommodate those with physical difficulties. Families are supported regardless of ethnicity, religion, age, gender or sexuality of the parent(s). A regularly monitored community profile ensures that volunteers are proactively encouraged from all sectors of the local community.

Although HSW&TR is an independent charity, as a Home-Start organisation we are affiliated to the national body, Home-Start UK; a Charitable Trust founded in 1973. Over 200 Home-Start schemes may be found throughout the UK, each an independently registered charity, funded and managed locally. Home-Start UK supports local schemes by providing services such as training, information and legal and safeguarding advice. Home-Start UK also defines quality standards for service provision. Each scheme works within Home-Start UK Standards and Methods of Practice, which are audited every three years against a set of rigorous criteria covering all aspects of governance, management, and financial controls.

HOME-START WATFORD AND THREE RIVERS
A COMPANY LIMITED BY GUARANTEE

REPORT OF THE DIRECTORS
FOR THE YEAR ENDED 31st MARCH 2022

Risk Policy

The Trustees conduct regular reviews of the major risks to which the Charity may be exposed. Where appropriate, systems or procedures have been established to mitigate and minimise identified risks by implementation of procedures, including authorisation of all transactions and projects. Procedures are in place to ensure compliance with all statutory requirements including, employment law, health and safety of staff and volunteer, and data protection. A Safeguarding Policy is in place and Disclosure and Barring Service checks are carried out on all volunteers and employees who are likely to come into contact with vulnerable children or adults.

Statement of Trustees' Responsibilities

The Trustees are responsible for preparing the financial statements in accordance with applicable law and regulations.

Company law requires the Trustees to prepare financial statements for each financial year. Under that law, the Trustees have elected to prepare financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). The financial statements are required by law to give a true and fair view of the state of affairs of the Charity and of the profit or loss of the Charity for that period. In preparing those financial statements, the Trustees are required to:

- select suitable accounting policies and then to apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will stay in business.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the Charity and that enable them to ensure that the statements comply with the Companies Act 2006 and accounting statement FRS102. They are also responsible for safeguarding the assets of the Charity and for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Activities of the Home-Start Watford and Three Rivers Charity

The Trustees of HSW&TR with the support of its staff aim to ensure that:

- the scheme has adequate funds to support current activities and envisaged future expenditure;
- trustees are inducted, DBS checked, trained and supported to enable them to fulfil their roles and responsibilities;
- staff are recruited, inducted, trained, supported, supervised and developed in accordance with good employment practice;
- home-visiting volunteers are recruited from all sectors of the community, are DBS checked, undertake the scheme's comprehensive preparation course and receive ongoing training, support and supervision;
- trustees, staff and volunteers are actively encouraged to develop their skills and to support each other to meet the needs of HSW&TR and individual needs;
- the scheme develops additional activities and services as need is identified and where adequate funding can be obtained;
- recruitment campaigns and regular preparation courses are run to maintain a team of trained volunteers able to meet the numbers of appropriate referrals within a reasonable waiting time;
- the service provides best practice in safeguarding;
- volunteers are carefully matched to families to provide an appropriate service for each family's needs;

HOME-START WATFORD AND THREE RIVERS
A COMPANY LIMITED BY GUARANTEE

REPORT OF THE DIRECTORS
FOR THE YEAR ENDED 31st MARCH 2022

- the scheme maintains positive links and partnerships with statutory and voluntary agencies
- the scheme maintains a high profile within the local community;
- all activities, feedback from volunteers and families and training are monitored and evaluated
- the offices and facilities of HSW&TR and other venues used for training or functions provide a safe, healthy and appropriate environment for staff, volunteers and visitors;
- relevant news and information is circulated to staff, volunteers and trustees;
- appropriate administrative and recording systems are in place;
- the scheme operated a charity shop in support of its sustainable funding policy and to provide a range of volunteering opportunities. During the year to 31st March 2022 the Board decided to close the shop as its continued operation was not economically viable;
- service delivery continued by remote support due to the Covid-19 pandemic in the first part of the year and staff, volunteers and trustees operated from home when required by Regulations to do so. In the latter part of the year face to face services were restored where risk assessments showed this to be appropriate.

Fundraising Activities

The Charity's fundraising activities are community based and started again towards the latter part of the year where risk assessments deemed them to be appropriate.

Pay policy for senior staff

The Board of Trustees and the senior management team comprise the key management personnel of the Charity, in charge of directing and controlling, running and operating the Charity on a day to day basis. All Trustees give of their time freely and no Trustee received remuneration in the year. Details of Trustees' expenses and related party transactions are disclosed in note 13 to the accounts. The key management remuneration policy is set by the Trustees and is reviewed on an annual basis as part of the budget setting process.

Future Plans

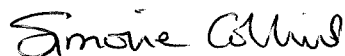
Home-Start Watford and Three Rivers is proud of the support we give to many local families. In order to ensure our long term future we continue to seek new multi-year sources of funding. We are grateful to the effort of all staff, volunteers and donors who continue to support us.

We will continue to strive to meet our core aims and move towards the objective of reaching sustainability over the medium to long term, thus enabling us to attract and train qualified staff and volunteers, to support more families and children in our catchment area.

The Charity has a well-developed and robust strategy going forward.

The Trustees' Report was approved by the Board of Trustees on 21st September 2022

Signed for and on behalf of the Trustees



Simone Collins
Chair – Home-Start Watford and Three Rivers

Date: ...20-10-2022

INDEPENDENT EXAMINER'S REPORT TO THE DIRECTORS OF
HOME-START WATFORD AND THREE RIVERS
A COMPANY LIMITED BY GUARANTEE

FOR THE YEAR ENDED 31st MARCH 2022

I report on the accounts of the company for the year ended 31st March 2022, which are set out on pages 6 to 18.

Respective responsibilities of trustees and examiner

The trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

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

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

Basis of independent examiner's report

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

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

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

- to keep accounting records in accordance with section 130 of the 2011 Act; and
- to prepare accounts which accord with the accounting records and comply with the accounting requirements of FRS102 and the 2011 Act

have not been met; or

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

David M Green 
Gowers Limited
The Old School House
Bridge Road
Hunton Bridge
Kings Langley
Herts WD4 8SZ

Date: 28th October 2022

HOME-START WATFORD AND THREE RIVERS
A COMPANY LIMITED BY GUARANTEE

STATEMENT OF FINANCIAL ACTIVITIES
INCLUDING INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31st MARCH 2022

	Notes	Unrestricted	Restricted	Total	Total
		£	£	2022	2021
		£	£	£	£
INCOME FROM:					
Donations and legacies	3	113,451	17,808	131,259	96,226
Charitable activities	4	-	194,918	194,918	151,234
Other trading activities	5	42,827	1,375	44,202	42,897
Total Income:		<u>156,278</u>	<u>214,101</u>	<u>370,379</u>	<u>290,357</u>
EXPENDITURE ON:					
Raising Funds	6	74,153	-	74,153	51,746
Charitable activities	8	45,305	246,177	291,482	228,428
Governance	9	1,212	-	1,212	1,200
TOTAL EXPENDITURE		<u>120,670</u>	<u>246,177</u>	<u>366,847</u>	<u>281,374</u>
Net income/expenditure		35,608	(32,076)	3,532	8,983
Movement in provision for pension deficit		5,428	-	5,428	1,289
Transfers between funds		(27,912)	27,912	-	-
NET MOVEMENT IN FUNDS		<u>13,124</u>	<u>(4,164)</u>	<u>8,960</u>	<u>10,272</u>
Reconciliation of Funds:					
Total funds brought forward		64,713	18,754	83,467	73,195
Total funds carried forward	15	<u>77,837</u>	<u>14,590</u>	<u>92,427</u>	<u>83,467</u>

HOME-START WATFORD AND THREE RIVERS
A COMPANY LIMITED BY GUARANTEE

BALANCE SHEET
AS AT 31st MARCH 2022

	Notes	2022		2021	
		£	£	£	£
FIXED ASSETS					
Tangible fixed assets	12		1		1
CURRENT ASSETS					
Debtors and prepaid expenses	16	18,749		28,963	
Cash at hand and in bank		<u>197,452</u>		<u>199,566</u>	
		216,201		228,529	
CREDITORS: Amounts falling due within one year	16	<u>(122,232)</u>		<u>(138,092)</u>	
NET CURRENT ASSETS			<u>93,969</u>		<u>90,437</u>
TOTAL ASSETS LESS CURRENT LIABILITIES			93,970		90,438
Defined benefit pension liability			(1,543)		(6,971)
NET ASSETS			<u>92,427</u>		<u>83,467</u>
INCOME FUNDS					
Unrestricted funds					
Unrestricted income funds		79,380		71,684	
Pension Reserve		<u>(1,543)</u>		<u>(6,971)</u>	
			77,837		64,713
Restricted Funds			14,590		18,754
TOTAL FUNDS	16		<u>92,427</u>		<u>83,467</u>

The notes on pages 8 to 18 form part of these financial statements.

For the year ending 31st March 2022 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

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

The financial statements were approved by the board of trustees on 21st September 2022 and signed on their behalf by



Director Simone Collins



Director John Robinson

HOME-START WATFORD AND THREE RIVERS
A COMPANY LIMITED BY GUARANTEE

NOTES TO THE ACCOUNTS
YEAR ENDED 31st MARCH 2022

1. Company limited by guarantee

Home-Start Watford & Three Rivers is a company incorporated in England limited by guarantee No. 5385393 and is a registered charity No. 1108847. The extent of the liability of the members of the company on a winding up is limited to a maximum of one pound each.

2. Accounting policies

The following accounting policies have been applied consistently in dealing with items that are considered material in relation to Home-Start Watford & Three Rivers.

2(a) Basis of preparation

The accounts have been prepared under the historical cost convention.

The charity has taken advantage of the exemption in Financial Reporting Standard No 1 from the requirement to produce a cash flow statement on the grounds that it is a small charity.

These accounts have been prepared in accordance with “Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015)”.

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

2(b) Critical accounting estimates and judgements

In the application of the charity’s accounting policies, the directors are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

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

2(c) Investment resources

Incoming resources are accounted for on a receivable basis deferred as described below where appropriate. Grants are all included in incoming resources from charitable activities on the SOFA.

2(d) Investment income

Bank interest is included in the income and expenditure account on a receivable basis.

2(e) Recognition of Liabilities

Liabilities are recognised on the accruals basis in accordance with normal accounting principles, modified where necessary in accordance with the guidance given in the Statement of Recommended Accounting and Reporting issued by the Charity Commissioners for England & Wales.

HOME-START WATFORD AND THREE RIVERS
A COMPANY LIMITED BY GUARANTEE

NOTES TO THE ACCOUNTS
YEAR ENDED 31st MARCH 2022

2(f) Resources expended

All costs are allocated to those categories to which they relate. Where this is not possible, then they are suitably apportioned on the basis between costs of activities in furtherance of the charity's objects and costs of generating funds 80:20 respectively. All costs are accounted on an accruals basis, inclusive of VAT which cannot be recovered.

2(g) Governance costs

All costs incurred by the Charity other than direct charitable expenditure are included in governance costs and are accounted for on an accruals basis.

2(h) Fixed Assets and depreciation

Tangible fixed assets are stated at cost less depreciation.

Depreciation has been provided at the following rates in order to write off the assets (less their expected residual value) over their useful economic lives.

Office Equipment	25% straight line
------------------	-------------------

2(i) Taxation

As a registered charity, the company is exempt from income and corporation tax to the extent that its income and gains are applicable to charitable purposes only. Value Added Tax is not recoverable by the company, and is therefore included in the relevant costs in the Statement of Financial Activities.

2(j) Fund accounting

The Charity maintains a general unrestricted fund which represents funds which are expendable at the discretion of the Directors in furtherance of the objects of the Charity. Such funds may be held in order to finance both working capital and capital investment. Where conditions are such that funds received cannot be expended during the accounting period, any such monies are held as income in advance.

Restricted funds have been provided to the charity for particular purposes, and it is the policy of the Board of Directors to carefully monitor the application of those funds with the restrictions placed upon them.

2(k) Gifted assets

Gifted assets received are included at valuation if material.

2(l) Volunteers

The Charity relies on the support from volunteers who are unpaid. The value of volunteer's time is not included in the SOFA.

2(m) Pension Contributions

Pension costs relate to contributions to individual employee scheme and are charged to the SOFA as they fall due.

2(n). Winding up or dissolution of the charity

If upon winding up or dissolution of the charity there remains any assets, after the satisfaction of all debts and liabilities, the assets represented by the reserves shall be transferred to some other charitable body or bodies having similar objects to the charity.

HOME-START WATFORD AND THREE RIVERS
A COMPANY LIMITED BY GUARANTEE

NOTES TO THE ACCOUNTS
YEAR ENDED 31st MARCH 2022

3. Income from Donations and Legacies

	Unrestricted Funds	Restricted Funds	Total Funds 2022	Total Funds 2021
	£	£	£	£
General income for the year	113,451	17,808	131,259	96,226
Total Income from Donations and Legacies	113,451	17,808	131,259	96,226

Some of the funds received during the period are held as Income in Advance (see note 16) where conditions were not such that those funds, in whole or in part, could be utilised during the year ended 31st March 2022 and expenditure falls in to a later period. Donations and legacies actually received over £2,000 are below.

	Unrestricted Funds £	Restricted Funds £
Paget Trust	2,000	-
TJX Europe	13,500	-
Big Give	5,197	-

4. Income from Charitable Activities

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £	Total Funds 2021 £
Social Isolation – (Big Lottery)	-	62,738	62,738	33,812
Group Work – Henry Smith		41,250	41,250	22,500
Family Events	-	-	-	5,080
Time 2 Talk	-	33,856	33,856	1,250
Women Fund	-	-	-	9,823
Pop-Up Sessions	-	-	-	-
COVID-19 (National Lottery)	-	-	-	32,285
Link Workers	-	55,074	55,074	46,484
Household Funds	-	2,000	2,000	-
Total Income Charitable Activities	-	194,918	194,918	151,234

HOME-START WATFORD AND THREE RIVERS
A COMPANY LIMITED BY GUARANTEE

NOTES TO THE ACCOUNTS
YEAR ENDED 31st MARCH 2022

5. Income from Other Trading Activities

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £	Total Funds 2021 £
Shop – Watford	39,753	-	39,753	42,897
Fundraising	3,074	1,375	4,449	-
Total income from other trading activities	42,827	1,375	44,202	42,897

6. Raising Funds Expenditure

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £	Total Funds 2021 £
Shop – Watford	44,580	-	44,580	41,589
Fundraising and events	29,573	-	29,573	10,157
Total Fundraising Costs	74,153	-	74,153	51,746

7. Charitable Activities Expenditure

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £	Total Funds 2021 £
Practical Support (Core Funding)	45,917	-	45,917	18,955
Social Isolation (Big Lottery)	-	74,125	74,125	33,078
Time to Talk	-	51,330	51,330	31,782
Groups	-	51,147	51,147	33,413
Family Events	-	8,409	8,409	9,997
Women Fund	-	142	142	9,890
Making Memories	-	1,555	1,555	-
COVID-19	-	99	99	53,670
Link Workers	-	59,182	59,182	38,843
Household Funds	-	156	156	-
Play Pioneer	-	32	32	-
Sustainability	600	-	600	-
Total cost of charitable activities	46,517	246,177	292,694	229,628

HOME-START WATFORD AND THREE RIVERS
A COMPANY LIMITED BY GUARANTEE

NOTES TO THE ACCOUNTS
YEAR ENDED 31st MARCH 2022

8. Analysis of expenditure on charitable activities

	Activity Undertaken	Grant funding of activities	Governance Costs	Total Funds 2022
	£	£	£	£
Year ended 31st March 2022				
Practical Support (Core Funding)	44,705	-	1,212	45,917
Social Isolation (Big Lottery)	74,125	-	-	74,125
Time to Talk	51,330	-	-	51,330
Groups	51,147	-	-	51,147
Family Events	8,409	-	-	8,409
Women Fund	142	-	-	142
Making Memories	1,555	-	-	1,555
COVID-19	99	-	-	99
Link Workers	59,182	-	-	59,182
Household Funds	156	-	-	156
Play Pioneer	32	-	-	32
Sustainability	600	-	-	600
	291,482	-	1,212	292,694
Year ended 31st March 2021				
	£	£	£	£
Practical Support (Core Funding)	17,755	-	1,200	18,955
Social Isolation (Big Lottery)	33,078	-	-	33,078
Time to Talk	31,782	-	-	31,782
Groups	33,413	-	-	33,413
Locality budget	-	-	-	-
Family Events	9,997	-	-	9,997
Women Fund	9,890	-	-	9,890
Making Memories	-	-	-	-
COVID-19	53,670	-	-	53,670
Link Workers	38,843	-	-	38,843
Play Pioneer	-	-	-	-
	228,428	-	1,200	229,628

HOME-START WATFORD AND THREE RIVERS
A COMPANY LIMITED BY GUARANTÉE

NOTES TO THE ACCOUNTS
YEAR ENDED 31st MARCH 2022

9. Governance

	Unrestricted Funds	Restricted Funds	Total Funds 2022	Total Funds 2021
	£	£	£	£
Accounts and Independent Examination	1,212	-	1,212	1,200
	<u>1,212</u>	<u>-</u>	<u>1,212</u>	<u>1,200</u>

10. Particulars of Employees

The average number of staff employed by the charity during the financial period was:-

	2022	2021
Furtherance of the Charity's objects	10	6
Shop	2	2
Support	1	1
	<u>13</u>	<u>9</u>

There were no employees with emoluments above £60,000.

	Total Funds 2022 £	Total Funds 2021 £
Gross Salaries	234,544	137,148
Employer's NI	11,946	7,003
Employer's Pension Contributions	8,398	8,309
Pension Shortfall (reduction in provision)	<u>(5,428)</u>	<u>(1,289)</u>
Total Staff Emoluments	<u>249,460</u>	<u>151,171</u>

Total salary of key staff with management responsibilities is £44,418 (2021: £39,365).

11. Pension and other post-retirement benefit commitments

The company participates in the scheme, a multi-employer scheme which provides benefits to some 638 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.

HOME-START WATFORD AND THREE RIVERS
A COMPANY LIMITED BY GUARANTEE

NOTES TO THE ACCOUNTS
YEAR ENDED 31st MARCH 2022

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. This valuation showed assets of £800.3m, liabilities of £831.9m and a deficit of £31.6m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions

From 1 April 2022 to 31 January 2025: £3,312,000 per annum (payable monthly)

Unless a concession has been agreed with the Trustee the term to 31 January 2025 applies.

Note that the scheme's previous valuation was carried out with an effective date of 30 September 2017. This valuation showed assets of £794.9m, liabilities of £926.4m and a deficit of £131.5m. To eliminate this funding shortfall, the Trustee asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions

From 1 April 2019 to 30 September 2025: £11,243,000 per annum (payable monthly and increasing by 3% each on 1st April)

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 the company has agreed to a deficit funding arrangement the company 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 present value is calculated using the discount rate detailed in these disclosures. The unwinding of the discount rate is recognised as a finance cost

HOME-START WATFORD AND THREE RIVERS
A COMPANY LIMITED BY GUARANTEE

NOTES TO THE ACCOUNTS
YEAR ENDED 31st MARCH 2022

PRESENT VALUES OF PROVISION

	31 March 2022 (£s)	31 March 2021 (£s)	31 March 2020 (£s)
Present value of provision	1,543	6,971	8,260

RECONCILIATION OF OPENING AND CLOSING PROVISION _S	2022	2021
Provision at start of period	6,971	8,260
Unwinding of the discount factor (interest expense)	40	186
Deficit contribution paid	(1,764)	(1,713)
Remeasurements - impact of any change in assumptions	(35)	238
Remeasurements - amendments to the contribution schedule	(3,669)	-
Provision at end of period	1,543	6,971

INCOME AND EXPENDITURE IMPACT	2022	2021
Interest expense	40	186
Remeasurements – impact of any change in assumptions	(35)	238
Remeasurements – amendments to the contribution schedule	(3,669)	-
Contributions paid in respect of future service	8,398	8,309
Costs recognised in income and expenditure account	2,970	7,020

ASSUMPTIONS	31 March 2022 % per annum	31 March 2021 % per annum	31 March 2020 % per annum
Rate of discount	2.35	0.66	2.53

The discount rates shown above are the equivalent single discount rates which, when used to discount the future recovery plan contributions due, would give the same results as using a full AA corporate bond yield curve to discount the same recovery plan contributions.

HOME-START WATFORD AND THREE RIVERS
A COMPANY LIMITED BY GUARANTEE

NOTES TO THE ACCOUNTS
YEAR ENDED 31st MARCH 2022

12. Tangible fixed assets

	Office Total
Cost	
As at 1st April 2021	1,793
Additions	-
As at 31st March 2022	<u>1,793</u>
Depreciation	
As at 1st April 2021	1,792
Charge for the year	-
As at 31st March 2022	<u>1,792</u>
Net Book Value as at 31st March 2021	<u>1</u>
Net Book Value as at 31st March 2022	<u>1</u>

13. Director's emoluments and related party transactions

None of the Directors received any remuneration directly or indirectly.

None of the Directors or other persons related to the Charity had any personal interest in any contract or transactions entered into by the Charity during the year.

14. Volunteers

Volunteer information is as follows:

Activity	Total Number of Volunteers	Total Number of Volunteering Hours
Home Visiting	60	5,580
Shop	4	816
Group	6	702
Counselling	1	78
Office	<u>0</u>	<u>0</u>
Total Volunteers	<u>71</u>	<u>7,176</u>

HOME-START WATFORD AND THREE RIVERS
A COMPANY LIMITED BY GUARANTEE

NOTES TO THE ACCOUNTS
YEAR ENDED 31st MARCH 2022

15. Movement in funds

	as at 1st April 2021	Incoming resources	Resources used	Transfers between funds	as at 31st March 2022
Unrestricted funds					
Practical Support	71,684	113,451	(45,917)		
Fund Raising	-	-	(29,573)		
Shop – Oxhey	-	-	-		
Shop – Watford	-	42,827	(44,580)		
Sustainability	-	-	(600)		
	<u>71,684</u>	<u>156,278</u>	<u>(120,670)</u>		
Transfers to restricted funds		-	-	(27,912)	
	<u>71,684</u>	<u>156,278</u>	<u>(120,670)</u>	<u>(27,912)</u>	<u>79,380</u>
Pension reserve	(6,971)	5,428	-	-	(1,543)
Net unrestricted funds	<u>64,713</u>	<u>161,706</u>	<u>(120,670)</u>	<u>(27,912)</u>	<u>77,837</u>
Restricted funds					
Social Isolation	9,129	62,738	(74,125)	2,258	-
Time 2 Talk	-	36,096	(51,330)	15,234	-
Groups	-	44,000	(51,147)	7,147	-
Family Events	-	1,745	(8,409)	6,664	-
Women Fund	-	-	(142)	142	-
Making Memories	1,325	1,375	(1,555)	-	1,145
Play Pioneer	660	-	(32)	-	628
Link Workers	7,641	55,074	(59,182)	(3,533)	-
COVID-19	-	4,094	(99)	-	3,995
Household Funds	-	2,000	(156)	-	1,844
Pop-Up Sessions	-	6,979	-	-	6,979
Net restricted funds	<u>18,754</u>	<u>214,101</u>	<u>(246,177)</u>	<u>27,912</u>	<u>14,590</u>

HOME-START WATFORD AND THREE RIVERS
A COMPANY LIMITED BY GUARANTEE

NOTES TO THE ACCOUNTS
YEAR ENDED 31st MARCH 2022

16. Funds analysis

	Fixed assets	Current assets	Bank and cash	Creditors, provisions and accrued income	Total
<i>As at 31st March 2022</i>					
Unrestricted funds	1	18,749	127,424	(68,338)	77,836
Restricted funds					
Social Isolation	-	-	-	-	-
Time 2 Talk	-	-	-	-	-
Groups	-	-	18,752	(18,752)	-
Making Memories	-	-	1,145	-	1,145
Play Pioneer	-	-	628	-	628
Women Fund	-	-	-	-	-
Link Workers	-	-	-	-	-
COVID-19	-	-	23,995	(20,000)	3,995
Household Funds	-	-	9,008	(7,164)	1,844
Pop-Up Sessions	-	-	16,500	(9,521)	6,979
Net assets	1	18,749	197,452	(123,775)	92,427
<i>As at 31st March 2021</i>					
Unrestricted funds	1	28,963	115,269	(79,521)	64,712
Restricted funds					
Social Isolation	-	-	44,229	(35,100)	9,129
Time 2 Talk	-	-	-	-	-
Groups	-	-	26,348	(26,348)	-
Making Memories	-	-	1,325	-	1,325
Play Pioneer	-	-	660	-	660
Women Fund	-	-	-	-	-
Link Workers	-	-	7,641	-	7,641
COVID-19	-	-	4,094	(4,094)	-
Net assets	1	28,963	199,566	(145,063)	83,467

HOME-START WATFORD AND THREE RIVERS

England & Wales - Charity number 1108847

Accounts



Annual Report 2020/21

Our Mission

Every parent has the support they need
to give their children the best start in life.
Because Childhood Can't Wait.

Home-Start Watford & Three Rivers help local families with at least one child under 5 years deal with the challenges they face.

We intervene early, supporting parents as they learn to cope, improve their confidence and build better lives for their children.



HOME-VISITING SUPPORT

Trained volunteers provide weekly one-to-one parenting support in the home.



EMOTIONAL SUPPORT

Empowering parents to manage & resolve problems.



SUPPORTING CHILD DEVELOPMENT

Playing, listening, fun, skills, outings & friendships.



PRACTICAL HELP

Budgets, nutrition, cooking & home safety.



SIGNPOSTING

Linking local health, community & educational services/training.



ADVOCACY

Supporting families to have their voice heard.



OUTREACH/FAMILY GROUP WORK

Helping isolated families become more involved in their community.



COUNSELLING

Supports parents living with a mental health difficulty.

Our

Core

Services

Our work

We are a highly respected organisation and truly embedded in our local community. Referrals come from every corner of the community including GPs, social workers and midwives.



Complex needs

Our service is universal for anyone with children aged under 5, including self referrals. On referral, we find that most families are experiencing multiple or complex needs.



Lonely & Isolated



Mental Health Difficulties

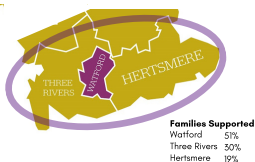


Child's Learning Development

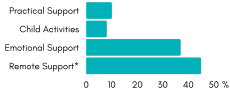


Low self-esteem

Where we work



How we help



* Note: Covid-19 restrictions resulted in many services being delivered remotely. Remote support includes elements of practical support, child activities and emotional support.



5850

hours of support
provided
to local families

Our Year In Numbers



901

family visits/calls
made by our
home-visiting
service



we trained

13

home-visiting
volunteers



96

families &

260

children were
supported by
our service



60

volunteers
generously gave
up their time



staff directly
supported

27

families during
lockdown



390

1:1 counselling
sessions

Introduction

Despite the challenges of the past year, our incredible team has shown huge commitment, resilience and flexibility enabling us to rapidly adapt our service to the needs of families we support and remain 'open for business'. They have found new ways of working, some of which will form part of our future support.

In May 2020 we conducted an in-depth survey across our organisation. We collaborated with all stakeholders including supported families and volunteers, to develop a new three year Strategic Plan that will help provide parents with the nurturing support needed to create a better future for their children.

Priorities include re-connecting with families we support through our unique home-visiting service. We will also expand opportunities for our families to connect with, and provide support for, each other through family groups and further development of group activities.

The past year has taken a toll on the mental well-being of many families. During this time we continued to offer our counselling service, working online where necessary. We recognise the significant gaps in the local provision of low-cost counselling services, and plan to expand our reach in this area.

In recognition of the new challenges facing us, we have appointed 3 new members of staff enabling us to grow our reach and continue our holistic approach to coordinating volunteers and families to provide a truly bespoke support service. We have also recruited several new Trustees who bring a range of highly relevant skills, experience and diversity to the Board.

Throughout the year, we have improved our visibility through strong, creative social media campaigns with the aim of extending our reach into the community. In partnership with a local film production company, we also produced a short video highlighting the wider social purpose and benefit of our charity shop.

Despite a challenging environment, we end this year in a strong position at every level and can look ahead with excitement and an increased sense of confidence. We are enterprising, eager to innovate and create new solutions.

On behalf of the Trustees, I want to thank our CEO, Emma Power, for her inspirational leadership, and all of our employees and volunteers for their dedication and energy. With such a strong team we approach our vital work with confidence, determination and excitement.

As we likely face an even greater demand for our services, there has never been a more important time for our work. To make a truly lasting difference, we must enable parents and their children to build good connections within their family units as well as with others in their local communities. We will continue to optimise opportunities offered by digital platforms alongside face to face services. We aspire to build on our financial stability, grow existing partnerships, diversify and extend activities and support services to ensure we enable our families to thrive, not just survive.



Simone Collins, Chair

Trustee Board - Roles & Responsibilities



Bemadette Coleman
Volunteer Rep & Data



Simon Boulcott
Staff Rep & Employment



Simone Collins, Chair
Community Fundraising



Stephen Hewett
Retail



Kam Johal
Projects & Strategy



Julian Lipton, Vice Chair
Communications & Commercial



Reno Patel
Marketing & PR



John Robinson, Treasurer
Fundraising



Georgina Sturmer
Corporates & Counselling



Amy Wilcox-Smith
Safeguarding

Trustee Board as at 31.03.21

Our Objectives & Values

To safeguard, protect and preserve good physical and mental health of children & their parents. We:

- Reassure parents that difficulties bringing up children are common. We encourage enjoyment in family life.
- Encourage the parents' strengths and emotional well-being for the ultimate benefit of their children.
- Support parents to develop long term coping strategies for every day challenges and life's ups & downs.
- Develop a relationship of trust with the family. Our approach is flexible and tailor made.
- Challenge disadvantage, injustice and social exclusion.
- Our service is universal, to all families, whatever their background or need.

Integrity

We lead with integrity to deliver a professional and reliable service.

Community

We foster a sense of community and ensure our service is available to all.

Support

We work to support, enable and inspire by being responsive, friendly and kind.

Respect

Everyone feels valued, respected, listened to and included.

Rising to the Challenges in a Year of Crisis

2020/21 Highlights

Covid-19 has had a profound effect on every corner of the globe. Like many organisations, we have had to adapt to a different way of working.

We are incredibly proud of how our team seamlessly transitioned into the the 'new norm' with an overriding focus on the needs of our beneficiaries. We are also thankful to our amazing funders for their insight, pro-activity and understanding. Here are some of our highlights of the year:

WHATEVER IT TAKES

Our staff team went above and beyond their regular roles and combined with the incredible work of our volunteers, we provided remote and practical support to 96 families & 260 children.

COME DINE WITH ME

We partnered with The Grove Hotel, Watford to deliver weekly meals to 25 socially isolated families also struggling with mental health and financial difficulties.

MAKING A DIFFERENCE

Our supported families reported improvements across all four key criteria: parenting skills, well-being, children's well-being and family management.

HANDS - FACE - SPACE

Our volunteers accompanied vulnerable families on hundreds of socially distanced walks - great for improving well-being.

AND THE WINNER IS...

Our CEO, Emma Power who received a 'Hero of Hertfordshire' award for her outstanding service and support given to the people of Hertfordshire during Covid-19.



Chief Executive



We sat down in January 2020 to plan our year of fundraising, family day trips, parties and project development. Two months later we entered a new world where planning anything would prove impossible. It made me think how similar the situation was to becoming a parent – the lovely plans we make which can change at the drop of a hat as the element of chaos is introduced! I remember fondly my own experience, organising my two year old daughter's 3rd birthday party. Invites were sent, food was ordered and she woke up on the day covered in a beautiful collection of chicken pox spots!

For me, as for many other parents, having support during times of chaos, helping us navigate through to a calmer place, makes a huge difference. The outstanding team, whilst coping with their own challenges, selflessly provided this support for families across Watford, Three Rivers & Hertsmere. Our data only tells half the story and doesn't capture the sheer magnitude of support delivered. We worked with new partners to deliver food, baby essentials, home schooling activities, home equipment and shopping vouchers.

We provided welfare grants for families to support their recovery from the pandemic. Countless phone calls, video calls, text messages, online family groups and socially distanced walks. At one point, 90 phone calls a week were made to families excluding those made to organise deliveries, contact GPs, crisis teams, social workers and other professionals. The Home-Start team quietly coordinated a network of support for families in times of huge stress and anxiety.

Our theme for 2021 is "Let's Reconnect." Whilst 2020 afforded us with opportunities to connect in new digital ways we would have never ordinarily explored, nothing can replace that in-person connection we all so desperately need. I am looking forward to renewing connections that have been lost and establishing new ones. It is rewarding to see our shop, groups and counselling service re-open in person. In the coming months, we will recommence home-visiting. A massive thank you to everyone in our Home-Start family and to all who have supported us. I cannot wait to see you all again #letsreconnect.

'Never underestimate the empowering effect of human connection. All you need is that one person, who understands you completely, believes in you and makes you feel loved for what you are, to enable you – to unfold the miraculous you.'

Drishti Bablani

Emma Power

Emma Power, CEO

In a 'normal' year, we would be reporting individually on each of our service divisions.

But this was no ordinary year.

Our approach to the events of 2020 highlights our great strengths as an organisation. Our focus remained firmly on the needs of the families that we support, and we showed flexibility and determination in adapting our services and ways of working amidst an ever changing pandemic landscape.

Our Trustee board went from sitting bi-monthly to bi-weekly to ensure strong but flexible governance. Our dedicated team of staff and volunteers seamlessly adapted to different ways of working.

What we achieved wouldn't have been possible without the understanding, flexibility and support from our amazing funders. From the Home-Start team and all of our supported families - thank you.

Home-visiting

Home-Start are the only national organisation to go into homes in crisis to take the strain off families. Home-visiting is a unique service at the very core of our work.

Coordinators recruit and train volunteers, all with parenting experience. They are sensitively matched with a family needing support and visit them weekly, normally over 6 months, for 2-3 hours. They build in-depth relationships, offer a listening ear, practical and emotional support.

Volunteers provide emotional and practical stability to children in times when their parents are under pressure e.g. following the arrival of new born babies, illness and marriage breakdown. They help children to improve language skills and creativity through communication, reading and imaginative play, and to develop appropriate responses to other children and adults.

Our team also directly support our families by attending meetings with professionals and signposting them to specialist help where required.

Over three-quarters (of families) valued the fact that they were getting support from a volunteer instead of a professional. Home Is Where We Start From, Home-Start UK



National restrictions meant that for the majority of the year, traditional home-visiting was not possible. However, our focus was to ensure that, for as many of our supported families as possible, it was 'business as usual'. Families were supported in a variety of ways by our **network of volunteers and staff team**.



* See note, page 3

96 families & 260 children
were directly supported during the year

Better outcomes for families and their children

Families' needs are measured at the **start, middle** and **end** of support. They also score themselves from not coping at all through to coping very well.

With our support, families made progress in **all four areas of need**:



Parenting
Skills

20%



Parent
Well-being

45%



Child
Well-being

7%



Family
Management

24%



Project Snapshot

Social Isolation

During the third year of this project, we responded to Covid-19 restrictions by moving home-visiting support to online and telephone support for these socially isolated families.

On entering year 4, we hoped to resume a 'normal' way of working. Risk assessments were completed for staff to return to the office, community hubs were open and face to face counselling had resumed.

These plans were short lived and as we entered further government restrictions, our focus switched to activities that would help families to manage the ever growing pressures of lock down.

Our funder, National Lottery Community Fund, showed enormous flexibility and compassion in supporting us to extend our project by six months. By extending this support, we were able to offer a lifeline to families that had been hit hardest by the social isolation of the pandemic. As we begin to gradually return to face-to-face support, we are determined to empower these families to reconnect with their local community.

5

Family coping needs are assessed at start, middle and end of support. Chart illustrates impact of support in 5 key areas of need at start/end.

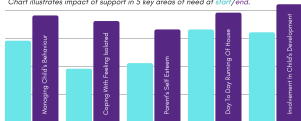
4

3

2

1

0



Funder

National Lottery Community Fund

Duration

4 Years

What are we doing?

- Supporting 60 socially isolated families per year.
- Support takes place in the family home.
- Parent volunteers receive comprehensive training including solution focused techniques.

What is social isolation?

- Absence of social contact; state whereby families are cut off from social networks.
- Can lead to loneliness although is different from being lonely as it is the quality of relationships that needs to be addressed.
- Often triggered by interrelating factors i.e. health, disabilities, abuse, bereavement, family breakdown, depression and being new to area.

During the year, families reported **significant progress in 11 of 14 areas** with other areas directly affected by lockdown.

"My volunteer formed a special bond with me that showed me they cared. They helped build my confidence and show me that I was not alone in my problem."



Project Snapshot

Tackling Multiple Deprivations

Covid-19 restrictions took effect shortly after our funding award. Following discussions with Henry Smith, we focused on introducing new ways of supporting our families and adapting to the ever changing situation.

- We opened Covid-19 secure community hubs to provide safe meeting spaces for families and their volunteers; art therapy family sessions; a Zoom playgroup and delivered 320 activity packs for families.
- In lieu of home-visiting, volunteers and co-ordinators kept in regular contact with families via Zoom and telephone and we introduced socially distanced walks so families could have face to face contact.
- We encouraged families to support each other with shopping and set up messaging groups to keep people connected.
- We provided families with toys, household items and offered free places to online children's classes.

Funder

The Henry Smith Charity

Duration

3 Years

The
Henry Smith
Charity
founded in 1838

What are we doing?

- Strengthen our service delivery in some of Hertfordshire's most deprived wards - Cowley Hill, South Oxhey and Central.
- Recruit and train 15 new volunteers to provide home-visiting to at least 20 families per year.
- Start additional group with school holiday provision.
- Strengthen and extend our two Family Groups in Central Watford and South Oxhey.

CASE STUDY JOCELYN

Jocelyn, a single parent lives in one of Hertfordshire's top five areas of deprivation. She was referred to us by her Support Worker who felt she would benefit from volunteer support.

Jocelyn was isolated with key relationships breaking down. She was anxious and stressed with her mental well-being declining.

During lockdown her volunteer maintained weekly contact.

Jocelyn was living in a 2nd floor social housing flat with no lift and concrete steps. Without help, she was struggling to go to the supermarket with both her children and access activities outside.

We were able to deliver activities for the children and equipment for the home. In addition, a weekly hot meal and food bank

deliveries were arranged.

As restrictions eased, our volunteer met Jocelyn for a socially distanced walk giving her the extra pair of hands needed to leave her flat, and enabled her children to visit the park. With support, Jocelyn was empowered to set up a weekly grocery delivery.

At Christmas, Home-Start provided the family with supermarket vouchers. Jocelyn also received news that she was being re-housed to a house with garden. Using the Welfare Fund (income raised by local school), we provided the family with vouchers to purchase garden toys for the children. A new start for them all and Jocelyn was so pleased that she would no longer have to navigate the flights of stairs.

Counselling

Our counselling service supports parents living with a common mental health problem e.g. depression, anxiety, health conditions or disability.

We support parents experiencing difficult life events including divorce, bereavement or issues from their own childhood. By showing empathy, and walking alongside parents, we aim to improve resilience, confidence in parenting abilities, and the life chances of their children.

What makes us different?

- We are **trusted** by the families that we support. This makes them more likely to engage with us for counselling services.
- Childcare is a major barrier to accessing counselling. We offer childcare support to parents accessing our counselling services, and these services are term-time only. This is **unique**.
- Our service is **free** although clients can donate if they wish to.
- We offer up to **26 weeks** of support.
- Services are in accessible, warm, community venues.

Our Counselling Service is needed more than ever and has continued to offer weekly sessions via telephone or video call throughout the pandemic.

13

parents supported

75%

attendance rate

100%

improvement in psychological well-being



In addition to counselling sessions, parents have also benefited from weekly contact from a trained parent volunteer. Volunteers offer emotional support and empower parents to access additional support e.g. food bank vouchers, domestic abuse support, budgeting and benefits advice.

Social Prescribing

Hertfordshire's NHS has commissioned Social Prescribing Link Workers throughout the county to work closely with GP surgeries, supporting patients to find non-clinical solutions to improve their wellbeing. Link Workers are medically trained and work intensively with a small number of individuals, enabling them to access support within their local community.

We are proud to employ two Link Workers at our Watford headquarters.

What is Social Prescribing?

Our health and wellbeing can be affected by various social, economic and environmental factors. Money worries, work stress or family life can contribute to the way we feel and act. GPs see many patients who suffer physically or mentally from these outside influences which cannot be cured by medication or doctors alone.

Social prescribing, sometimes referred to as community referral, is where GPs, nurses and other primary care professionals refer people, directly or via a social prescribing link worker, to a variety of non-clinical services in their local area which can help to improve their health or other issues they are dealing with.

The benefits of Social Prescribing include:

- ✓ Improved physical health
- ✓ Increased self-esteem and confidence
- ✓ Improved psychological and mental wellbeing



It really works...

"Our social prescribing link workers have so enriched our care for patients and families facing all sorts of difficulties and challenges. They are helping GPs meet the social needs, which make up a big part of being well and fulfilling potential.

They work with each practice, serving a variety of communities, and are already building strong bridges with the statutory and voluntary organisations nearby, so they can be advocates for patients and carers finding it hard to move forward.

As our work together grows, we hope to make social prescribing an offer from cradle and learn from our Home-Start friends how they make a big difference to families with young children."

Dr Marie Anne Essam, Pathfinder Practice

Let's Talk Shop!

Our Watford charity shop plays a significant role in our community providing opportunities for volunteering as well as a welcoming space for families seeking familiarity and connections.

As with so many other retailers, we had to close for much of the reporting year due to COVID-19 restrictions which inevitably impacted on our ability to achieve what we had planned for. However, our fantastic retail team, led by Laura Browne did not rest on their laurels!

The shop was made Covid-19 safe for the limited times that it was able to fully operate. During closures, the team developed the shop's online presence and attended training courses which will both improve the retail experience for volunteers and customers and help raise vital funds for the charity.

We are optimistically looking forward to the year ahead with a number of exciting initiatives planned including a new film highlighting the social value of the shop, e-commerce store and plenty more surprises! Most of all, we look forward to once again serving our amazing community.



Treasurer's Report

I am pleased to report a year of significant progress for the charity during the financial year ending on 31st March 2021.

In the year under review, our income grew by 18% to £290k, primarily as a result of a tremendous fundraising effort during a particularly challenging year.

Collaborating with local GP practices, we employed 2 funded link workers. Their salaries are reflected in an expenditure increase in for the year. Other costs were comparable to the previous year. This has enabled the charity to provide innovative solutions and vital support to its beneficiaries whilst making a modest surplus.

It is very encouraging to see the continued improvement in the charity's finances which enables the Board to consider further ways of enhancing service provision to meet the ever changing needs of our beneficiaries. The charity's aim is to continue this trend, which has been helped by winning long term funding in the year.

The trustees will continue in their efforts, ably assisted by a strong and revitalised operational staff team, to grow the charity's income in the year ahead and address the needs of our beneficiaries.



Financial Summary

	2020-21		2019-20
Income	£ 290,357	Income	£ 245,130
Expenditure	£ 281,374	Expenditure	£ 241,686

So much more!

In 2020 we directed 40% of our funding to developing and managing new, innovative ways of supporting families. Families found themselves socially isolated, separated from support networks and in accommodation offering no safe outdoor space. Parents struggled with their mental health, children's behaviour and finances. Children not in school exasperated the situation. Families also experienced a drop in other service support.

Our team were determined to ensure that families did not feel forgotten about or alone.

We invested in our infrastructure to enable staff to work securely and efficiently remotely. At the height of the pandemic volunteers and coordinators made over 90 phone and video calls each week to families needing support.

19 families received funding from our Covid Welfare Fund



We created safe, moderated spaces for families to connect

friend share
Social Media

We provided baby supplies to families unable to get out or in financial hardship



We supplied families with hampers and gifts as part of the Give A Little Love Campaign



The Grove Hotel delivered weekly meals to struggling families



It was so nice to feel that someone in the community was thinking of us!

Online daily story time during height of pandemic



These meals are a lifesaver, when I'm very tired I know there's food in the kitchen on Saturday. Thank you!

I really appreciate the help and support you have given my family in such tough times. I can't thank you enough for checking on us. Without you as a voice of sanity I would have been lost!



DONATIONS

Amazon Smile

Challenge & Fundraiser Events

Easy Fundraising

Facebook Birthday Fundraisers

Golden Giving

Lottery Players

CORPORATE SPONSORS

atria
Watford



SKANSKA

T.K.maxx

WAITROSE
& PARTNERS



WARNER BROS.
STUDIO TOUR
LONDON

SCHOOLS

St Joan Of Arc

Central Primary

LOCAL ORGANISATIONS

Garston Boys FC

Bushey Parish

Hertfordshire Community Foundation

Watford and Three Rivers Trust

Watford Bid

Herts Valley CCG

Ralph Sangster

Mark Watkin

Jane West

Phil Williams

Tim Williams

Hertsmere Borough Council

Three Rivers District Council

Watford Borough Council

TRUSTS, FOUNDATIONS & FUNDS

Christopher Laing Foundation

Neighbourly Charitable Trust

Neighbourly Ltd

Pettit Charitable Trust

Richard Platt's Relief In Need

Shanly Foundation

Mrs Smith & Mount Trust

Souter Charitable Trust

Sylvia Adams Charitable Trust

TF Tull Ltd

SUPPORTERS

Berkeley Homes

Dawn Jordan

Henry Holland Hibbert (High Sheriff)

The Grove Hotel

Think About It Films (Ian Port)

Mayor Peter Taylor

Mothercare

(Simone Spencer Ahmed)

VWV Solicitors

Watford Chamber of Commerce

(Chris Luff)

COUNCILS & COUNCILLORS

Sarah Bedford

Nigel Bell

Frances Button

Morris Bright

Susan Brown

Caroline Clapper

Steve Drury

Joan King

Stephen Giles Medhurst

Alan Placey

Alchemy Foundation

Chesterhill Charitable Trust

Denton Charitable Trust

Sir Derek Greenaway Foundation

Frank Litchfield Charitable Trust

Groundwork

Happy Charitable Trust

Henry Smith Charity

Home-Start UK

National Lottery Community Fund &

Reaching Communities Fund

a huge **THANK YOU** to our
supporters, funders & volunteers.
YOU ARE TRULY AMAZING!





Looking forward to 2021/22.....

#letsreconnect

HOME-START WATFORD AND THREE RIVERS
DIRECTORS' REPORT AND FINANCIAL STATEMENTS
FOR YEAR ENDED 31ST MARCH 2021

Company Registered Number
5385393

Charity Number
1108847

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<ul style="list-style-type: none">• Structure, Governance & Management• Risk Policy• Statement of Directors' Responsibilities• Activities• Pay Policy• Future Plans	
Report of the Examiner	5
Statement of Financial Activities	6
Balance Sheet	7
Notes Forming Part of the Financial Statements	8 - 18

Directors:	Simon Boulcott Sue Bradshaw, Chair - <i>resigned 23.09.20</i> Bernie Coleman - <i>appointed 25.11.20</i> Phillip Brading - <i>resigned 23.09.20</i> Simone Collins, Chair - <i>from 23.09.20</i> Stephen Hewett - <i>resigned 26.05.21</i> Kam Johal, <i>appointed 24.03.21</i> Sophie Linnington, <i>appointed 26.05.21</i> Julian Lipton Rena Patel, <i>appointed 25.11.20, resigned 09.08.21</i> John Robinson Amy Wilcox-Smith, <i>appointed 25.11.20</i> Georgina Sturmer, <i>resigned 09.08.21</i>
Secretary	Emma Power, Chief Executive Officer
Registered Office	The Xchange, Wilmington Close, Watford, Herts WD18 0FQ
Safeguarding Advisor	Amy Wilcox-Smith
Independent Examiner	David M Green FCA, Gowers Limited The Old School House, Bridge Road, Hunton Bridge, Kings Langley, Herts WD4 8SZ
Bankers	Lloyds TSB, Intu Centre, Watford, Herts WD17 2UB

The Trustees have pleasure in submitting their report together with the financial statements for the year ended 31 March 2021. These financial statements comply with current statutory requirements and the requirements of the Charity's governing document.

Structure, Governance & Management

Home-Start Watford and Three Rivers (HSW&TR) is a registered charity - No. 1108847 and a Company Limited by Guarantee - No. 5585595, registered in 2005. The charity has no share capital and is governed by its Memorandum and Articles of Association.

The policy, strategy, and general management of HSW&TR is directed by the Board of Trustees who are the Directors of the Company and who meet at least every two months recognising that they are required to meet no fewer than four times in each financial year. The Board of Trustees is supported by professional Advisers with an interest in the welfare of families and young children. The day-to-day management is delegated to a Chief Executive Officer who supports and supervises a team of salaried staff. The Objects of the Charity are carried out by staff and trained volunteers, who are parents themselves, offering regular support, friendship, and practical help to families under stress, primarily in their own homes, and sometimes in support groups, helping to prevent family crisis and breakdown. Volunteers are supported by the team of experienced staff.

The Memorandum and Articles of Association require the Board of Trustees to comprise between 4 to 12 Trustees who are formally appointed by the membership at AGMs. Trustees may co-opt other Trustees who will only stand in office until the following AGM when they must be formally put forward for election if they wish to remain in office.

The Trustees holding office in the year to 31st March 2021 are detailed on Page 1.

The Trustees of the Charity have no interest in any contract with the Charity nor do they receive any remuneration for their service.

Membership of HSW&TR is open to any individual or organisation interested in promoting the charity's Objects who applies to the Charity in the manner required and approved by the Trustees.

HSW&TR has a comprehensive equal opportunities and diversity policy, which ensures that all staff and volunteers are recruited regardless of ethnicity, religion, age, gender, or sexuality. We also strive to accommodate those with physical difficulties. Families are supported regardless of ethnicity, religion, age, gender or sexuality of the parent(s). A regularly monitored community profile ensures that volunteers are proactively encouraged from all sectors of the local community.

Although HSW&TR is an independent charity, as a Home-Start organisation we are affiliated to the national body, Home-Start UK; a Charitable Trust founded in 1973. Over 200 Home-Start schemes may be found throughout the UK, each an independently registered charity, funded and managed locally. Home-Start UK supports local schemes by providing services such as training, information and legal and safeguarding advice. Home-Start UK also defines quality standards for service provision. Each scheme works within Home-Start UK Standards and Methods of Practice, which are audited every three years against a set of rigorous criteria covering all aspects of governance, management, and financial controls.

Risk Policy

The Trustees conduct regular reviews of the major risks to which the charity may be exposed. Where appropriate, systems or procedures have been established to mitigate and minimise identified risks by implementation of procedures including authorisation of all transactions and projects. Procedures are

in place to ensure compliance with all statutory requirements including, employment law, health and safety of staff and volunteer, and data protection. A Safeguarding Policy is in place and Disclosure and Barring Service checks are carried out on all volunteers and employees who are likely to come into contact with vulnerable children or adults.

Statement of Trustees' Responsibilities

The Trustees are responsible for preparing the financial statements in accordance with applicable law and regulations.

Company law requires the Trustees to prepare financial statements for each financial year. Under that law, the Trustees have elected to prepare financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). The financial statements are required by law to give a true and fair view of the state of affairs of the Charity and of the profit or loss of the Charity for that period. In preparing those financial statements, the Trustees are required to:

- select suitable accounting policies and then to apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will stay in business.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the Charity and that enable them to ensure that the statements comply with the Companies Act 2006 and accounting statement FRS102.

They are also responsible for safeguarding the assets of the Charity and for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Activities of the Home-Start Watford & Three Rivers Charity

The Trustees of HSW&TR with the support of its staff aim to ensure that:

- the scheme has adequate funds to support current activities and envisaged future expenditure;
- trustees are inducted, DBS checked, trained and supported to enable them to fulfil their roles and responsibilities;
- staff are recruited, inducted, trained, supported, supervised and developed in accordance with good employment practice;
- home-visiting volunteers are recruited from all sectors of the community, are DBS checked, undertake the scheme's comprehensive preparation course and receive ongoing training, support and supervision;
- trustees, staff and volunteers are actively encouraged to develop their skills and to support each other to meet the needs of HSW&TR and individual needs;
- the scheme develops additional activities and services as need is identified and where adequate funding can be obtained;
- recruitment campaigns and regular preparation courses are run to maintain a team of trained volunteers able to meet the numbers of appropriate referrals within a reasonable waiting time;
- the service provides best practice in safeguarding;
- volunteers are carefully matched to families to provide an appropriate service for each family's needs;
- the scheme maintains positive links and partnerships with statutory and voluntary agencies;
- the scheme maintains a high profile within the local community;

- all activities, feedback from volunteers and families and training are monitored and evaluated;
- the offices and facilities of HSW&TR and other venues used for training or functions provide a safe, healthy and appropriate environment for staff, volunteers and visitors;
- relevant news and information is circulated to staff, volunteers and trustees;
- appropriate administrative and recording systems are in place;
- the scheme operates a charity shop in support of its sustainable funding policy and to provide a range of volunteering opportunities. During the year to 31st March 2021, the Watford shop was subject to closures in line with Government Covid-19 regulations and when permitted to open, it operated in accordance with all relevant health & safety requirements including full Covid-19 risk assessments;
- service delivery continued by remote support due to the Covid-19 pandemic with all staff, volunteers and trustees operating from home when required by Regulations to do so. As restrictions eased, some face to face services, such as counselling, were delivered on a Covid-19 safe basis following full risk assessment.

Fundraising Activities

The Charity's fundraising activities are community based however due to Covid-19 restrictions most have not taken place.

Pay Policy for Senior Staff

The Board of Trustees and the senior management team comprise the key management personnel of the Charity, in charge of directing and controlling, running and operating the Charity on a day to day basis. All Trustees give of their time freely and no Trustee received remuneration in the year. Details of Trustees' expenses and related party transactions are disclosed in note 15 to the accounts.

The key management remuneration policy is set by the Trustees and is reviewed on an annual basis as part of the budget setting process.

Future Plans

Home-Start Watford & Three Rivers is proud of the support we give to many local families. In order to ensure our long term future, we continue to seek new sources of funding. We are grateful to the effort of all staff, volunteers and donors who continue to support us.

We will continue to strive to meet our core aims and move towards the objective of reaching sustainability over the medium to long term, thus enabling us to attract and train qualified staff and volunteers, to support more families and children in our catchment area.

Due to Covid-19 restrictions we have continued to provide most of our services on a remote basis. We will continue to adapt our service delivery as required by government guidelines to ensure the best possible outcomes for our families.

The Charity has a well-developed and robust strategy going forward.

The Directors' Report was approved by the Board of Trustees on 10th September, 2021


Signed for and on behalf of the Trustees
Simone Collins, Chair

Home-Start Watford & Three Rivers Date 10th September, 2021

I report on the accounts of the company for the year ended 31st March 2021, which are set out on pages 6 to 18.

Respective responsibilities of trustees and examiner

The trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

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

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

Basis of independent examiner's report

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

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

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

- to keep accounting records in accordance with section 150 of the 2011 Act; and
- to prepare accounts which accord with the accounting records and comply with the accounting requirements of FRS102 and the 2011 Act

have not been met; or

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



David M Green

Date 10th September, 2021

Gowers Limited

The Old School House, Bridge Road, Hunton Bridge, Kings Langley, Herts WD4 8SZ

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31ST MARCH 2021

	Notes	Unrestricted	Restricted	Total 2021	Total 2020
		£	£	£	£
INCOME FROM:					
Donations and legacies	3	66,768	29,458	96,226	78,396
Charitable activities	4	-	151,234	151,234	80,267
Other trading activities	5	42,897	-	42,897	86,467
Total Income:		<u>109,665</u>	<u>180,692</u>	<u>290,357</u>	<u>245,130</u>
EXPENDITURE ON:					
Raising Funds	6	51,746	-	51,746	96,202
Charitable activities	8	17,755	210,673	228,428	144,284
Governance	9	1,200	-	1,200	1,200
TOTAL EXPENDITURE		<u>70,701</u>	<u>210,673</u>	<u>281,374</u>	<u>241,686</u>
Net income/expenditure		38,964	(29,981)	8,983	3,444
Movement in provision for pension deficit		1,289	-	1,289	1,760
Transfers between funds		(37,574)	37,574	-	-
NET MOVEMENT IN FUNDS		<u>2,679</u>	<u>7,593</u>	<u>10,272</u>	<u>5,204</u>
Reconciliation of Funds:					
Total funds brought forward		62,034	11,161	73,195	67,991
Total funds carried forward	15	<u>64,713</u>	<u>18,754</u>	<u>83,467</u>	<u>73,195</u>

	Notes	2021		2020	
		£	£	£	£
FIXED ASSETS					
Tangible fixed assets	12		1		1
CURRENT ASSETS					
Debtors and prepaid expenses	16	28,963		18,625	
Cash at hand and in bank		<u>159,566</u>		<u>105,869</u>	
		228,529		124,494	
CREDITORS: Amounts falling due within one year	16	<u>(138,092)</u>		<u>(44,040)</u>	
NET CURRENT ASSETS			<u>90,437</u>		<u>81,454</u>
TOTAL ASSETS LESS CURRENT LIABILITIES			<u>90,438</u>		<u>81,455</u>
Defined benefit pension liability			(6,971)		(8,260)
NET ASSETS			<u>83,467</u>		<u>73,195</u>
INCOME FUNDS					
Unrestricted funds					
Unrestricted income funds		71,684		70,294	
Pension Reserve		<u>(6,971)</u>		<u>(8,260)</u>	
			64,713		62,034
Restricted Funds			18,754		11,161
TOTAL FUNDS	16		<u>83,467</u>		<u>73,195</u>

The notes on pages 8 to 18 form part of these financial statements.

For the year ending 31st March 2021 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

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

The financial statements were approved by the board of trustees on 10th September 2021 and signed on their behalf by

Director  Simone Collins Director  Susan Capron

1. Company limited by guarantee

Home-Start Watford & Three Rivers is a company incorporated in England limited by guarantee No. 5385393 and is a registered charity No. 1108847. The extent of the liability of the members of the company on a winding up is limited to a maximum of one pound each.

2. Accounting policies

The following accounting policies have been applied consistently in dealing with items that are considered material in relation to Home-Start Watford & Three Rivers.

2 (a) Basis of preparation

The accounts have been prepared under the historical cost convention.

The charity has taken advantage of the exemption in Financial Reporting Standard No 1 from the requirement to produce a cash flow statement on the grounds that it is a small charity.

These accounts have been prepared in accordance with "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015)".

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

2 (b) Critical accounting estimates and judgements

In the application of the charity's accounting policies, the directors are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

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

2 (c) Investment resources

Incoming resources are accounted for on a receivable basis deferred as described below where appropriate. Grants are all included in incoming resources from charitable activities on the SOFA.

2 (d) Investment income

Bank interest is included in the income and expenditure account on a receivable basis.

2 (e) Recognition of Liabilities

Liabilities are recognised on the accruals basis in accordance with normal accounting principles, modified where necessary in accordance with the guidance given in the Statement of Recommended Accounting and Reporting issued by the Charity Commissioners for England & Wales.

2 (f) Resources expended

All costs are allocated to those categories to which they relate. Where this is not possible, then they are suitably apportioned on the basis between costs of activities in furtherance of the charity's objects and costs of generating funds 80:20 respectively. All costs are accounted on an accruals basis, inclusive of VAT which cannot be recovered.

2 (g) Governance costs

All costs incurred by the Charity other than direct charitable expenditure are included in governance costs and are accounted for on an accruals basis.

2 (h) Fixed Assets and depreciation

Tangible fixed assets are stated at cost less depreciation.

Depreciation has been provided at the following rates in order to write off the assets (less their expected residual value) over their useful economic lives.

Office Equipment	25% straight line
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2 (i) Taxation

As a registered charity, the company is exempt from income and corporation tax to the extent that its income and gains are applicable to charitable purposes only. Value Added Tax is not recoverable by the company, and is therefore included in the relevant costs in the Statement of Financial Activities.

2 (j) Fund accounting

The Charity maintains a general unrestricted fund which represents funds which are expendable at the discretion of the Directors in furtherance of the objects of the Charity. Such funds may be held in order to finance both working capital and capital investment. Where conditions are such that funds received cannot be expended during the accounting period, any such monies are held as income in advance.

Restricted funds have been provided to the charity for particular purposes, and it is the policy of the Board of Directors to carefully monitor the application of those funds with the restrictions placed upon them.

2 (k) Gifted assets

Gifted assets received are included at valuation if material.

2 (l) Volunteers

The Charity relies on the support from volunteers who are unpaid. The value of volunteer's time is not included in the SOFA.

2 (m) Pension Contributions

Pension costs relate to contributions to individual employee scheme and are charged to the SOFA as they fall due.

2 (n) Winding up or dissolution of the charity

If upon winding up or dissolution of the charity there remains any assets, after the satisfaction of all debts and liabilities, the assets represented by the reserves shall be transferred to some other charitable body or bodies having similar objects to the charity.

3. Income from Donations and Legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £	Total Funds 2020 £
General income for the year	66,768	29,458	96,226	78,396
Total Income from Donations and Legacies	66,768	29,458	96,226	78,396

Some of the funds received during the period are held as Income in Advance (see note 16) where conditions were not such that those funds, in whole or in part, could be utilised during the year ended 31st March 2021 and expenditure falls in to a later period. Donations and legacies actually received over £2,000 are below.

	Unrestricted Funds £	Restricted Funds £
Skarika	9,152	-
Philip Gristwood	16,948	-
St Jean of Arc School	5,917	-
D M Thomas Foundation	-	7,598
Smith and Mount	-	5,000
Husby Parish Church	2,200	-

4. Income from Charitable Activities

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £	Total Funds 2020 £
Social Isolation – (Big Lottery)	-	33,812	33,812	57,160
Group work – Henry Smith	-	22,500	22,500	-
Family Events	-	5,080	5,080	-
Time 2 Talk	-	1,250	1,250	11,361
Women Fund	-	9,823	9,823	6,708
Play Pioneer	-	-	-	5,038
COVID-19 (National Lottery)	-	32,285	32,285	-
Link workers	-	46,484	46,484	-
Total Income Charitable Activities	-	151,234	151,234	80,267

5. Income from Other Trading Activities

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £	Total Funds 2020 £
Shop – Watford	42,897	-	42,897	44,681
Shop – Oshey	-	-	-	26,599
Fundraising	-	-	-	15,227
Total income from other trading activities	42,897	-	42,897	86,467

6. Raising Funds Expenditure

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £	Total Funds 2020 £
Shop – Watford	41,589	-	41,589	40,857
Shop – Oshey	-	-	-	30,662
Fundraising and events	10,157	-	10,157	24,683
Total Fundraising Costs	51,746	-	51,746	96,202

7. Charitable Activities Expenditure

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £	Total Funds 2020 £
Practical Support (Core Funding)	18,955	-	18,955	34,796
Social Isolation (Big Lottery)	-	33,078	33,078	56,798
Time to Talk	-	31,782	31,782	23,298
Groups	-	33,413	33,413	11,373
Locality budget	-	-	-	-
Family Events	-	9,997	9,997	6,717
Women Fund	-	9,890	9,890	6,856
Making Memories	-	-	-	68
COVID-19	-	53,670	53,670	-
Link Workers	-	38,843	38,843	-
Play Pioneer	-	-	-	4,378
Total cost of charitable activities	18,955	210,673	229,628	144,284

K. Analysis of expenditure on charitable activities

	Activity Undertaken	Grant funding of activities	Governance Costs	Total Funds 2021
	£	£	£	£
Year ended 31st March 2021				
Practical Support (Core Funding)	17,755	-	1,200	18,955
Social Isolation (Big Lottery)	33,078	-	-	33,078
Time to Talk	31,762	-	-	31,762
Groups	33,413	-	-	33,413
Locality budget	-	-	-	-
Family Events	9,997	-	-	9,997
Women Fund	9,890	-	-	9,890
Making Memories	-	-	-	-
COVID-19	53,670	-	-	53,670
Link Workers	38,843	-	-	38,843
May Pioneer	-	-	-	-
	<u>228,418</u>	<u>-</u>	<u>1,200</u>	<u>229,618</u>
Year ended 31st March 2020				
Practical Support (Core Funding)	34,796	-	1,200	35,996
Social Isolation (Big Lottery)	56,798	-	-	56,798
Time to Talk	23,298	-	-	23,298
Groups	11,373	-	-	11,373
Family Events	6,717	-	-	6,717
Women Fund	6,856	-	-	6,856
Making Memories	68	-	-	68
May Pioneer	4,378	-	-	4,378
	<u>144,384</u>	<u>-</u>	<u>1,200</u>	<u>145,584</u>
9. Governance				
Accounts and Independent Examination	1,200	-	1,200	1,200
	<u>1,200</u>	<u>-</u>	<u>1,200</u>	<u>1,200</u>

10. Particulars of Employees

The average number of staff employed by the charity during the financial period was:-

	2021	2020
Furtherance of the Charity's objects	6	4
Shop	2	4
Support	1	1
	<u>9</u>	<u>9</u>

There were no employees with emoluments above £50,000.

	Total Funds 2021 £	Total Funds 2020 £
Gross Salaries	137,148	148,582
Employer's NI	7,003	7,488
Employer's Pension Contributions	8,309	5,117
Pension Shortfall (reduction in provision)	<u>(1,289)</u>	<u>(1,760)</u>
Total Staff Emoluments	<u>151,171</u>	<u>159,427</u>

Total salary of key staff with management responsibilities is £39,365. (2020: £31,241)

11. Pension and other post-retirement benefit commitments

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 2017. This valuation showed assets of £794.9m, liabilities of £926.4m and a deficit of £151.5m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions

From 1 April 2019 to 31 January 2025: £11,243,000 per annum (payable monthly and increasing by 3% each on 1st April)

Unless a concession has been agreed with the Trustee the term to 31 January 2025 applies.

Note that the scheme's previous valuation was carried out with an effective date of 30 September 2014. This valuation showed assets of £795.4m, liabilities of £969.9m and a deficit of £176.5m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions

From 1 April 2016 to 30 September 2025: £12,945,440 per annum (payable monthly and increasing by 3% each on 1st April)

From 1 April 2016 to 30 September 2028: £54,560 per annum (payable monthly and increasing by 3% each on 1st April)

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 the company has agreed to a deficit funding arrangement the company 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 present value is calculated using the discount rate detailed in these disclosures. The unwinding of the discount rate is recognised as a finance cost.

PRESENT VALUES OF PROVISION

	31 March 2021 (£s)	31 March 2020 (£s)	31 March 2019 (£s)
Present value of provision	6,971	8,260	10,020
RECONCILIATION OF OPENING AND CLOSING PROVISIONS			
Provision at start of period		8,260	10,020
Unwinding of the discount factor (interest expense)		186	127
Deficit contribution paid		(1,713)	(1,683)
Remeasurements - impact of any change in assumptions		258	(124)
Remeasurements - amendments to the contribution schedule		-	-
Provision at end of period	6,971	8,260	
INCOME AND EXPENDITURE IMPACT			
Interest expense		186	127
Remeasurements - impact of any change in assumptions		258	(124)
Remeasurements - amendments to the contribution schedule		-	-
Contributions paid in respect of future services*		8,309	3,118
Costs recognised in income and expenditure account		7,020	3,358
ASSUMPTIONS			
	31 March 2021 % per annum	31 March 2020 % per annum	31 March 2019 % per annum
Rate of discount	66	2.53	1.39

The discount rates shown above are the equivalent single discount rates which, when used to discount the future recovery plan contributions due, would give the same results as using a full AA corporate bond yield curve to discount the same recovery plan contributions.

12. Tangible fixed assets

	Office Total
Cost	1,793
Additions	-
As at 31st March 2021	<u>1,793</u>
Depreciation	1,792
Additions	-
As at 31st March 2021	<u>1,792</u>
Net Book Value as at 31st March 2020	<u>1</u>
Net Book Value as at 31st March 2021	<u>1</u>

13. Director's emoluments and related party transactions

None of the Directors received any remuneration directly or indirectly.

None of the Directors or other persons related to the Charity had any personal interest in any contract or transactions entered into by the Charity during the year.

14. Volunteers

Volunteer information is as follows:

Activity	Total Number of Volunteers	Total Number of Volunteering Hours
Home Visiting	60	5,850
Shop	4	816
Group	0	0
Office	0	0
Total Volunteers	<u>64</u>	<u>6666</u>

15. Movement in funds

	as at 1st April 2020	Incoming resources	Resources used	Transfers between funds	as at 31st March 2021
Unrestricted funds					
Practical support	70,294	66,768	(18,955)		
Fund raising	-	-	(10,157)		
Shop – Oxhey	-	-	-		
Shop – Watford	-	42,897	(41,589)		
	<u>70,294</u>	<u>109,665</u>	<u>(70,701)</u>		
Transfers to restricted funds		-	-	(37,574)	
	<u>70,294</u>	<u>109,665</u>	<u>(70,701)</u>	<u>(37,574)</u>	<u>71,684</u>
Pension reserve	(8,260)	1,289	-	-	(6,971)
Net unrestricted funds	<u>62,034</u>	<u>110,954</u>	<u>(70,701)</u>	<u>(37,574)</u>	<u>64,713</u>
Restricted funds					
Social isolation	8,395	33,812	(33,078)	-	9,129
Time 2 Talk	781	6,823	(31,782)	24,177	-
Groups	-	27,500	(33,413)	5,913	-
Family events	-	5,080	(9,997)	4,917	-
Women fund	-	9,823	(9,890)	67	-
Making Memories	1,325	-	-	-	1,325
Play pioneer	660	-	-	-	660
Link workers	-	46,484	(38,843)	-	7,641
COVID-19	-	51,170	(53,670)	2,500	-
Net restricted funds	<u>11,161</u>	<u>180,692</u>	<u>(210,673)</u>	<u>37,574</u>	<u>18,754</u>

16. Funds analysis

	Fixed assets	Current assets	Bank and cash	Creditors, provisions and accrued income	Total
<i>As at 31st March 2021</i>					
Unrestricted funds	1	28,963	115,269	(79,521)	64,712
Restricted funds					
Social isolation	-	-	44,229	(35,100)	9,129
Time 2 Talk	-	-	-	-	-
Groups	-	-	26,348	(26,348)	-
Making Memories	-	-	1,325	-	1,325
Play Pioneer	-	-	660	-	660
Women fund	-	-	-	-	-
Link workers	-	-	7,641	-	7,641
COVID-19	-	-	4,094	(4,094)	-
Net assets	1	28,963	199,566	(145,063)	83,467
<i>As at 31st March 2020</i>					
Unrestricted funds	1	17,063	87,444	(42,474)	62,034
Restricted funds					
Social isolation	-	781	7,614	-	8,395
Time 2 Talk	-	781	-	-	781
Making Memories	-	-	1,325	-	1,325
Play Pioneer	-	-	660	-	660
Women fund	-	-	9,826	(9,826)	-
Net assets	1	18,625	106,869	(52,300)	73,195