

ACACIA FAMILY SUPPORT

England & Wales · Charity number 1122831

Details

Status	Registered
Legal form	Charitable company
Company number	06217626
Registered	2008-02-18
Register	View on the Charity Commission register

Contact

Address	3rd Floor Plantsbrook House 94 Gracechurch Shopping Centre The Parade Sutton Coldfield West Midlands B72 1PH
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Website	www.acacia.org.uk

Activities

Objects: A)The prevention and relief of poor mental health by the support of mothers and their families affected by pre andpostnatal depression and anxiety or other associated perinatal mental health issuesB)The advancement of good mental health by raising awareness of the issues associated with perinatal mental health issues and anxiety among the wider-public

Activities: Acacia Family Support offers free post natal support services for mothers and their families affected by pre or post natal depression across Birmingham. We are a volunteer led organisation and our drop in centres offer a full range of support services for women and their families. Our mission is to :Improve the lives of mothers and families affected by pre- and post- natal depression

Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** The Advancement Of Health Or Saving Of Lives, Other Charitable Purposes
- **Who:** Children/young People, Other Defined Groups, The General Public/mankind

Geography

- **Area of benefit:** WEST MIDLANDS
- Birmingham City
- Solihull

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£762,556	£693,375	£430,670	17
2024-03-31	£724,318	£717,839	£361,489	18
2023-03-31	£744,979	£763,841	£355,010	31
2022-03-31	£564,845	£603,279	£373,872	17
2021-03-31	£528,455	£424,582	£412,306	13

Trustees

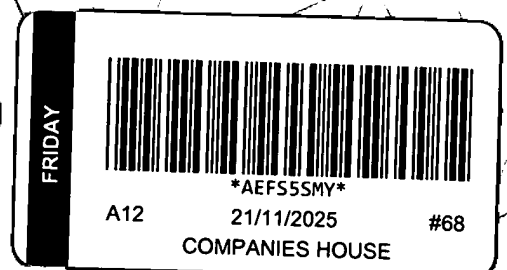
Name	Role	Appointed
Hayley Bowen	Chair	2017-06-06
Charmaine Hunter		2024-09-26
DAVID SPOONER		2012-12-10
David Knott		2017-06-06
Lucy Helen Hawkins		2026-01-22
Marie Clare		2023-02-15

Accounts



TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025



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Our Christian Values and what they mean to us

Acacia is built on a strong Christian foundation. We enable people to flourish by experiencing and responding to the love of God which inspires and challenges us to trust steadily, hope unswervingly and love unconditionally. We place equal value on every individual; welcoming people of all faiths and of none. We aim to create supportive, inclusive and energising communities where parents and families can belong, be valued, contribute and thrive.

REPORT OF THE TRUSTEES

Chair's welcome

As I reflect on my final year as Chair of Acacia, I am filled with pride for the incredible journey we've had over the past 20 plus years.

Six years after becoming a trustee in 2008, I experienced postnatal depression and anxiety myself after my second child and became really ill, eventually being referred to the Mother and Baby Unit. At the time I thought I'd never get better, but Acacia was there for me as my safe space and with that support and care I recovered and went on to become Chair in 2019.

So, I know that Acacia is more than a charity – it is a lifeline, a beacon of hope for families facing emotional turmoil in pregnancy and early parenthood. Through the unwavering dedication of our staff team and volunteers, we provide not just support, but hope, compassion, and a sense of belonging, to families often feeling isolated and overwhelmed.

One thing that stood out for me when I was ill was how isolating postnatal depression and anxiety can be and how vulnerable it can make you feel. At Acacia we've always had a heart for the most vulnerable families, and an important aspect of our work is to ensure that everyone has equal access to the right support.

As Birmingham continues to grow into one of the UK's most diverse cities, the rise in perinatal mental health challenges presents a pressing concern. With one in four parents now known to be affected across the country, the situation is even more critical for young parents, minority ethnic communities, and those living in areas of high deprivation.

Our mission, rooted in our Christian values of love and service, has always been about ensuring that no family faces this journey alone. As we look to the future, our commitment to reach all families, and especially the most vulnerable in Birmingham, remains stronger than ever. Acacia's work will continue, grounded in faith, with the belief that every family deserves the chance to heal, thrive, and experience the joy of parenthood.

Georgina Dean

Chair of the board of trustees

Acacia is a Birmingham-based charity offering free, compassionate support to families facing pre and postnatal depression and anxiety, helping them feel understood, valued, and less alone.

We're here to provide a listening ear, practical help, strength, comfort, and hope to parents during life's toughest moments, ensuring they get the support they deserve.

Acacia Family Support

Trustees' Report and Financial Statements for the year ended 31 March 2025

Charitable objectives and activities

The objects of the charity, as amended by special resolution dated 22 June 2023, as set out in the charity's governing document, the Articles and Memorandum of Association, are:

- a. The prevention and relief of poor mental health by the support of mothers and their families affected by pre- and post-natal depression and anxiety or other associated perinatal mental health issues.
- b. The advancement of good mental health by raising awareness of the issues associated with perinatal mental health issues and anxiety among the wider public.

Public benefit

The Trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the Charity's aims and objectives and in planning future activities.

Our vision, mission and aims

Our vision

Acacia seeks a world where every family affected by pre- or post-natal mental illness receives timely and effective support close to home.

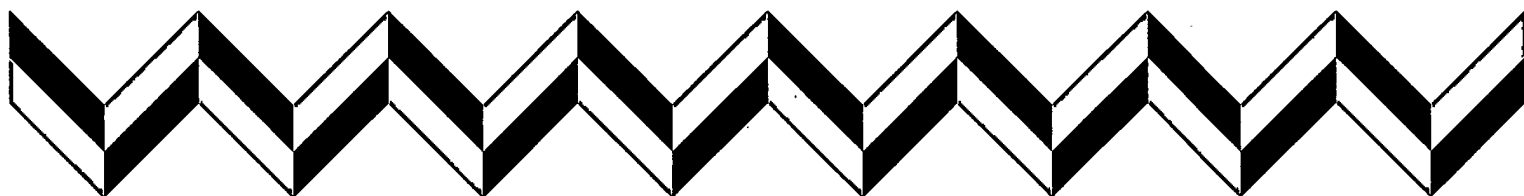
Our mission

To improve the lives of mothers and families affected by pre and postnatal depression and anxiety.

Our strategic aims

- To provide and promote high quality support services to those affected by pre and postnatal depression and anxiety.
- To equip communities with the skills to deliver support services to families.
- To raise awareness of pre and postnatal depression and anxiety.
- To establish and advance Acacia as the leader in its field.

Acacia's 3-year Strategic plan (2024-2027) develops these aims and identifies specific objectives and time scales for achieving these goals and ensuring Acacia's continued success. A copy of the plan is available on request.



SOPHIE'S STORY

How I felt before Acacia's help

It's the loneliest, isolating place I've ever been in my life. I didn't really recognise how poorly I was. I felt like I just had no light in my soul whatsoever.

I had absolutely no energy for anything, no interest or pleasure in anything. I can only describe it as having this sort of black cloud hanging over me all the time, just sucking the life out of me.

I was in such a low place, I'd lost my confidence in everything, and I thought I was an absolutely awful mother and an awful person that just couldn't do anything at all.

My experience of Acacia's service

Everybody was just so welcoming and kind. My befriender was a kind, friendly listening ear and sounding board. I could just verbalise all of the thoughts and the feelings I was having, even though, you know, some of them were really awful at the time, I wasn't judged, and nobody told me how I should be feeling.

One of the turning points for me was Acacia's Helping Hands at Home. Having them in my home, seeing how it was with my children, and being so encouraging, kind and caring, really gave me the confidence boost that I needed. Following on from that, I've been in group work, which has been lovely, like another step forward, and I'm in a much, much better place now.

The support that they offer is just incredible. It's just a really lovely safe space that they have created there.

And yeah, I'm on the healing path now. I'm definitely so much better. I haven't got the cloud hanging over me anymore, and I feel like my light and spark has come back.

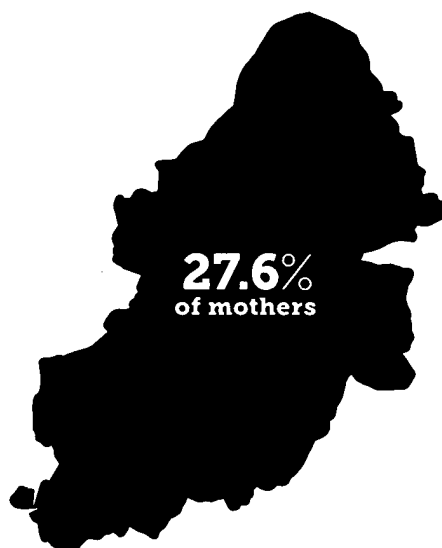
66 The support that they offer is just incredible. It's just a really lovely safe space that they have created there. 99

Sophie

THE NEED IS GREATER THAN EVER

1
out of
4

Nationally, one in four mothers now report depression, anxiety, or other serious mental health issues during pregnancy or in the first year after childbirth.* This is an increase from one in five in previous data.



It's even higher in our region. The NHS Birmingham and Solihull Integrated Care Board area has the third highest rate in the country at 27.6% (racing towards one in three).

40%

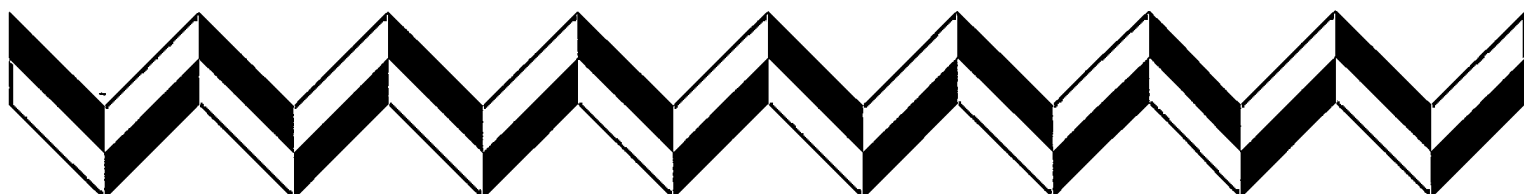
Suicide is still the leading cause of death for mothers in the year after pregnancy accounting for nearly 40% of deaths.**

Single parents, young parents, mothers from deprived communities and minority ethnic backgrounds are disproportionately affected by maternal mental health issues.

Restrictions in the availability of vital mental health care often leads to mothers being left in a vulnerable state, leading to poor bonding between mother and baby, potentially leading to lifelong developmental and mental health problems for mother and child.
(Maternal Mental Health Alliance, 2023)

* Perinatal mental health condition prevalence, Office for Health Improvement and Disparities, February 2025

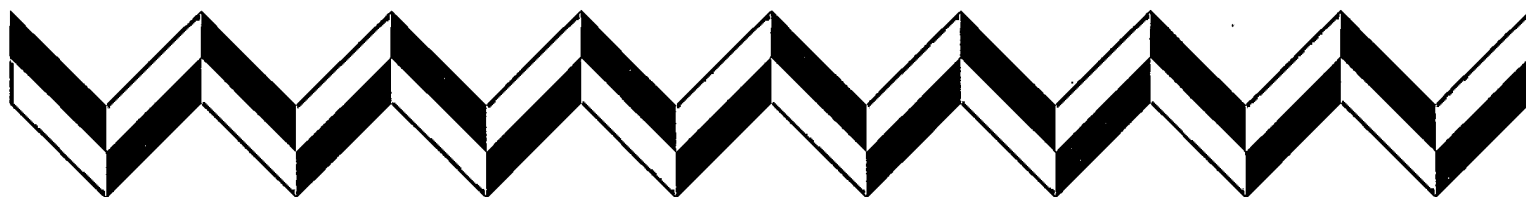
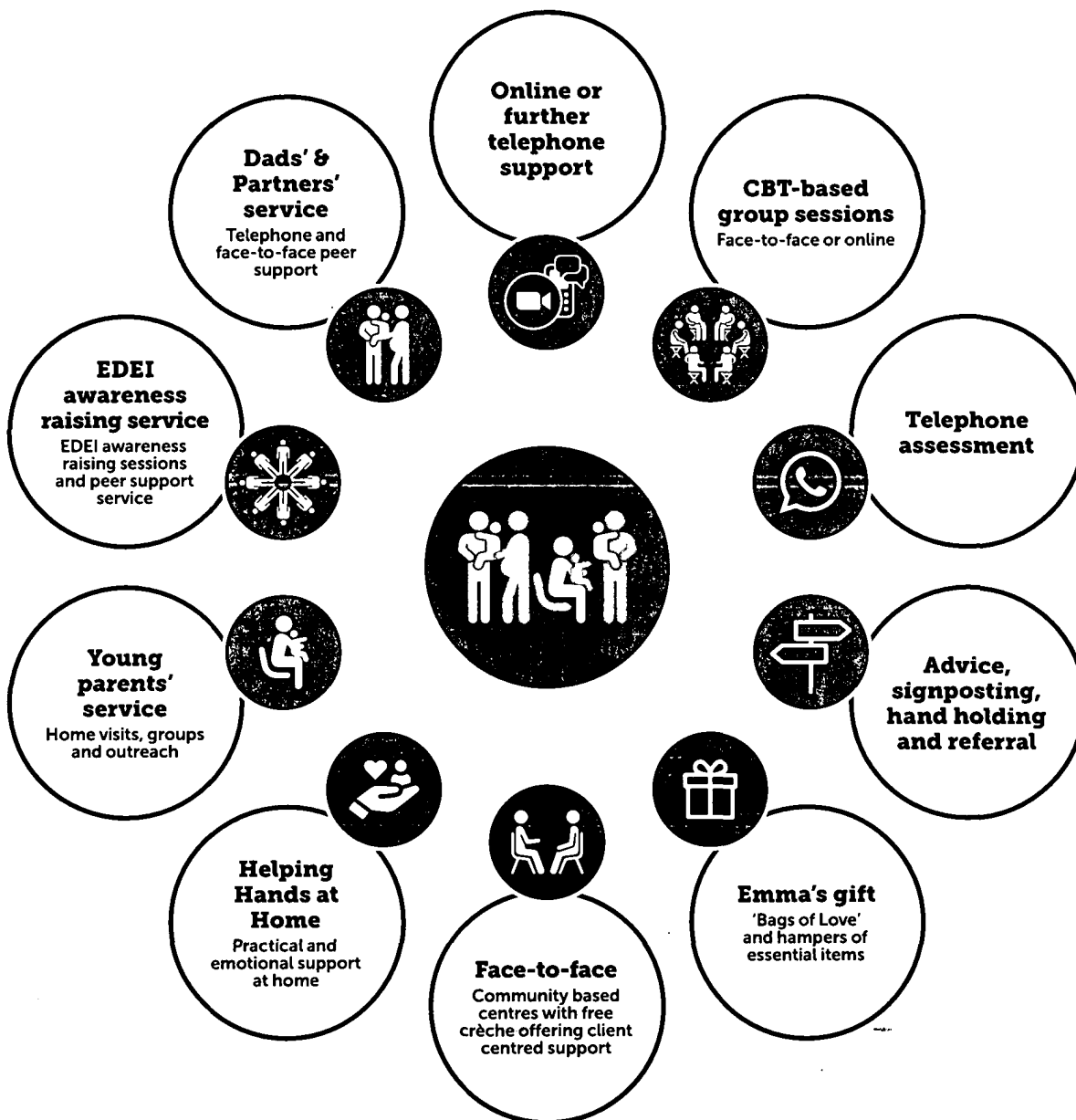
** Maternal Mental Health Alliance, 2023



OUR MODEL OF SUPPORT

Acacia Family Support is a Christian charity, which, for over two decades has been offering specialist support for families living with pre and postnatal depression and anxiety in Birmingham, in community settings. Services are based on a model of lived experience and peer support, within a central ethos of 'love and kindness'.

We are a lived experience charity with 28 paid staff and 50+ regular volunteers. Most of our staff and volunteers have lived experience of perinatal/mental health issues.





SYLVIE'S STORY

I hadn't realised that what I was going through could have actually been postnatal depression, or more importantly, I didn't want to accept that it was that.

I found myself constantly wanting to talk about how I was feeling, especially as the days went on and on. I spoke to the Health Visitor and I think this was a key moment where I realised as a new mother, I needed more than just one conversation. She referred me to Acacia.

Looking back at it now, especially with my first child, I didn't really have the opportunity to share, and I just kept feeling down and upset and not realising why. I didn't really notice that these were signs of postnatal depression, and I wasn't confident in admitting that I was struggling. The silence, the isolation, made everything much harder to manage.

So, with my second child, I was finally able to recognise that something wasn't right, and Acacia gave me a safe space to voice it. When I did reach out to Acacia, everything completely changed from the first phone call. I felt heard and understood. They didn't rush me; make me feel like just another client or another individual, just another mother going through the same issue.

I received one to one emotional support and group sessions where I learnt early signs to understand my trigger points and self-intervention. At group I became friends with other mothers, and we still go out together with our children.

I think the biggest change is that I'm not feeling alone, and it's given me the understanding, the experience and the confidence to believe that I could go through this if I was to have another child, I know what to do. It helped me reconnect with myself and truly enjoy motherhood to the fullest. Thank you very much everyone.

66 When I did reach out to Acacia, everything completely changed from the first phone call. 99

Sylvie

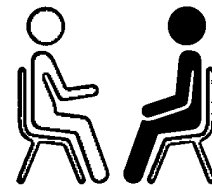
WHO ACCESSED OUR SUPPORT IN 2024-2025?

During the year

640



families accessed
our support



The families we support experienced higher than average levels of disadvantage and deprivation

37%

of our **clients** live in the **10% most deprived** areas of England

56%

of **young parents** using the service live in the **10% most deprived** areas of England

SEVERITY

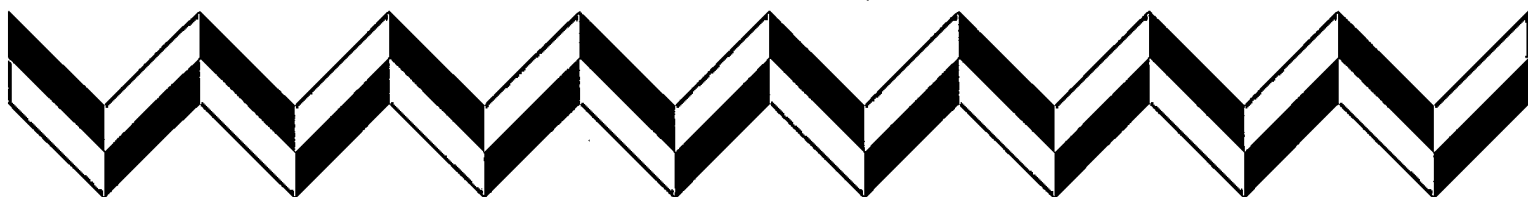
42%

of parents entered with **severe or moderately severe depression***

39%

entered with **severe anxiety***

* Based on 2 IAPT and NICE recommended clinical tools for measuring depression and anxiety: PHQ-9 and GAD-7 questionnaires.



AGE

31

was the **average age** of all mums, dads and partners entering the service

22%

of mums were aged **24 years or under**

REFERRALS

38%

were **self referrals**, the most common route into the service

29%

came from **health visitors** and **midwives**

12%

came from the **specialist perinatal mental health** team

21%

came from **other health professionals/other agencies**

22%

of mums referred were **pregnant at the time of referral**

60

dads/partners were referred and supported

58%

were from **non-white British ethnicities**

66 The welcome pack was really lovely and I felt truly welcomed ... I thought, OK I'm already feeling supported before I've even spoken to you. You took the time to listen, really see me, and validate me. 99

OUR IMPACT

OUR SERVICES SIGNIFICANTLY IMPROVE
PARENTS' MENTAL HEALTH

86%

had **reduced**
combined **depression**
and **anxiety**

98%

felt more
optimistic
and **hopeful**

100%

rated Acacia's services
as **good, very good**
or **excellent**

84%

had **reduced**
depression

99%

felt better
able to cope

99%

would **recommend Acacia**
to friends and family

77%

had **reduced**
anxiety

99%

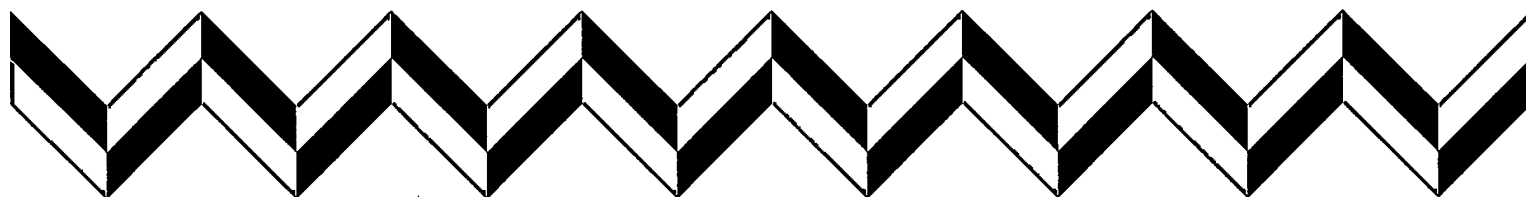
felt **more**
supported

30

weeks was the average length
of **time spent in service**

66 All staff at Acacia have been so kind with me and I feel this is an organisation I can really trust. It was so nice to be able to rant and be heard and feel understood. 99

66 You've made such a positive difference in my life, and I'll always carry that with me. 99





SUPPORTING PROFESSIONALS

We are an integral part of the local perinatal mental health pathway, recognised for our consistent impact and dependability.

Most of our referrals are made by health visitors, midwives, specialist perinatal mental health teams, and other healthcare professionals. To support our sector we continue to develop a wide range of valuable resources and offer regular training to other services in the pathway. This year we:

Provided

12

awareness raising workshops delivered to **370** health professionals and members of local community groups

Redeveloped our

website

to make **information and resources for professionals easier** to navigate, and simplified their referral process

66 I don't know what I would have done without you at times; uplifting me and making me feel good enough on bad days. You have done more than enough for me. You have always made me feel so heard and understood. 99

66 You have changed my life and really given me a new outlook on health professionals and people in general. You gave me such a positive, calming and open-hearted experience and more, supporting and listening and wiping my tears away when I was really at my lowest. 99

SERVING ALL, SERVING WELL

Birmingham ethnic minorities represent 51.4% of the city's population, making Birmingham one of the first super-diverse cities in the UK.

- Birmingham is often cited as having one of the youngest populations of a major city in Europe, with nearly **40% of its population under the age of 25**. This is significantly higher than the UK national average, which is around 29%.
- Birmingham is **one of the most deprived** local authorities in England. It **ranks seventh** out of 317 local authorities.
- Approximately **43% of Birmingham's population** live in areas within **the 10% most deprived** in England.
- Birmingham has **the highest child poverty rates** in the UK where **46% are living in poverty**.

As a result, there is higher prevalence of perinatal mental health (PMH) conditions in these groups than the national average.

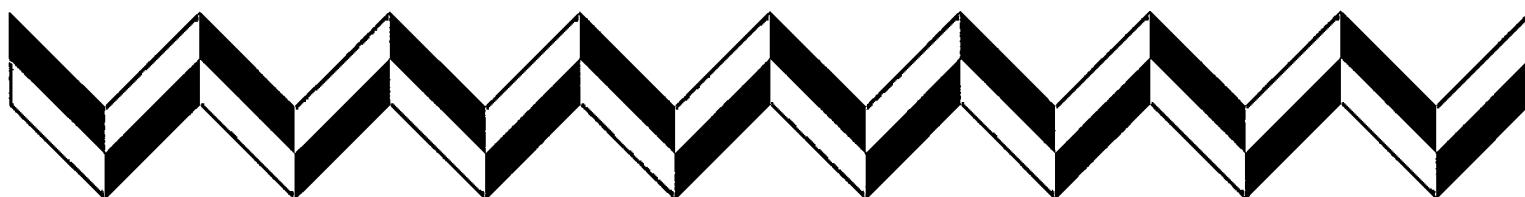
- NHS Birmingham and Solihull Integrated Care Board (ICB) has **third highest (27.6%) rate of PMH in the country** compared to the national average.
- PMH need is still higher due to our younger population and higher levels of deprivation. Prevalence can be as high as **40% in teenage parents** and **32% in the most deprived areas**.
- **PMH need may be underestimated** in areas with a higher proportion of females from ethnic minorities, due to recognised under reporting.
- **Black women are still nearly three times more likely to die** in the perinatal period.

All statistics taken from: Perinatal mental health condition prevalence, Office for Health Improvement and Disparities published February 2025 and the most recent Census, Office for National Statistics, 2021, and MBRRACE, 2024.

BUILDING A DIVERSE, INCLUSIVE AND EQUITABLE ORGANISATION

Although not all individuals from ethnic minority backgrounds, young parents and other diverse groups have the same experience, there is clear evidence that many experience inequalities in access to appropriate services and support.

Over the past several years we have remained committed, both locally and nationally, to building and maintaining a more inclusive, diverse and equitable service where our team members and the children and families we work with can thrive. We recognise that we still have further to go. On the following pages you can read about some of our progress so far.



ETHNICITY

- Overall increase in the number and proportion of **non-white British** referrals – from **45% in 2020 to 58% in 2025**.
- **Non-white British young parent** referrals increased significantly – from **39% to 52%**.

CO-PRODUCTION

- Equality, diversity, equity and inclusion (EDEI) **lived experience expert reference group** to help us in our decision making.
- We are founding members of the **NHS Patient and Carer Race Equality Framework (PCREF)**.

NEURODIVERSITY

- **Simplified referral forms**.
- **Information/communication support** offered at first contact.
- **Telephone referral** for anyone unable to use our referral form.
- **Coloured reading overlays** to help support with both **visual stress** and **Irlen Syndrome**, often experienced in **dyslexia** and **ADHD**.

TRAINING

- We introduced the concept of **cultural humility** to our sector in Birmingham, delivering a series of **10 cultural humility workshops** funded by PCREF.
- **National dads' and partners' webinar** featuring lived experience dads including a non-binary autistic parent sharing their experiences.

RELIGION

As a Christian charity we strive to ensure that we are welcoming to all:

- Proportionally, **the largest religious group accessing our services is now Muslim**, compared to other religions including Christianity.
- **The number and proportion of Muslims** accessing our services has risen year on year from **13% in 2020 to 24% in 2025**.
- **50%** of those accessing our service expressed **no religious belief**.

RESOURCES

- **Multilingual films**, with **further languages** being added this year.
- **LGBTQ+ focussed** web and printed **resources**.
- New **LGBTQ+ short film** planned this year.

WORKFORCE AND POLICY

- New **EDEI** and **anti racist policy**.
- **EDEI strategy** implemented through staff workshops.
- **SMART goals** for each team to **ensure EDEI is embedded** in real day-to-day situations.
- **EDEI training programme for all staff** including: anti racism, LGBTQ+, dyslexia, ADHD and autism.

66 I could always tell you really cared about me and wanted the best for me. 99

WORKING NATIONALLY

Acacia's impact extends beyond Birmingham and our grassroots service delivery. We believe all families should have access to the help they deserve.

Acacia is one of the two founding partners of the national Hearts and Minds Partnership, a new network of grassroots perinatal mental health VCSE organisations across England. The partnership connects, supports, and celebrates the sector providing shared resources and mentorship to established and emerging VCS perinatal services across the country.

Our work has included:

Launching a new website with an interactive map of local perinatal support services and other help/information for parents and professionals.

Growing a social network of over 5,000 engaged users.

Creating 'Smart Space,' a free online training platform for VCSE groups, with over 200 individuals signed up.

Representing the sector at key perinatal mental health forums, such as the NHS England Clinical Network and the Maternal Mental Health Alliance.

Over the year, Hearts and Minds prioritised the embedding of equality, diversity, equity and inclusion (EDEI) through the Root Maker programme, which introduced six new team members to help diversify our work. With their support, we

Increased the number of services on our national map to over 100, with a focus on EDEI representation.

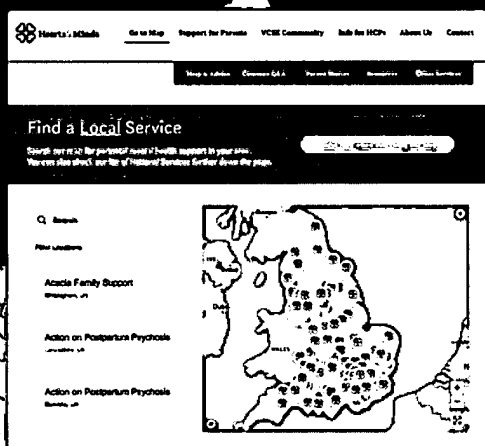
Published six new blogs highlighting EDEI-focused VCSE services.

Ran four 'Listening Lounges' to foster inclusive practices within VCSE services.

- **Delivered a national event in Birmingham, 'Strengthening the Roots,' to unite the sector around EDEI.**

Next steps

In the final year of current Lottery funding, attention will shift to developing exciting new additional content for Smart Space, our free online training platform, and designing a second (online) national event.



Acacia Family Support

Trustees' Report and Financial Statements for the year ended 31 March 2025

SAM'S STORY

We had a health scare with my second child and he ended up in hospital, triggering my OCD and health anxiety quite severely.

I quickly became very low and started to neglect myself. It became very debilitating, the anxiety that was with me every single day, every waking moment. If my son got poorly, I would just spiral. It was taking over my whole life, I felt very isolated and very alone, and I felt like no one really understood what was happening to me.

With Acacia, I had befriending sessions by phone. This had a huge impact on me, because it meant that when I was being triggered, when I was really struggling, when I was having the low moods thinking something bad was happening, I wasn't doing a good job and was somehow failing as a mum, I had someone to talk about it to. My befriender was really kind and understanding. She was also able to give me coping strategies to use the next time I was spiralling and having really overwhelming thoughts.

This made a huge difference to me. I began to write down what I was thinking and see it clearly in front of me so I could rationalise some of the intrusive thoughts, understanding that these moments wouldn't last forever, and I would get through this just like I had got through it before.

Group work was also hugely beneficial for me, seeing other mums who were struggling in similar ways and realising that we were all doing a better job than we realised. We looked at different topics each week, and we worked through how we would cope with those things. Speaking to other mums made me feel a lot less isolated and alone.

I'm now at a point where I never thought I would get to. Having Acacia take the weight off my shoulders helped me to bear a load that was crushing me, so that I'm able to cope with things so much better now.

66 Having Acacia take the weight off my shoulders helped me to bear a load that was crushing me. 99

Sam

HOW WE ENSURE OUR SERVICES ARE SAFE

Acacia has a strong clinical governance structure to ensure effective quality and risk management and facilitating safe practice.

At its core is a quality management system which incorporates comprehensive policies, processes, document control and incident reporting.

Our service development and delivery are overseen by an Operational Management Team made up of our two Directors and our senior clinical staff (Locality Managers) from a variety of professional backgrounds including a registered nurse, social worker, alcohol and drugs therapist and counsellors. Our Locality Managers all receive ongoing external clinical supervision, both individual and group supervision, including case review. In turn our Locality Managers provide supervision to their staff and volunteers.

Safeguarding

Our Operational Management Team forms, together with the Director, our Safeguarding Team. All the Locality Managers are Safeguarding Deputy Coordinator's for their locality, reporting to the Director as Safeguarding Coordinator, and are trained up to Level 3 for Adult and Child safeguarding.

The Safeguarding Coordinator is trained to Level 4: Supervision in Safeguarding and our safeguarding system is overseen and reviewed by the Birmingham and Solihull Mental Health Foundation Trust safeguarding commissioner.

Together with our Safer Recruitment practices including robust DBS procedures for all staff and volunteers, our clinical governance system ensures that we deliver safe, outcomes driven services which are of consistently high quality, manage risk effectively and reflect best practice.

“ I am privileged to work at such a lovely organisation, the care and support provided is invaluable. ”

“ I feel extremely supported within Acacia and I am very thankful to be a part of a great organisation. ”

FINANCIAL REVIEW AND FUNDRAISING

**WE ARE EXTREMELY GRATEFUL TO ALL
OUR FUNDERS WHO CONTINUED TO
SUPPORT US DURING THE YEAR.**

A strong and successful year of fundraising

2024-25 has been a strong and successful year of fundraising with our highest ever income level of £762,556 – an increase of approximately £38,000 on the previous year (23/24). We have continued to develop our diverse funding portfolio of NHS contracts, grants from Trusts and Foundations and individual donations via monthly giving and community fundraising events. In the year, we also secured a new contract from Birmingham City Council to develop our work with Dads/Partners.

At the same time, we have worked hard to make our services more efficient, streamlined and accessible to the families we support. This cost saving exercise has enabled us to end the year with a healthy surplus of £69,181.

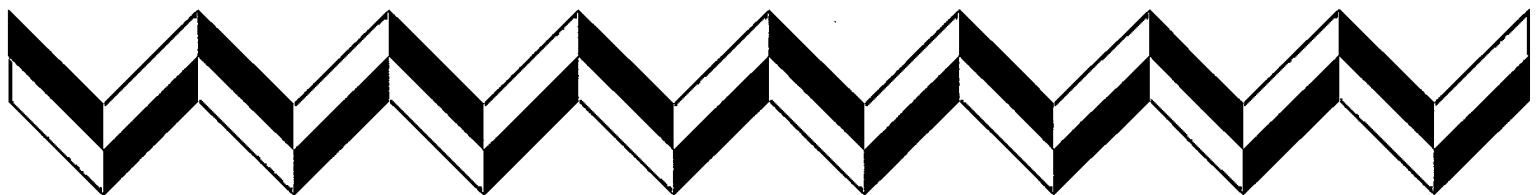
We face significant challenges over the next 2 years

Grant funding

Over the next two years, we face a significant reduction (approx. £200k) in multi-year grant commitments and NHS contracts. As a well-established, highly respected charity that has been operating for 21 years, we have successfully secured multiple rounds of long-term, multi-year grant funding from several of the UK's most prominent funders, including The National Lottery Community Fund, The Henry Smith Charity, and The Garfield Weston Foundation. These sustained commitments have been instrumental in underpinning our financial stability. Over the next 24 months, these multi-year grants are due to conclude.

NHS funding

While we greatly appreciate the opportunity to work in partnership with NHS colleagues, the year-by-year nature of this funding renewal presents difficulties that have become heightened in the current context of local ICB mergers and the dissolution of NHS England. Sadly, these short-term contracts have become increasingly precarious and are often subject to significant delays in payment. For example, we have recently been informed that one of these contracts (for our Dads / Partners work) will not be renewed beyond January 2026 and our Young Parents Service has yet to be confirmed for renewal beyond September 2025.



Increased costs

We have seen a large increase in our payroll costs of approximately £20,000 (due to the Employer's NI increase to 15% and a rise in the Real Living Wage to £12.60). Moving to new, larger offices, while providing much-needed space and flexibility for service delivery and meetings, has also increased our yearly expenditure by approx. £6-8k per annum.

Our planned response to the funding challenges ahead

Our 2025-2027 fundraising strategy aims to:

1. Strengthen and focus community fundraising

- Continue community events but review which deliver the best returns to maximise staff time and efficiency.
- Run two annual match-giving campaigns per year (e.g., Big Give) and explore corporate-supported match events.
- Build deeper supporter relationships through personalised stewardship and tailored communication.
- Grow the Acacia Angels regular giving programme and host engagement events to thank and inspire supporters.

2. Expand and diversify income streams

- Develop a regular giving pathway for beneficiaries through sensitive follow-up messages and centre-based fundraising.
- Pilot earned income initiatives, such as paid training and a 'New Parent MOT' package for employers.
- Test and refine new income models to strengthen long-term sustainability and reduce reliance on grants.

3. Strengthen trusts and foundations strategy

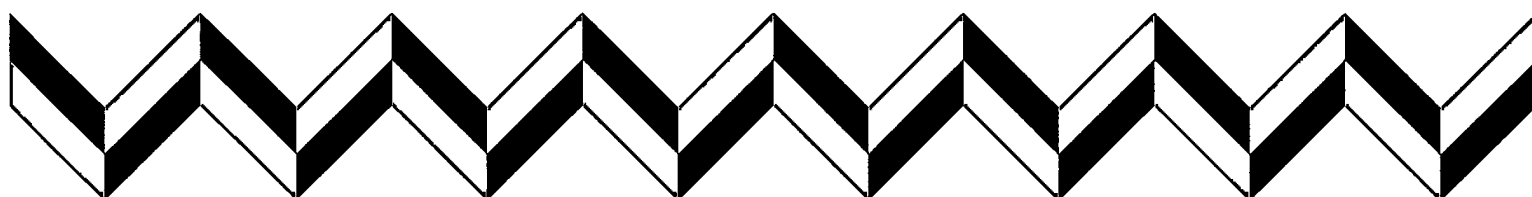
- Engage external expertise to map new funder prospects and enhance the trusts and foundations pipeline.
- Increase and renew funding from existing partners while identifying new large and local opportunities.
- Create a clear, compelling funding narrative explaining current challenges and impact.
- Deepen funder relationships through proactive stewardship, visits, and personalised thanks.

4. Raise profile and embed a fundraising culture

- Enhance Acacia's visibility through improved online presence, especially LinkedIn, to attract funders and partners.
- Foster a shared fundraising culture, where all staff, trustees, and volunteers champion Acacia's mission.

5. Review workforce and improve efficiency

- Conduct a review of the workforce structure to ensure staff time and skills align with strategic priorities.
- Identify and implement cost savings and operational efficiencies to maximise impact from limited resources.



Reserves policy

The calculation of the required level of reserves is an integral part of Acacia's planning, budget and forecast cycle. It considers:

- Risks associated with each stream of income and expenditure being different from that budgeted.
- Planned activity level.
- Organisation's commitments.
- Future funding requirements.

During the year, the Trustees have reviewed their reserves policy as follows:

- **Reserves are maintained at a level which ensures that at least 3-6 months of the organisation's core activity could continue during a period of unforeseen difficulty.**

This policy will be reviewed annually or more frequently if necessary.

Acacia's un-restricted reserves at the end of the year amount to £403,010 and from this Trustees have designated £186,150 to cover the following costs:

Redundancy costs	£111,050
Dilapidation costs	£3,000
Rental commitments	£3,600
Designated project costs*	£68,500
Total	£186,150

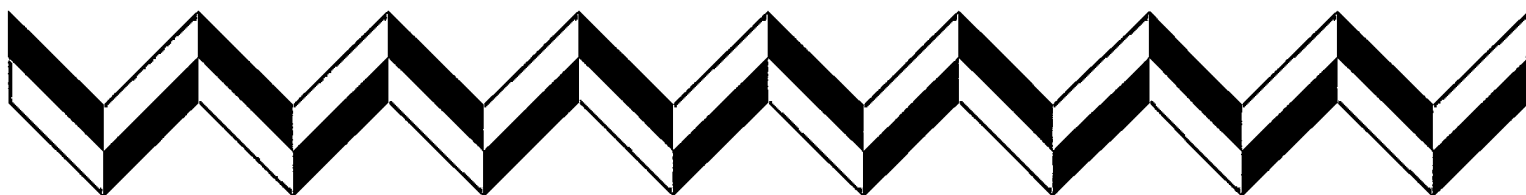
This means that Acacia's non-designated free reserves are therefore £207,658 for the year being reported, representing approximately 4.2 months 'core activity' running costs.

Trustees recognise that a continuous process of fundraising is required to ensure that reserves can be maintained at a level that is in line with the reserves policy and reflects the organisations continued desire to increase service delivery and activity.

Risk assessment

The Trustees are constantly aware of risk and are fully aware of their responsibilities. The ongoing expansion of the charitable company's work, proposed major developments and continuing developments with government initiatives, all contribute to the need to be vigilant in identifying and managing risk. The trustees are committed to working with the senior leadership team in reviewing and updating all written policies and procedures on a regular basis. Risks associated with mental health and child protection are closely monitored and procedures are in place should these arise. All employees, voluntary workers and trustees have a DBS check in line with our DBS policy.

* £50,000 Committed to cover known reductions in current NHS, Local Authority and Trusts and Foundations income streams and £18,500 for the Becky Plummer Fund in accordance with the wishes of the Plummer family



Structure, governance and management

Governing document

Acacia Family Support Limited is a company limited by guarantee (no. 06217626) and a registered charity (no. 1122831) governed by its Memorandum and Articles of Association.

Appointment of trustees, induction and training

New Trustees are appointed by invitation to join the Board given that they have the necessary skills and experience to contribute to the charitable company's activities and to be able to discharge their obligations as Trustees. The chair and another trustee meet with new trustees to discuss their skills and experience and the contribution they can make to the charitable company. Induction for all new trustees includes meeting senior members of staff and discussing with them their respective roles in the organisation and meeting local members of support staff. Arrangements are made for trustees to visit the local operational centres and meet and talk with volunteers and service users if appropriate. Training days for trustees are held at least annually together with individual trustee training as requested or appropriate. The Company secretary is charged with keeping Trustees up to date with the requirements needed to fulfil their responsibilities.

Reference and administrative information

Trustees

Ms G Dean – Chair (resigned 7 July 2025)
Ms H Bowen (appointed Co-Chair 3 July 2025)
Mr D Knott (appointed Co-Chair 3 July 2025)
M Clare (Dr)

Ms Charmaine Hunter (appointed 26 September 2024)
Ms Hannah Simnet (resigned 15 Jan 2025)
Dr D Spooner

Charity number

1122831

Company number

06217626

Registered office

3rd Floor, Plantsbrook House, 94 The Parade
Sutton Coldfield
England B72 1PH

Independent examiner

Karen Hanlan Independent Examiner Limited
1 Saracen Close
Ettington CV37 7SZ

Bankers

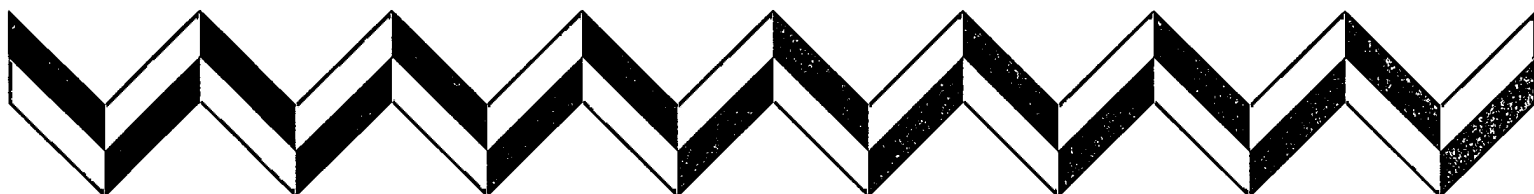
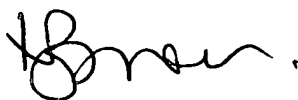
Unity Trust Bank plc
Nine Brindley Place
Birmingham B1 2HB

Approved by the Board and signed on its behalf by:

Ms Hayley Bowen, Chair of Trustees

Date:

6.11.2025



Statement of trustees' responsibilities

The trustees are required to prepare financial statements for each financial year which give a true and fair view of the state of the affairs of the charitable company and of the surplus or deficit incurred by the charitable company for that year. In preparing those financial statements the trustees are required to:

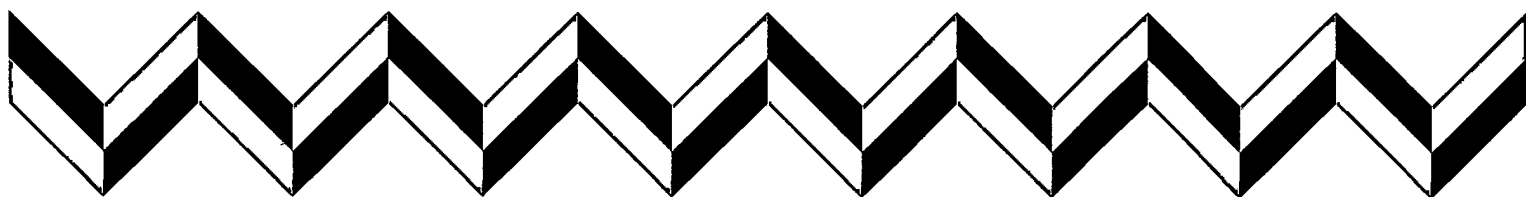
- Select suitable accounting policies and then apply them consistently.
- Make judgments and estimates that are reasonable and prudent.
- State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the accounts.
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue to exist.

The trustees have overall responsibility for ensuring that the charitable company has an appropriate system of controls, financial and otherwise.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy, at any time, the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Charities Act 2011.

They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities and to provide reasonable assurance that:

- The charitable company is operating efficiently and effectively.
- Its assets are safeguarded against unauthorised use or disposition.
- Proper records are maintained and financial information used within the charity or for publication is reliable.
- The charitable company complies with relevant laws and regulations.



Independent examiner's Report to the Trustees of Acacia Family Support ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2025 which are set out on pages 24-39.

Responsibilities and basis of report

As the charity trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the Company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. Accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. The accounts do not accord with those records; or
3. The accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. The accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102).

I have no concerns and have come across no matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

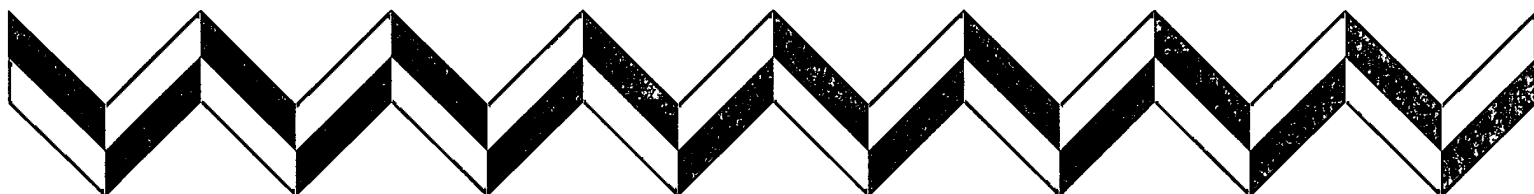
Karen Hanlan, ACA



Member of Institute of Chartered Accountants England & Wales

Karen Hanlan Independent Examiner Ltd, 1 Saracen Close, Ettington, Warwickshire CV37 7SZ

Date: 6. 11. 2025



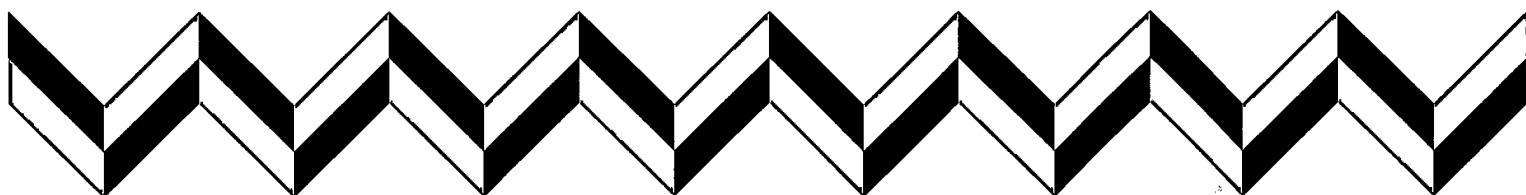
Statement of financial activities

(including an income and expenditure account)

	Note	Unrestricted funds 2025 £	Restricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Income					
Donations and legacies	1	303,932	102,140	406,072	342,681
Charitable activities	2	258,840	89,775	348,615	378,079
Investment Income – Bank interest		7,869	-	7,869	3,558
Total income		570,641	191,915	762,556	724,318
Expenditure					
Raising funds	3	47,156	-	47,156	45,891
Charitable activities	3	467,902	178,317	646,219	671,948
Total expenditure		515,058	178,317	693,375	717,839
Net income and net movement in funds for year		55,583	13,598	69,181	6,479
Reconciliation of funds:					
Total funds brought forward		348,002	13,487	361,489	355,010
Transfer of funds		(575)	575	-	-
Total funds carried forward		403,010	27,660	430,670	361,489

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

All income and expenditure derives from continuing activities.



Balance sheet

	Note	2025 £	2024 £
Fixed assets			
Tangible assets	5	9,202	8,421
Current assets			
Debtors and prepayments	6	40,161	37,021
Cash at bank and in hand		457,228	405,870
		497,389	442,891
Current liabilities			
Creditors: amounts falling due within one year	7	(75,921)	(89,823)
Net current assets		421,468	353,068
Net assets		430,670	361,489
Funds of the charity:			
Restricted funds	8	27,660	13,487
Unrestricted funds			
General reserves		216,860	239,311
Designated reserves	9	186,150	108,691
Total charity funds		430,670	361,489

The accompanying accounting policies and notes form part of these financial statements.
Registered Company number: 06217626.

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

Responsibilities of directors/trustees:

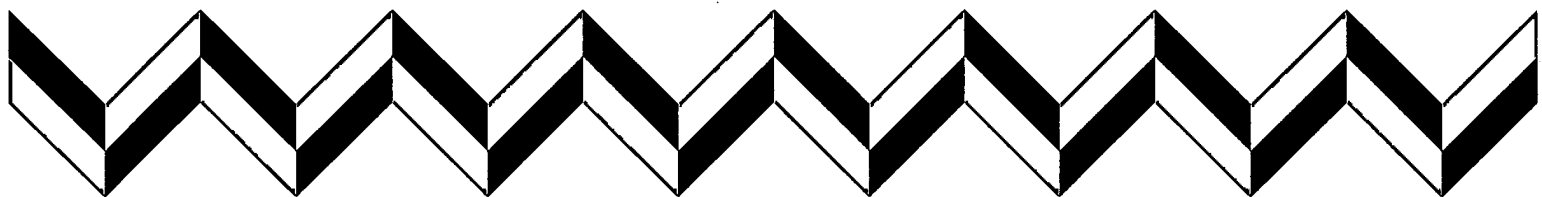
- The members have not required the charitable company to obtain an audit of its financial statements for the year in question in accordance with section 476 of the Companies Act 2006 – however, in accordance with section 145 of the Charities Act 2011 the financial statements have been examined by an independent examiner whose report appears on page 23.
- The directors/trustees acknowledge their responsibility for complying with the requirements of the Companies Act with respect to accounting records and the preparation of accounts.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

Approved by the trustees and signed on their behalf by:

Ms Hayley Bowen, Chair of Trustees

Date: 6.11.2025

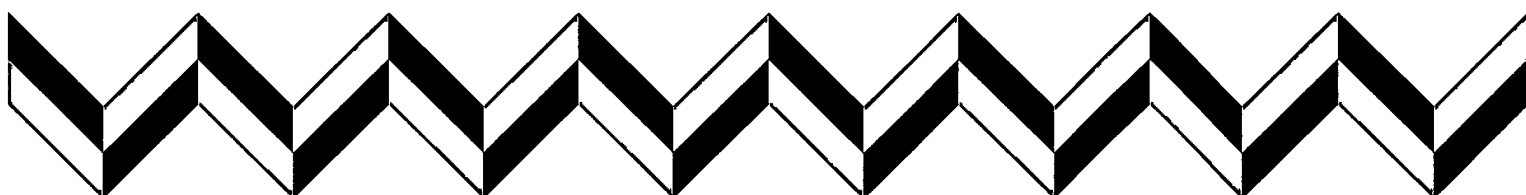



Statement of cash flows

	2025 £	2024 £
Cash flows from operating activities:		
Cash generated/(absorbed) by operating activities (see below)	47,809	(8,939)
Cash flows from investing activities:		
Purchase of tangible fixed assets	(4,320)	-
Interest received	7,869	3,558
Net cash generated by investing activities	3,549	3,558
Change in cash and cash equivalents in the year	51,358	(5,381)
Cash and cash equivalents at beginning of the year	405,870	411,251
Cash and cash equivalents at end of the year	457,228	405,870

Reconciliation of net income to net cash flow from operating activities

	2025 £	2024 £
Net income for the year (as per the Statement of Financial Activities)	69,181	6,479
Adjustments for:		
Depreciation charges	3,539	8,370
Interest received	(7,869)	(3,558)
Increase in debtors	(3,140)	(2,121)
Decrease in creditors	(13,902)	(18,109)
Net cash generated/(absorbed) by operating activities	47,809	(8,939)



Principal accounting policies

Status of the company

The charitable company is limited by guarantee and does not have share capital. The liability of members is limited to £1 per member.

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102)(updated 1 January 2019) – (Charities SORP (FRS102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) and the Companies Act 2006.

Acacia Family Support meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

Going concern statement

The financial statements have been prepared on a going concern basis which assumes that the Company will continue to operate. The validity of this assumption is dependent upon the continuance of support from the Company's key grant funders and in response to the progress made by the Company in pursuing a viable budget including the obtaining of further grants and other funds. The Company's current business plan shows that the Company will be able to operate in the foreseeable future. Based on this understanding, the directors believe that it remains appropriate to prepare the financial statements on a going concern basis. The financial statements do not include any adjustments, which would result from the basis of preparation being inappropriate.

Funds

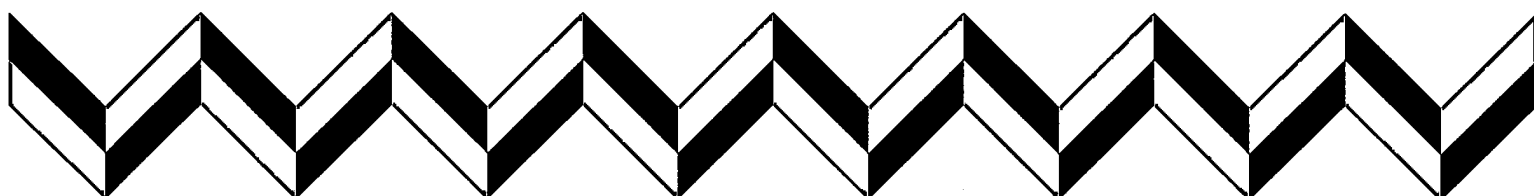
General accumulated funds are unrestricted funds available for general purposes and include funds designated for a particular purpose; the use of such funds remains at the discretion of the trustees.

Restricted funds are funds subject to conditions imposed by the donor or by specific terms of the appeal under which the funds are raised. The restrictive conditions are binding upon the Charitable Company.

Income

Items of income are recognised and included in the accounts when all of the following criteria are met:

- The charity has entitlement to the funds.
- Any performance conditions attached to the item(s) of income have been met or are fully within the control of the charity.
- There is sufficient certainty that receipt of the income is considered probable.
- The amount can be measured reliably.



Expenditure and irrecoverable VAT

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

Expenditure is classified under the following activity headings:

- Costs of raising funds comprise staff costs, fundraising consultants fees other direct costs and an allocation of other staff involved in the raising of funds for the charity.
- Expenditure on charitable activities includes the direct costs of projects and activities undertaken to further the purposes of the charity and their associated support & governance costs.

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

Tangible fixed assets

Depreciation is provided at a rate calculated to write off the cost on a straight-line basis over a period of less than the estimated useful life of the assets as follows:

- Fixtures, fittings and equipment: 5-10 years.
- Computer equipment: 3 years.

Fixed assets are capitalised when their cost exceeds £500.

Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid after taking account of any trade discounts due.

Cash at bank and in hand

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

Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Deferred income

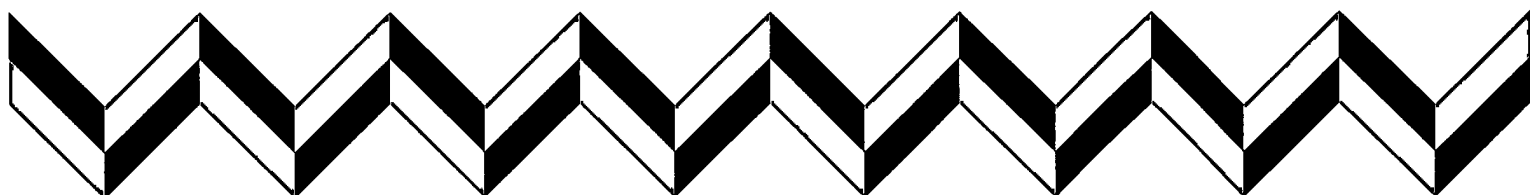
Income is deferred when monies are received in advance relating to projects commencing after the financial year where the contract period is specified by the funder.

Taxation

As a registered charity no provision is considered necessary for taxation.

Pensions

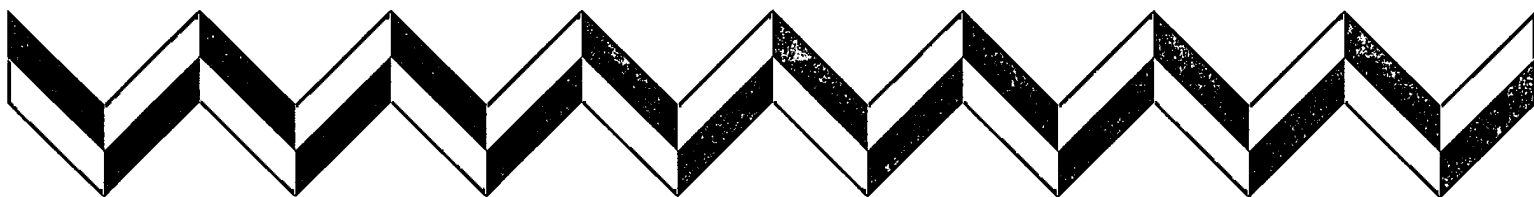
The charity contributes into a Group Personal Pension Plan for employees. This pension plan is defined contribution in nature and as required under FRS102 the annual cost is recognised as incurred and included in the Statement of Financial Activities.



Notes to the financial statements

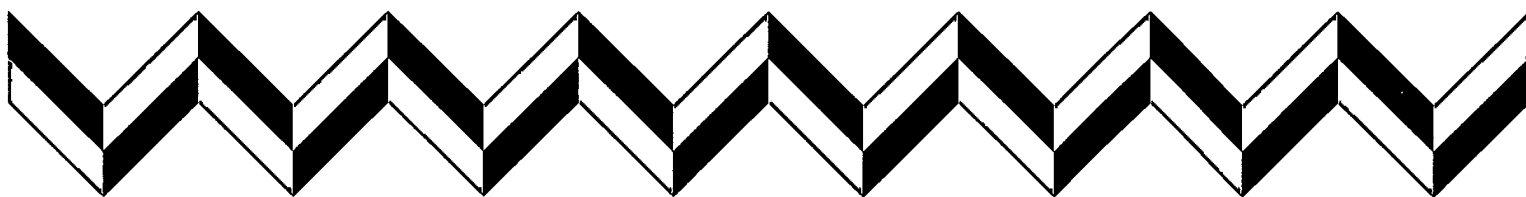
1. Donations and legacies

	2025 £	2024 £
Subscriptions and donations	74,932	59,830
Unrestricted grants	229,000	231,319
	303,932	291,149
Restricted grants:		
Sutton Coldfield Charitable Trust	20,000	15,000
Sutton Coldfield Town Council	10,000	10,000
Young People's Project – various trusts	22,000	16,500
South Birmingham Centre – various trusts	5,000	4,500
Volunteering programme – various trusts	5,600	1,750
Birmingham City Council – Dad's project	26,040	-
Zurich Community Trust – Sustainability Fund	10,000	-
Other grants under £5,000	3,500	3,782
	102,140	51,532
Total	406,072	342,681



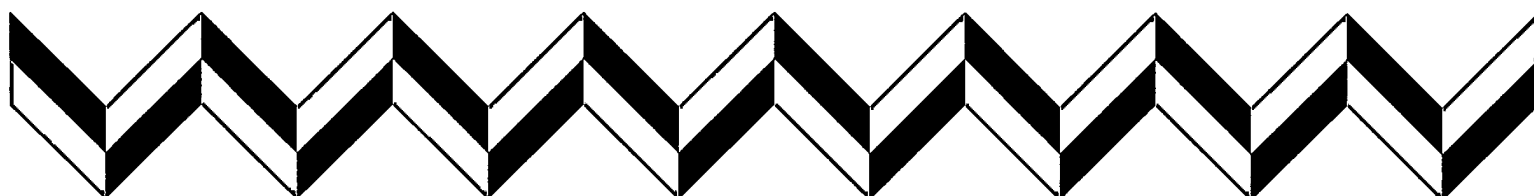
2. Charitable activities

	2025 £	2024 £
Unrestricted:		
NHS Birmingham Cross City Clinical Commissioning Group	102,645	95,831
Birmingham & Solihull Mental Health Foundation Trust – Dads/BAME awareness projects	106,195	101,240
Birmingham Women & Children's NHS Foundation Trust– YPP	50,000	50,000
	258,840	247,071
Restricted:		
Big Lottery Community Fund – project support	56,462	94,440
Hearts & Minds Partnership	33,313	36,568
	89,775	131,008
	348,615	378,079



3. Expenditure

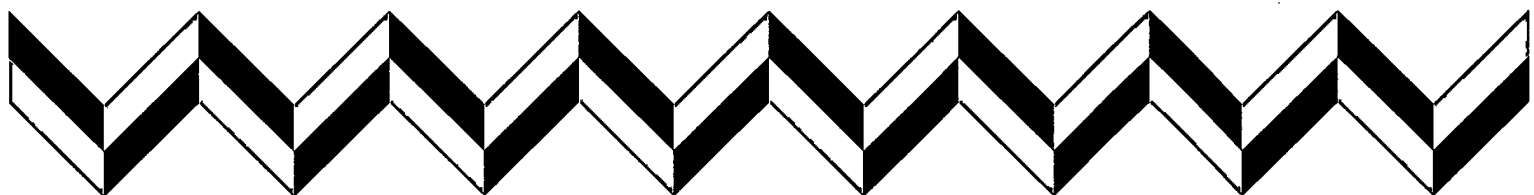
Expenditure on charitable activities comprises:	Restricted project costs £	Direct charitable activity £	Support and governance costs £	2025 £
Salary costs	140,932	312,410	54,477	507,819
Freelance fees	335	1,475	3,840	5,650
Project running costs	13,738	-	97	13,835
Evaluation and impact	8,625	51	1,212	9,888
Printing and publicity	3,581	2,621	32	6,234
Staff travel	84	1,838	777	2,699
Depreciation	-	48	3,295	3,343
Office costs	1,281	-	40,138	41,419
Premises costs	3,934	-	25,831	29,765
Insurance	-	-	3,566	3,566
Finance costs	-	-	9,852	9,852
Staff/trustee training	108	-	2,201	2,309
Volunteer costs	5,699	1,171	-	6,870
Independent Examiners fee	-	-	1,750	1,750
Legal and professional fees	-	-	172	172
Trustee expenses and meetings	-	-	1,048	1,048
Total	178,317	319,614	148,288	646,219



3. Expenditure (continued)

Expenditure on charitable activities comprises:	Restricted project costs £	Direct charitable activity £	Support and governance costs £	2024 £
Salary costs	156,367	313,480	77,751	547,598
Freelance fees	1,495	265	4,586	6,346
Project running costs	7,942	1,300	-	9,242
Evaluation and impact	11,475	-	-	11,475
Printing and publicity	-	102	1,479	1,581
Staff travel	34	1,180	463	1,677
Depreciation	274	8,096	-	8,370
Office costs	4,398	1,956	28,548	34,902
Premises costs	3,380	496	21,802	25,678
Insurance	-	-	3,949	3,949
Finance costs	-	-	9,597	9,597
Staff/trustee training	-	1,521	1,765	3,286
Volunteer costs	1,762	4,409	37	6,208
Independent examiners fee	-	-	1,600	1,600
Legal and professional fees	-	-	17	17
Trustee expenses and meetings	-	142	280	422
Total	187,127	332,947	151,874	671,948

Costs of raising funds comprise:	2025 £	2024 £
Salary costs	39,596	40,322
Fundraising activity costs and platform fees	7,560	5,569
Total	47,156	45,891



4. Analysis of staff costs, trustee remuneration and expenses

	2025 £	2024 £
Salaries	497,594	534,812
National Insurance	30,157	32,296
Pension costs	19,664	20,812
Total	547,415	587,920

The Charitable Company employed the full-time equivalent of 17 (2024: 18) staff during the year.

No employees had benefits in excess of £60,000 (2024: nil).

Pension costs are allocated to activities in proportion to the related staffing costs incurred.

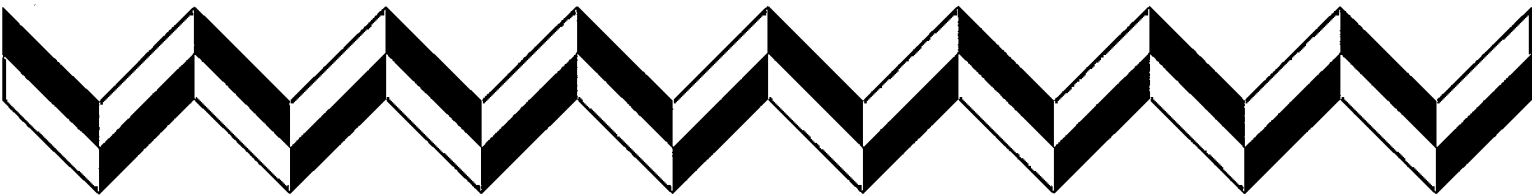
No expenses were reimbursed to Trustees during the year.

Trustee Indemnity Insurance is paid for by the Charity as part of its overall insurance cover.

The key management personnel of the charity comprise the trustees, the Operations Director and the Business Support Director and Assistant Business Director. Trustees receive no remuneration or other benefits from the charity. The remuneration, including pension contributions, of key management personnel for the year was £81,725 (2024: £70,501).

5. Tangible fixed assets

	Fixture, fittings and equipment £
Cost	
At beginning of year	62,857
Additions	4,320
At end of year	67,177
Depreciation	
At beginning of year	54,436
Charge for the year	3,539
At end of year	57,975
Net book value	
At 31 March 2025	9,202
At 31 March 2024	8,421



6. Debtors

	2025 £	2024 £
Prepayments	5,490	6,646
Grants and donations receivable	34,671	30,375
	40,161	37,021

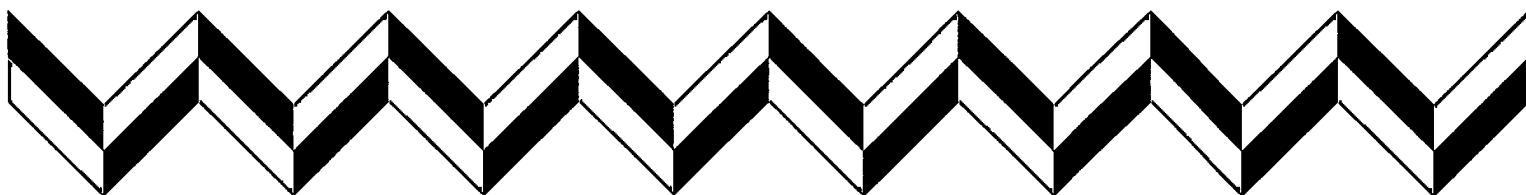
7. Creditors: amounts falling due within one year

	2025 £	2024 £
Trade creditors	18,842	17,867
Accruals	2,382	1,708
Deferred income	54,697	70,248
	75,921	89,823

Movements in deferred income are as follows:

	£
At beginning of year	70,248
Released to income in year	(70,248)
Deferred in year	54,697
At end of year	54,697

Deferred income relates to funding received in advance for the forthcoming financial year.



8. Restricted funds

The income funds of the charity include restricted funds comprising the following amounts which have been applied for specific purposes:

2025	Balance at beginning of year £	Income £	Expenditure £	Transfers £	Balance at end of year £
Big Lottery Community Fund 2021-2026	241	56,462	(54,193)	-	2,510
Emma's Fund	2,195	-	(4,326)	2,131	-
Sutton Coldfield Charitable Trust	-	20,000	(20,000)	-	-
Sutton Coldfield Town Council	-	10,000	(10,000)	-	-
Hearts & Minds Partnership	4,924	33,313	(32,684)	-	5,553
South Birmingham Centre Funding	-	5,000	(5,000)	-	-
Young People's Project	4,571	22,000	(23,446)	-	3,125
Capital appeal	1,556	-	-	(1,556)	-
Volunteering Project	-	5,600	(5,600)	-	-
Dad's Club	-	26,040	(19,568)	-	6,472
Zurich Community Trust	-	10,000	-	-	10,000
Eveson Trust	-	3,500	(3,500)	-	-
Total	13,487	191,915	(178,317)	575	27,660

Big Lottery Funds

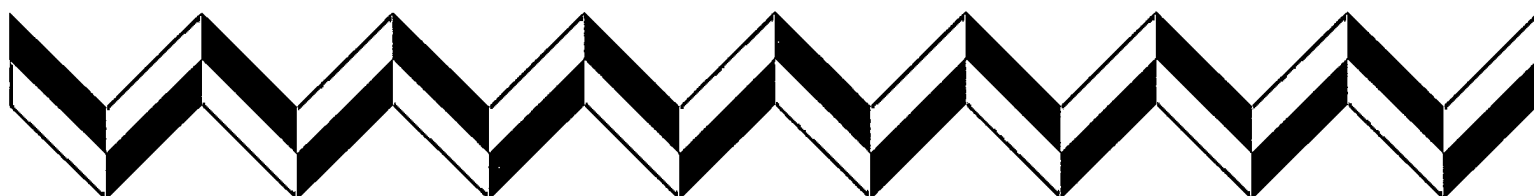
Project funding by the BIG Lottery to run activities linked to Acacia's support services in South Birmingham, funding Acacia's group work project and volunteer programme.

Emma's Fund

Donations received from friends and family of Emma Borg, founder of Acacia, after her death in September 2018. With support from Emma's family, the charity has developed Emma's Gift, an Acacia project that funds small gifts and essential items for families, service providers to offer practical support in families' homes and emergency items.

Sutton Coldfield Charitable

Grant towards the running costs of the Charitable Company's head office in Sutton Coldfield and towards the salary of the Centre Manager in Walmley.



Acacia Family Support

Sutton Coldfield Town Council

Grant towards running costs of our Sutton Coldfield project.

Hearts & Minds Partnership

Funding from the Community Fund's England-wide Partnerships Fund to develop a grassroots partnership of perinatal mental health VCS organisations.

South Birmingham Centre

Project funding to run Acacia's services across South Birmingham.

Young People's Project

Project funding towards the development and running of a specialist young parents (school age to 21) pre and postnatal depression support project.

Capital appeal

Grants towards new laptops and screens purchased in 2025.

Volunteering project

Funding towards the volunteering programme.

Dad's Club

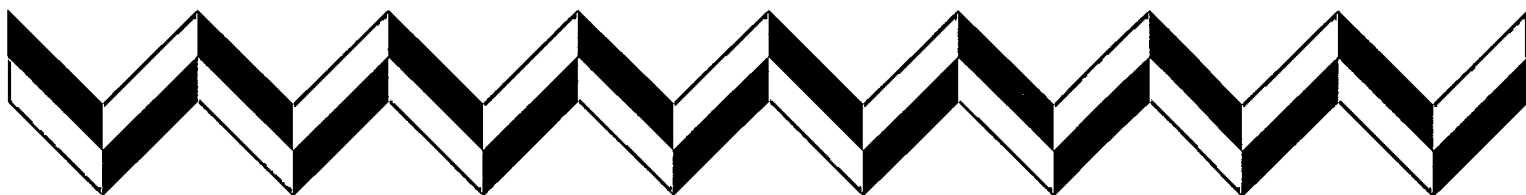
Funding towards the running of activities to support the mental health and wellbeing of dads and partners.

Zurich Community Trust

Funding towards helping Acacia's environmental and sustainability activities.

Eveson Trust

Funding towards the development of a new Acacia website.

**Acacia Family Support**

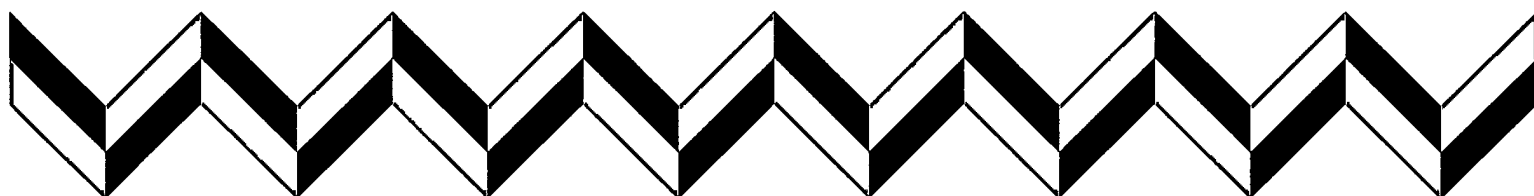
2024	Balance at beginning of year £	Income £	Expenditure £	Transfers £	Balance at end of year £
Big Lottery Community Fund 2020-2025	(2,742)	94,440	(91,457)	-	241
Emma's Fund	8,387	-	(6,192)	-	2,195
Sutton Coldfield Charitable Trust	-	15,000	(15,000)	-	-
Sutton Coldfield Town Council	-	10,000	(10,000)	-	-
Hearts & Minds Partnership	6,287	36,568	(37,931)	-	4,924
South Birmingham Centre Funding	-	4,500	(4,500)	-	-
Young People's Project	5,368	16,500	(17,297)	-	4,571
Capital appeal	774	782	-	-	1,556
Volunteering Project	-	1,750	(1,750)	-	-
Helping Hands Salary contribution	-	3,000	(3,000)	-	-
Total	18,074	182,540	(187,127)	-	13,487

9. Designated funds

Funds have been designated by the Trustees to cover costs of redundancy (£111,050), dilapidations (£3,000) and rental commitments (£3,600) that would all fall due in the event of a winding up of operations. A fund of £50,000 has been set aside to cover known reductions in current NHS, Local Authority & Trust and Foundation income streams. A further fund of £18,500 has also been set aside this year towards activities in memory of Becky Plummer in conjunction with the agreed wishes of the Plummer family.

10. Analysis of net assets between funds

	Restricted funds £	Unrestricted funds £	2025 total £
Fixed assets	-	9,202	9,202
Current assets	47,357	450,032	497,389
Current liabilities	(19,697)	(56,224)	(75,921)
Total funds	27,660	403,010	430,670



	Restricted funds £	Unrestricted funds £	2024 total £
Fixed assets	-	8,421	8,421
Current assets	49,736	393,155	442,891
Current liabilities	(36,249)	(53,574)	(89,823)
Total funds	13,487	348,002	336,489

11. Operating lease commitments

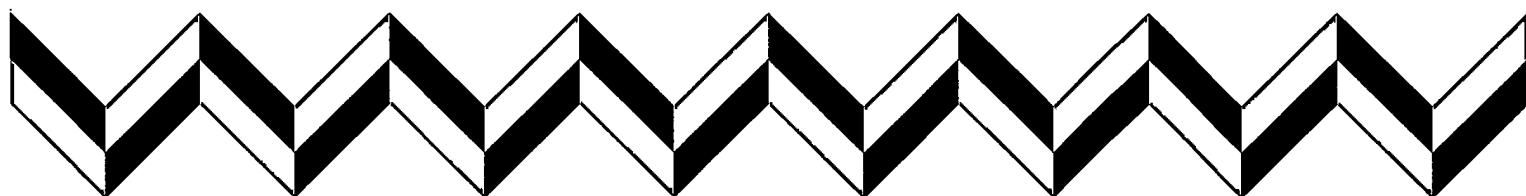
Expiring:	2025 £	2024 £
Within one year	12,000	-
Between two and five years	-	3,000

12. Controlling interests

The charity is controlled by the trustees.

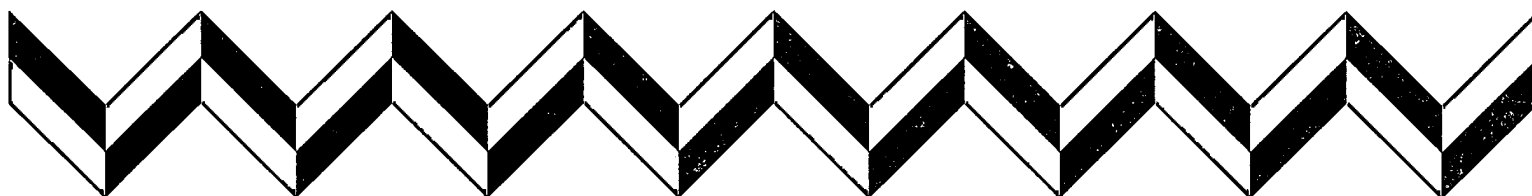
13. Related party transactions

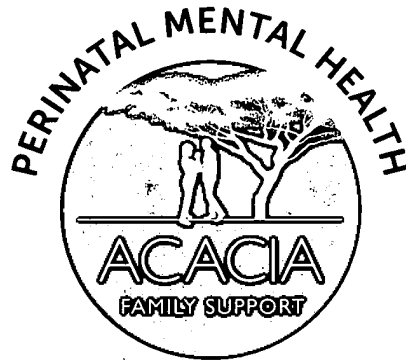
There were no transactions with related parties in the year.



14. Comparative statement of financial activities for 2024

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £
Income			
Donations and legacies	291,149	51,532	342,681
Charitable activities	247,071	131,008	378,079
Investment income – bank interest	3,558	-	3,558
Total income	541,778	182,540	724,318
Expenditure			
Raising funds	45,891	-	45,891
Charitable activities	484,821	187,127	671,948
Total expenditure	530,712	187,127	717,839
Net (expenditure)/income and net movement in funds for year before transfers	11,066	(4,587)	6,479
Reconciliation of funds:			
Total funds brought forward	336,936	18,074	355,010
Total funds carried forward	348,002	13,487	361,489





A huge thank you to all of our funding partners

Thanks go to all the trusts, foundations and NHS teams who supported us through the financial year. We are hugely grateful for the support we continue to receive from so many. We couldn't do it without you. Thank you.



NHS
Birmingham and Solihull
Mental Health
NHS Foundation Trust

NHS
Birmingham Women's
and Children's
NHS Foundation Trust

NHS
Birmingham and Solihull
Clinical Commissioning Group



The **Eveson**
Charitable Trust



Acacia Family Support

3rd Floor, Plantsbrook House, 94 The Parade, Royal Sutton Coldfield B72 1PH

0121 301 5990

✉ @Acacia_Family 📱 @AcaciaFS 🌐 @acaciafamilysupport

www.acacia.org.uk



Acacia is proud to be an accredited Living Wage Employer



Accounts



**CELEBRATING
20 YEARS**

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

Acacia Family Support (a company limited by guarantee)
Registered company number 06217626 / Registered charity number 1122831

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Our Christian Values and what they mean to us

Acacia is built on a strong Christian foundation. We enable people to flourish by experiencing and responding to the love of God which inspires and challenges us to trust steadily, hope unswervingly and love unconditionally. We place equal value on every individual; welcoming people of all faiths and of none. We aim to create supportive, inclusive and energising communities where parents and families can belong, be valued, contribute and thrive.

Report of the trustees

Chair's welcome

This year marks the 20th anniversary of Acacia's commitment to supporting vulnerable families across Birmingham affected by pre and postnatal depression.

Over the past two decades, we have been a beacon of hope and healing for countless families navigating the mental health challenges of pregnancy and early parenthood. Our mission is deeply rooted in our Christian values of compassion, love, and service, which have shaped every aspect of our work.

Through the tireless efforts of our dedicated staff team and volunteers, we have provided practical and emotional support to thousands of parents and families who often feel isolated and overwhelmed. As a lived experience charity, we offer compassion, hope and encouragement to those who need it most. We understand that postnatal depression affects not just individuals but entire families, which is why our holistic approach focuses on offering support to dads and partners too, making sure the whole family can thrive.

Turning our gaze towards the next 20 years, we know there is so much more to be done. Making sure we develop new services that reach the most disadvantaged and vulnerable families across the city remains our top priority. As leaders in our field, we also acknowledge our responsibility to raise awareness of the issues faced by new parents and support the wider development of our sector.

As we celebrate 20 years of service, we reflect on the countless lives touched by our work and the lasting impact we've made. Our commitment to supporting families in need continues to grow, with every volunteer and supporter playing a vital role in fulfilling our mission. Guided by our Christian ethos, we remain steadfast in our belief that every family deserves love, support, and the opportunity to experience healing and joy. We look forward to continuing this important work for years to come, with faith as our foundation and service as our calling.

Georgina Dean

Chair of the board of trustees

Charitable objectives and activities

The objects of the charity, as amended by special resolution dated 22 June 2023, as set out in the charity's governing document, the Articles and Memorandum of Association, are:

- a. The prevention and relief of poor mental health by the support of mothers and their families affected by pre- and post-natal depression and anxiety or other associated perinatal mental health issues.
- b. The advancement of good mental health by raising awareness of the issues associated with perinatal mental health issues and anxiety among the wider public.

Public benefit

The Trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the Charity's aims and objectives and in planning future activities.

Throughout the year we held a series of celebrations and thanksgiving events to commemorate our 20 years of service to local families.

- Three 20th birthday coffee mornings at each of our centres.
- A thanksgiving Church service at St John's Church, Walmley, where Acacia began 20 years ago.
- A 20th birthday AGM that brought together all of our previous Trustees.
- A specially commissioned Birthday logo
- Our largest ever 20th birthday fun run event (June 2024).
- A special 20th birthday party and fundraiser.



Our vision, mission and aims

Our vision

Acacia seeks a world where every family affected by pre- or post-natal mental illness receives timely and effective support close to home.

Our mission

To improve the lives of mothers and families affected by pre and postnatal depression and anxiety.

Our strategic aims

- To provide and promote high quality support services to those affected by pre and postnatal depression and anxiety.
- To equip communities with the skills to deliver support services to families.
- To raise awareness of pre and postnatal depression and anxiety.
- To establish and advance Acacia as the leader in its field.

Acacia's 3-year Strategic plan (2024-2027) develops these aims and identifies specific objectives and time scales for achieving these goals and ensuring Acacia's continued success. A copy of the plan is available on request.

Why do we exist?

- **One in five mothers** suffer from depression, anxiety, or other serious mental health issues during pregnancy or in the first year after childbirth.
- Single parents, young parents, mothers from **deprived communities and minority ethnic backgrounds** are disproportionately affected by maternal mental health issues.
- **Suicide** is the leading cause of death for mothers in the year after pregnancy (Maternal Mental Health Alliance, 2023)
- With current NHS services being overstretched, current mental health care during and after birth is becoming a **postcode lottery**, detrimental to both parents and their babies (NCT, 2023).
- **Rationing of vital mental health care** will lead to mothers being left in a vulnerable state, children facing lifelong health problems, and poor bonding between mother and baby (Maternal Mental Health Alliance, 2023).

Our model of support

Acacia Family Support is a Christian charity, which, for two decades has been offering specialist support for families living with pre and postnatal depression and anxiety in Birmingham, in community settings. Services are based on a model of lived experience and peer support, within a central ethos of 'love and kindness'.

We are a lived experience charity with 30 paid staff (18.4 FTE) and 50+ regular volunteers. 91% of staff and 61 % of volunteers have lived experience of perinatal/mental health issues.

“Acacia literally saved my life and my family. Without them, I don't know where I would be today.”
Service user



Bav's story

How I felt before Acacia's help

I was trapped in a box where I couldn't breathe. I always felt something bad was going to happen to my boys. I would just cry when I looked at them. My husband kept saying I needed to see someone to talk to, but I kept refusing. Then, finally, in the middle of the night, I just woke up crying and said: "Yes, okay, I'll see someone and talk."

My experience of Acacia's service

At first, I just sat and listened. I remember asking one question and that was, "How is this going to help me?" The answer I got just amazed me and then I cried, opened up and talked my heart out, which helped me and I felt lighter. I would cry till I had no tears left and no one judged me. The talks helped me a lot. The advice I was given, I took it all and I felt like a greatest mum in the world!

How I'm feeling now

I feel more comfortable and confident talking and not keeping it all in. I came out as a new person. If I can do it, anyone can: you're not alone.

My hopes for the future

I hope to help other families as much as I can, especially new mums and single parents. I'll do my level best to raise money for Acacia.

"I feel more comfortable and confident talking and not keeping it all in. I came out as a new person."

Service user



Who accessed our support in 2023-2024?

605

families accessed
our support

Severity

44%

of mums entered with
severe anxiety*

40%

of mums entered the service
with **severe/moderately
severe depression***

Background

The families we support
experience higher than
average levels of disadvantage
and deprivation. We continue
to expand the number of
mothers we support from
BAME communities.

39%

of our clients live in the **10%**
most deprived areas of England

Age

30

was the **average age** of all
mums, dads and partners
entering the service

20%

of mums were aged
24 years or under

48%

of mums were of **BAME** origin

Referrals

46%

were **self referrals**,
the most common route

30%

came from **health
visitors** and **midwives**

24%

came from other
health professionals
or **agencies**

24%

of mums referred
were **pregnant**

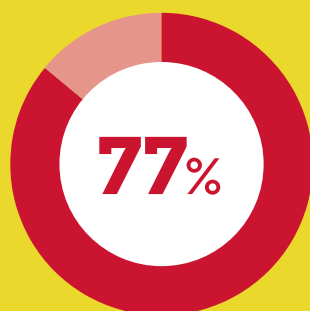
*Based on 2 IAPT and NICE recommended clinical tools for measuring depression and anxiety: PHQ-9 and GAD-7 questionnaires.

Our impact

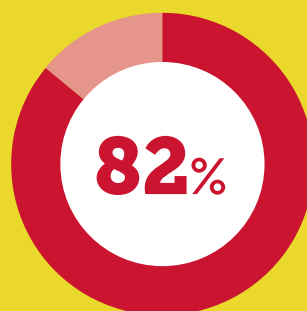
Our services significantly improve parents' mental health.



of women had **reduced depression and anxiety**



had **reduced anxiety**



had **reduced depression**



felt **more optimistic and hopeful**



felt better **able to cope**



felt more **supported**



would **recommend Acacia to friends and family**



rated Acacia's services as good, very good or excellent

Supporting professionals

15

awareness raising workshops

were delivered to

296

health professionals and members of local community groups

“I came to you at the most vulnerable and frightening time of my life – you have all offered nothing but love and strength.”

Service user

In 2023-2024, we significantly grew our Dads' and Partners project...

Our holistic approach supports the whole family, and we are passionate about supporting dads and partners. In 23/24, there has been some exciting developments across our Dads Project including:

- The **highest number of referrals** to the Dads' Project since the project began with **51** over the year.
- A dedicated full time **Dads Peer Support Worker** supporting Dads and Partners face to face and on the phone.
- Our beautiful little **film 'Dads Struggle Too'** won Silver at the Smiley Charity Film Awards.

- In June 2024, we hosted a **national webinar** with **100 delegates** about supporting the PNMH of dads and partners. The webinar was aimed at service providers, VCS, health professionals, commissioners and those working across the pathway.
- A brand-new partnership between Acacia Family Support and **Dads Club UK** to offer support and mental health awareness for dads and partners across Birmingham.

Rob's story



How I felt before Acacia's help

In my head, it had always been the narrative for me that I had to be a hero, to feel ashamed of asking for help. However, for me to be able to support my wife with her mental health, I had to be able to focus on my own. Especially when I was feeling tired, I was getting more stressed and more anxious.

My experience of Acacia's service

My wife was assigned to the perinatal mental health team. Whilst talking to them, they suggested that Acacia would be able to support me and help me in supporting her.

Being able to speak to Ben (the peer support worker for dads and partners), I was able to verbalise some of my thoughts and experiences. This also gave my wife peace, because she could see I was getting help, and that made our relationship stronger as well.

How I'm feeling now

Since feeling much better and being discharged from Acacia, I have gone on to found 'Dad's Club', which is a monthly stay and play session for dads and their young children, where they can socialise and support each other. I honestly wouldn't have been able to do this without the support I received from Acacia.

My hopes for the future

I hope that other mums and dads are able to reach out for support from Acacia.



Dad's Club was set up in March 2024 by Rob Smart and his wife Rosie. Rob is a previous user of Acacia's Dads' Support Service and together they wanted to create a space for dads, partners and their children to spend time, connect and support each other.

Working together, Dads' Club and Acacia:

- Run monthly Dads' Stay and Play sessions in South Birmingham.
- Organise social nights out for dads.
- Offer ad hoc individual meet-ups, coffee and walk and talks.
- Organise community events that raises awareness of the unique mental health challenges faced by dads.

Our wider impact: The Hearts and Minds National Partnership

Growing and empowering a more inclusive perinatal mental health community across England

Acacia is a founding partner of The Hearts and Minds National Partnership – an England-wide partnership of grassroots perinatal mental health VCS organisations that aims to connect, support and celebrate the VCSE community in perinatal mental health across England.

Over the past 12 months, the partnership has:

- Developed a **new website** for parents and professionals to access information about the Partnership and perinatal mental health VCSE support, including our England-wide interactive map of services.
- Grown a **social network of more than 5,300 people** who are engaging with our content.

- Featured **91 services** on our England-wide digital map.
- Hosted **9 Conversation Space sessions** – our free, online chats.
- Created **'Smart Space' our free online training resource** for emerging and established VCSE groups, with 209 individuals signed up.
- **Represented our sector** at multiple, strategic perinatal mental health forums and networks such as the NHS England Perinatal Mental Health Clinical Network meeting.
- Worked to **embed EDI** into the heart of the partnership via the new Root makers programme.

“Hearts and Minds is a partnership between Smile Group and Acacia, set up to connect, support and celebrate the incredible England-wide VCSE community in perinatal mental health. Fostering a spirit of collaboration and shared learning, we have created a suite of assets; our online map of services, digital training programme and living library of resources.”

*Natalie Nuttall, Lead Co-ordinator,
Hearts & Minds Partnership*



Hearts&Minds



Building a diverse, inclusive, and equitable organisation

Equality of opportunity and the promotion of diversity are central to Acacia's mission. We were established to help redress the stigma and discrimination that mothers and fathers with mental health problems face.

We are committed to providing inclusive services which embrace diversity and promote equality and inclusion, so we treat our families, employees, volunteers and all stakeholders with dignity and respect, embracing our individual and collective diversity.

We aim to build a more inclusive, diverse and equitable organisation where our team members and the children and families we work with can thrive. Over the past 12 months, we have committed to the following actions in our new 2024-2027 Strategic Plan:

- Ensure an equal spread of locations/ services across the city by planning a new service that targets families in areas of high deprivation and need.
- Increase our focus on EDI initiatives including the development of our Experts by Experience group.
- Active recruitment of staff and volunteers from diverse backgrounds that reflect the communities we serve.
- Prioritise initiatives that focus on increasing the health, resilience and wellbeing of our team.
- Produce additional resources for families that ensure we offer flexible and accessible support and information.

How we ensure our services are safe

Acacia has a strong clinical governance structure to ensure effective quality and risk management and facilitating safe practice.

At its core is a quality management system which incorporates comprehensive policies, processes, document control and incident reporting. Our service development and delivery is overseen by an Operational Management Team made up of our two Directors and our senior clinical staff (Locality Managers). Our Locality Managers all receive ongoing external clinical supervision, both individual and group supervision, including case review. In turn our Locality Managers provide supervision to their staff and volunteers.

Safeguarding

Our Operational Management Team forms, together with the Assistant Operations Director, our Safeguarding Team. All the Locality Managers are Safeguarding Deputy Coordinators for their locality, reporting to the Assistant Ops Director as Safeguarding Coordinator and are trained up to Level 3 for Adult and Child safeguarding. The Safeguarding Coordinator is trained to Level 4: Supervision in Safeguarding.

Together with our robust DBS procedure for all staff and volunteers, our clinical governance system ensures that we deliver safe, outcomes driven services which are of consistently high quality, manage risk effectively, and reflect best practice.

Financial review and fundraising

We are extremely grateful to all our funders who continued to support us during the year.

2023-24 has been a strong and successful year of fundraising as we have seen similar levels of both income and expenditure to the previous 22/23 year, with all projects and services maintained and/or expanded.

We have purposely developed a diverse funding portfolio to reduce financial risk and support Acacia's long-term stability. Over the next 3 years, we plan to grow this portfolio, building on our excellent relationship with statutory funders, trusts/foundations, and individual donations.

Current funding sources that we expect to continue include:

Long-term NHS contracts

- An annual contract from NHS Birmingham & Solihull ICB to deliver pre and postnatal support across Birmingham (in place since 2009).
- A three-year contract from Birmingham Women's & Children's NHS Foundation Trust to run a young parents mental health support service across Birmingham (in place since 2017).
- An annual contract from NHS Birmingham and Solihull Mental Health Fdn Trust to deliver peer support workers for dads and mothers from minority ethnic backgrounds (in place from 2020).

A thriving trusts and foundations programme

We have built good relationships with local and national trusts and foundations and receive regular funding from many for unrestricted and restricted funding.

Notable partnerships include:

- Henry Smith Charity (£180,000 over three years)
- John Armitage Foundation (£30,000)
- The Postcode Local Trust (£25,000)
- Zurich CT (£23,333)
- Job Ladder (£20,000)
- Eveson CT (£15,000)
- Sutton Coldfield Charitable Trust (£15,000)
- Sutton Coldfield Town Council (£10,000)
- The Leathersellers (£10,000)
- Cornerstone Quest (£10,000)
- Benefact Trust (£6,250 over two years)
- Turner Trust (£3,000)

... as well as various smaller annual donations of between £500 and £3,000.

A growth in community fundraising and monthly donations

Over the past two years, the number of our monthly donors has increased by 40%, to 51 monthly 'Acacia Angel' donors. In addition, we run an exciting community fundraising programme including multiple annual events such as a quiz night, skydive, wing walk, abseil and a raffle.

An emerging corporate fundraising programme

We have been steadily increasing our involvement in local businesses through regularly attending Chamber of Commerce events and being active participants in a local Business Networking Club. Both initiatives have enabled us to forge corporate

“As a long-term funder of Acacia’s services, we have been impressed by their professionalism and passion to improve the lives of mothers and families affected by maternal mental health issues.”

*Clare Haines, Grants Manager,
Sutton Coldfield Charitable Trust*

support. For example, through becoming charity partners, charity of the year, and having fundraising support from 10+ local Birmingham businesses.

A full version of our fundraising strategy is contained in our 2024-2027 Strategic Plan.

Future plans: our new Strategic Plan for 2024-2027

We have launched our 2024-2027 Strategic Plan which sets out our vision for the next three years.



Reserves policy

The calculation of the required level of reserves is an integral part of Acacia's planning, budget and forecast cycle. It considers:

- Risks associated with each stream of income and expenditure being different from that budgeted.
- Planned activity level.
- Organisation's commitments.
- Future funding requirements.

During the year, the Trustees have reviewed their reserves policy as follows:

- **Reserves are maintained at a level which ensures that at least 3-6 months of the organisation's core activity could continue during a period of unforeseen difficulty.**

This policy will be reviewed annually or more frequently if necessary.

Acacia's un-restricted reserves at the end of the year amount to £348,002 and from this Trustees have designated £108,691 to cover the following costs:

Redundancy costs	£84,191
Dilapidation costs	£3,000
Rental commitments	£3,000
Designated project costs*	£18,500 (Becky Plummer Fund)
Total	£108,691

This means that Acacia's non-designated free reserves are therefore £230,890 for the year being reported representing approximately 5 months budgeted 'core activity' running costs. Trustees recognise that a continuous process of fundraising is required to ensure that reserves can be maintained at a level that is in line with the reserves policy and reflects the organisations continued desire to increase service delivery and activity.

Risk assessment

The Trustees are constantly aware of risk and are fully aware of their responsibilities. The ongoing expansion of the charitable company's work, proposed major developments and continuing developments with government initiatives, all contribute to the need to be vigilant in identifying and managing risk. The trustees are committed to working with the senior leadership team in reviewing and updating all written policies and procedures on a regular basis. Risks associated with mental health and child protection are closely monitored and procedures are in place should these arise. All employees, voluntary workers and trustees have a DBS check in line with our DBS policy.

* Designated towards activities in memory of Becky Plummer in conjunction with the agreed wishes of the Plummer family.

Structure, governance and management

Governing document

Acacia Family Support Limited is a company limited by guarantee (no. 06217626) and a registered charity (no. 1122831) governed by its Memorandum and Articles of Association.

Appointment of trustees, induction and training

New Trustees are appointed by invitation to join the Board given that they have the necessary skills and experience to contribute to the charitable company's activities and to be able to discharge their obligations as Trustees. The chair and another trustee meet with new trustees to discuss their skills and experience and the contribution they can make to the charitable company. Induction for all new trustees includes meeting senior members of staff and discussing with them their respective roles in the organisation and meeting local members of support staff. Arrangements are made for trustees to visit the local operational centres and meet and talk with volunteers and service users if appropriate. Training days for trustees are held at least annually together with individual trustee training as requested or appropriate. The Company secretary is charged with keeping Trustees up to date with the requirements needed to fulfil their responsibilities.

Reference and administrative information

Trustees

Ms G Dean – Chair	Ms H Simnet
Mr D Knott	Ms H Bowen
M Clare (Dr)	D Spooner

Charity number

1122831

Company number

06217626

Registered office

5A Coleshill Street
Sutton Coldfield
West Midlands B72 1SD

Independent examiner

Karen Hanlan Independent Examiner Limited
1 Saracen Close
Ettington CV37 7SZ

Bankers

Unity Trust Bank plc
Nine Brindley Place
Birmingham B1 2HB

Approved by the Board and signed on its behalf by:

Georgina Dean, Chair of Trustees

[DATE]

Statement of trustees' responsibilities

The trustees are required to prepare financial statements for each financial year which give a true and fair view of the state of the affairs of the charitable company and of the surplus or deficit incurred by the charitable company for that year. In preparing those financial statements the trustees are required to:

- Select suitable accounting policies and then apply them consistently.
- Make judgments and estimates that are reasonable and prudent.
- State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the accounts.
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue to exist.

The trustees have overall responsibility for ensuring that the charitable company has an appropriate system of controls, financial and otherwise.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy, at any time, the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Charities Act 2011.

They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities and to provide reasonable assurance that:

- The charitable company is operating efficiently and effectively
- Its assets are safeguarded against unauthorised use or disposition
- Proper records are maintained and financial information used within the charity or for publication is reliable
- The charitable company complies with relevant laws and regulations.

Independent examiner's Report to the Trustees of Acacia Family Support ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2024 which are set out on pages 20-35.

Responsibilities and basis of report

As the charity trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the Company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. Accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. The accounts do not accord with those records; or
3. The accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. The accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102).

I have no concerns and have come across no matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Karen Hanlan, ACA

Member of Institute of Chartered Accountants England & Wales

Karen Hanlan Independent Examiner Ltd, 1 Saracen Close, Ettington, Warwickshire CV37 7SZ

[DATE]

Statement of financial activities

(including an income and expenditure account)

	Note	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Income					
Donations and legacies	1	291,149	51,532	342,681	282,794
Charitable activities	2	247,071	131,008	378,079	461,700
Investment Income – Bank interest		3,558	-	3,558	485
Total income		541,778	182,540	724,318	744,979
Expenditure					
Raising funds	3	45,891	-	45,891	52,159
Charitable activities	3	484,821	187,127	671,948	711,682
Total expenditure		530,712	187,127	717,839	763,841
Net (expenditure)/income and net movement in funds for year		11,066	(4,587)	6,479	(18,862)
Reconciliation of funds:					
Total funds brought forward		336,936	18,074	355,010	373,872
Total funds carried forward		348,002	13,487	361,489	355,010

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

All income and expenditure derives from continuing activities.

Balance sheet

	Note	2024 £	2023 £
Fixed assets			
Tangible assets	5	8,421	16,791
Current assets			
Debtors and prepayments	6	37,021	34,900
Cash at bank and in hand		405,870	411,251
		442,891	446,151
Current liabilities			
Creditors: amounts falling due within one year	7	(89,823)	(107,932)
Net current assets		353,068	338,219
Net assets		361,489	355,010
Funds of the charity:			
Restricted funds	8	13,487	18,074
Unrestricted funds			
General reserves		239,311	242,670
Designated reserves	9	108,691	94,266
Total charity funds		361,489	355,010

The accompanying accounting policies and notes form part of these financial statements.
Registered Company number: 06217626.

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

Responsibilities of directors/trustees:

- The members have not required the charitable company to obtain an audit of its financial statements for the year in question in accordance with section 476 of the Companies Act 2006 – however, in accordance with section 145 of the Charities Act 2011 the financial statements have been examined by an independent examiner whose report appears on page 19.
- The directors/trustees acknowledge their responsibility for complying with the requirements of the Companies Act with respect to accounting records and the preparation of accounts.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

Approved by the trustees and signed on their behalf by:

Georgina Dean, Chair of Trustees

[DATE]

Statement of cash flows

	2024 £	2023 £
Cash flows from operating activities:		
Cash absorbed by operating activities (see below)	(8,939)	(81,745)
Cash flows from investing activities:		
Purchase of tangible fixed assets	-	(9,354)
Interest received	3,558	485
Net cash generated/ (used by) investing activities	3,558	(8,869)
Change in cash and cash equivalents in the year	5,381	(90,614)
Cash and cash equivalents at beginning of the year	411,251	501,865
Cash and cash equivalents at end of the year	405,870	411,251

Reconciliation of net income to net cash flow from operating activities

	2024 £	2023 £
Net income/(expenditure) for the year (as per the Statement of Financial Activities)	6,479	(18,862)
Adjustments for:		
Depreciation charges	8,370	9,598
Interest received	(3,558)	(485)
Increase in debtors	(2,121)	(25,387)
Decrease in creditors	(18,109)	(46,609)
Net cash used by operating activities	(8,939)	(81,745)

Principal accounting policies

Status of the company

The charitable company is limited by guarantee and does not have share capital. The liability of members is limited to £1 per member.

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102)(updated 1 January 2019) – (Charities SORP (FRS102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) and the Companies Act 2006.

Acacia Family Support meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

Going concern statement

The financial statements have been prepared on a going concern basis which assumes that the Company will continue to operate. The validity of this assumption is dependent upon the continuance of support from the Company's key grant funders and in response to the progress made by the Company in pursuing a viable budget including the obtaining of further grants and other funds. The Company's current business plan shows that the Company will be able to operate in the foreseeable future. Based on this understanding, the directors believe that it remains appropriate to prepare the financial statements on a going concern basis. The financial statements do not include any adjustments, which would result from the basis of preparation being inappropriate.

Funds

General accumulated funds are unrestricted funds available for general purposes and include funds designated for a particular purpose; the use of such funds remains at the discretion of the trustees.

Restricted funds are funds subject to conditions imposed by the donor or by specific terms of the appeal under which the funds are raised. The restrictive conditions are binding upon the Charitable Company.

Income

Items of income are recognised and included in the accounts when all of the following criteria are met:

- The charity has entitlement to the funds.
- Any performance conditions attached to the item(s) of income have been met or are fully within the control of the charity.
- There is sufficient certainty that receipt of the income is considered probable.
- The amount can be measured reliably.

Expenditure and irrecoverable VAT

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

Expenditure is classified under the following activity headings:

- Costs of raising funds comprise staff costs, fundraising consultants fees other direct costs and an allocation of other staff involved in the raising of funds for the charity.
- Expenditure on charitable activities includes the direct costs of projects and activities undertaken to further the purposes of the charity and their associated support and governance costs.

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

Tangible fixed assets

Depreciation is provided at a rate calculated to write off the cost on a straight-line basis over a period of less than the estimated useful life of the assets as follows:

- Fixtures, fittings and equipment: 5-10 years.
- Computer equipment: 3 years.

Fixed assets are capitalised when their cost exceeds £500.

Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid after taking account of any trade discounts due.

Cash at bank and in hand

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

Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Deferred income

Income is deferred when monies are received in advance relating to projects commencing after the financial year where the contract period is specified by the funder.

Taxation

As a registered charity no provision is considered necessary for taxation.

Pensions

The charity contributes into a Group Personal Pension Plan for employees. This pension plan is defined contribution in nature and as required under FRS102 the annual cost is recognised as incurred and included in the Statement of Financial Activities.

Notes to the financial statements

1. Donations and legacies

	2024 £	2023 £
Subscriptions and donations	59,830	63,593
Unrestricted grants	231,319	127,083
	291,149	190,676
Restricted grants:		
Sutton Coldfield Charitable Trust	15,000	15,000
Sutton Coldfield Town Council	10,000	10,000
Leathersellers' Company Charitable Fund	-	15,000
Young People's Project – various trusts	16,500	29,000
South Birmingham Centre – various trusts	4,500	500
Volunteering programme – various trusts	1,750	6,750
Other grants under £5,000	3,782	15,868
	51,532	92,118
Total	342,681	282,794

2. Charitable activities

	2024 £	2023 £
Unrestricted:		
NHS Birmingham Cross City Clinical Commissioning Group	95,831	95,788
Birmingham & Solihull Mental Health Foundation Trust – Dads/BAME awareness projects	101,240	127,242
Birmingham Women & Children's NHS Foundation Trust– YPP	50,000	50,690
Central & NW London NHS Foundation Trust – Bedford, Luton & Milton Keynes project	-	48,465
Birmingham & Solihull Mental Health Foundation Trust –Patient Carers Race Equalities Framework Funding	-	19,548
	247,071	341,733
Restricted:		
Big Lottery Community Fund – project support 2021 to 2024	94,440	76,294
Hearts & Minds Partnership	36,568	43,673
	131,008	119,967
	378,079	461,700

3. Expenditure

Expenditure on charitable activities comprises:	Restricted project costs £	Direct charitable activity £	Support and governance costs £	2024 £
Salary costs	156,367	313,480	77,751	547,598
Freelance fees	1,495	265	4,586	6,346
Project running costs	7,942	1,300	-	9,242
Evaluation and impact	11,475	-	-	11,475
Printing and publicity	-	102	1,479	1,581
Staff travel	34	1,180	463	1,677
Depreciation	274	8,096	-	8,370
Office costs	4,398	1,956	28,548	34,902
Premises costs	3,380	496	21,802	25,678
Insurance	-	-	3,949	3,949
Finance costs	-	-	9,597	9,597
Staff/trustee training	-	1,521	1,765	3,286
Volunteer costs	1,762	4,409	37	6,208
Independent Examiners fee	-	-	1,600	1,600
Legal and professional fees	-	-	17	17
Trustee expenses and meetings	-	142	280	422
Total	187,127	332,947	151,874	671,948

3. Expenditure (continued)

Expenditure on charitable activities comprises:	Restricted project costs £	Direct charitable activity £	Support and governance costs £	2023 £
Salary costs	147,155	326,808	64,069	538,032
Freelance fees	3,795	2,505	1,485	7,785
Project running costs	11,095	25,319	367	36,781
Evaluation and impact	10,900	4,325	-	15,225
Printing and publicity	9	2,701	962	3,672
Staff travel	468	79	248	795
Depreciation	525	9,033	40	9,598
Office costs	3,140	6,092	27,130	36,362
Premises costs	12,299	-	12,948	25,247
Insurance	-	-	3,138	3,138
Finance costs	-	-	8,832	8,832
Staff/trustee training	1,973	2,316	737	5,026
Volunteer costs	17,263	1,927	-	19,190
Independent examiners fee	-	-	1,700	1,700
Trustee expenses and meetings	-	-	299	299
Total	208,622	381,105	121,955	711,682

Costs of raising funds comprise:	2024 £	2023 £
Salary costs	40,322	37,612
Fundraising consultant fees	-	4,625
Fundraising activity costs and platform fees	5,569	9,922
Total	45,891	52,159

4. Analysis of staff costs, trustee remuneration and expenses

	2024 £	2023 £
Salaries	534,812	524,303
National Insurance	32,296	31,595
Pension costs	20,812	19,746
Total	587,920	575,644

The Charitable Company employed the full-time equivalent of 18 (2023: 18) staff during the year.

No employees had benefits in excess of £60,000 (2023: nil). Pension costs are allocated to activities in proportion to the related staffing costs incurred.

No expenses were reimbursed to Trustees during the year.

Trustee indemnity insurance is paid for by the charity as part of its overall insurance cover.

The key management personnel of the charity comprise the trustees, the Operations Director and the Business Support Director. Trustees receive no remuneration or other benefits from the charity. The remuneration, including pension contributions, of key management personnel for the year was £70,501 (2023: £67,299).

5. Tangible fixed assets

	Fixture, fittings and equipment £
Cost	
At beginning of year	62,857
Additions	-
At end of year	62,857
Depreciation	
At beginning of year	46,066
Charge for the year	8,370
At end of year	54,436
Net book value	
At 31 March 2024	8,421
At 31 March 2023	16,791

6. Debtors

	2024 £	2023 £
Prepayments	6,646	6,296
Grants and donations receivable	30,375	28,604
	37,021	34,900

7. Creditors: amounts falling due within one year

	2024 £	2023 £
Trade creditors	17,867	18,449
Accruals	1,708	2,852
Deferred income	70,248	86,631
	89,823	107,932

Movements in deferred income are as follows:

	£
At beginning of year	86,631
Released to income in year	(86,631)
Deferred in year	70,248
At end of year	70,248

Deferred income relates to funding received in advance for the forthcoming financial year.

8. Restricted funds

The income funds of the charity include restricted funds comprising the following amounts which have been applied for specific purposes:

	Balance at beginning of year £	Income £	Expenditure £	Transfers £	Balance at end of year £
2024					
Big Lottery Community Fund 2020-2025	(2,742)	94,440	(91,457)	-	241
Emma's Fund	8,387	-	(6,192)	-	2,195
Sutton Coldfield Charitable Trust	-	15,000	(15,000)	-	-
Sutton Coldfield Town Council	-	10,000	(10,000)	-	-
Hearts & Minds Partnership	6,287	36,568	(37,931)	-	4,924
South Birmingham Centre Funding	-	4,500	(4,500)	-	-
Young People's Project	5,368	16,500	(17,297)	-	4,571
Capital appeal	774	782	-	-	1,556
Volunteering Project	-	1,750	(1,750)	-	-
Helping Hands Salary contribution	-	3,000	(3,000)	-	-
Total	18,074	182,540	(187,127)	-	13,487

Big Lottery Funds

Project funding by the BIG Lottery to run activities linked to Acacia's support services in South Birmingham, funding Acacia's group work project and volunteer programme.

Emma's Fund

Donations received from friends and family of Emma Borg, founder of Acacia, after her death in September 2018. With support from Emma's family, the charity have developed Emma's Gift, an Acacia project that funds small gifts and essential items for families, service providers to offer practical support in families' homes and emergency items.

Sutton Coldfield Charitable

Grant towards the running costs of the Charitable Company's head office in Sutton Coldfield and towards the salary of the Centre Manager in Walmley.

Sutton Coldfield Town Council

Grant towards running costs of our Sutton Coldfield project.

Leathersellers' Company Charitable Fund

Grant towards the costs of training videos for volunteers.

Hearts & Minds Partnership

Funding from the Community Fund's England-wide Partnerships Fund to develop a grassroots partnership of perinatal mental health VCS organisations.

South Birmingham Centre

Project funding to run Acacia's services across South Birmingham.

Young People's Project

Project funding towards the development and running of a specialist young parents (school age to 21) pre and postnatal depression support project.

Capital appeal

Grants towards new laptops and screens.

Volunteering project

Funding towards the volunteering programme.

Helping Hands salary contribution

Grant towards the salary costs of the Helping Hands team.

**Acacia Family Support**

Trustees' Report and Financial Statements for the year ended 31 March 2024

2023	Balance at beginning of year £	Income £	Expenditure £	Transfers £	Balance at end of year £
Big Lottery Community Fund 2020-2025	-	76,294	(79,036)	-	(2,742)
Emma's Fund	14,554	-	(6,167)	-	8,387
Sutton Coldfield Charitable Trust	-	15,000	(15,000)	-	-
Sutton Coldfield Town Council	-	10,000	(10,000)	-	-
Leathersellers' Company Charitable Fund	-	15,000	(15,000)	-	-
Hearts & Minds Partnership	4,037	43,673	(41,423)	-	6,287
South Birmingham Centre Funding	-	500	(500)	-	-
Young People's Project	5,373	29,000	(29,005)	-	5,368
Capital appeal	-	10,468	(341)	(9,353)	774
Volunteering Project	-	6,750	(6,750)	-	-
Virtual Services Team	-	5,400	(5,400)	-	-
Total	23,964	212,085	(208,622)	(9,353)	18,074

9. Designated funds

Funds have been designated by the Trustees to cover costs of redundancy (£84,191), dilapidations (£3,000) and rental commitments (£3,000) that would all fall due in the event of a winding up of operations. A further fund of £18,500 has also been set aside this year towards activities in memory of Becky Plummer in conjunction with the agreed wishes of the Plummer family.

10. Analysis of net assets between funds

	Restricted funds £	Unrestricted funds £	2024 total £
Fixed assets	-	8,421	8,421
Current assets	49,736	393,155	442,891
Current liabilities	(36,249)	(53,574)	(89,823)
Total funds	13,487	348,002	361,489

	Restricted funds £	Unrestricted funds £	2023 total £
Fixed assets	-	16,791	16,791
Current assets	45,705	400,446	446,151
Current liabilities	(27,631)	(80,301)	(107,932)
Total funds	18,074	336,936	355,010

11. Operating lease commitments

Expiring:	2024 £	2023 £
Within one year	-	-
Between two and five years	3,000	3,000

12. Controlling interests

The charity is controlled by the trustees.

13. Related party transactions

There were no transactions with related parties in the year.

14. Comparative statement of financial activities for 2024

	Unrestricted funds £	Restricted funds £	Total £
Income			
Donations and legacies	190,676	92,118	282,794
Charitable activities	341,733	119,967	461,700
Investment income – bank interest	485	-	485
Total income	532,894	212,085	744,979
Expenditure			
Raising funds	52,159	-	52,159
Charitable activities	503,060	208,622	711,682
Total expenditure	555,219	208,622	763,841
Net (expenditure)/income and net movement in funds for year before transfers	(22,325)	3,463	(18,862)
Transfers	9,353	(9,353)	-
Net expenditure and net movement in funds for year after transfers	(12,972)	(5,890)	(18,862)
Reconciliation of funds:			
Total funds brought forward	349,908	23,964	373,872
Total funds carried forward	336,936	18,074	355,010



A huge thank you to all of our funding partners

Thanks go to all the trusts, foundations and NHS teams who supported us through the financial year. We are hugely grateful for the support we continue to receive from so many. We couldn't do it without you. Thank you.



NHS
Birmingham and Solihull
Mental Health
NHS Foundation Trust

NHS
Birmingham and Solihull
Clinical Commissioning Group

NHS
Birmingham Women's
and Children's
NHS Foundation Trust



The **Eveson**
Charitable Trust



Acacia Family Support

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0121 301 5990

🐦 @Acacia_Family 📘 @AcaciaFS 📷 @acaciafamilysupport

www.acacia.org.uk



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an accredited Living
Wage Employer



Accounts



TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023





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A huge thank you to our funding partners

Report of the trustees

Looking back over 20 years and looking forward to an exciting future

As we prepare to celebrate 20 years of Acacia in 2023/24, it feels important to pause and reflect not only on what we have achieved so far, but what our future looks like. Understanding why we do what we do and how we can help more parents with maternal mental health issues remain key questions that must be held close as we look towards the next 20 years.

The past year has felt both exciting and transitional. On the one hand, it has been yet another year of growth and change in our service delivery as we have extended our offer of support to more dads and mothers from minority ethnic communities across the city. On the other hand, we have been working hard behind the scenes to ensure that we have the right levels of support staff and back-office systems to cope with our rapid growth over the past five years but also to ensure we are fit for the future and another 20 years. We have invested in our volunteer training programme, our HR systems, our administration support, our cyber security and our safeguarding team. Although this growth is less visible, they are all vitally important for our future sustainability and success.

As we look towards our future, the heart of who we are remains unshakeable. Our Christian ethos of love, kindness and hope combined with professionalism and lived experience means we understand what families are going through and consistently go the extra mile for parents so desperately in need of support.

Thank you to all those who have engaged, supported and partnered with us over the last year. We hope you can be part of our continuing and exciting journey.

Georgina Dean

Chair of the board of trustees



Charitable objectives and activities

The objects of the charity, as amended by special resolution dated 22 June 2023, as set out in the charity's governing document, the Articles and Memorandum of Association, are:

- a. The prevention and relief of poor mental health by the support of mothers and their families affected by pre- and post-natal depression and anxiety or other associated perinatal mental health issues
- b. To advancement of good mental health by raising awareness of the issues associated with perinatal mental health issues and anxiety among the wider public.

Public benefit

The Trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the Charity's aims and objectives and in planning future activities.



Why do we exist?

Nationally, suicide is the leading cause of maternal deaths during pregnancy and in the first year after birth; maternal deaths by suicide have risen three-fold since 2021.

Statutory services are struggling with a 40% increase in demand for perinatal mental health services and access to community-based maternal mental health support remains disappointingly inconsistent and patchy.

1 in 5 mothers will experience a maternal mental health issue and annually, approximately 3,000 mothers in Birmingham will be affected. Most of these parents will not be eligible for specialist care.

Acacia aims to address these needs by filling a vital gap in local support. Delivered by parents who have experienced perinatal mental health issues, our non-judgemental support is underlined by love and care.

Our model of support

Acacia Family Support is a Christian charity, which for nearly two decades has been offering specialist support for families living with pre and postnatal depression and anxiety in Birmingham, in community settings. Services are based on a model of lived-experience and peer support, within a central ethos of 'love and kindness'.

Our Christian values and what they mean to us Acacia is built on a strong Christian foundation. We enable people to flourish by experiencing and responding to the love of God which inspires and challenges us to trust steadily, hope unswervingly and love unconditionally. We place equal value on every individual; welcoming people of all faiths and of none. We aim to create supportive, inclusive and energising communities where parents and families can belong, be valued, contribute and thrive.

“

“I felt so awful when I became a mum that I wasn't enjoying my baby. I remember crying on my way to Acacia thinking “I'm going to be judged” but of course I wasn't. I felt immediately supported, understood and validated.”

Mum using our befriending service

Our model of support



Our vision, mission and strategic aims

Our vision

Acacia seeks a world where every family affected by pre- or post-natal mental illness receives timely and effective support close to home.

Our mission

To improve the lives of mothers and families affected by pre- and postnatal depression (PND) and anxiety.

Strategic aims

- To provide and promote high quality support services to those affected by pre- and post-natal depression and anxiety
- To equip communities with the skills to deliver support services to families
- To raise awareness of pre- and post-natal depression and anxiety
- To further establish Acacia as the leader in its field.

Acacia's two-year Strategic plan (2022-2024) develops these aims and identifies specific objectives and time scales for achieving these goals and ensuring Acacia's continued success. A copy of the plan is available on request.

We are a lived experience charity

31

**paid staff
(18.8 FTE)**

50+

**regular
volunteers**

88%

**have lived-experience
of perinatal/mental
health issues**

78%

**have lived-experience
of perinatal/mental
health issues**

Holly

How I felt before Acacia's help

I felt hopeless and depressed. I was filled with sadness and felt overwhelmed by life. I was terrified that I was a bad mum, or that something was going to happen to my baby. I felt traumatised by my birthing experience and was struggling to process it.

My experience of Acacia's service

I was nervous at first, worried about being judged. What I received was the exact opposite – absolute acceptance and support. The warmth shown, not just for me but for my wife too, was very encouraging. I felt very quickly that Acacia was a safe space for me

to explore my feelings and started to realise that I wasn't alone in how I was feeling.

How I'm feeling now

I feel like I believe in my abilities as a mum and realise that I always was the mum I wanted to be, but I just couldn't see it through the fog of postnatal depression. I feel more confident and have met some wonderful people who have become friends and pillars of support.

My hopes for the future

I hope to continue to remain emotionally and mentally well and to be the best mum I can be. Acacia genuinely saved me and I will be forever grateful for the love and support shown to me and my family.

“

“Acacia genuinely saved me and I will be forever grateful for the love and support shown to me and my family.”

Holly



Who accessed our support in 2022-2023?

567

families
accessed
our support

Severity

43%

of mums entered
with severe anxiety*

12%

of mums entered
with severe depression*

Age

19%

of mums were
25 or under

31

years was the average
age of mums

Background

The families we
support experience
higher than average
levels of disadvantage
and deprivation

39%

of our clients live in
the 10% most deprived
areas of England

We are
extending our
reach to mothers from
BAME communities

45%

of mums
were of
BAME origin

Referrals

52%

were self-referrals,
the most common
route into the service

48%

of referrals came from
health professionals
or other agencies

28%

of referrals came
from health visitors
and midwives

* Based on 2 IAPT and NICE recommended clinical tools for measuring depression and anxiety: PHQ-9 and GAD-7 questionnaires

New developments in 2022-23

Service delivery

Two full time Peer Support workers (Dads and BAME)

Service delivery

Cultural humility workshops for NHS PCREF (Patient and Carer Race Equality Framework)

Service delivery

Launched volunteering programme training platform and database

Infrastructure

Gained Cyber Essential accreditation and completed NHS Data Security and Protection toolkit

Infrastructure

Recruited and expanded admin, management, HR and payroll support staff

Infrastructure

Safeguarding audit and improvement plan

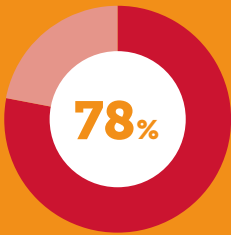
DON'T PANIC!



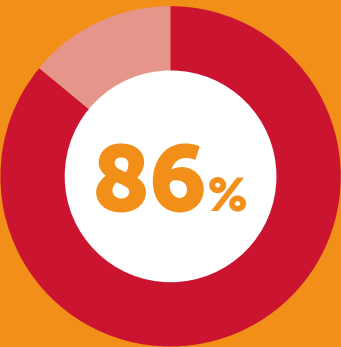
Our impact



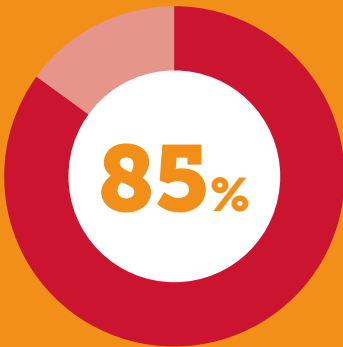
Our services significantly improve parents’ mental health. We have seen an improvement in recovery rates and beneficiary outcomes in ALL areas compared to the previous year.



had reduced depression and anxiety



of women had reduced depression



had reduced anxiety



felt more supported



would recommend Acacia to friends and family



felt more optimistic and hopeful



felt better able to cope



rated Acacia’s services as good, very good or excellent

Supporting professionals

We delivered 18 awareness raising workshops and talks to nearly 300 maternity and perinatal health professionals including...

12
cultural
humility
workshops

6
awareness
raising
workshops

Our wider impact

The Hearts and Minds National Partnership – growing and empowering a more inclusive perinatal mental health community across England

We believe equitable access to good perinatal mental health support is critical. Working alongside Bluebell (Bristol and SW) and Smile (North West), our England-wide partnership of grassroots perinatal mental health VCS organisations aims to connect, support and celebrate the VCSE community in perinatal mental health across England. Over the past three years, the partnership has:

- Hosted a successful National Meet-Up in Jan 2023 with 78 attendees and a panel of national thought leaders from across the PMH landscape which received an average of 9/10 on our event feedback forms
- Developed a website for parents and professionals to access information about the Partnership and perinatal mental health VCSE support, including our England-wide interactive map of services
- Grown a social network of more than 4,500 people who are engaging with our content
- Featured 84 services on our England-wide digital map
- Saw representation from 68 services at 18 Conversation Space sessions – our free, monthly online chats
- Created 'Smart Space' our free online training resource for emerging and established VCSE groups, with 128 individuals signed up.




Hearts&Minds

Emma's Gift

Acacia Family Support was founded in 2003 by two local Birmingham mum and friends, Emma Borg and Rachel Gregory.

In 2018, Emma sadly passed away. To ensure that Emma lives on in our hearts and in the lives of the families we support, the Emma's Gift project was created with the support and blessing of Emma's family.

Emma's Gift is a unique project that is at the heart of our service, offering families love, hope, kindness and compassion. Over the past 12 months Emma's Gift has:

- **Supported 36 families at home** with practical and emotional support such as cleaning, washing, holding the baby and food preparation
- **Delivered 92 'Winter Warmer' hampers** that included an insulated mug, hot chocolate, shortbread biscuits and a hot water bottle
- **Given out over 150 'Bags of Love'** to new parents joining our service (treats and small gifts to help mum, partner and baby)
- **Posted 334 welcome cards** with a tea bag to new referrals and 117 Farewell packages containing a wooden, handmade Acacia Angel and card
- **Supported the emotional wellbeing of staff** by funding 12 hours of external counselling for members of the team in addition to their existing supervision.



How do we make sure that our services are open to all people?

Equality of opportunity and the promotion of diversity are central to Acacia's mission. We were established to help redress the stigma and discrimination that mothers and fathers with mental health problems face. Our commitment to this guides our whole organisation: from our board, through our policies, staff and volunteers, into our services and providing equal access for our beneficiaries. We are committed to promoting equality and diversity and fostering a culture that actively values difference and recognises that people from different backgrounds and experiences bring valuable insights to the workplace to enhance the way we work.

As we have grown, we have kept the voices and needs of our most vulnerable clients at the heart of our decisions. The pandemic has re-emphasised to us the vital importance of accessibility for parents with PND. This more than anything has driven us to diversify our services to enable mums to find the help that they need through a wider range of accessible and inclusive services.

By continually developing specialist services for parents whose voices are seldom heard, we have worked hard to ensure that we are breaking down barriers, eliminating discrimination and ensuring equal opportunities and access for all parents.

How do we ensure our services are safe?

Acacia has a strong clinical governance structure to ensure effective quality and risk management and facilitating safe practice. At its core is a quality management system which incorporates comprehensive policies, processes, document control and incident reporting.

Our service development and delivery is overseen by an Operational Management Team made up of our two Directors and our senior clinical staff (Locality Managers). Our Locality Managers all receive ongoing external clinical supervision, both individual and group supervision, including case review. In turn our Locality Managers provide supervision to their staff and volunteers.

Our Operational Management Team also forms, together with the Operations Director, our Safeguarding Team. All the Locality Managers are Safeguarding Deputy's for their locality reporting to the Ops Director as safeguarding lead. Together with our robust DBS procedure for all staff and volunteers, our clinical governance system ensures that we deliver safe, outcomes driven services which are of consistently high quality, manage risk effectively, and reflect best practice.



Finance and fundraising

We are extremely grateful to all our funders who continued to support us during the year.

2022-23 has seen yet another period of huge growth and investment into our service. We have invested in new areas of service development and have ensured that we have the internal systems, processes, people and infrastructure to enable us to be a healthy, resilient and sustainable charity as we look towards the future.

Acacia's fundraising is overseen by the Business Director with support from a community fundraising manager and two fundraising assistants. All staff are part time. Our fundraising objectives for 2023-2024 are to:

- Continue to diversify funding base and attract more core/unrestricted, multi-year funding
- Fundraise for larger, longer new grants to fund existing projects and services and recent, rapid expansion
- Maximise income opportunities presented by the NHS change from CCG to ICS structure and increased funding commitments to the voluntary sector
- Renegotiate and increase NHS contract values
- Increase the level of income from community fundraising and corporate support
- Maintain current relations with existing funders.

A full version of our fundraising strategy is contained in our 2022-24 Strategic Plan.

Future plans

Our two-year interim business plan ends in March 2024. The charity is currently preparing a new three-year business plan for 2024-2027.

In 2023-24, we are excited to be celebrating Acacia's 20th birthday. Starting in October 2023, to coincide with our co-founder Emma Borg's Godly vision for Acacia 20 years ago, we have planned a wonderful year of celebrations including:

- A week of 20th birthday coffee mornings
- A 20th birthday AGM with all former Trustees
- A Mothers' Day celebration service in March 2024
- A big birthday party in spring 2024.

Reserves policy

The calculation of the required level of reserves is an integral part of Acacia's planning, budget and forecast cycle. It considers:

- Risks associated with each stream of income and expenditure being different from that budgeted
- Planned activity level
- Organisation's commitments
- Future funding requirements.

During the year, the Trustees have reviewed their reserves policy as follows:

- **Reserves are maintained at a level which ensures that at least 3-6 months of the organisation's core activity could continue during a period of unforeseen difficulty.**

This policy will be reviewed annually or more frequently if necessary.

Acacia's un-restricted reserves at the end of the year amount to £336,936 and from this Trustees have designated £94,266 to cover the following costs:

Redundancy costs	£69,766
Dilapidation costs	£3,000
Rental commitments	£3,000
Designated project costs*	£18,500 (Becky Plummer Fund)
Total	£94,266

This means that Acacia's non-designated free reserves are therefore £225,879 for the year being reported representing approximately 5 months budgeted 'core activity' running costs. Trustees recognise that a continuous process of fundraising is required to ensure that reserves can be maintained at a level that is in line with the reserves policy and reflects the organisations continued desire to increase service delivery and activity.

Risk assessment

The Trustees are constantly aware of risk and are fully aware of their responsibilities. The ongoing expansion of the charitable company's work, proposed major developments and continuing developments with government initiatives, all contribute to the need to be vigilant in identifying and managing risk. The trustees are committed to working with the senior leadership team in reviewing and updating all written policies and procedures on a regular basis. Risks associated with mental health and child protection are closely monitored and procedures are in place should these arise. All employees, voluntary workers and trustees have a DBS check in line with our DBS policy.

* Designated towards activities in memory of Becky Plummer in conjunction with the agreed wishes of the Plummer family.

Structure, governance and management

Governing document

Acacia Family Support Limited is a company limited by guarantee (no. 06217626) and a registered charity (no. 1122831) governed by its Memorandum and Articles of Association.

Appointment of trustees, induction and training

New Trustees are appointed by invitation to join the Board given that they have the necessary skills and experience to contribute to the charitable company's activities and to be able to discharge their obligations as Trustees. The chair and another trustee meet with new trustees to discuss their skills and experience and the contribution they can make to the charitable company. Induction for all new trustees includes meeting senior members of staff and discussing with them their respective roles in the organisation and meeting local members of support staff. Arrangements are made for trustees to visit the local operational centres and meet and talk with volunteers and service users if appropriate. Training days for trustees are held at least annually together with individual trustee training as requested or appropriate. The Company secretary is charged with keeping Trustees up to date with the requirements needed to fulfil their responsibilities.

Reference and administrative information

Trustees

Ms G Dean – Chair

Mr D Spooner

Mr D Knott

Ms H Bowen

Ms H Simnet (appointed 22 November 2022)

M Clare (Dr) (appointed 15 February 2023)

Charity number

1122831

Company number

06217626

Registered office

5A Coleshill Street

Sutton Coldfield

West Midlands B72 1SD

Independent examiner

Karen Hanlan Independent Examiner Limited

1 Saracen Close

Ettington CV37 7SZ

Bankers

Unity Trust Bank plc

Nine Brindley Place

Birmingham B1 2HB

Approved by the Board and signed on its behalf by:

Georgina Dean, Chair of Trustees

29 November 2023

Statement of trustees' responsibilities

The trustees are required to prepare financial statements for each financial year which give a true and fair view of the state of the affairs of the charitable company and of the surplus or deficit incurred by the charitable company for that year. In preparing those financial statements the trustees are required to:

- Select suitable accounting policies and then apply them consistently
- Make judgments and estimates that are reasonable and prudent
- State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the accounts
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue to exist.

The trustees have overall responsibility for ensuring that the charitable company has an appropriate system of controls, financial and otherwise.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy, at any time, the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Charities Act 2011.

They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities and to provide reasonable assurance that:

- The charitable company is operating efficiently and effectively
- Its assets are safeguarded against unauthorised use or disposition
- Proper records are maintained and financial information used within the charity or for publication is reliable
- The charitable company complies with relevant laws and regulations.



Independent examiner's Report to the Trustees of Acacia Family Support ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2023 which are set out on pages 20-33.

Responsibilities and basis of report

As the charity trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the Company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. Accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. The accounts do not accord with those records; or
3. The accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. The accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102).

I have no concerns and have come across no matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Karen Hanlan, ACA

Member of Institute of Chartered Accountants England & Wales

Karen Hanlan Independent Examiner Ltd, 1 Saracen Close, Ettington, Warwickshire CV37 7SZ

29 November 2023

Statement of financial activities

(including an income and expenditure account)

	Note	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Income					
Donations and legacies	1	190,676	92,118	282,794	199,341
Charitable activities	2	341,733	119,967	461,700	364,088
Investment Income – Bank interest		485	-	485	1,416
Total income		532,894	212,085	744,979	564,845
Expenditure					
Raising funds	3	52,159	-	52,159	44,529
Charitable activities	3	503,060	208,622	711,682	558,750
Total expenditure		555,219	208,622	763,841	603,279
Net (expenditure)/income and net movement in funds for year before transfers		(22,325)	3,463	(18,862)	(38,434)
Transfers		9,353	(9,353)	-	-
Net (expenditure)/income and net movement in funds for year after transfers		(12,972)	(5,890)	(18,862)	(38,434)
Reconciliation of funds:					
Total funds brought forward		349,908	23,964	373,872	412,306
Total funds carried forward		336,936	18,074	355,010	373,872

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

All income and expenditure derives from continuing activities.

Balance sheet

	Note	2023 £	2022 £
Fixed assets			
Tangible assets	5	16,791	17,035
Current assets			
Debtors and prepayments	6	34,900	9,513
Cash at bank and in hand		411,251	501,865
		446,151	511,378
Current liabilities			
Creditors: amounts falling due within one year	7	(107,932)	(154,541)
Net current assets		338,219	356,837
Net assets		355,010	373,872
Funds of the charity:			
Restricted funds	8	18,074	23,964
Unrestricted funds			
General reserves		242,670	268,867
Designated reserves	9	94,266	81,041
Total charity funds		355,010	373,872

The accompanying accounting policies and notes form part of these financial statements.
Registered Company number: 06217626.

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

Responsibilities of directors/trustees:

- The members have not required the charitable company to obtain an audit of its financial statements for the year in question in accordance with section 476 of the Companies Act 2006 – however, in accordance with section 145 of the Charities Act 2011 the financial statements have been examined by an independent examiner whose report appears on page 15.
- The directors/trustees acknowledge their responsibility for complying with the requirements of the Companies Act with respect to accounting records and the preparation of accounts.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

Approved by the trustees and signed on their behalf by:

Georgina Dean, Chair of Trustees

29 November 2023

Principal accounting policies

Status of the company

The charitable company is limited by guarantee and does not have share capital. The liability of members is limited to £1 per member.

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102)(updated 1 January 2019) – (Charities SORP (FRS102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) and the Companies Act 2006.

Acacia Family Support meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

Going concern statement

The financial statements have been prepared on a going concern basis which assumes that the Company will continue to operate. The validity of this assumption is dependent upon the continuance of support from the Company's key grant funders and in response to the progress made by the Company in pursuing a viable budget including the obtaining of further grants and other funds. The Company's current business plan shows that the Company will be able to operate in the foreseeable future. Based on this understanding, the directors believe that it remains appropriate to prepare the financial statements on a going concern basis. The financial statements do not include any adjustments, which would result from the basis of preparation being inappropriate.

Funds

General accumulated funds are unrestricted funds available for general purposes and include funds designated for a particular purpose; the use of such funds remains at the discretion of the trustees.

Restricted funds are funds subject to conditions imposed by the donor or by specific terms of the appeal under which the funds are raised. The restrictive conditions are binding upon the Charitable Company.

Income

Items of income are recognised and included in the accounts when all of the following criteria are met:

- The charity has entitlement to the funds
- Any performance conditions attached to the item(s) of income have been met or are fully within the control of the charity
- There is sufficient certainty that receipt of the income is considered probable
- The amount can be measured reliably.



Expenditure and irrecoverable VAT

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

Expenditure is classified under the following activity headings:

- Costs of raising funds comprise staff costs, fundraising consultants fees other direct costs and an allocation of other staff involved in the raising of funds for the charity;
- Expenditure on charitable activities includes the direct costs of projects and activities undertaken to further the purposes of the charity and their associated support and governance costs.

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

Tangible fixed assets

Depreciation is provided at a rate calculated to write off the cost on a straight line basis over a period of less than the estimated useful life of the assets as follows:

- Fixtures, fittings and equipment: 5-10 years
- Computer equipment: 3 years

Fixed assets are capitalised when their cost exceeds £500.

Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid after taking account of any trade discounts due.

Cash at bank and in hand

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

Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Deferred income

Income is deferred when monies are received in advance relating to projects commencing after the financial year where the contract period is specified by the funder.

Taxation

As a registered charity no provision is considered necessary for taxation.



Pensions

The charity contributes into a Group Personal Pension Plan for employees. This pension plan is defined contribution in nature and as required under FRS102 the annual cost is recognised as incurred and included in the Statement of Financial Activities.

Notes to the financial statements

1. Donations and legacies

	2023 £	2022 £
Subscriptions and donations	63,593	60,958
Unrestricted grants	127,083	92,653
	190,676	153,611
Restricted grants:		
Sutton Coldfield Charitable Trust	15,000	15,000
Sutton Coldfield Town Council	10,000	-
Leathersellers' Company Charitable Fund	15,000	-
Young People's Project – various trusts	29,000	20,230
South Birmingham Centre – various trusts	500	5,500
Volunteering programme – various trusts	6,750	5,000
Other grants under £5,000	15,868	-
	92,118	45,730
Total	282,794	199,341

2. Charitable activities

	2023 £	2022 £
Unrestricted:		
NHS Birmingham Cross City Clinical Commissioning Group	95,788	92,416
Birmingham & Solihull Mental Health Foundation Trust – Dads/BAME Awareness projects	127,242	65,418
Birmingham Women & Children's NHS Foundation Trust – YPP	50,690	50,000
Central & NW London NHS Foundation Trust – Bedford, Luton & Milton Keynes project	48,465	36,535
Birmingham & Solihull Mental Health Foundation Trust – Patient Carers Race Equalities Framework Funding	19,548	-
	341,733	244,369
Restricted:		
Big Lottery Community Fund – project support 2021 to 2024	76,294	61,945
Big Lottery Fund – COVID 19 emergency funding	-	24,980
Hearts & Minds Partnership	43,673	32,794
	119,967	119,719
	461,700	364,088

3. Expenditure

Expenditure on charitable activities comprises:	Restricted project costs £	Direct charitable activity £	Support and governance costs £	2023 £
Salary costs	147,155	326,808	64,069	538,032
Freelance fees	3,795	2,505	1,485	7,785
Project running costs	11,095	25,319	367	36,781
Evaluation and impact	10,900	4,325	-	15,225
Printing and publicity	9	2,701	962	3,672
Staff travel	468	79	248	795
Depreciation	525	9,033	40	9,598
Office costs	3,140	6,092	27,130	36,362
Premises costs	12,299	-	12,948	25,247
Insurance	-	-	3,138	3,138
Finance costs	-	-	8,832	8,832
Staff/trustee training	1,973	2,316	737	5,026
Volunteer costs	17,263	1,927	-	19,190
Independent Examiners fee	-	-	1,700	1,700
Trustee expenses & meetings	-	-	299	299
Total	208,622	381,105	121,955	711,682

3. Expenditure (continued)

Expenditure on charitable activities comprises:	Restricted project costs £	Direct charitable activity £	Support and governance costs £	2022 £
Salary costs	155,614	268,873	20,726	445,213
Freelance fees	-	5,619	-	5,619
Project running costs	10,847	18,170	-	29,017
Printing and publicity	-	-	1,785	1,785
Staff travel	-	-	155	155
Depreciation	618	688	7,045	8,351
Office costs	4,125	-	20,176	24,301
Premises costs	10,000	-	9,042	19,042
Insurance	-	-	3,073	3,073
Finance costs	-	-	10,966	10,966
Overhead recovery	2,643	-	-	2,643
Staff/trustee training	-	-	1,497	1,497
Volunteer costs	5,320	392	-	5,712
Independent Examiners fee	-	-	1,250	1,250
Legal and professional fees	-	-	126	126
Total	189,167	293,742	75,841	558,750

Costs of raising funds comprise:	2023 £	2022 £
Salary costs	37,612	30,099
Fundraising consultant fees	4,625	-
Fundraising activity costs and platform fees	9,922	14,430
Total	52,159	44,529

4. Analysis of staff costs, trustee remuneration and expenses

	2023 £	2022 £
Salaries	524,303	441,570
National Insurance	31,595	18,393
Pension costs	19,746	15,349
Total	575,644	475,312

The Charitable Company employed the full-time equivalent of 18.0 (2022: 16.6) staff during the year.

No employees had benefits in excess of £60,000 (2022: nil). Pension costs are allocated to activities in proportion to the related staffing costs incurred.

No expenses were reimbursed to Trustees during the year.

Trustee Indemnity Insurance is paid for by the charity as part of its overall insurance cover.

The key management personnel of the charity comprise the trustees, the Operations Director and the Business Support Director. Trustees receive no remuneration or other benefits from the charity. The remuneration, including pension contributions, of key management personnel for the year was £67,299 (2022: £65,910).

5. Tangible fixed assets

	Fixture, fittings and equipment £
Cost	
At beginning of year	53,503
Additions	9,354
At end of year	62,857
Depreciation	
At beginning of year	36,468
Charge for the year	9,598
At end of year	46,066
Net book value	
At 31 March 2022	16,791
At 31 March 2021	17,035

6. Debtors

	2023 £	2022 £
Prepayments	6,296	5,663
Grants and donations receivable	28,604	3,850
	34,900	9,513

7. Creditors: amounts falling due within one year

	2023 £	2022 £
Trade creditors	18,449	17,364
Accruals	2,852	1,681
Deferred income	86,631	135,496
	107,932	154,541

Movements in deferred income are as follows:

	£
At beginning of year	135,496
Released to income in year	(135,496)
Deferred in year	86,631
At end of year	86,631

Deferred income relates to funding received in advance for the forthcoming financial year.

8. Restricted funds

The income funds of the charity include restricted funds comprising the following amounts which have been applied for specific purposes:

2023	Balance at beginning of year £	Income £	Expenditure £	Transfers £	Balance at end of year £
Big Lottery Community Fund 2020-2025	-	76,294	(79,036)	-	(2,742)
Emma's Fund	14,554	-	(6,167)	-	8,387
Sutton Coldfield Charitable Trust	-	15,000	(15,000)	-	-
Sutton Coldfield Town Council	-	10,000	(10,000)	-	-
Leathersellers' Company Charitable Fund	-	15,000	(15,000)	-	-
Hearts & Minds Partnership	4,037	43,673	(41,423)	-	6,287
South Birmingham Centre Funding	-	500	(500)	-	-
Young People's Project	5,373	29,000	(29,005)	-	5,368
Capital appeal	-	10,468	(341)	(9,353)	774
Volunteering Project	-	6,750	(6,750)	-	-
Virtual Services Team	-	5,400	(5,400)	-	-
Total	23,964	212,085	(208,622)	(9,353)	18,074

Big Lottery Funds

Project funding by the BIG Lottery to run activities linked to Acacia's support services in South Birmingham, funding Acacia's group work project and volunteer programme.

Emma's Fund

Donations received from friends and family of Emma Borg, founder of Acacia, after her death in September 2018. With support from Emma's family, the charity have developed Emma's Gift, an Acacia project that funds small gifts and essential items for families, service providers to offer practical support in families' homes and emergency items.

Sutton Coldfield Charitable

Grant towards the running costs of the Charitable Company's head office in Sutton Coldfield and towards the salary of the Centre Manager in Walmley.

Sutton Coldfield Town Council

Grant towards running costs of our Sutton Coldfield project.

Leathersellers' Company Charitable Fund

Grant towards the costs of training videos for volunteers.

Hearts & Minds Partnership

Funding from the Community Fund's England-wide Partnerships Fund to develop a grassroots partnership of perinatal mental health VCS organisations.

South Birmingham Centre

Project funding to run Acacia's services across South Birmingham.

Young People's Project

Project funding towards the development and running of a specialist young parents (school age to 21) pre and postnatal depression support project.

Capital appeal

Grants towards new laptops and screens.

Volunteering project

Funding towards the volunteering programme.

Virtual Services Team

Grant towards the salary costs of the Virtual Services Team Manager

**Acacia Family Support**

Trustees' Report and Financial Statements for the year ended 31 March 2023

2022	Balance at beginning of year £	Income £	Expenditure £	Transfers £	Balance at end of year £
Big Lottery Fund COVID 19	814	24,980	(25,308)	(486)	-
Big Lottery Community Fund 2020-2025	-	61,945	(66,603)	4,658	-
Emma's Fund	15,503	-	(949)	-	14,554
Sutton Coldfield Charitable Trust	-	15,000	(15,000)	-	-
Hearts & Minds Partnership	4,753	32,794	(33,510)	-	4,037
South Birmingham Centre Funding	-	5,500	(5,500)	-	-
Young People's Project	12,865	20,230	(27,723)	-	5,373
Birmingham & Solihull Mental Health Foundation Trust	9,254	-	(9,254)	-	-
Volunteering Project	342	5,000	(5,320)	(21)	-
Richard Kilcuppe's Charity – Volunteering	-	500	(158)	-	342
Total	43,531	165,449	(189,167)	4,151	23,964

9. Designated funds

Funds have been designated by the Trustees to cover costs of redundancy (£69,766), dilapidations (£3,000) and rental commitments (£3,000) that would all fall due in the event of a winding up of operations. A further fund of £18,500 has also been set aside this year towards activities in memory of Becky Plummer in conjunction with the agreed wishes of the Plummer family.

10. Analysis of net assets between funds

	Restricted funds £	Unrestricted funds £	2023 total £
Fixed assets	-	16,791	16,791
Current assets	45,705	400,446	446,151
Current liabilities	(27,631)	(80,301)	(107,932)
Total funds	18,074	336,936	355,010

	Restricted funds £	Unrestricted funds £	2022 total £
Fixed assets	-	17,035	17,035
Current assets	59,258	452,120	511,378
Current liabilities	(35,294)	(119,247)	(154,541)
Total funds	23,964	349,908	373,872

11. Operating lease commitments

Expiring:	2023 £	2022 £
Within one year	-	-
Between two and five years	3,000	-

12. Controlling interests

The charity is controlled by the trustees.

13. Related party transactions

There were no transactions with related parties in the year.

14. Comparative statement of financial activities for 2022

	Unrestricted funds £	Restricted funds £	Total £
Income			
Donations and legacies	153,611	45,730	199,341
Charitable activities	244,369	119,719	364,088
Investment income – bank interest	1,416	-	1,416
Total income	399,396	165,449	564,845
Expenditure			
Raising funds	44,529	-	44,529
Charitable activities	369,583	189,167	558,750
Total expenditure	414,112	189,167	603,279
Net expenditure and net movement in funds for year before transfers	(14,716)	(23,718)	(38,434)
Transfers	(4,151)	4,151	-
Net expenditure and net movement in funds for year after transfers	(18,867)	(19,567)	(38,434)
Reconciliation of funds:			
Total funds brought forward	368,775	43,531	412,306
Total funds carried forward	349,908	23,964	373,872



A huge thank you to all of our funding partners

Thanks go to all the trusts, foundations and NHS teams who supported us through the financial year. We are hugely grateful for the support we continue to receive from so many. We couldn't do it without you. Thank you.



NHS
Birmingham and Solihull
Mental Health
NHS Foundation Trust

NHS
Birmingham and Solihull
Clinical Commissioning Group

NHS
Birmingham Women's
and Children's
NHS Foundation Trust



The **Eveson**
Charitable Trust



Acacia Family Support

5a Coleshill Street, Sutton Coldfield, West Midlands B72 1SD

0121 301 5990

🐦 @Acacia_Family 📘 @AcaciaFS 📷 @acaciafamilysupport

www.acacia.org.uk



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an accredited Living
Wage Employer



Accounts



TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED
31 MARCH 2022





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**A huge thank
you to our
funding
partners**

Report of the trustees

A time of exciting growth

Last year, we saw how Acacia responded to the COVID-19 pandemic with agility and speed. Our amazing staff and volunteers very quickly adapted our existing models to provide online and telephone support. In this way, we provided a vital lifeline for many isolated and vulnerable new parents.

We learnt many lessons from this time and as we have moved through the last 12 months, and we have yet again seen immense change in how we offer support to families. In September 2021, we began the process of re-opening our three centres and face to face services across Birmingham. Drawing on the lessons we learnt from supporting families remotely, we also established a new team of telephone support staff that runs alongside our in-person services. Moving forward, our new mixed model now offers families a variety of flexible ways to access our services as quickly as possible in a way that suits their needs.

The year has also seen Acacia have an impact regionally and nationally. We delivered a national conference and launched six new multi-lingual films, extended our services beyond Birmingham and continued to develop the capacity of our sector across England via the Hearts and Minds Perinatal Mental Health VCS Partnership.

Amidst such change and growth, the heart of who we are remains unshakeable. Our Christian ethos of love, kindness and hope combined with professionalism and lived experience means we are unique. We understand what families are going through and consistently go 'above and beyond' for families. In the year ahead, we look forward to supporting more parents and families and making sure our internal systems and business processes are robust and fit for the future.

Thank you to all those who have engaged, supported, and partnered with us over the last year. We hope you can be part of this continued and exciting journey.

Georgina Dean

Chair of the board of trustees

Charitable objectives and activities

The objects of the charity as set out in the charity's governing document, the Articles and Memorandum of Association, are:

- a. The preservation and protection of good health by the support of mothers and their families affected by symptoms associated with pre- and post-natal depression
- b. To enhance the development and education of children primarily under statutory school age by encouraging parents to understand and provide for the needs of their children through community groups.

Our Christian values and what they mean to us

Acacia is built on a strong Christian foundation. We enable people to flourish by experiencing and responding to the love of God which inspires and challenges us to trust steadily, hope unswervingly and love unconditionally. We place equal value on every individual; welcoming people of all faiths and of none. We aim to create supportive, inclusive and energising communities where parents and families can belong, be valued, contribute and thrive.

Public benefit

The Trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the Charity's aims and objectives and in planning future activities.

Our vision

Acacia seeks a world where every family affected by pre- or post-natal mental illness receives timely and effective support close to home.

Our mission

To improve the lives of mothers and families affected by pre- and postnatal depression (PND) and anxiety.

During the year, staff and trustees contributed to the development of our five-year strategic plan (2017-2022). The plan is built around three themes:

- The further establishment of Acacia's existing work and reputation
- The diversification of funding
- The growth/development of new services for mothers and other family members.

From these themes we have developed the following strategic aims.

Strategic aims

- To provide and promote high quality support services to those affected by pre- and post-natal depression and anxiety
- To equip communities with the skills to deliver support services to families
- To raise awareness of pre- and post-natal depression and anxiety
- To further establish Acacia as the leader in its field.

Acacia's 2 year Strategic plan (2022-2024) develops these aims and identifies specific objectives and time scales for achieving these goals and ensuring Acacia's continued success.



Our model of support



Who accessed our support in 2021-2022?

Last year, the number of service-users referred with severe mental health conditions reached its highest ever levels.



633

**families accessed
our support**

39%

of mums were from
minority ethnic
backgrounds

29

was the average age
of mums entering
the service

28%

of mums
were 25
or under

19%

of mums entered
with severe
depression*

54%

of mums entered
with severe
anxiety*

53%

were self-
referrals, the most
common route

42%

of referrals came
from health
professionals

The number of service-users referred with severe mental health conditions is growing and has reached its highest ever levels

*Based on 2 IAPT and NICE recommended clinical tools for measuring depression and anxiety: PHQ-9 and GAD-7 questionnaires

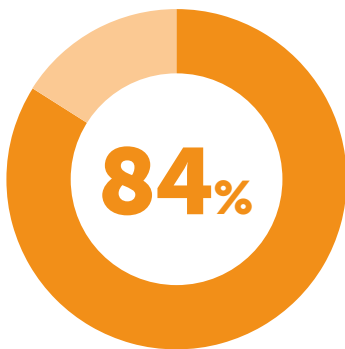
Our impact

“

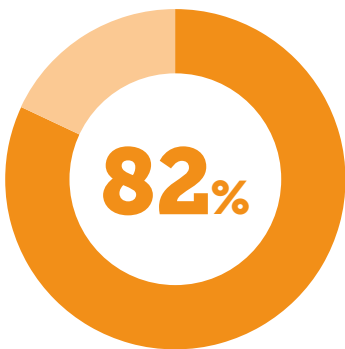
“I opened the post and it was a card from Acacia and I just cried as I thought it was ... such a beautiful touch. Thank you so much to everyone at Acacia, I know my journey is only just beginning ... but I just wanted to say a thank you for bringing happiness and a sense of feeling that everything will be OK with something so sweet and small with a card.”

“

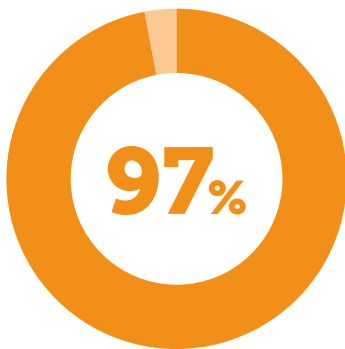
“My befriender listened and really understood where I was coming from and went above and beyond to help me feel safe and reassured. I always received such a warm welcome from yourself and all of the team at Crossway. The little touches really made a big difference.”



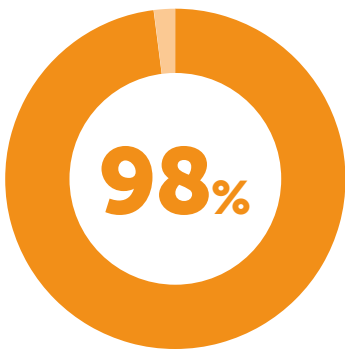
of women had reduced depression



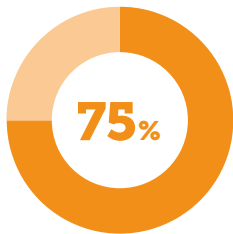
had reduced anxiety



felt more optimistic and hopeful



felt better able to cope



had reduced depression and anxiety



felt more supported



would recommend Acacia to friends and family



rated Acacia's services as good, very good or excellent

7½
months was the average length of service

53%
of client contact was via telephone

353
gifts and care packages were delivered



Reaching further

Our wider impact

Acacia's impact extends beyond Birmingham and our grassroots service delivery. We believe all families should have access to the help they deserve. During the year we have delivered the following projects that 'go further' and reach parents who are most in need of support but are least likely to find help.

Raising awareness and supporting parents from minority ethnic communities

This year we launched six new multilingual films – Punjabi, Mirpuri, Dari, Gujarati, Slovakian and Urdu – aiming to raise awareness of perinatal mental health issues in a culturally appropriate way. The films are distributed via social media and are freely available for communities and services throughout the UK.

We employ an NHS funded BAME Peer Support worker who offered telephone listening and befriending, home visits, walk and talks, peer-led group work and stay and plays.

We became a founding partner in Birmingham's Parent and Carer Race and Equality Framework (PCREF). Birmingham is one of NHS England's three pilot sites for the implementation of the PCREF initiative across the country.



We have delivered over five cultural awareness training workshops for specialist perinatal mental health teams.

We provide free interpretation services for any referrals who struggle with the English language and for whom English isn't their first language.

Supporting dads and partners

During the year, we employed a full time Dads and Partners worker and developed free and comprehensive online and printed resources which are tailored to their diverse needs. We have also developed resources aim at LGBTQ+ families.

Beyond Birmingham: Acacia in Bedford, Luton and Milton Keynes

During the year, we have continued to run a new project to support young people, BAME communities and dads/partners across this area.

Hearts & Minds Partnership

As a well-established leader in the field of third sector perinatal mental health care, Acacia believes that good quality, local, grassroots perinatal mental health services should be available to everyone.

Along with our partners Bluebell (covering the south west) and Smile Group (covering the north west), Acacia helped to establish a national partnership of grassroots perinatal mental health VCS organisations goes from strength to strength: Hearts & Minds Partnership.

Highlights include:

- 70 local services are now featured on our online digital map of safe, good quality grassroots services across England
- 63 VCS organisations have taken part in our monthly Conversation Space online meet ups
- We are working hard to develop our online training programme for new and emerging VCS organisations to be launched by the end of 2022.



Volunteers are the heart of our service

As we emerge from Covid, we have felt a strong sense of family, community and connection amongst our volunteers. They care and support and encourage each other, which inspires us daily. We cannot thank you enough.

Our volunteer survey results...



We asked volunteers what they enjoyed most about working with Acacia. The main themes that emerged were:



“

“After Acacia, I went onto study social work at university. This role was key in securing my place and I am currently employed as a social worker and working with people with mental health difficulties everyday.”

“

“Volunteering as a befriender helped me to have the confidence to go to university as a mature student and then get a job in mental health. None of this would have been possible without Acacia.”

How do we make sure that our services are open to all people?

Equality of opportunity and the promotion of diversity are central to Acacia's mission. We were established to help redress the stigma and discrimination that mothers and fathers with mental health problems face. Our commitment to this guides our whole organisation: from our board, through our policies, staff and volunteers, into our services and providing equal access for our beneficiaries. We are committed to promoting equality and diversity and fostering a culture that actively values difference and recognises that people from different backgrounds and experiences bring valuable insights to the workplace to enhance the way we work.

As we have grown, we have kept the voices and needs of our most vulnerable clients at the heart of our decisions. The pandemic has re-emphasised to us the vital importance of accessibility for parents with PND. This more than anything has driven us to diversify our services to enable mums to find the help that they need through a wider range of accessible and inclusive services.

By continually developing specialist services for parents whose voices are seldom heard, we have worked hard to ensure that we are breaking down barriers, eliminating discrimination and ensuring equal opportunities and access for all parents.

How do we ensure our services are safe?

Acacia has a strong clinical governance structure to ensure effective quality and risk management and facilitating safe practice. At its core is a quality management system which incorporates comprehensive policies, processes, document control and incident reporting. Our service development and delivery is overseen by an Operational Management Team made up of our two Directors and our senior clinical staff (Locality Managers). Our Locality Managers all receive ongoing external clinical supervision, both individual and group supervision, including case review. In turn our Locality Managers provide supervision to their staff and volunteers. Our Operational Management Team also forms, together with the Operations Director, our Safeguarding Team. All the Locality Managers are Safeguarding Deputy's for their locality reporting to the Ops Director as safeguarding lead. Together with our robust DBS procedure for all staff and volunteers, our clinical governance system ensures that we deliver safe, outcomes driven services which are of consistently high quality, manage risk effectively, and reflect best practice

Finance and fundraising

We are extremely grateful to all our funders who continued to support us during the year.

Investing in our future and a more flexible model of support

2021 and 2022 has been a period of huge learning and growth at Acacia. The lessons we learnt from offering online and telephone support during Covid suggest that we can and should offer families better flexibility when accessing our support. As a result, we have committed to a future where we offer our families both the option of telephone support and/or face to face support.

We have also invested in important back-office business systems and staff that will help us perform better and be a healthy, resilient charity fit for the future.

Our growth in 2021/22:

- Developed a new team of three telephone support practitioners
- Recruited a full-time dads and partners peer support worker
- Recruited a young parents group work practitioner
- Invested in five new staff roles across community fundraising, payroll/HR, management support and senior administration.

We have seen a 42% growth in expenditure from 2021-2022 and expect to see a further growth of 24% as we move into 2023-2024. The biggest areas of increased income have been via emergency Covid-19 funds (22% in 2020/21), NHS contracts (37% in 2020/21 and 46% in 2021/22), and trusts and foundations (35% in 2020/21 and 40% in 21/22).



Fundraising

Acacia's fundraising is overseen by the Business Director with support from a community fundraising manager and two fundraising assistants. All staff are part time. Our fundraising objectives for 2022-2024 are to:

- Continue to diversify funding base and attract more core/unrestricted, multi-year funding
- Fundraise for larger, longer new grants to fund existing projects and services and recent, rapid expansion
- Maximise income opportunities presented by the NHS change from CCG to ICS structure and increased funding commitments to the voluntary sector
- Renegotiate and increase NHS contract values
- Increase the level of income from community fundraising and corporate support
- Maintain current relations with existing funders.

A full version of our fundraising strategy is contained in our 2022-24 Strategic Plan.

Reserves policy

The calculation of the required level of reserves is an integral part of Acacia's planning, budget and forecast cycle. It considers:

- Risks associated with each stream of income and expenditure being different from that budgeted
- Planned activity level
- Organisation's commitments
- Future funding requirements.

During the year, the Trustees have reviewed their reserves policy as follows:

- **Reserves are maintained at a level which ensures that at least 3-6 months of the organisation's core activity could continue during a period of unforeseen difficulty.**

This policy will be reviewed annually or more frequently if necessary.

Acacia's un-restricted reserves at the end of the year amount to £349,908 and from this Trustees have designated £81,041 to cover the following costs:

Redundancy costs	£57,291
Dilapidation costs	£3,000
Rental commitments	£2,250
Designated project costs*	£18,500 (Becky Plummer Fund)
Total	£81,041

* Designated towards activities in memory of Becky Plummer in conjunction with the agreed wishes of the Plummer family.

Taking off our Fixed Assets of £17,035 means that Acacia's non-designated free reserves are therefore £251,832 for the year being reported representing approximately five months budgeted 'core activity' running costs. Trustees recognise that a continuous process of fundraising is required to ensure that reserves can be maintained at a level that is in line with the reserves policy and reflects the organisations continued desire to increase service delivery and activity.

Risk assessment

The Trustees are constantly aware of risk and are fully aware of their responsibilities. The ongoing expansion of the charitable company's work, proposed major developments and continuing developments with government initiatives, all contribute to the need to be vigilant in identifying and managing risk. The trustees are committed to working with the senior leadership team in reviewing and updating all written policies and procedures on a regular basis. Risks associated with mental health and child protection are closely monitored and procedures are in place should these arise. All employees, voluntary workers and trustees have a DBS check in line with our DBS policy.

Future plans

During the year, staff and trustees worked together to produce a two year (2022-2024) Strategic Plan. The key themes of 'restoration' and 'reflection' aim to ensure that we are able to embed the new way of working (offering both face to face services and telephone support via our new virtual services team) and improve and develop our internal business systems and processes. A copy is available on request.

Organisational structure

Acacia's Business Director has responsibility for the governance and administrative side of the organisation, as well as ensuring there are sufficient funds for the organisation to operate its programmes of support. Together with the Operations Director, they are Acacia's Executive Team. Acacia also has an operational management team of 6 staff. Our safeguarding lead and our four deputy safeguarding leads sit on the team. In total we employ 33 paid staff (X FTE) and work with over 50 regular volunteers.



Structure, governance and management

Governing document

Acacia Family Support Limited is a company limited by guarantee (No. 06217626) and a registered charity (No. 1122831) governed by its Memorandum and Articles of Association.

Appointment of trustees, induction & training

New Trustees are appointed by invitation to join the Board given that they have the necessary skills and experience to contribute to the charitable company's activities and to be able to discharge their obligations as Trustees. The chair and another trustee meet with new trustees to discuss their skills and experience and the contribution they can make to the charitable company. Induction for all new trustees includes meeting senior members of staff and discussing with them their respective roles in the organisation and meeting local members of support staff. Arrangements are made for trustees to visit the local operational centers and meet and talk with volunteers and service users if appropriate. Training days for trustees are held at least annually together with individual trustee training as requested or appropriate. The Company secretary is charged with keeping Trustees up to date with the requirements needed to fulfil their responsibilities.

Reference and administrative information

Trustees

Ms G Dean – Chair
Ms R Gregory – Vice-Chair (resigned November 2021)
Mr D Spooner
Mr D Knott
Ms H Bowen

Charity number

1122831

Company number

06217626

Registered office

5A Coleshill Street
Sutton Coldfield
West Midlands B72 1SD

Independent examiner

Karen Hanlan Independent Examiner Limited
1 Saracen Close
Ettington CV37 7SZ

Bankers

Unity Trust Bank plc
Nine Brindley Place
Birmingham B1 2HB

Approved by the Board and signed on its behalf by:

Georgina Dean, Chair of Trustees

Wednesday 23 November 2022

Statement of trustees' responsibilities

The trustees are required to prepare financial statements for each financial year which give a true and fair view of the state of the affairs of the charitable company and of the surplus or deficit incurred by the charitable company for that year. In preparing those financial statements the trustees are required to:

- Select suitable accounting policies and then apply them consistently
- Make judgments and estimates that are reasonable and prudent
- State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the accounts
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue to exist.

The trustees have overall responsibility for ensuring that the charitable company has an appropriate system of controls, financial and otherwise.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy, at any time, the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Charities Act 2011.

They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities and to provide reasonable assurance that:

- The charitable company is operating efficiently and effectively
- Its assets are safeguarded against unauthorised use or disposition
- Proper records are maintained and financial information used within the charity or for publication is reliable
- The charitable company complies with relevant laws and regulations.

Independent examiner's Report to the Trustees of Acacia Family Support ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2022 which are set out on pages 19-32.

Responsibilities and basis of report

As the charity trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the Company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. Accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. The accounts do not accord with those records; or
3. The accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. The accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102).

I have no concerns and have come across no matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Karen Hanlan, ACA

Member of Institute of Chartered Accountants England & Wales

Karen Hanlan Independent Examiner Ltd, 1 Saracen Close, Ettington, Warwickshire CV37 7SZ

Wednesday 23 November 2022

Statement of financial activities

(including an income and expenditure account)

	Note	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Income					
Donations and legacies	1	153,611	45,730	199,341	174,810
Charitable activities	2	244,369	119,719	364,088	353,234
Investment Income – Bank interest		1,416	-	1,416	411
Total income		399,396	165,449	564,845	528,455
Expenditure					
Raising funds	3	44,529	-	44,529	31,779
Charitable activities	3	369,583	189,167	558,750	392,803
Total expenditure		414,112	189,167	603,279	424,582
Net (expenditure)/income and net movement in funds for year before transfers		(14,716)	(23,718)	(38,434)	103,873
Transfers		(4,151)	4,151	-	-
Net (expenditure)/income and net movement in funds for year after transfers		(18,867)	(19,567)	(38,434)	103,873
Reconciliation of funds:					
Total funds brought forward		368,775	43,531	412,306	308,433
Total funds carried forward		349,908	23,964	373,872	412,306

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

All income and expenditure derives from continuing activities.

Balance sheet

	Note	2022 £	2021 £
Fixed assets			
Tangible assets	5	17,035	19,160
Current assets			
Debtors and prepayments	6	9,513	10,619
Cash at bank and in hand		501,865	510,064
		511,378	520,683
Current liabilities			
Creditors: amounts falling due within one year	7	(154,541)	(127,537)
Net current assets		356,837	393,146
Net assets		373,872	412,306
Funds of the charity:			
Restricted funds	8	23,964	43,531
Unrestricted funds			
General reserves		268,867	216,738
Designated reserves	9	81,041	152,037
Total charity funds		373,872	412,306

The accompanying accounting policies and notes form part of these financial statements.
Registered Company number: 06217626.

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

Responsibilities of directors/trustees:

- The members have not required the charitable company to obtain an audit of its financial statements for the year in question in accordance with section 476 of the Companies Act 2006 – however, in accordance with section 145 of the Charities Act 2011 the financial statements have been examined by an independent examiner whose report appears on page 18.
- The directors/trustees acknowledge their responsibility for complying with the requirements of the Companies Act with respect to accounting records and the preparation of accounts.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

Approved by the trustees and signed on their behalf by:

Georgina Dean, Chair of Trustees

Wednesday 23 November 2022

Principal accounting policies

Status of the company

The charitable company is limited by guarantee and does not have share capital.
The liability of members is limited to £1 per member.

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102)(updated 1 January 2019) – (Charities SORP (FRS102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) and the Companies Act 2006.

Acacia Family Support meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

Going concern statement

The financial statements have been prepared on a going concern basis which assumes that the Company will continue to operate. The validity of this assumption is dependent upon the continuance of support from the Company's key grant funders and in response to the progress made by the Company in pursuing a viable budget including the obtaining of further grants and other funds. The Company's current business plan shows that the Company will be able to operate in the foreseeable future. Based on this understanding, the directors believe that it remains appropriate to prepare the financial statements on a going concern basis. The financial statements do not include any adjustments, which would result from the basis of preparation being inappropriate.

Funds

General accumulated funds are unrestricted funds available for general purposes and include funds designated for a particular purpose; the use of such funds remains at the discretion of the trustees.

Restricted funds are funds subject to conditions imposed by the donor or by specific terms of the appeal under which the funds are raised. The restrictive conditions are binding upon the Charitable Company.

Income

Items of income are recognised and included in the accounts when all of the following criteria are met:

- The charity has entitlement to the funds
- Any performance conditions attached to the item(s) of income have been met or are fully within the control of the charity
- There is sufficient certainty that receipt of the income is considered probable
- The amount can be measured reliably.

Expenditure and irrecoverable VAT

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

Expenditure is classified under the following activity headings:

- Costs of raising funds comprise staff costs, fundraising consultants fees other direct costs and an allocation of other staff involved in the raising of funds for the charity
- Expenditure on charitable activities includes the direct costs of projects and activities undertaken to further the purposes of the charity and their associated support and governance costs.

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

Tangible fixed assets

Depreciation is provided at a rate calculated to write off the cost on a straight line basis over a period of less than the estimated useful life of the assets as follows:

- Fixtures, fittings and equipment: 5-10 years
- Computer equipment: 3 years

Fixed assets are capitalised when their costs exceeds £250.

Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid after taking account of any trade discounts due.

Cash at bank and in hand

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

Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Deferred income

Income is deferred when monies are received in advance relating to projects commencing after the financial year where the contract period is specified by the funder.

Taxation

As a registered charity no provision is considered necessary for taxation.

Pensions

The charity contributes into a Group Personal Pension Plan for employees. This pension plan is defined contribution in nature and as required under FRS102 the annual cost is recognised as incurred and included in the Statement of Financial Activities.

Notes to the financial statements

1. Donations and legacies

	2022 £	2021 £
Subscriptions and donations	60,958	30,089
Unrestricted grants	92,653	96,021
	153,611	126,110
Restricted grants:		
Sutton Coldfield Municipal Charities	15,000	13,300
Emma's Fund	-	200
Young People's Project – various trusts	20,230	26,500
South Birmingham Centre – various trusts	5,500	7,700
Henry James Sayer – training	-	500
Volunteering programme – various trusts	5,000	500
	45,730	48,700
Total	199,341	174,810

2. Charitable activities

	2022 £	2021 £
Unrestricted:		
NHS Birmingham Cross City Clinical Commissioning Group	92,416	92,901
Birmingham & Solihull Mental Health Foundation Trust – Dads/BAME Awareness projects	65,418	10,800
Birmingham Women & Children's NHS Foundation Trust – YPP	50,000	-
Central & NW London NHS Foundation Trust – Bedford, Luton & Milton Keynes project	36,535	-
	244,369	103,701
Restricted:		
Big Lottery Community Fund – project support 2021 to 2024	61,945	-
Big Lottery Fund – project support 2017 to 2020	-	12,765
Big Lottery Fund – COVID 19 emergency funding	24,980	49,960
Big Lottery Fund – Coronavirus Community Support Fund	-	64,942
Forward Thinking Birmingham	-	50,000
The Active Wellbeing Society	-	2,500
Hearts & Minds Partnership	32,794	28,072
Birmingham & Solihull Mental Health Foundation Trust	-	41,294
	119,719	249,533
	364,088	353,234

3. Expenditure

Expenditure on charitable activities comprises:	Restricted project costs £	Direct charitable activity £	Support and governance costs £	2022 £
Salary costs	155,614	268,873	20,726	445,213
Freelance fees	-	5,619	-	5,619
Project running costs	10,847	18,170	-	29,017
Printing & publicity	-	-	1,785	1,785
Staff travel	-	-	155	155
Depreciation	618	688	7,045	8,351
Office costs	4,125	-	20,176	24,301
Premises costs	10,000	-	9,042	19,042
Insurance	-	-	3,073	3,073
Finance costs	-	-	10,966	10,966
Overhead recovery	2,643	-	-	2,643
Staff/trustee training	-	-	1,497	1,497
Volunteer costs	5,320	392	-	5,712
Independent examiner's fee	-	-	1,250	1,250
Legal & professional fees	-	-	126	126
Total	189,167	293,742	75,841	558,750

3. Expenditure (continued)

Expenditure on charitable activities comprises:	Restricted project costs £	Direct charitable activity £	Support and governance costs £	2021 £
Salary costs	212,480	96,190	9,955	318,625
Freelance fees	-	275	501	776
Project running costs	12,356	746	-	13,102
Printing & publicity	-	-	572	572
Staff travel	-	-	160	160
Depreciation	578	-	2,901	3,479
Office costs	977	737	11,205	12,919
Premises costs	10,000	-	6,124	16,124
Insurance	2,460	-	-	2,460
Finance costs	2,740	-	5,582	8,322
Overhead recovery	30,239	(2,460)	(19,023)	8,756
Staff/trustee training	500	1,532	391	2,423
Volunteer costs	267	3,568	-	3,835
Independent examiner's fee	-	-	1,250	1,250
Total	272,597	100,588	19,618	392,803

Costs of raising funds comprise:	2022 £	2021 £
Salary costs	30,099	17,159
Fundraising consultant fees	14,430	12,853
Printing, publicity & fundraising activities	-	1,767
Total	44,529	31,779

4. Analysis of staff costs, trustee remuneration and expenses

	2022 £	2021 £
Salaries	441,570	310,430
National Insurance	18,393	13,587
Pension costs	15,349	11,767
Total	475,312	335,784

The Charitable Company employed the full-time equivalent of 16.64 (2021: 12.67) staff during the year.

No employees had benefits in excess of £60,000 (2021: nil). Pension costs are allocated to activities in proportion to the related staffing costs incurred.

No expenses were reimbursed to Trustees during the year.

Trustee Indemnity Insurance is paid for by the Charity as part of its overall insurance cover.

The key management personnel of the charity comprise the trustees, the Operations Director and the Business Support Director. Trustees receive no remuneration or other benefits from the charity. The remuneration, including pension contributions, of key management personnel for the year was £71,797 (2021: £59,493).

5. Tangible fixed assets

	Fixture, fittings and equipment £
Cost	
At beginning of year	47,277
Additions	6,226
At end of year	53,503
Depreciation	
At beginning of year	28,117
Charge for the year	8,351
At end of year	36,468
Net book value	
At 31 March 2022	17,035
At 31 March 2021	19,160

6. Debtors

	2022 £	2021 £
Prepayments	5,663	6,964
Grants and donations receivable	3,850	3,655
	9,513	10,619

7. Creditors: amounts falling due within one year

	2022 £	2021 £
Trade creditors	17,364	7,803
Accruals	1,681	1,591
Deferred income	135,496	118,143
	154,541	127,537

Movements in deferred income are as follows:

	£
At beginning of year	118,143
Released to income in year	(118,143)
Deferred in year	135,496
At end of year	135,496

Deferred income relates to funding received in advance for the forthcoming financial year.

8. Restricted funds

The income funds of the charity include restricted funds comprising the following amounts which have been applied for specific purposes:

	Balance at beginning of year £	Income £	Expenditure £	Transfers £	Balance at end of year £
2022					
Big Lottery Fund COVID 19	814	24,980	(25,308)	(486)	-
Big Lottery Community Fund 2020-2025	-	61,945	(66,603)	4,658	-
Emma's Fund	15,503	-	(949)	-	14,554
Sutton Coldfield Charitable Trust	-	15,000	(15,000)	-	-
Hearts & Minds Partnership	4,753	32,794	(33,510)	-	4,037
South Birmingham Centre funding	-	5,500	(5,500)	-	-
Young People's Project	12,865	20,230	(27,723)	-	5,373
Birmingham & Solihull Mental Health Foundation Trust	9,254	-	(9,254)	-	-
Volunteering Project	342	5,000	(5,320)	(21)	-
Total	43,531	165,449	(189,167)	4,151	23,964

Transfers relate to expenditure on capital equipment.

Big Lottery Funds

Project funding by the BIG Lottery to run activities linked to Acacia's support services in South Birmingham, funding Acacia's group work project, Helping Hands at Home project, work with Fathers, BAME perinatal mental health project and volunteer programme.

Emma's Fund

Donations received from friends and family of Emma Borg, founder of Acacia, after her death in September 2018. With support from Emma's family, the charity are developing Emma's Gift – a new project at Acacia that will offer welcome cards and practical packs of support to all new parents referred for support.

Sutton Coldfield Charitable Trust

Grant towards the running costs of the Charitable Company's head office in Sutton Coldfield and towards the salary of the Centre Manager in Walmley.

Hearts & Minds Partnership

Funding from the Community Fund's England-wide Partnerships Fund to develop a grassroots partnership of perinatal mental health VCS organisations.

South Birmingham Centre

Project funding to run Acacia's services across South Birmingham

Young People's Project

Project funding towards the development and running of a specialist young parents (school age to 21) pre and postnatal depression support project.

Birmingham & Solihull Mental Health Foundation Trust

Funding towards the delivery of BAME peer support services to women referred to Birmingham's NHS specialist perinatal mental health teams.

Volunteering project

Funding towards the volunteering programme.

	Balance at beginning of year £	Income £	Expenditure £	Transfers £	Balance at end of year £
2021					
Big Lottery Fund 2018 -2020	(6,668)	12,765	(10,650)	4,553	-
Big Lottery Fund COVID 19	-	49,960	(49,146)	-	814
Big Lottery Fund CCSF	-	64,942	(65,007)	65	-
Emma's Fund	18,778	200	(3,475)	-	15,503
Sutton Coldfield Municipal Charities	-	13,300	(13,300)	-	-
Forward Thinking Birmingham	1,654	50,000	(52,994)	1,340	-
The Active Wellbeing Society	-	2,500	(2,570)	70	-
Hearts & Minds Partnership	-	28,072	(23,319)	-	4,753
South Birmingham Centre Funding	-	7,700	(7,700)	-	-
Young People's Project	-	26,500	(13,635)	-	12,865
Sutton Coldfield Town Council	2,500	-	(2,500)	-	-
Birmingham & Solihull Mental Health Foundation Trust	2,455	41,294	(34,495)	-	9,254
Henry J Sayer – Training	-	500	(500)	-	-
Richard Kilcuppe's Charity – Volunteering	-	500	(158)	-	342
Total	18,719	298,233	(279,450)	6,029	43,531

9. Designated funds

Funds have been designated by the Trustees to cover costs of redundancy (£57,291), dilapidations (£3,000) and rental commitments (£2,250) that would all fall due in the event of a winding up of operations. A further fund of £18,500 has also been set aside this year towards activities in memory of Becky Plummer in conjunction with the agreed wishes of the Plummer family.

10. Analysis of net assets between funds

	Restricted funds £	Unrestricted funds £	2022 total £
Fixed assets	-	17,035	17,035
Current assets	59,258	452,120	511,378
Current liabilities	(35,294)	(119,247)	(154,541)
Total funds	23,964	349,908	373,872

	Restricted funds £	Unrestricted funds £	2021 total £
Fixed assets	-	19,160	19,160
Current assets	130,341	390,342	520,683
Current liabilities	(86,810)	(40,727)	(127,537)
Total funds	43,531	368,775	412,306

11. Operating lease commitments

Expiring:	2022 £	2021 £
Within one year	-	-
Between two and five years	-	-

12. Controlling interests

The charity is controlled by the trustees.

13. Related party transactions

There were no transactions with related parties in the year.

14. Comparative statement of financial activities for 2021

	Unrestricted funds £	Restricted funds £	Total £
Income			
Donations and legacies	126,110	48,700	174,810
Charitable activities	103,701	249,533	353,234
Investment income – bank interest	411	-	411
Total income	230,222	298,233	528,455
Expenditure			
Costs of raising funds	24,926	6,853	31,779
Charitable activities	120,206	272,597	392,803
Total expenditure	145,132	279,450	424,582
Net income/(expenditure) and net movement in funds for year before transfers	85,090	18,783	103,873
Transfers	(6,029)	6,029	-
Net income and net movement in funds for year after transfers	79,061	24,812	103,873
Reconciliation of funds:			
Total funds brought forward	289,714	18,719	308,433
Total funds carried forward	368,775	43,531	412,306



A huge thank you to all of our funding partners

Thanks go to all the Trusts and Foundations and NHS teams who have supported us through the financial year. With so many sources of income being negatively impacted by the pandemic, we are hugely grateful for the support we continue to receive from so many. We couldn't do it without you. Thank you.



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0121 301 5990 @Acacia_Family AcaciaFS

www.acacia.org.uk

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Accounts



Registered company
number 06217626
Registered charity
number 1122831

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2021



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Report of the trustees

Reflection on the year

2020/21 has been extremely busy and challenging for us at Acacia as we navigated delivery of services against a backdrop of COVID and multiple lockdowns and social restrictions. Our amazing staff and volunteers very quickly adapted our services to ensure we could continue to support families; their resilience and creativity was inspiring.

It meant that we were still able to support over 500 families at a very difficult time. This report shows how we have succeeded in continuing to make a difference and deliver fantastic outcomes for our families. What makes Acacia special is the ethos of kindness, combined with a professionalism that has enabled us to develop a reputation as specialists in the field both locally and nationally.

As we moved all of our services online and to telephone support, this ethos of kindness and love was never lost. In fact, it only got stronger. Going the extra mile time and time again for pregnant mothers and new parents with mental health issues, our team offered the hand of friendship, love and kindness at a time when it was never more needed. We have learnt so much from the previous 12 months.

We work with inspirational families, whose lived experiences and stories of courage and hope inspire us to do more and be the very best that we can be. I am so proud of what the team have achieved this year and I thank you for your support. We look forward to helping more families flourish over the next 12 months.

Georgina Dean

Chair of the board of trustees

Charitable objectives and activities

The objects of the charity as set out in the charity's governing document, the Articles and Memorandum of Association, are:

- a. The preservation and protection of good health by the support of mothers and their families affected by symptoms associated with pre and postnatal depression
- b. To enhance the development and education of children primarily under statutory school age by encouraging parents to understand and provide for the needs of their children through community groups.

Public benefit

The Trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the Charity's aims and objectives and in planning future activities.

Why do we exist?

During the year and after consultation with key stakeholders our vision, mission and strategic objectives were agreed as:

Our vision

Acacia seeks a world where every family affected by pre- or post-natal mental illness receives timely and effective support close to home.

Our mission

To improve the lives of mothers and families affected by pre and postnatal depression (PND) and anxiety.

Acacia is a volunteer led, user-led Christian charity and our work is underpinned by the Christian faith.

Our services are free and open to families of all faiths or none. We welcome contributions from those with differing faiths, abilities and backgrounds in working and volunteering for Acacia.

During the year, staff and trustees contributed to the development of our five-year strategic plan (2017-2022). The plan is built around three themes:

- The further establishment of Acacia's existing work and reputation
- The diversification of funding
- The growth/development of new services for mothers and other family members.

From these themes we have developed the following strategic aims.

- To provide and promote high quality support services to those affected by Pre- and Post-natal depression and
- To equip communities with the skills to deliver support services to families
- To raise awareness of pre- and post-natal depression and anxiety
- To further establish Acacia as the leader in its field.

The plan develops these aims and identifies specific objectives and time scales for achieving these goals and ensuring Acacia's continued success.

Our Christian values and what they mean to us

Acacia is built on a strong Christian foundation. We enable people to flourish by experiencing and responding to the love of God which inspires and challenges us to trust steadily, hope unswervingly and love unconditionally. We place equal value on every individual; welcoming people of all faiths and of none. We aim to create supportive, inclusive and energising communities where parents and families can belong, be valued, contribute and thrive.



The pandemic has worsened perinatal mental health for pregnant women and new parents

Up to 20% of women develop a mental health condition at some point during pregnancy or in the first year following birth.

The pandemic has made this worse. For pregnant mothers and new parents, national lockdowns and social distancing means supportive friends, family and parent-baby groups disappeared and intensified feelings of stress, anxiety, loneliness and isolation. Research by University College London suggests that rates of postnatal depression almost doubled during the first lockdown to 47.5% of those with a baby aged six months or younger.

“ Not a lot of people saw me pregnant. My partner was not able to go to scans, I felt for him that he was missing out. I ended up having to stay in hospital for a few days and everything happened very quickly and my partner wasn't there for a lot of it. When I was getting certain bits of news, it was difficult to digest that and hear that on my own. ”

“ As well as feeling like you're now a prisoner in your own home, I definitely felt more trapped than ever, it was suffocating. ”

“ I was expecting to be able to take her out and do social things, and have support from family and friends. It was that thing of being on your own at home. I felt very alone. Because I was expecting to be able to go to coffee mornings and baby classes. And then when we were allowed to go out, I didn't know what I was doing. I didn't have any confidence in safely taking a child out for the day. ”

Adapting our services during the Covid-19 pandemic

All of our face-to-face services, centres and home-visiting services had to be immediately closed when UK lockdown was first announced in March 2020. We are extremely proud of the way our volunteers, staff and trustees worked together to quickly adapt our services and move to online and telephone support.



Who accessed our support in 2020-2021?



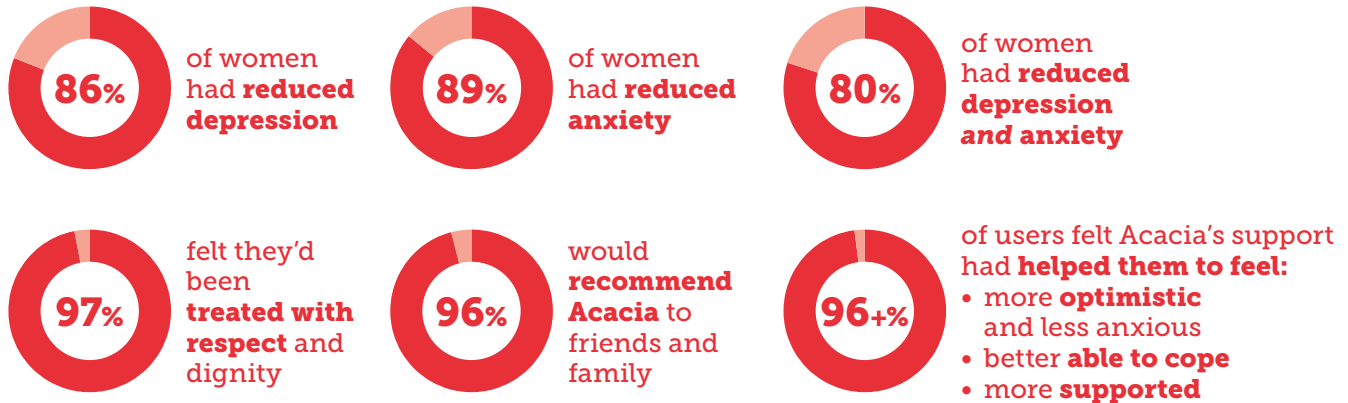
1. Health visitors, midwives and GPs / 2. Family support workers, Forward Thinking Birmingham, specialist perinatal mental health teams

3. The largest minority ethnic groups were Pakistani and Caribbean / 4. Based on 2 IAPT and NICE recommended clinical tools for measuring depression and anxiety: PHQ-9 and GAD-7 questionnaires

“ It’s holistic support, which makes people feel loved and valued, delivered by a friend, someone that cares about them. ”

“ It’s the listening, it’s someone who sits down and gives you their undivided attention without any judgement and they just listen, empathise and encourage. ”

Last year we saw the highest rates of recovery for families accessing our support



Our impact is in line with the expected standard of recovery for NHS statutory mental health services.

Acacia is a voluntary sector organisation, relying heavily on a volunteer workforce. Staff and volunteers are not clinically trained, nor are they delivering a clinical service. Yet, Acacia's services are having an impact which is equivalent to the national standard for recovery set by the NHS IAPT (Improving Access to Psychological Therapies) service. This demonstrates the quality of support, as well as the value for money provided by Acacia.

In more detail...

- The average **length of time** in service rose to **6 months**
- Each beneficiary received an average of **8 telephone support** sessions
- We delivered **86 CBT based group support sessions** online
- Our **Young Parents** group met **18 times** online or face-to-face
- **37 volunteers** hand delivered **238 lockdown care packages** to our families
- We arranged **24 walk and talks and doorstep chats** with mums.

Four key messages were identified from interviews with service users. Mums said they:

- Felt listened to and understood
- Were not the only one in their situation
- Were able to learn new coping skills
- Felt Acacia staff and volunteers were willing to go the extra mile.

New developments during the year

As a well-established leader in the field of third sector perinatal mental health care, we believe good quality, local, grassroots perinatal mental health services should be available to everyone. During the year, our work towards achieving this vision included:

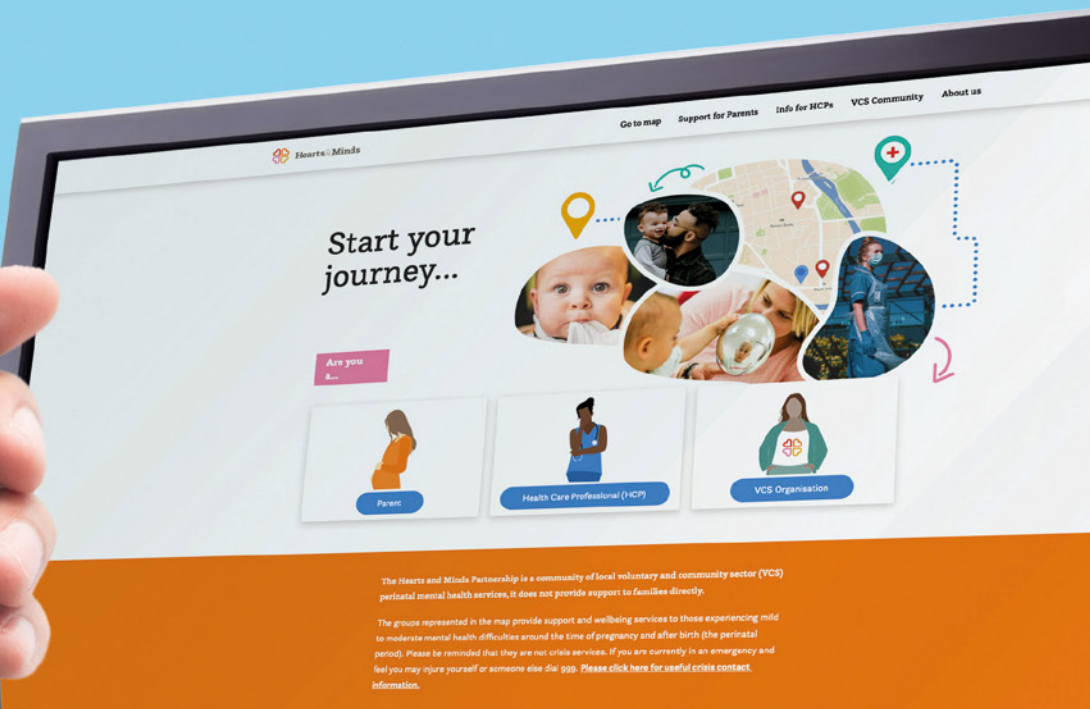
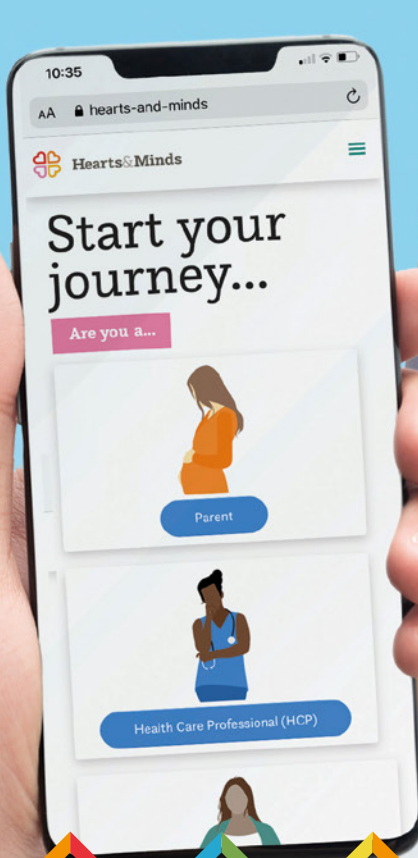
Working alongside two other perinatal mental health charities, **Bluebell** (South West) and **Smile** (North West), we have developed a national partnership that aims to connect and support community-led perinatal mental health services across England. We have created an online digital map of safe, good quality grassroots services across England.

- Extending our provision beyond Birmingham, we have developed a new project to support young people, BAME communities and dads/partners across Bedford, Luton and Milton Keynes
- Working in partnership with Birmingham's NHS specialist perinatal mental health teams to develop a BAME and Dads'/Partners' Peer Support Worker project
- Increasing and improving our online information and resources for dads/partners
- Delivering cultural awareness training workshops for specialist perinatal mental health teams.



Hearts&Minds

www.heartsandmindspartnership.org



Our services are delivered by an incredible team of over 50 volunteers

During the year, due to Covid-19, our volunteering programme looked very different, however we worked very hard to develop new volunteering opportunities, keep volunteers connected to each other, offer training opportunities and show volunteers how valued they are.

Our 2020 volunteer survey showed that during the pandemic:

- **93%** said volunteering at Acacia was **good/excellent**
- **100%** felt **valued**
- **97%** had an increased **ability to support families** affected by perinatal mental health issues
- **93%** felt very **connected to each other/part of the team**
- **86%** said our volunteer **training** was **good/excellent**
- **97%** had an increase in their own **self confidence**.

In 2020, our volunteers received recognition for their work by receiving a **Queen's Award for Voluntary Service**. This award is the MBE for voluntary groups.



“Due to Covid restrictions, and the nature of my role within Acacia (crèche work), I have been unable to do much. However, the Acacia team have continued to make me feel involved and part of the team.”

Acacia volunteer

How do we make sure that our services are open to all people?

Equality of opportunity and the promotion of diversity are central to Acacia's mission. We were established to help redress the stigma and discrimination that mothers and fathers with mental health problems face. Our commitment to this guides our whole organisation: from our board, through our policies, staff and volunteers, into our services and providing equal access for our beneficiaries. We want our projects to be open to as wide a range of people as possible and as such, we have deliberately tried to help the most marginalised parents overcome the extra challenges they face in the following ways:

- We have expanded into areas of deprivation: half of our beneficiaries come from the top 25% most deprived wards or worse in the country.
- Teenage mothers are 3 times more likely to experience postnatal depression. In response to this and working in partnership with Forward Thinking Birmingham, we have set up a new project dedicated to providing one to one home-based support to supporting young mothers.
- One third of the mothers we support are from minority ethnic backgrounds. We recognise that BAME mothers may face specific cultural barriers to accessing support. In response to this, for the past 4 years, we have been running a BAME perinatal mental health awareness raising project.

How do we ensure our services are safe?

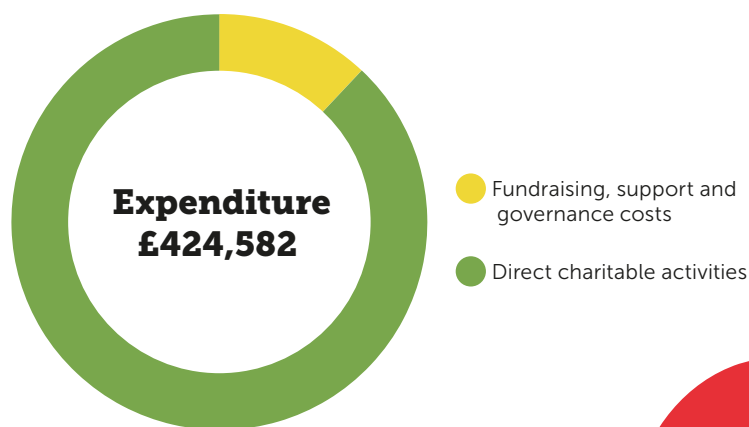
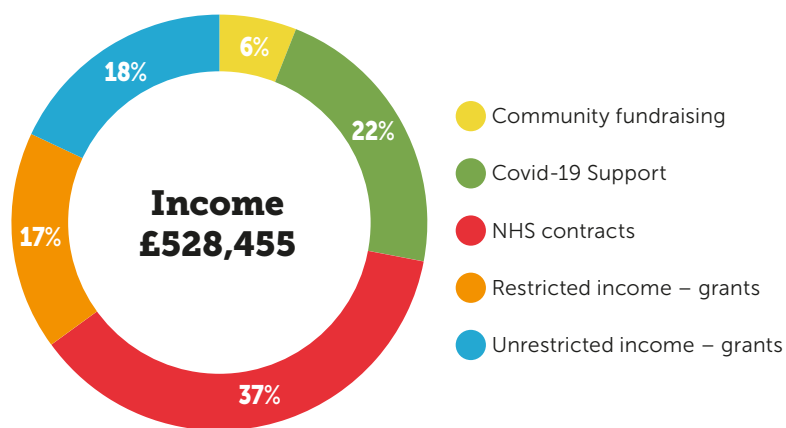
Acacia has a strong clinical governance structure to ensure effective quality and risk management and facilitating safe practice. At its core is a quality management system which incorporates comprehensive policies, processes, document control and incident reporting. Our service development and delivery is overseen by an Operational Management Team made up of our two Directors and our senior clinical staff (Locality Managers). Our Locality Managers all receive ongoing external clinical supervision, both individual and group supervision, including case review. In turn our Locality Managers provide supervision to their staff and volunteers. Our Operational Management Team also forms, together with the Operations Director, our Safeguarding Team. All the Locality Managers are Safeguarding Deputy's for their locality reporting to the Ops Director as safeguarding lead.

Together with our robust DBS procedure for all staff and volunteers, our clinical governance system ensures that we deliver safe, outcomes driven services which are of consistently high quality, manage risk effectively, and reflect best practice.

Funding and fundraising

We are extremely grateful to all our funders who continued to support us during this most challenging of years. Our very small fundraising team worked tirelessly to ensure that despite the pandemic and the changes to charitable giving and donations, we were able to successfully raise funds from a variety of existing and new funding streams. During the year, one of our longest and largest grants (The Community Fund's Reaching Communities Grant) ended however we were able to access a significant percentage (22%) of funds from emergency Covid-19 grants.

Financial summary



“Those sort of little personal thoughts, at a time when people were being extremely cautious, to have someone come out and actually bother and come and give you a little gift, was quite phenomenal really.”

“And then when I left I got an angel, which I have upstairs next to my mirror, and I do look at that and it makes me think about my befriender ... that reminder to take a step back, take a breath and think ... they are perpetual mementos of the support and care, and that message of hope, and opportunity, and sunshine, they make you feel positive.”

Future plans

In many ways, the pandemic has presented an opportunity for Acacia to show what we do best, keeping families' needs at the centre of our focus, leading us to explore new service models and the constant development and expansion of our repertoire to meet the needs head on. As a well-established leader in the field of third sector mental health perinatal care, we are also marking out a national presence and have much to offer in terms of supporting smaller grassroots organisations, extending our service delivery beyond Birmingham. This includes a stronger focus on our web presence. We have significantly expanded our provision of website based information and resources, not only for Birmingham residents but for families who are struggling across the country. The pressure on all charities in the coming year will be even greater as competition for funding from all sources is greater than we have ever experienced. Despite this, we move forward confidently and with your help and support we can together achieve our vision of "a world where every family affected by pre or postnatal mental illness receives timely and effective support close to home."



Reserves policy 2021

The calculation of the required level of reserves is an integral part of Acacia's planning, budget and forecast cycle. It considers:

- Risks associated with each stream of income and expenditure being different from that budgeted
- Planned activity level
- Organisation's commitments
- Future funding requirements

During the year, the Trustees have reviewed their reserves policy as follows:

- **Reserves are maintained at a level which ensures that at least 3-6 months of the organisation's core activity could continue during a period of unforeseen difficulty.**

This policy will be reviewed annually or more frequently if necessary.

Acacia's un-restricted reserves at the end of the year amount to £368,775 and from this Trustees have designated £152,037 to cover the following costs:

Redundancy costs	£46,787
Dilapidation costs	£3,000
Rental commitments	£2,250
Designated project costs*	£100,000
Total	£152,037

Taking off our Fixed Assets of £19,160 means that Acacia's non-designated free reserves are therefore £197,578 for the year being reported representing approximately 7.6 months budgeted 'core activity' running costs for 2021/22. Trustees recognise that a continuous process of fundraising is required to ensure that reserves can be maintained at a level that is in line with the reserves policy and reflects the organisations continued desire to increase service delivery and activity. They regularly informally review the level of reserves during the year and feel it prudent to maintain at a slightly higher level at present given the current economic climate, increased competition for funding and continued high demand for our services.

Risk assessment

The Trustees are constantly aware of risk and are fully aware of their responsibilities. The ongoing expansion of the charitable company's work, proposed major developments and continuing developments with government initiatives, all contribute to the need to be vigilant in identifying and managing risk. The trustees are committed to working with the senior leadership team in reviewing and updating all written policies and procedures on a regular basis. Risks associated with mental health and child protection are closely monitored and procedures are in place should these arise. All employees, voluntary workers and trustees have a DBS check in line with our DBS policy.

* Designated to cover the running costs associated with projects currently funded by Bham and Solihull CCG when current contract expires in March 2022 and due to recent rapid growth of the organisation, investment in our business practices and core infrastructure, including IT and potentially an office move, over the next couple of years.

Structure, governance and management

Governing document

Acacia Family Support Limited is a company limited by guarantee (No. 06217626) and a registered charity (No. 1122831) governed by its Memorandum and Articles of Association.

Appointment of trustees, induction & training

New Trustees are appointed by invitation to join the Board given that they have the necessary skills and experience to contribute to the charitable company's activities and to be able to discharge their obligations as Trustees. The chair and another trustee meet with new trustees to discuss their skills and experience and the contribution they can make to the charitable company. Induction for all new trustees includes meeting senior members of staff and discussing with them their respective roles in the organisation and meeting local members of support staff. Arrangements are made for trustees to visit the local operational centers and meet and talk with volunteers and service users if appropriate. Training days for trustees are held at least annually together with individual trustee training as requested or appropriate. The Company secretary is charged with keeping Trustees up to date with the requirements needed to fulfil their responsibilities.

Reference and administrative information

Trustees

Ms G Dean – Chair
Ms R Gregory – Vice-Chair
Mr D Spooner
Mr D Knott
Ms H Bowen
Ms V Isley – resigned March 2021

Charity number

1122831

Company number

06217626

Registered office

5A Coleshill Street
Sutton Coldfield
West Midlands B72 1SD

Independent examiner

Karen Hanlan Independent Examiner Limited
12 Waterloo Close
Wellesbourne CV35 9JG

Bankers

Unity Trust Bank plc
Nine Brindley Place
Birmingham B1 2HB

Approved by the Board and signed on its behalf by:

Georgina Dean, Chair of Trustees

Wednesday 24 November 2021

Statement of trustees' responsibilities

The trustees are required to prepare financial statements for each financial year which give a true and fair view of the state of the affairs of the charitable company and of the surplus or deficit incurred by the charitable company for that year. In preparing those financial statements the trustees are required to:

- Select suitable accounting policies and then apply them consistently
- Make judgments and estimates that are reasonable and prudent
- State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the accounts
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue to exist.

The trustees have overall responsibility for ensuring that the charitable company has an appropriate system of controls, financial and otherwise.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy, at any time, the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Charities Act 2011.

They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities and to provide reasonable assurance that:

- The charitable company is operating efficiently and effectively
- Its assets are safeguarded against unauthorised use or disposition
- Proper records are maintained and financial information used within the charity or for publication is reliable
- The charitable company complies with relevant laws and regulations.

Independent examiner's report

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2021 which are set out on pages 19-33.

Responsibilities and basis of report

As the charity trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the Company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. Accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. The accounts do not accord with those records; or
3. The accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. The accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102).

I have no concerns and have come across no matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Karen Hanlan, ACA

Member of Institute of Chartered Accountants England & Wales

Karen Hanlan Independent Examiner Ltd, 12 Waterloo Close, Wellesbourne, Warwickshire CV35 9JG

Wednesday 24 November 2021

Statement of financial activities (including an income and expenditure account)

	Note	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Income					
Donations and legacies	1	126,110	48,700	174,810	176,860
Charitable activities	2	103,701	249,533	353,234	310,493
Investment Income – Bank interest		411	-	411	990
Total income		230,222	298,233	528,455	488,343
Expenditure					
Raising funds	3	24,926	6,853	31,779	30,080
Charitable activities	3	120,206	272,597	392,803	390,081
Total expenditure		145,132	279,450	424,582	420,161
Net income and net movement in funds for year before transfers		85,090	18,783	103,873	68,182
Transfers		(6,029)	6,029	-	-
Net income and net movement in funds for year after transfers		79,061	24,812	103,873	68,182
Reconciliation of funds:					
Total funds brought forward		289,714	18,719	308,433	240,251
Total funds carried forward		368,775	43,531	412,306	308,433

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

All income and expenditure derives from continuing activities.

Balance sheet

	Note	2021 £	2020 £
Fixed assets			
Tangible assets	5	19,160	4,849
Current assets			
Debtors and prepayments	6	10,619	5,605
Cash at bank and in hand		510,064	343,667
		520,683	349,272
Current liabilities			
Creditors: amounts falling due within one year	7	(127,537)	(45,688)
Net current assets		393,146	303,584
Net assets		412,306	308,433
Funds of the charity:			
Restricted funds	8	43,531	18,719
Unrestricted funds			
General reserves		216,738	153,536
Designated reserves	9	152,037	136,178
Total charity funds		412,306	308,433

The accompanying accounting policies and notes form part of these financial statements.

Registered Company number: 06217626

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

Responsibilities of directors/trustees:

- The members have not required the charitable company to obtain an audit of its financial statements for the year in question in accordance with section 476 of the Companies Act 2006 – however, in accordance with section 145 of the Charities Act 2011 the financial statements have been examined by an independent examiner whose report appears on page 18.
- The directors/trustees acknowledge their responsibility for complying with the requirements of the Companies Act with respect to accounting records and the preparation of accounts.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

Approved by the trustees and signed on their behalf by:

Georgina Dean, Chair of Trustees

Wednesday 24 November 2021

Principal accounting policies

Status of the company

The charitable company is limited by guarantee and does not have share capital.
The liability of members is limited to £1 per member.

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102)(updated 1 January 2019) – (Charities SORP (FRS102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) and the Companies Act 2006.

Acacia Family Support meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

Going concern statement

The financial statements have been prepared on a going concern basis which assumes that the Company will continue to operate. The validity of this assumption is dependent upon the continuance of support from the Company's key grant funders and in response to the progress made by the Company in pursuing a viable budget including the obtaining of further grants and other funds. The Company's current business plan shows that the Company will be able to operate in the foreseeable future. Based on this understanding, the directors believe that it remains appropriate to prepare the financial statements on a going concern basis. The financial statements do not include any adjustments, which would result from the basis of preparation being inappropriate.

Funds

General accumulated funds are unrestricted funds available for general purposes and include funds designated for a particular purpose; the use of such funds remains at the discretion of the trustees.

Restricted funds are funds subject to conditions imposed by the donor or by specific terms of the appeal under which the funds are raised. The restrictive conditions are binding upon the Charitable Company.

Income

Items of income are recognised and included in the accounts when all of the following criteria are met:

- The charity has entitlement to the funds
- Any performance conditions attached to the item(s) of income have been met or are fully within the control of the charity
- There is sufficient certainty that receipt of the income is considered probable
- The amount can be measured reliably.

Expenditure and irrecoverable VAT

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

Expenditure is classified under the following activity headings:

- Costs of raising funds comprise staff costs, fundraising consultants fees other direct costs and an allocation of other staff involved in the raising of funds for the charity
- Expenditure on charitable activities includes the direct costs of projects and activities undertaken to further the purposes of the charity and their associated support and governance costs.

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

Tangible fixed assets

Depreciation is provided at a rate calculated to write off the cost on a straight line basis over a period of less than the estimated useful life of the assets as follows:

Fixtures, fittings and equipment	5-10 years
Computer equipment	3 years

Fixed assets are capitalised when their costs exceeds £250.

Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid after taking account of any trade discounts due.

Cash at bank and in hand

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

Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Deferred income

Income is deferred when monies are received in advance relating to projects commencing after the financial year where the contract period is specified by the funder.

Taxation

As a registered charity no provision is considered necessary for taxation.

Pensions

The charity contributes into a Group Personal Pension Plan for employees. This pension plan is defined contribution in nature and as required under FRS102 the annual cost is recognised as incurred and included in the Statement of Financial Activities.

Notes to the financial statements

1. Donations and legacies

	2021 £	2020 £
Subscriptions and donations	30,089	29,905
Unrestricted grants	96,021	91,333
	126,110	121,238
Restricted grants:		
Sutton Coldfield Municipal Charities	13,300	13,300
Emma's Fund	200	3,722
Young People's Project – various trusts	26,500	26,600
South Birmingham Centre – various trusts	7,700	1,500
Sutton Coldfield Town Council	-	10,000
Henry James Sayer – training	500	-
Richard Kilcuppe's Charity – volunteering programme	500	500
	48,700	55,622
Total	174,810	176,860

2. Charitable activities

	2021 £	2020 £
Unrestricted:		
NHS Birmingham Cross City Clinical Commissioning Group	92,901	91,021
NHS England – BAME Awareness	10,800	-
Miscellaneous income	-	247
	103,701	91,268
Restricted:		
Big Lottery Fund – project support 2017 to 2020	12,765	152,055
Big Lottery Fund – COVID 19 emergency funding	49,960	-
Big Lottery Fund – Coronavirus Community Support Fund	64,942	-
Forward Thinking Birmingham	50,000	50,000
The Active Well-Being Society	2,500	-
Hearts & Minds Partnership	28,072	-
Birmingham & Solihull Mental Health Foundation Trust	41,294	17,170
	249,533	219,225
	353,234	310,493

3. Expenditure

Expenditure on charitable activities comprises:	Restricted project costs £	Direct charitable activity £	Support and governance costs £	2021 £
Salary costs	212,480	96,190	9,955	318,625
Freelance fees	-	275	501	776
Project running costs	12,356	746	-	13,102
Printing & publicity	-	-	572	572
Staff travel	-	-	160	160
Depreciation	578	-	2,901	3,479
Office costs	977	737	11,205	12,919
Premises costs	10,000	-	6,124	16,124
Insurance	2,460	-	-	2,460
Finance costs	2,740	-	5,582	8,322
Overhead recovery	30,239	(2,460)	(19,024)	8,756
Staff/Trustee training	500	1,532	391	2,423
Volunteer costs	267	3,568	-	3,835
Independent Examiners fee	-	-	1,250	1,250
Trustee meetings & expenses	-	-	-	
Total	272,597	100,588	19,618	392,803

3. Expenditure (continued)

Expenditure on charitable activities comprises:	Restricted project costs £	Direct charitable activity £	Support and governance costs £	2020 £
Salary costs	225,224	51,912	22,958	300,094
Freelance fees	11,024	-	100	11,124
Project running costs	11,735	871	-	12,606
BLF Conference	2,419	-	-	2,419
Printing & publicity	-	-	762	762
Staff travel	475	-	176	651
Depreciation	-	-	2,041	2,041
Office costs	3,532	-	16,582	20,114
Premises costs	15,275	480	2,940	18,695
Insurance	-	-	2,692	2,692
Finance costs	-	-	8,220	8,220
Staff/Trustee training	2,100	-	3,201	5,301
Volunteer costs	1,190	2,778	-	3,968
Independent Examiners fee	-	-	1,050	1,050
Trustee meetings & expenses	-	-	344	344
Total	272,974	56,041	61,066	390,081

Costs of raising funds comprise:	2021 £	2020 £
Salary costs	17,159	16,203
Fundraising consultant fees	12,853	11,075
Printing, publicity & fundraising activities	1,767	2,802
Total	31,779	30,080

4. Analysis of staff costs, trustee remuneration and expenses

	2021 £	2020 £
Salaries	310,430	291,083
National Insurance	13,587	13,739
Pension costs	11,767	11,475
Total	335,784	316,297

The Charitable Company employed the full-time equivalent of 12.67 (2020: 11.71) staff during the year.

No employees had benefits in excess of £60,000 (2020: nil). Pension costs are allocated to activities in proportion to the related staffing costs incurred.

No expenses were reimbursed to Trustees during the year. 2020 £271 was reimbursed to one Trustee for travel costs incurred in carrying out their duty as Trustee.

Trustee Indemnity Insurance is paid for by the Charity as part of its overall insurance cover.

The key management personnel of the charity comprise the trustees, the Operations Director and the Business Support Director. Trustees receive no remuneration or other benefits from the charity. The remuneration, including pension contributions, of key management personnel for the year was £59,493 (2020:£56,751).

5. Tangible fixed assets

	Fixture, fittings and equipment £
Cost	
At beginning of year	29,486
Additions	17,791
At end of year	47,277
Depreciation	
At beginning of year	24,637
Charge for the year	3,480
At end of year	28,117
Net book value	
At 31 March 2021	19,160
At 31 March 2020	4,849

6. Debtors

	2021 £	2020 £
Prepayments	6,964	4,943
Grants and donations receivable	3,655	662
	10,619	5,605

7. Creditors: amounts falling due within one year

	2021 £	2020 £
Trade creditors	7,803	6,208
Accruals	1,591	2,781
Deferred income	118,143	36,699
	127,537	45,688

Movements in deferred income are as follows:

	£
At beginning of year	36,699
Released to income in year	(36,699)
Deferred in year	<u>118,143</u>
At end of year	<u>118,143</u>

Deferred income relates to funding received in advance for the forthcoming financial year.

8. Restricted funds

The income funds of the charity include restricted funds comprising the following amounts which have been applied for specific purposes:

2021	Balance at beginning of year £	Income £	Expenditure £	Transfers £	Balance at end of year £
Big Lottery Fund 2018 -2020	(6,668)	12,765	(10,650)	4,553	-
Big Lottery Fund COVID 19	-	49,960	(49,146)	-	814
Big Lottery Fund CCSF	-	64,942	(65,007)	65	-
Emma's Fund	18,778	200	(3,475)	-	15,503
Sutton Coldfield Municipal Charities	-	13,300	(13,300)	-	-
Forward Thinking Birmingham	1,654	50,000	(52,994)	1,340	-
The Active Well-Being Society	-	2,500	(2,570)	70	-
Hearts & Minds Partnership	-	28,072	(23,319)	-	4,753
South Birmingham Centre Funding	-	7,700	(7,700)	-	-
Young People's Project	-	26,500	(13,635)	-	12,865
Sutton Coldfield Town Council	2,500	-	(2,500)	-	-
Birmingham & Solihull Mental Health Foundation Trust	2,455	41,294	(34,495)	-	9,254
Henry J Sayer – Training	-	500	(500)	-	-
Richard Kilcuppe's Charity – Volunteering	-	500	(159)	-	341
Total	18,719	298,233	(279,450)	6,029	43,531

Transfers relate to expenditure on capital equipment.

Big Lottery Funds including Covid-19 and Coronavirus Community Support Fund (CCSF)

Project funding by the BIG Lottery to develop and run activities linked to Acacia's support services in South Birmingham, funding Acacia's group work project, Helping Hands at Home project, work with Fathers, BAME perinatal mental health project, group work, volunteer programme plus replacement of laptops and printers to help staff work from home.

Emma's Fund

Donations received from friends and family of Emma Borg, founder of Acacia, after her death in September 2018. With support from Emma's family, the charity are developing Emma's Gift – a new project at Acacia that will offer welcome cards and practical packs of support to all new parents referred for support.

Sutton Coldfield Municipal Charities

Grant towards the rental costs of the Charitable Company's head office in Sutton Coldfield and towards the salary of the Centre Manager in Walmley.

Forward Thinking Birmingham

Project funding towards the development and running of a specialist young parents (school age to 21) pre and postnatal depression and anxiety support project.

The Active Well-Being Society

Funding towards 238 care packages delivered to Acacia families during the year.

Hearts & Minds Partnership

Funding from the Community Fund's England-wide Partnerships Fund to develop a grassroots partnership of perinatal mental health VCS organisations.

South Birmingham Centre

Project funding to running Acacia's services across South Birmingham.

Young Parents Project

Project funding towards the development and running of a specialist young parents (school age to 21) pre and postnatal depression support project.

Sutton Coldfield Town Council

Funding towards Acacia's support services with the Borough of Sutton Coldfield.

Birmingham & Solihull Mental Health Foundation Trust

Funding towards the delivery of BAME peer support services to women referred to Birmingham's NHS specialist perinatal mental health teams.

Henry J Sayer

Supports our volunteer costs.

Richard Kilcuppe's Charity

Funding towards the volunteering programme.

	Balance at beginning of year £	Income £	Expenditure £	Transfers £	Balance at end of year £
2020					
Big Lottery Fund	(4,623)	152,055	(154,100)	-	(6,668)
Emma's Fund	17,997	3,722	(2,941)	-	18,778
Sutton Coldfield Municipal Charities	-	13,300	(13,300)	-	-
Forward Thinking Birmingham	498	50,000	(48,844)	-	1,654
Young People's Project	-	26,600	(29,574)	2,974	-
Sutton Coldfield Town Council	-	10,000	(7,500)	-	2,500
Birmingham & Solihull Mental Health Foundation Trust	-	17,170	(14,715)	-	2,455
Albrights Charity	-	500	(500)	-	-
Richard Kilcuppe's Charity	-	500	(500)	-	-
Brian Shaw Memorial Trust	-	500	(500)	-	-
Joseph Hopkins Trust	-	500	(500)	-	-
Total	13,872	274,847	272,974	2,974	18,719

9. Designated funds

Funds have been designated by the Trustees to cover costs of redundancy (£46,787), dilapidations (£3,000) and rental commitments (£2,250) that would all fall due in the event of a winding up of operations. A further fund of £100,000 has also been set aside this year to build up a reserves for the running costs associated with projects currently funded by Bham and Solihull CCG when the current contract expires in March 2022. As noted above, the designated fund will also enable vital investment in the infrastructure of the organisation required due to its rapid growth over the last 2-3 years.

10. Analysis of net assets between funds

	Restricted funds £	Unrestricted funds £	2021 total £
Fixed assets	-	19,160	19,160
Current assets	130,341	390,342	520,683
Current liabilities	(86,810)	(40,727)	(127,537)
Total funds	43,531	368,775	412,306

	Restricted funds £	Unrestricted funds £	2020 total £
Fixed assets	-	4,849	4,849
Current assets	40,418	308,854	349,272
Current liabilities	(21,699)	(23,989)	(45,688)
Total funds	18,719	289,714	308,433

11. Operating lease commitments

Expiring:	2021 £	2020 £
Within one year	-	10,000
Between two and five years	-	346

12. Controlling Interests

The charity is controlled by the trustees.

13. Related party transactions

There were no transactions with related parties in the year.

14. Comparative statement of financial activities for 2020

	Unrestricted funds £	Restricted funds £	Total £
Income			
Donations and legacies	121,238	55,622	176,860
Charitable activities	91,268	219,225	310,493
Investment income – bank interest	990	-	990
Total income	213,496	274,847	488,343
Expenditure			
Costs of raising funds	30,080	-	30,080
Charitable activities	117,107	272,974	390,081
Total expenditure	147,187	272,974	420,161
Net income/(expenditure) and net movement in funds for year before transfers	66,309	1,873	68,182
Transfers	(2,974)	2,974	-
Net income and net movement in funds for year after transfers	63,335	4,847	68,182
Reconciliation of funds:			
Total funds brought forward	226,379	13,872	240,251
Total funds carried forward	289,714	18,719	308,433



A huge thank you to all of our funding partners

Thanks go to all the Trusts and Foundations and NHS teams who have supported us through the financial year. With so many sources of income being negatively impacted by the pandemic, we are hugely grateful for the support we continue to receive from so many. We couldn't do it without you. Thank you.



The Pilgrim Trust



The Eveson Charitable Trust



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