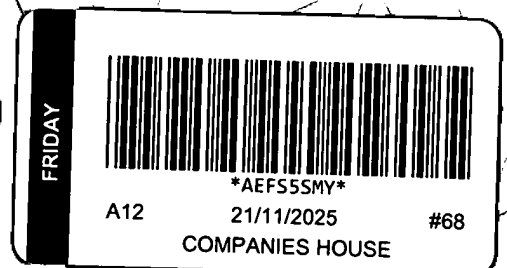




TRUSTEES' REPORT AND FINANCIAL STATEMENTS

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.

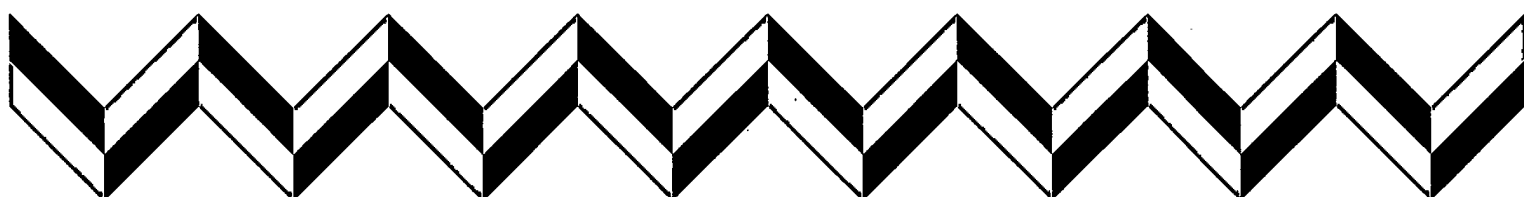
Our mission

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.

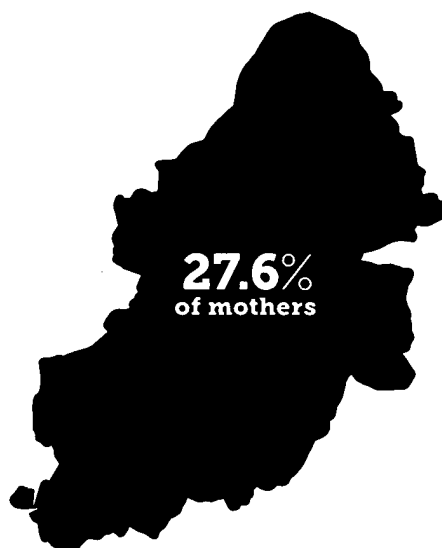
66 The support that they offer is just incredible. It's just a really lovely safe space that they have created there. 99

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%

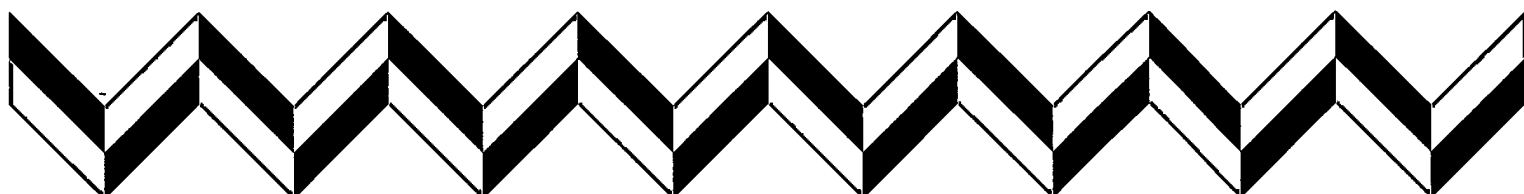
Suicide is still the leading cause of death for mothers in the year after pregnancy accounting for nearly 40% of deaths.**

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

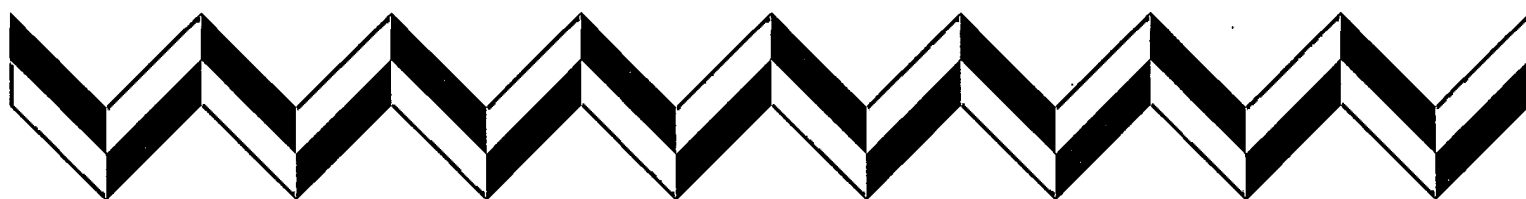
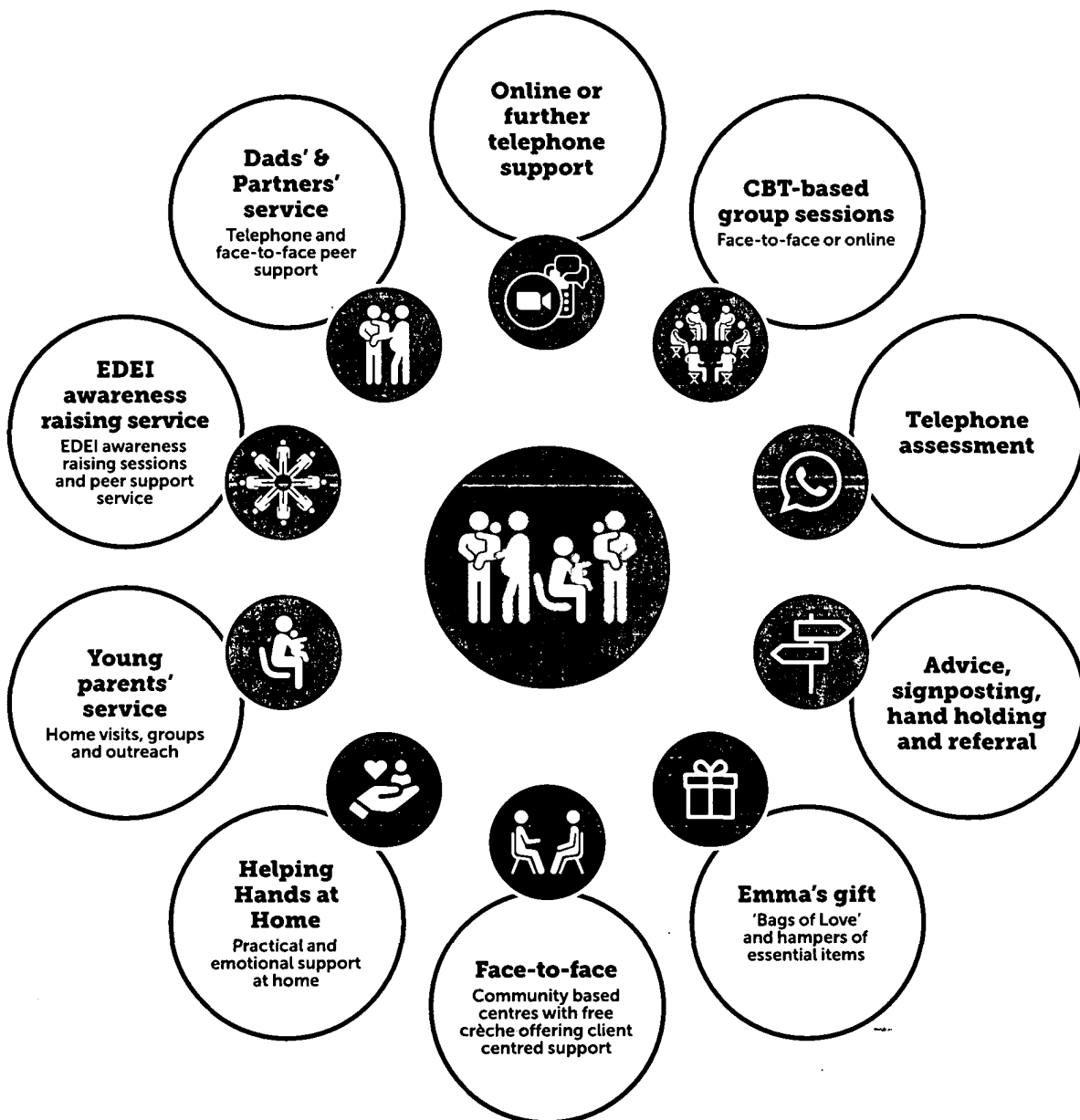
** Maternal Mental Health Alliance, 2023



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

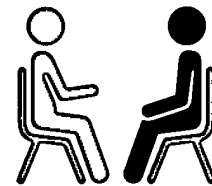
WHO ACCESSED OUR SUPPORT IN 2024-2025?

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

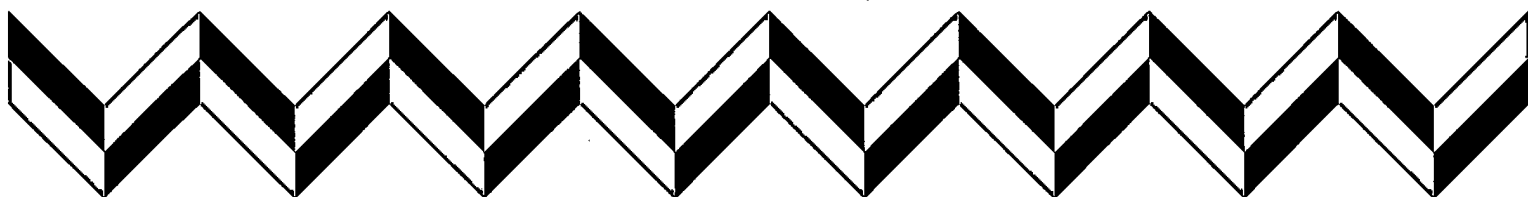
42%

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%

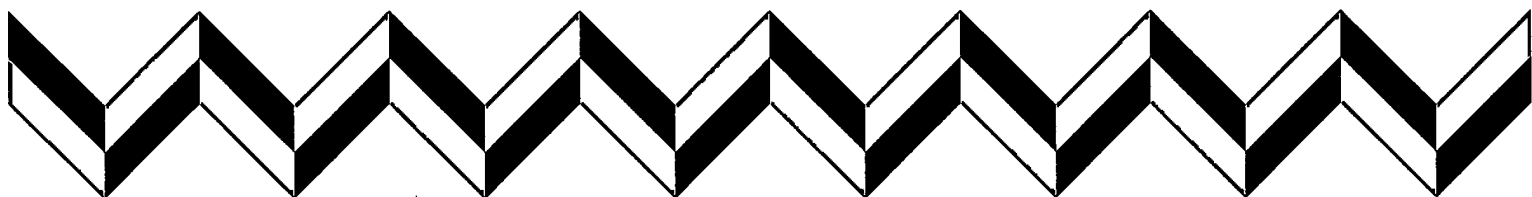
felt **more**
supported

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.

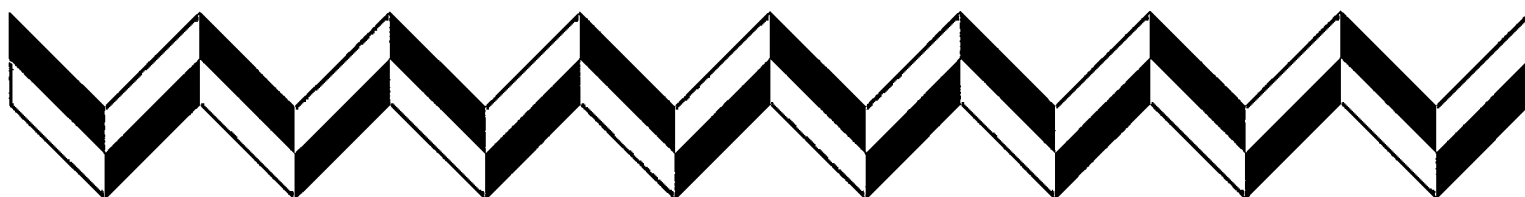
- NHS Birmingham and Solihull Integrated Care Board (ICB) has **third highest (27.6%) rate of PMH in the country** compared to the national average.
- PMH need is still higher due to our younger population and higher levels of deprivation. Prevalence can be as high as **40% in teenage parents** and **32% 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.

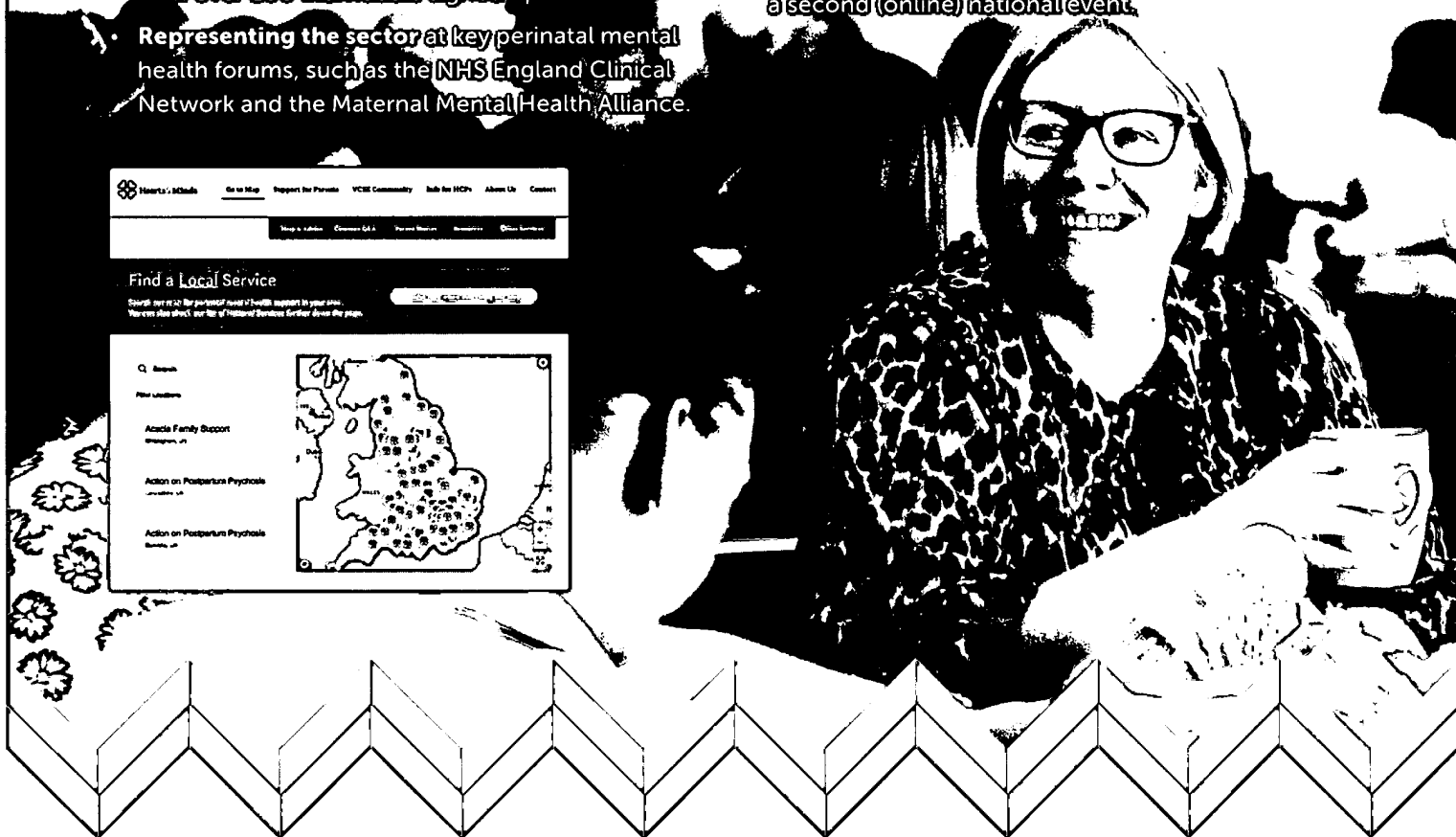
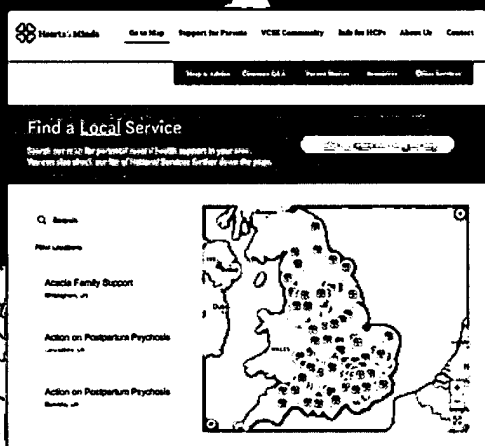
Published six new blogs highlighting EDEI-focused VCSE services.

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.

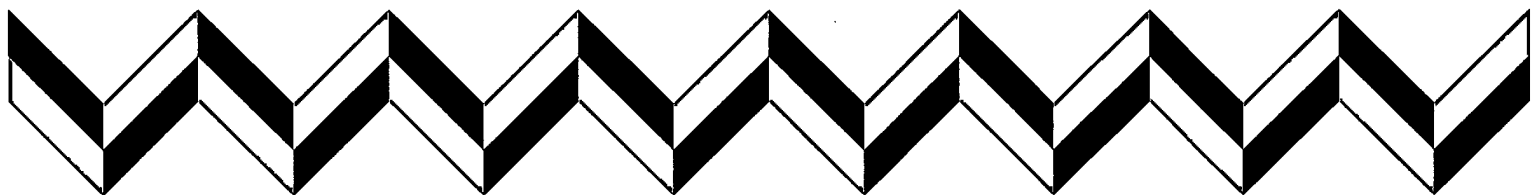
We face significant challenges over the next 2 years

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

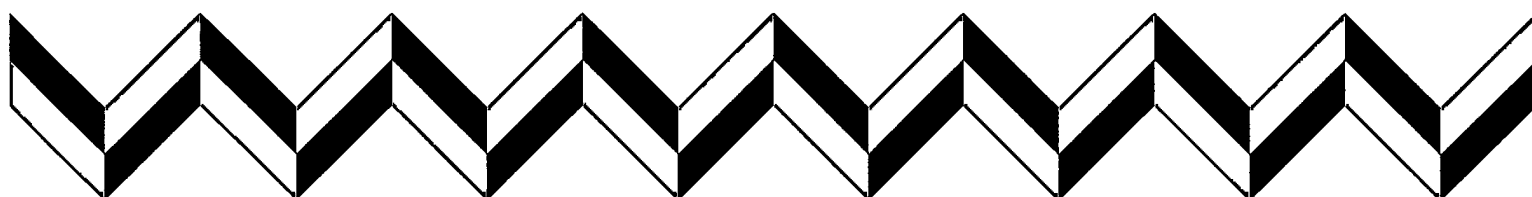
- Engage external expertise to map new funder prospects and enhance the trusts and foundations pipeline.
- Increase and renew funding from existing partners while identifying new large and local opportunities.
- Create a clear, compelling funding narrative explaining current challenges and impact.
-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

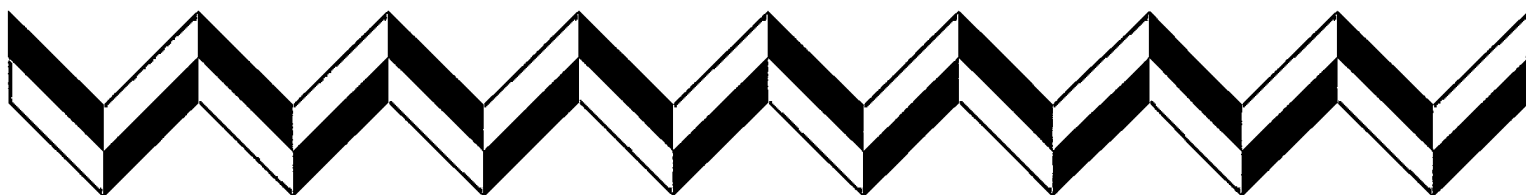
This means that Acacia's non-designated free reserves are therefore £207,658 for the year being reported, representing approximately 4.2 months 'core activity' running costs.

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

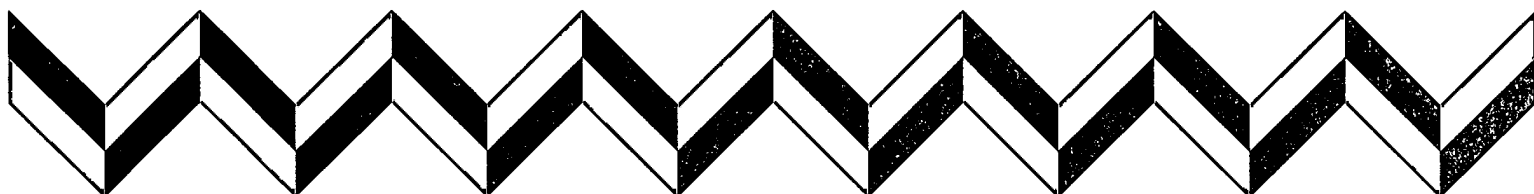
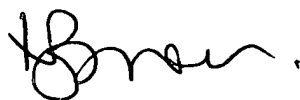
Unity Trust Bank plc
Nine Brindley Place
Birmingham B1 2HB

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:

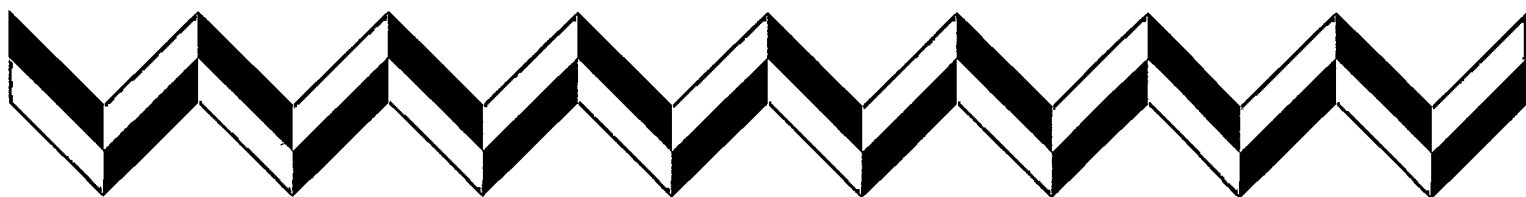
- Select suitable accounting policies and then apply them consistently.
- Make judgments and estimates that are reasonable and prudent.
- State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the accounts.
- Prepare the financial 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.

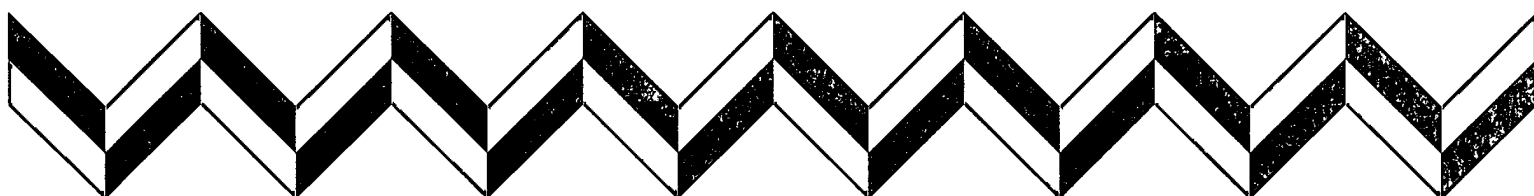
Karen Hanlan, ACA



Member of Institute of Chartered Accountants England & Wales

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

Date: 6. 11. 2025



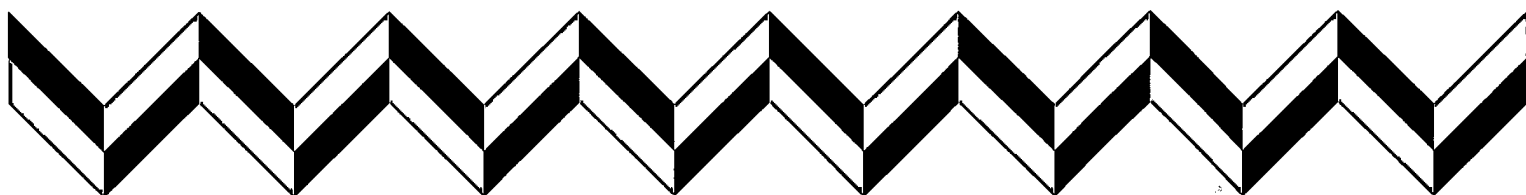
Statement of financial activities

(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:

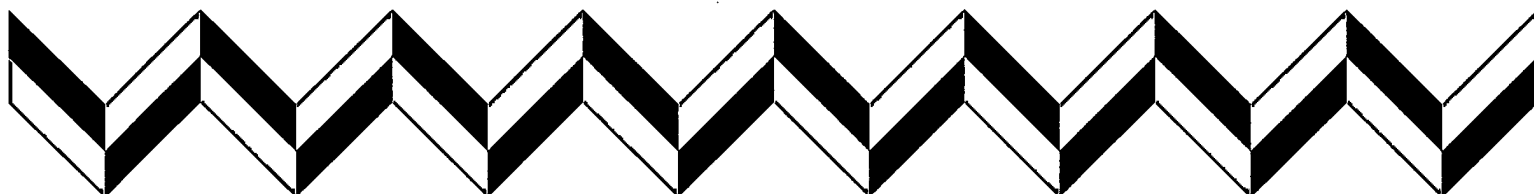
- The members have not required the charitable company to obtain an audit of its financial statements for the year in question in accordance with section 476 of the Companies Act 2006 – however, in accordance with section 145 of the Charities Act 2011 the financial statements have been examined by an 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

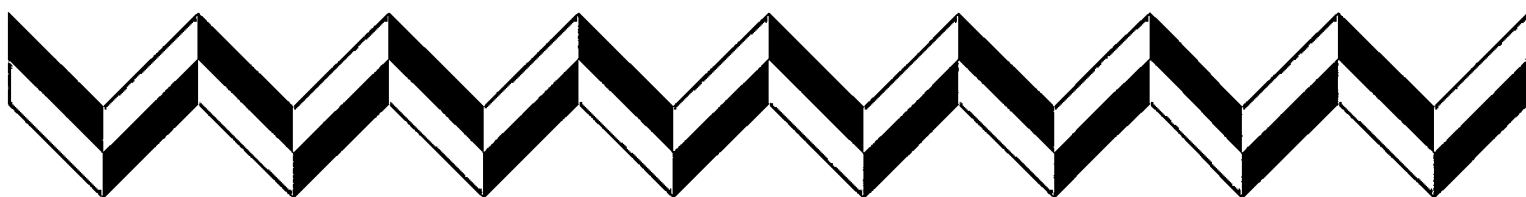



Statement of cash flows

	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

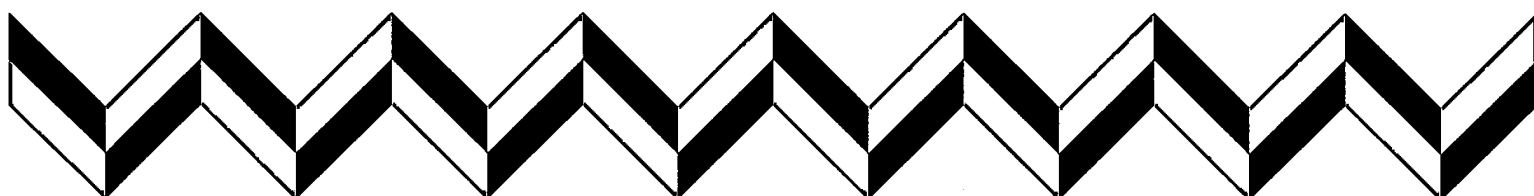
General accumulated funds are unrestricted funds available for general purposes and include funds designated for a particular purpose; the use of such funds remains at the discretion of the trustees.

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

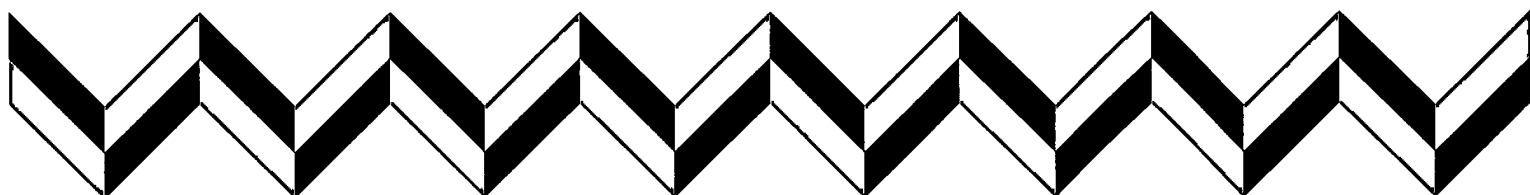
Income is deferred when monies are received in advance relating to projects commencing after the financial year where the contract period is specified by the funder.

Taxation

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

Pensions

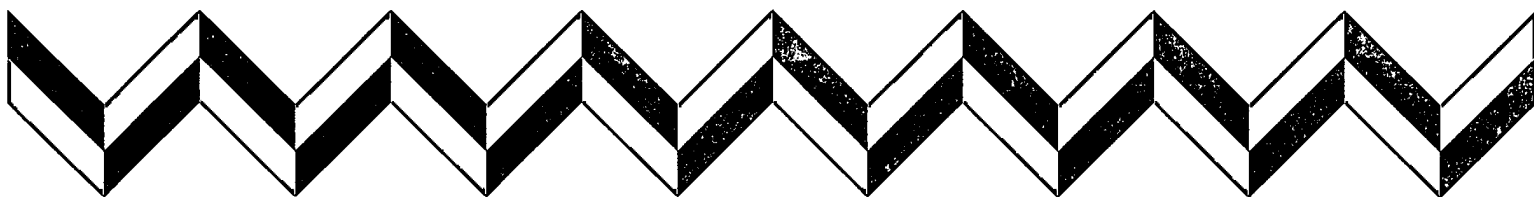
The charity contributes into a Group Personal Pension Plan for employees. This pension plan is defined contribution in nature and as required under FRS102 the annual cost is recognised as incurred and included in the Statement of Financial Activities.



Notes to the financial statements

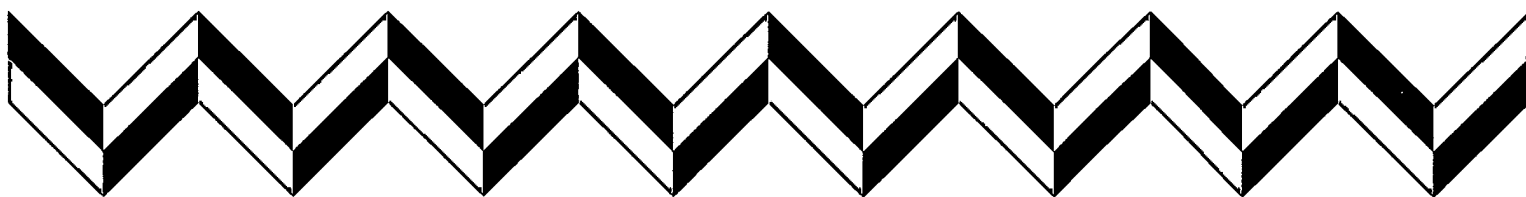
1. Donations and legacies

	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



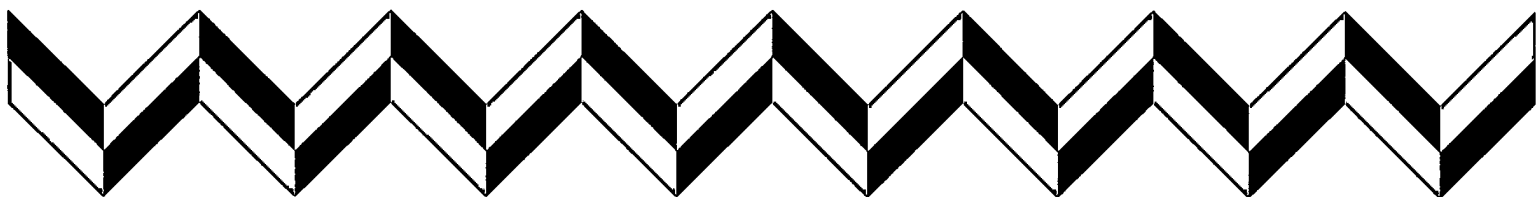
2. Charitable activities

	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.

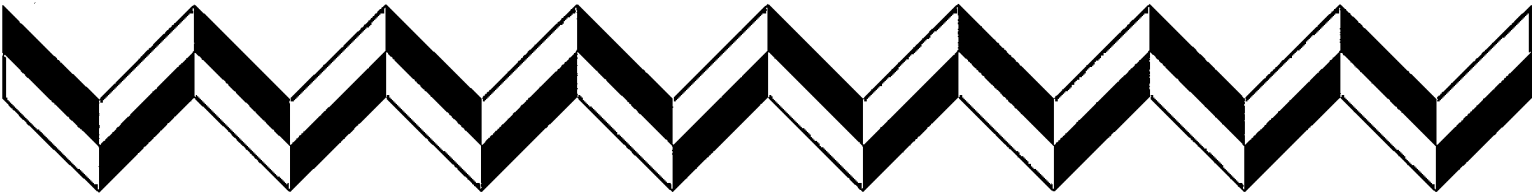
No expenses were reimbursed to Trustees during the year.

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

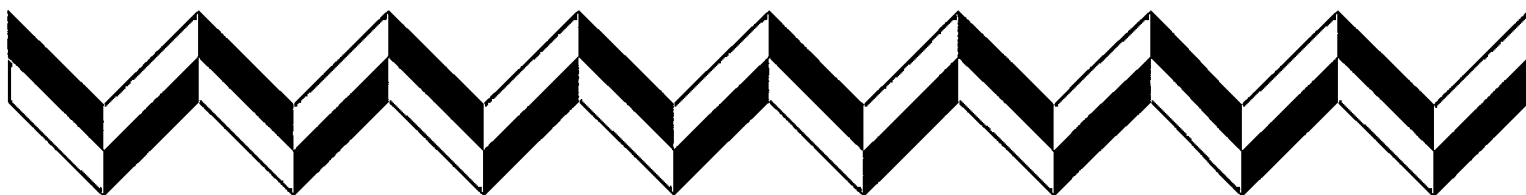
7. Creditors: amounts falling due within one year

	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

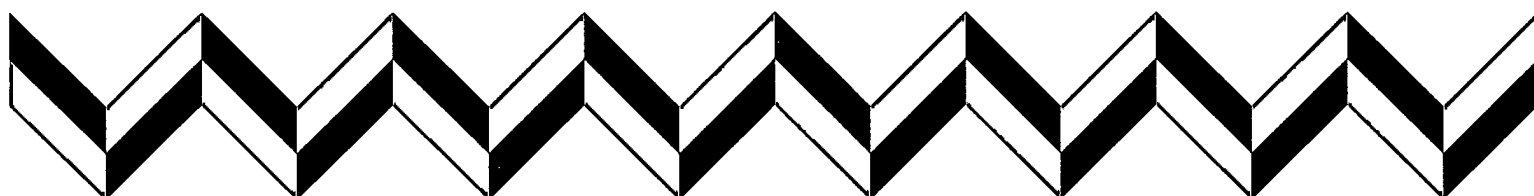
Project funding by the BIG Lottery to run activities linked to Acacia's support services in South Birmingham, funding Acacia's group work project and volunteer programme.

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.



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

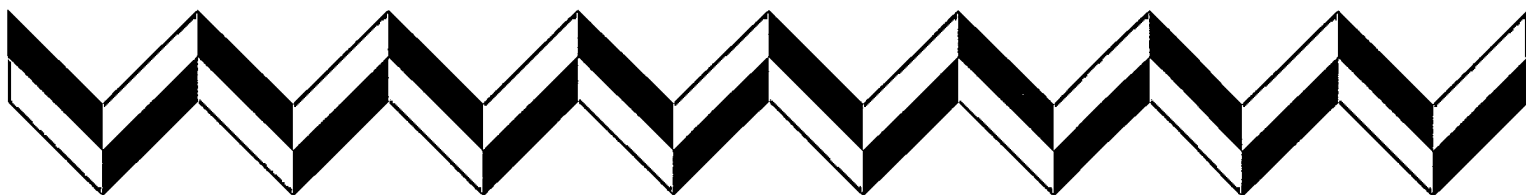
Funding towards the running of activities to support the mental health and wellbeing of dads and partners.

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**

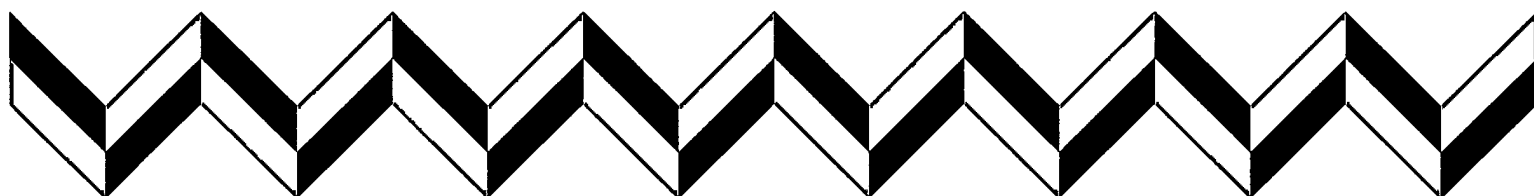
2024	Balance at beginning of year £	Income £	Expenditure £	Transfers £	Balance at end of year £
Big Lottery Community Fund 2020-2025	(2,742)	94,440	(91,457)	-	241
Emma's Fund	8,387	-	(6,192)	-	2,195
Sutton Coldfield Charitable Trust	-	15,000	(15,000)	-	-
Sutton Coldfield Town Council	-	10,000	(10,000)	-	-
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

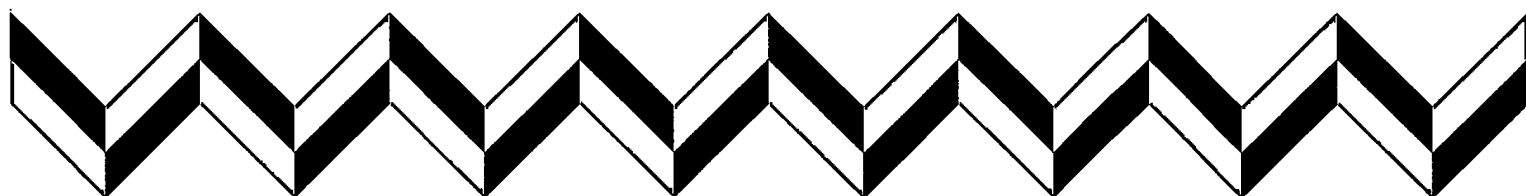
Expiring:	2025 £	2024 £
Within one year	12,000	-
Between two and five years	-	3,000

12. Controlling interests

The charity is controlled by the trustees.

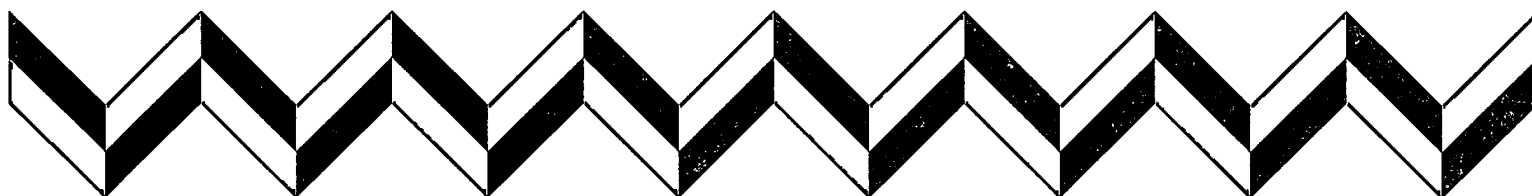
13. Related party transactions

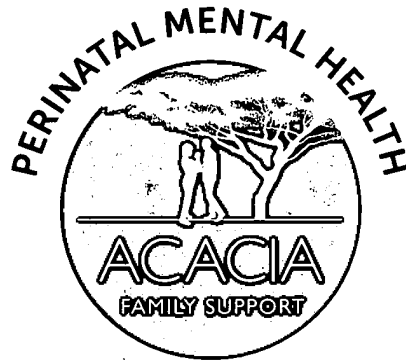
There were no transactions with related parties in the year.



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

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