HENRY

England & Wales · Charity number 1132581

Details

Status	Registered
Legal form	Charitable company
Company number	06952404
Registered	2009-11-07
Register	View on the Charity Commission register

Contact

Address	Henry 6 Elm Place Old Witney Road Eynsham Witney OX29 4BD
Phone	01865302973
Email	info@henry.org.uk
Website	www.henry.org.uk

Activities

Objects: 3.1 to preserve, protect and promote good health in babies and young children by encouraging families to adopt a healthier lifestyle, with a particular focus on vulnerable and socially disadvantaged families3.2 to advance education through the provision of education and training facilities for those who work with babies, young children and families.

Activities: HENRY is a national charity that is transforming traditional approaches to health through successful intervention at the start of life. Services address child obesity, oral health, infant feeding, parenting and emotional wellbeing. Services include training for early years practitioners and evidence-based family programmes to give children a healthy start in life through a whole-family approach.

Classification

- **How:** Provides Services
- **What:** Education/training, The Advancement Of Health Or Saving Of Lives
- **Who:** Children/young People, The General Public/mankind

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Geography

- **Area of benefit:** UNDEFINED. IN PRACTICE NATIONAL
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£2,864,004	£2,804,060	£747,654	103
2024-03-31	£2,848,148	£2,622,036	£687,710	94
2023-03-31	£2,379,566	£2,441,975	£461,598	67
2022-03-31	£2,248,820	£2,341,459	£524,007	68
2021-03-31	£1,969,723	£1,920,554	£616,646	60

Trustees

Name	Role	Appointed
Tracey Anne Chong	Chair	2021-07-08
Bulathsinhalage Nilushka Perera		2025-08-21
Elizabeth Smith		2025-08-21
Emeritus Professor Pinki Sahota		2021-03-25
Janice Burberry		2023-03-23
Nigel Alcock		2020-01-23

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HENRY

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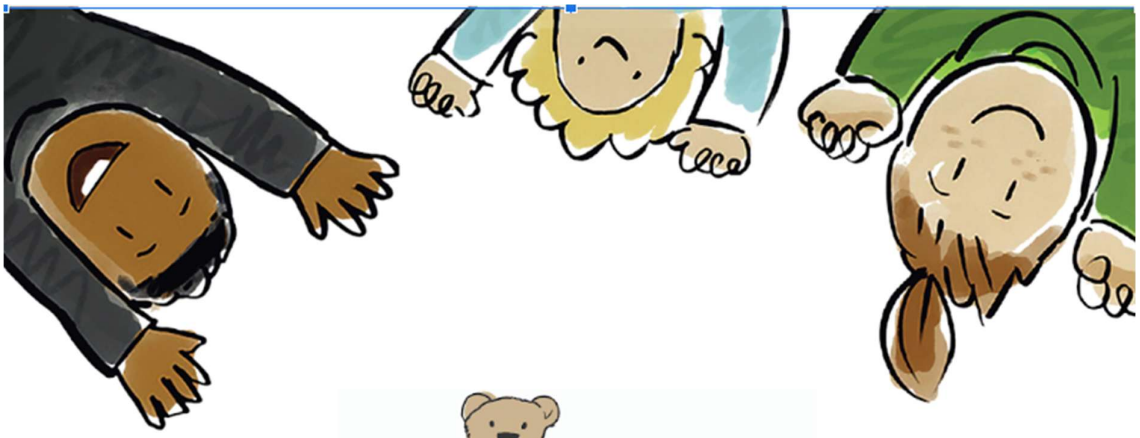
Accounts



Healthy Start, Brighter Future

HENRY

Report and Financial Statements

for the year ended March 31st 2025

www.henry.org.uk

Charity number: 1132581
Company No. 06952404

Contents

Reference and Administrative Details	3
Welcome from the Chair and CEO	4
HENRY: our vision, purpose and values	6
Transforming lives: our achievements in 2024-25	8
HENRY delivery	10
Organisational Management	14
Financial Review	19
Statement of Trustees Responsibilities	21
Auditor's Report	22
Statement of financial activities	26
Balance sheet	27
Statement of Cash Flows	28
Notes to the financial statements	29

Reference and Administrative Details

Registered Name:	HENRY
Company Number:	6952404
Registered Charity Number:	1132581
Date of incorporation:	7th November 2009
Registered Office & Operational Address:	6 Elm Place, Eynsham, Oxfordshire, OX29 4BD
Trustees at year end:	Samantha Olsen (Chair) (retired 21.08.25) Nigel Alcock (Treasurer) Dawn Leslie Professor Pinki Sahota Tracey Chong (Safeguarding) (Became Chair on 21.08.25) Anne Coufopoulos Janice Burberry Dr Rebecca Lang (resigned 10.04.24) Mark Malbas (resigned 11.10.24) Bulathsinhalage Nilushka Perera (Joined 21.08.25) Elizabeth Smith (Joined 21.08.25)
Key Management Personnel:	Kim Roberts, Chief Executive (retired 31.08.24) Dr Rebecca Lang, Chief Executive (started 01.07.24) Jo Godfrey, Director of Finance & Operations (left 22.04.24)
Bankers:	CAF 25 Kings Hill Avenue, Kings Hill, West Malling, Kent ME19 4JQ Nationwide Building Society Nationwide House, Pipers Way Swindon, SN38 1NW Hanley Economic Building Society Granville House, Festival Park, Hanley, Stoke-on-Trent, ST1 5TB
Auditors:	Godfrey Wilson Ltd 5th Floor, Mariner House 62 Prince Street Bristol, BS1 4QD

Welcome from Chair of Trustees and CEO

We are pleased to report on another positive year for HENRY and firstly want to thank all our staff and volunteers for their commitment and hard work in what remains a challenging environment for charities. Key highlights include:

Reaching More Families: We engaged with over 17,300 families through our workshops, programmes, drop-ins, infant feeding support, and one-to-one help. This represents a significant increase from the previous year, delivered by both HENRY staff and our local authority partners. This shows the commitment across staff and volunteers to empower parents and carers week after week.
Growing Programme Popularity: We've seen increases in access to our workshops, with "Starting Solids" being our most popular, along with more parents seeking infant feeding support and attending our programmes.
Strong Partnerships: Our work continued successfully in Croydon, Waltham Forest, City & Hackney, Blackburn with Darwen, Blackpool, and Hertfordshire through existing or extended contracts. We partnered with over 75 Local Authorities, seeing a slight increase due to the incentive funding from the "Healthy Families Right from the Start" research trial, which encouraged new local areas to deliver HENRY in their localities.
New Collaborations: We were delighted to welcome Tower Hamlets into our partnerships through a three-year project with the local charity Sister Circle. This provides an exciting opportunity to explore new ways of working with other charities to serve local communities.
Contract Extensions: We were pleased to receive extensions for our Start for Life contracts in Blackpool, Blackburn with Darwen and Waltham Forest until March 2026. However, we were very sad to lose funding in Bradford as the 10-year Better Start Lottery funding came to an end.
Practitioner Training: While we saw a small decline in the number of practitioners trained this year, likely due to local authority staffing and funding challenges, it's wonderful to note that practitioners, like families, continue to rate our courses highly. They consistently recommend them to others and value the confidence, skills, and knowledge gained.
Strengthening Our Foundations: We embedded People HR, Xero, and WebExpenses to make some of our internal functions more efficient and streamlined. We've also enhanced our Cyber Security and focused on Health & Safety, ensuring we continuously work to keep our staff, volunteers, and beneficiaries safe.

We saw a change in our leadership this year, welcoming Dr Beckie Lang as our new CEO in July and wishing Kim Roberts MBE a fond farewell and thank you after her fourteen years leading HENRY. We ended the year starting our recruitment for new board members and working on our next five year strategy. We began this work as an organisation revisiting our vision, purpose and values and you will see these reflected in our report. Despite the changes in staffing this year our staff survey was positive and we were pleased to outperform the sector in almost all areas, whilst hearing areas for focus going into 25-26. We benchmarked salaries across the organisation this year to ensure we remain competitive and were pleased to be able to implement this alongside our usual incremental uplift.

Although ending the year with a positive bank balance, we are aware of the incoming pressures the employers NI will bring alongside a full year of staff salary costs as a result of our benchmarking exercise this year. We were pleased at the time of writing that the Government has

launched its Best Start in Life strategy and a commitment and investment in family hubs. We hope this provides an opportunity for HENRY but remain cautious given the current council and ICB restructures and what this will mean for local delivery.

Welcome to our annual report for 2024-25, we are so grateful to all the local authorities that work with us, to our Trustees for their ongoing skilled and committed support, and to our wonderful staff and volunteers.

Tracey Chong (Chair)

Beckie Lang (CEO)

HENRY: our vision, purpose and values

HENRY (Health, Exercise, Nutrition for the Really Young) is a UK charity working hand-in-hand with parents, carers, and practitioners to transform family life and create healthier, happier futures for babies and children. Our holistic approach supports families in making sustainable changes that benefit physical health, emotional well-being, and strong family relationships.

Our Purpose

We partner with parents and carers in building healthy habits for lasting family wellbeing.

Our Vision

A healthy and happy start for every baby and child.

What this means in practice is:

- working in partnership with parents and carers so that they feel confident, skilled, and knowledgeable to nurture their children's healthy growth and development through simple, impactful changes. We do this specifically through our universal programmes and workshops, and through one-to-one support such as our community-based infant feeding support.
- training professionals and practitioners that surround families with babies and young children in having the confidence, skills and knowledge to sensitively raise healthy lifestyle habits and possible change with families.

As a registered charity our focus is set out in our charitable objects:

- to preserve, protect and promote good health in babies and young children by encouraging families to adopt a healthier lifestyle, with a particular focus on vulnerable and socially disadvantaged families.
- to advance education through the provision of education and training facilities for those who work with babies, young children and families.

Our work spans three interconnected areas:

- **Support**: Providing trusted, non-judgemental support for parents and carers of babies and young children as they establish healthy habits.
- **Training**: Upskilling the professionals and practitioners that are found around a family with the confidence to raise and discuss healthy habits with parents and carers.
- **Advocacy**: Campaigning to improve the health of babies and young children and reduce inequalities.

We are a values-led organisation. In everything we do, we strive to be:

- **Empathic:** we start where people are; with kindness, understanding and without judgement.

- **Respectful:** We foster inclusion, embracing and valuing each other's unique perspectives and experiences.
- **Impact-driven:** We are ambitious active learners guided by data, current evidence and curiosity.
- **Collaborative:** We work in partnership maximising collective strengths, knowledge and experiences.

Since 2006, HENRY has evolved from an initiative to combat child obesity into a leading charity dedicated to helping families with babies and young children thrive. We empower parents and carers with the support, knowledge, skills, and confidence to create nurturing relationships and environments, leading to healthier, happier lives for their children.

The need we are working to address

Across the UK, too many children are missing out on a healthy start. One in four children begin school with an unhealthy weight, and one in five suffer from painful tooth decay. In our most disadvantaged communities, children are twice as likely to develop obesity compared to their peers. These are not just numbers; they are stories of lost potential and preventable pain.

Behind these statistics are families doing their best to juggle the demands of everyday life in an environment that often makes healthy choices difficult. Poverty, aggressive marketing, and the normalisation of unhealthy habits can make it feel impossible to provide nutritious meals and active lifestyles.

Healthy, happy parents create healthy, happy families

The HENRY approach begins with building positive relationships, looking at a family's strengths, and focusing on solutions rather than problems.

We work in partnership with parents and carers, starting wherever they are right now, and building confidence, motivation, and resilience. We support them to think about what their children need to thrive, celebrate what's already going well, and look for the small, manageable changes that can make things better for their babies and children. We work alongside families providing practical tools that create a springboard for change - whether that's navigating supermarket aisles to seek healthy options or finding ways to be active together.

Over the years, we've learned a lot about how to build relationships with families in the real world and make real change happen. Genuinely working in partnership with parents takes skill and practice, which is why HENRY trains practitioners throughout the UK to use this approach in their work, and to work in a way that creates the conditions for positive change.

Transforming lives: our achievements in 24/25

Headlines

In the last year through our direct delivery and working in partnership:

17,300 Families were supported through HENRY programmes, workshops, drop-ins and 1-2-1 support, a 43% increase on last year. 11,000 of these were specifically through our workshops and programmes, a 26% increase on last year

6,070 mothers and babies benefitted from HENRY infant feeding support – a 95% increase on the previous year. Breastfeeding rates improved in both Blackpool and Waltham Forest, and both services now have BFI Level 3 accreditation.

87% participants reported leading a healthier family lifestyle after attending our sessions, including improved parental confidence, self-efficacy & mental wellbeing; healthier mealtime behaviours & diets featuring more fruit & vegetables & fewer energy dense snacks; increases in daily physical activity & reductions in sedentary behaviour across the family

76% of workshop participants reported higher confidence around the relevant topic. This included greater confidence to:

- care for a newborn & prepare for infant feeding
- start solids safely, successfully & at the right time;
- manage fussy eating;
- eat healthily while saving money;
- avoid sugary drinks & keep children's teeth healthy;
- support their own wellbeing

95% participants rated the programme or workshop as good or great

41% families supported by HENRY were from a minority ethnic background

36% of families supported by HENRY were from the the most deprived 20% of the population (as measured by the Core20)

1,815 practitioners across the health, early years and children's workforce attended HENRY training – a fall of 24% on last year

99% practitioners rated the HENRY training as useful or very useful

Over the last 15 years HENRY has established an excellent track record of: delivering safe, high-quality training to practitioners; excellent and sustained outcomes for practitioners, parents and their children; being accessible to the families who benefit most from our work; and intervening early enough for our work to make the most difference.

In this year we have continued to see HENRY training, programmes, workshops and one-to-one support delivered across local communities. This has included HENRY being commissioned in seven local areas to meet specific local needs, and in 76 local authorities with HENRY services being delivered in partnership through our licenced approach.

HENRY Delivery

HENRY training, programmes, workshops and 1-2-1 support continued in seven local authorities this year where HENRY is contracted to work directly. We were delighted to maintain activity in most of our long-standing areas, which continued to see HENRY reach more families through our ongoing and consistent presence in local **family hubs** and other community-based settings.

Blackburn with Darwen

We continued to deliver *Preparation for Parenthood* programmes in **Blackburn with Darwen** and are pleased that the Local Authority have committed to ongoing delivery in 2025-26. This complements their local HENRY work delivered through a HENRY partnership.

Blackpool

Through Better Start and Start for Life funding we continued to provide a successful infant feeding service in **Blackpool**. We were delighted to achieve **BFI Level 3 accreditation** this year as a service.

Our work has been a partnership with the Centre for Early Child Development since 2019, recognising the very low breastfeeding rates. HENRY has been connecting with all new parents in the town through a variety of means including attendance at the local antenatal Baby Steps programme, presence on the postnatal ward, regular drop-ins at the Family Hubs alongside the Health Visitor clinics, and the feeding helpline. HENRY has successfully helped increase local rates of babies wholly or partially breastfed at 6-8 weeks from 58.9 % to 69%.

"I've already brought friends from my antenatal class along with me because it was so useful for me."
Parent attending HENRY Bears Drop-in

We have continued the provision of a Breast Pump Loan Scheme to support babies receiving expressed breast milk and remain a committed partner in the support of mums and babies in the care system.

The continuation of Better Start funds in Blackpool and the ongoing commitment by the new Government to Start for Life funds for a further year meant we are able to continue to deliver infant feeding support across the town in 2025-26, albeit at a reduced capacity to this year.

Our oral health delivery in Blackpool ceased this year due to staffing difficulties despite efforts at HENRY and within the Council.

Bradford

This year saw the final year of Better Start funding in **Bradford** after nine years of delivering together, and the end of our funded offer through Start for Life. We were pleased that the Randomised Control Trial of our *Healthy Families Right from the Start* Programme has meant that Bradford families continue to benefit from HENRY as we head into 2025-26.

During our time in Bradford, HENRY has supported 1630 families and trained 453 professionals to enable a healthy start for babies and children.

"It's great the knowledge I gained. I learned so much and have put it into practice. Being a first-time mum, the HENRY programme really helped build my confidence and I have made quite a few changes. I am understanding my child now and implementing a calm manner to deal with his behaviours. We are eating healthier and finding collective ways to introduce weaning, using the HENRY books for starting solids." **HFRFTS , Bradford**

London

We continued to deliver against our existing contracts in **Waltham Forest, City & Hackney and Croydon**, which is bespoke to each locality with a mix of individual and group parent support on infant feeding and oral health, parent groups and workshops, and practitioner training.

"I appreciated the advice given without judgement. Have changed our portion sizes and we eat more veg, less junk. I'm making almost every meal from scratch now or if I use a jar for sauce I'm filling it with vegetables as well." **HFGU, Croydon**

We were pleased to see the temporary extension to the Start for Life funding into 2025-26 which means we will continue to support local parents and carers with infant feeding and perinatal mental health through the Buddies Service. HENRY has successfully helped increase local rates of babies wholly or partially breastfed at 6-8 weeks from 57.9% to 74.3%.

HENRY continued to work with the Borough in the provision of Healthy Start vitamins with almost 6,000 families accessing the scheme.

"I have learnt everything I know about Breastfeeding from HENRY. I had a difficult week with breastfeeding due to cluster feed, pressure for baby to gain weight and be a good mum. I was thinking to give up breastfeeding as my milk isn't enough to keep my baby healthy. I learnt that I was doing the right things" - **Infant Feeding, Waltham Forest**

New this year was our 3y partnership with Sister Circle, a charity in **Tower Hamlets** which supports women in challenging circumstances through peer support and service provision. To build on their existing antenatal support, they will be incorporating HENRY's *Preparation for Parenthood* into their offer, starting 2025. HENRY trained five practitioners within the Sister Circle team this year in preparation for their local delivery.

"Refreshing , reflective, empowering , practical" **Core Training Participant, Sister Circle**

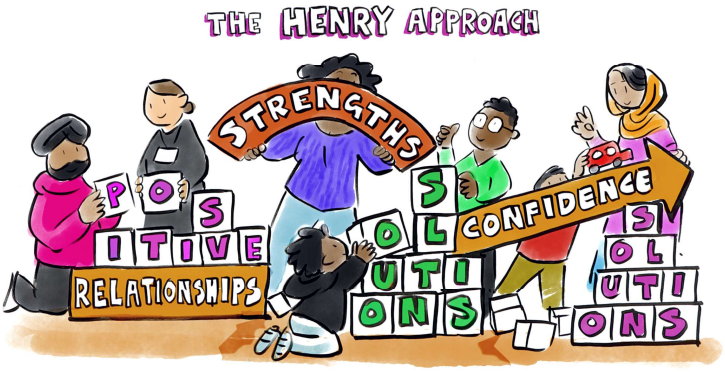
We were delighted to bring HENRY to **Harrow** this year. Working in partnership with the London Borough, HENRY practitioners have been delivering *Healthy Families Right from the Start* within two local Family Hubs. Having successfully delivered to 70 families and with excellent feedback, Harrow have funded HENRY for delivery for another year (2025-26).

Home Counties

In September 2024 we were able to extend the length of our co-delivery model with Maximus in **Hertfordshire**, and are set to deliver *Healthy families Right from the Start* Programmes for the next 3 years.

"I found learning about portion sizes and amounts really useful, and knowing my son is likely to be getting what he needs nutritionally even when he is fussy. Going forward, I plan to record amounts and get more aware of this as it might offer me more reassurance. Also, I will continue to offer things he might decline." **Fussy Eating Workshop Participant, Herts**

We have been developing a pilot offer this year for delivery in 2025-6 in collaboration with Maximus, which will see HENRY return to **Oxfordshire**.



Working in Partnership

In the last year, we saw a 17% increase in the number of Local Authorities working with us in partnership to deliver HENRY training, programmes and workshops, as a result:

8400 Families engaged with HENRY in these areas, an increase of 26% on last year

771 Programmes were delivered (10% increase on last year).

These included 42 programmes for parents and carers expecting a baby (75% increase on last year)
628 programmes for families with a child aged 0-5y (5% increase on last year)
101 programmes for children aged 5-11y (26% increase on last year).

983 Workshops delivered (an increase of 64% on last year)

1346 Professionals trained (an increase of 29% on last year)

"Amazing! I have loved the HENRY training. Very informative and led in a fun and interactive way. So much useful information and ideas to help in real life practice. The resources have been fantastic." **Core Training, Fife & Lothian**

Despite a challenging financial climate for local authorities, we were pleased to see an uplift in partnership areas this year. Prompted by the incentive payments offered by the Randomised Controlled Trial of our programme *Healthy Families Right from the Start* being conducted by the University of York, we saw 20 new areas training local staff and committing to delivering our core parent programme. This expanded reach saw us move to annual reporting on service delivery in local areas rather than the previous three times per year. Our bespoke and detailed reports are well received by commissioners and local coordinators but given our manual processes, this remained a big challenge for our small team in HENRY. How we collect and report on the impact of HENRY will be a focus for our new strategic period, building on the piloting of our updated Data Access System this year for local areas working with us.

"The workshop was useful to raise my confidence and dispel myths." **Starting Solids participant, Hull**

As the year concluded, we were starting to see the impact of ongoing funding cuts and the uncertainty around ongoing funding with the new Government's plans and spending review pending. As such we started 2025-26 with 15 local areas withdrawing HENRY.

Sadly, we saw our two local authorities in Wales cease to offer HENRY due to funding issues.

Organisational management

Our people

Our staff, freelance trainers and volunteers are at the heart of HENRY's values-led ethos and high quality services. We continued to recruit and train new members of the HENRY team to expand capacity in line with increased demand and the mobilisation of new local services. This year the HENRY team included:

- 69 staff (53.32 FTE) employed staff
- 23 sessional facilitators
- 13 volunteers and 3 student placements

In July 2024 we welcomed Dr Beckie Lang as HENRY's new Chief Executive as Kim Roberts MBE, our first Chief Executive, retired in August. It was lovely to celebrate Kim's legacy after 14 years leading and growing HENRY with current and previous staff, trustees and founders at an event in July.

We have had changes in our finance team this year, with the departure of our Director of Finance and Operations in April and our Finance Manager going on maternity leave. A Head of Finance joined us in June and an interim Finance Manager worked with us from August until the end of April 2025.

Our Business Development Team grew with a Head of Business development and a Senior Marketing and Communications Officer. Our Training and Development team saw staff changes with the arrival of a new National Training Manager.

Organisational effectiveness

Progress continued on digitising systems and processes over the last year. We have been embedding our new financial system this year (having moved to Xero) and People HR and we have continued to be supported by WorkNest who have been invaluable as we spent time focused on our Health and safety commitments. Following an IT audit early in the year, we have strengthened our IT security throughout the year including a new firewall and work to maintain our Cyber Essentials.

This year we started to review and update the content of our programmes and workshops. We have been fortunate to be involved in the Positive Experiences Collective Patchwork Programme, which has been supporting a small cohort of organisations working towards all children and young people having a positive, meaningful, and lifelong relationship with movement and physical activity. We have used the opportunity to work with Natalie Weir, PhD at Derby University and Helen Batteley from Music and Movement and the National Early Years Active Start Partnership to consider how we strengthen our content on physical literacy, play and movement into the HENRY offers. This work concludes in 2025.

We have been reinvigorating our presence within wider policy influencing groups. We know that the environment in which families live has a huge impact on how healthy habits can be more easily adopted. As the *Foresight Report* clearly highlighted back in 2007, the complex and

multiple factors that contribute to unhealthy weight requires a system effort to enable change. While HENRY's role is in working alongside parents and carers in building healthy habits, we have to see a concerted shift in the wider landscape. As such we have been an active member in the Obesity Health Alliance (OHA), the Early Years Nutrition Coordination Group, the Health Policy Impact Group and we were pleased to see the restart of the Infant Feeding APPG. Together with organisations and colleagues who share our passion for a healthy start, we have contributed and provided our support to manifesto influencing papers, MP letters and Briefing Statements. We thank our policy colleagues in First Steps Nutrition, OHA, Sustain, The Food Foundation and NCB for their leadership in this space.

The arrival of our Senior Marketing and Communications Officer has meant a renewed focus on our marketing materials for local areas to help attract new parents and carers to our service offer, and to increase our visibility and profile within the localities in which HENRY is delivered. Our continued delivery in areas where we have been commissioned to deliver directly has seen HENRY embedded within local pathways of support and the family hubs and children's centre, making HENRY an established service offer for families.

Organisational policies and procedures

Policies are updated in alignment with legislation and national guidance, with new policies written as required. This governance cycle is overseen by the senior management team as part of HENRY's ongoing risk management, with sign-off by the Board as appropriate. We have seen review and update this year in our Safeguarding, Whistleblowing, Complaints, Data Security, Health and safety, Lone Working and Serious Incident Reporting policies.

Funding and Fundraising

The bulk of our funding continued from our contract and grant work in Waltham Forest, City & Hackney, Croydon, Blackburn with Darwen, Blackpool, Harrow, and Hertfordshire; and through our licenced work in partnership with local authorities. We welcomed core funding contributions this year from:

- Garfield Weston
- PF Charitable Trust
- Pharsalia Charitable Trust
- Doris Field Charitable Trust
- Sovereign
- Ken and Edna Morrison Charitable Trust
- Bartlett Taylor
- Pye Charitable Trust

We thank all our supporters and funders for their continued support.

Following the arrival of our new Head of Business Development at the beginning of this year, we are pleased to have been able to research the wider Trusts and Foundations landscape to boost our efforts in diversifying our income streams in 2025 and beyond. Our understanding of social value is building and we have begun exploratory conversations with possible corporate partnerships. Whilst both income streams are evolving, we anticipate increased income in the financial year 2025-26 and beyond.

Looking Ahead

HENRY continues to deliver training and parenting support in over 75 localities across England, Scotland and NI despite the challenges around funding and need exceeding local capacity to deliver. We are pleased to see the renewed focus on obesity prevention, early years and family support in the new Government's plans and look forward to seeing how funding and implementation evolves.

As we head into a new five-year strategic period, we are motivated to reach more families who would benefit most, and in being part of a wider landscape to improve the health of babies, children and families. We know that to build on our impactful work to date, we need to be fit and agile as an organisation so that we can deliver and be a partner within local communities. We will be focusing our efforts on:

- **Ensuring the quality** of our products and services in terms of relevance, inclusivity, availability and accessibility
- **Evolving how we work in partnership** with local communities and other organisations to enable a **cost-effective and scalable approach** to delivering our products and services with consistency and impact
- **Communicating the HENRY offer and impact** with confidence, clarity and ease.

Structure, Management and Governance

HENRY is a company limited by guarantee with no share capital, governed by Memorandum and Articles of Association, and is a registered charity in England and Wales, number 1132581.

Trustees

HENRY has a Board of Trustees on which there can be a minimum of three and a maximum of twelve Trustees. They can be appointed by the members by ordinary resolution on the basis of the expertise and experience that they can bring to the running and development of the company. The Board conducts a skills audit to help inform decisions regarding Trustee recruitment. New Trustees are identified through both professional and other contacts and by open advertisement. New Trustees are provided with a full induction programme including written information on the charity, attending HENRY programmes and/or training, and meetings with key Trustees and employees. Further individual training needs are identified with the Chair of Trustees upon completion of the initial training and induction programme. At the AGM one third of Trustees retire by rotation (those longest serving) but are able to put themselves forward for re-election for a maximum of three terms of three years each.

Structure and Management

The charity is governed by a Board of Trustees which meets quarterly. The Finance, Audit and Risk Sub-Committee of the Board meets quarterly to monitor financial performance and risk. A Trustee is appointed to the specific roles of Treasurer and Safeguarding Lead.
The Chair and Chief Executive meet regularly and any matters requiring attention outside regular Board meetings are escalated to Trustees as necessary.

Day to day running of the charity is delegated to the Chief Executive. The charity is staffed by paid employees, supported by volunteers as well as by professionals giving their time and expertise pro bono.
The salary for the key management personnel – the Senior Leadership Team – is reviewed by the Board of Trustees considering industry standards and in line with our Pay and Pension Policy which are set by the Board of Trustees and periodically reviewed. Decisions on pay scales across the staff team are informed by sector and market rates for similar roles.

Risk management

The Trustees recognise their responsibility for establishing and maintaining a robust system of risk management to safeguard the charity's assets and ensure its ability to deliver its charitable objectives. Our Risk Management Policy sets out how risks are identified, assessed, mitigated and managed and how we respond to the significant risks the charity faces.

Approach

Our approach involves a formal, periodic review of the principal risks, covering governance, operational, financial, and reputational. This review is conducted twice a year by the Finance, Audit and Risk Committee and the Board of Trustees, often with input from senior management. We maintain a Risk Register which records the likelihood and potential impact of each identified risk, along with the controls currently in place and any mitigating actions planned or underway. The Finance, Audit and Risk Committee actively reviews the effectiveness of these controls and ensures that the level of residual risk is managed to an acceptable level, and reports its assessment to the Board of Trustees, together with recommendations.

Principal Risks and Mitigating Actions

The following outlines the principal risks that the charity currently faces and the primary actions taken to mitigate them:

- **Financial Risk - Reliance on Key Funding Sources:** The risk of a significant decline or loss of a major grant or contract.
    - **Mitigation:** We actively diversify our income streams by pursuing a mix of maintaining existing sources, identifying alternative sources, reviewing our service offering, together with applying for relevant funding from Trusts and Foundations. We also maintain a Reserves Policy to ensure sufficient working capital is available to cover essential operating costs for 3 to 6 months should a sudden funding shortfall occur.
- **Operational Risk - Staff Recruitment and Retention:** The risk of losing key personnel or being unable to recruit staff with the necessary skills to deliver our services effectively.
    - **Mitigation:** We have established clear succession plans for key roles, invest in staff development and training, and regularly review our remuneration and benefits package to ensure it remains competitive and fosters a positive working culture.
- **Reputational Risk - Failure in Service Delivery:** The risk of a failure in our services leading to negative publicity and a loss of trust.
    - **Mitigation:** We adhere to rigorous quality assurance standards, maintain a clear complaints procedure, and ensure compliance with all regulatory requirements, including those set by the Charity Commission.

The Trustees confirm that the systems and controls are adequate and the principal risks have been reviewed and managed throughout the year.

Fundraising

HENRY fully supports the self-regulation of fundraising and is committed to providing its supporters with the best possible levels of service. We work within the guidelines and standards as set out by the Charity Commission to ensure the protection of the public, including vulnerable people, from unreasonably intrusive or persistent fundraising approaches, and undue pressure to donate. HENRY maintains a formal complaints procedure. During the 2024-25 period we received no complaints regarding fundraising. Our directly employed business development team undertakes all of our fundraising work. However, because of the specialist nature of some of the work, we do from time to time consult with freelance fundraisers for advice to help us communicate effectively with donors and potential donors. They do not conduct fundraising on our behalf.

Financial Review

Summary of financial position at March 2025

HENRY'S total income in the year ended 31 March 2025 was £2,864,004, marginally higher than that achieved in the previous financial year (£2,848,148). Income generated from our Charitable Activities saw a decrease of £41,928. Whilst our Grant Income decreased by £160,818 as our Better Start projects in Bradford came to an end, income from Contracts for Service Delivery increased by £94,661.

Donations and investment income increased by £57,784; we received a large donation from the Garfield Weston Foundation of £40,000.

Overall expenditure increased by £182,024 (6.9%). Of this increase £45,971 was due to higher costs of raising funds as we appointed a dedicated Head of Business Development during the year to March 2025. The increase in charitable activity expenditure of £136,053 was a result of increased staff costs arising from a salary benchmarking review in July 2024, appointment of additional staff resources and a general increase in IT and other overhead costs.

The surplus for the year to 31 March 2025 was £59,944, compared with a surplus of £226,112 in the previous financial year.

Our cash balances (including short term cash deposits) at 31 March 2025 were £1,093,661 compared with £543,459 at the previous year end. This correlates with the decrease in debtors over the period as our credit control procedures improved. Deferred income balances of £719,463 reflect a significant decrease from 2024 (£1,144,084) as we seek to reduce monies held on account of the delivery of services and resources. The VAT liability was reduced as the balance at 31 March 2024 reflected high value invoices raised at the end of that financial year.

As at 31 March 2025, our total reserves were £747,654 (2024: £687,710).

Reserves Policy

Our policy on Reserves is reviewed annually by the Board of Trustees and has a threefold purpose to:

- Cover shutdown costs in the event of closure of the charity
- Mitigate period of financial volatility and uncertainty
- Invest in strategic development and growth

In May 2024 the board approved a change to our Reserves Policy to accommodate the volatility in cashflow as a result of working in arrears with local authorities, the board agreed to hold between 3-6 months of operating costs in reserves to help provide fluctuations experienced.

At the year-end unrestricted reserves amounted to £695,966 compared with £630,060 at 31 March 2024. Last year £35k had been set aside as designated funds to cover additional costs as a result of the salary review which took effect in July 2024; this has now been released to General

Funds. The free reserves of the charity at the end of March 2025 were £666,160 (2024: £564,555) and these represent approximately 3.5 months of unrestricted expenditure. Free reserves have been calculated as Unrestricted General Funds of £595,060 less the net book value of Fixed Assets of £29,806.

Investment Policy

HENRY invests its excess funds in accordance with its Investments Policy. Our investment approach is very conservative focussing exclusively on secure, interest earning deposit accounts. The Investment Policy is reviewed annually or when there are significant changes in the financial position of the Charity, our strategic objectives, the economic environment or relevant legislation.

Statement of Trustees Responsibilities

The Trustees (who are also directors of the charity for the purposes of company law) are responsible for preparing the Trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice). The trustees have had regard to the Charity Commission's guidance on public benefit.

Company law requires the Trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charity and of the income and expenditure of the charity for that period. In preparing those financial statements the Trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the applicable Charities SORP;
- Make judgements and accounting estimates that are reasonable and prudent;
- State whether applicable accounting standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements; and
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

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

In so far as the Trustees are aware:

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

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

Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The Trustees are members of the charity but this entitles them only to voting rights. The Trustees have no beneficial interest in the charity.

Approved by the Trustees on 8 December 2025 and signed on their behalf by

Tracey Chong - Chair of Trustees

Independent auditors' report

To the members of

HENRY

Opinion

We have audited the financial statements of HENRY (the 'charity') for the year ended 31 March 2025 which comprise the statement of financial activities, balance sheet, statement of cash flows and the related notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2025 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and the provisions available for small entities, in the circumstances set out in note 8 to the financial statements,and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

Other information

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

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

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006
In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the trustees' report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception
In the light of the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' report. We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

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

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

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

Independent auditors' report

To the members of

HENRY

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

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

(1) We obtained an understanding of the legal and regulatory framework that the charity operates in, and assessed the risk of non-compliance with applicable laws and regulations. Throughout the audit, we remained alert to possible indications of non-compliance.

(2) We reviewed the charity's policies and procedures in relation to:
- Identifying, evaluating and complying with laws and regulations, and whether they were aware of any instances of non-compliance;
- Detecting and responding to the risk of fraud, and whether they were aware of any actual, suspected or alleged fraud; and
- Designing and implementing internal controls to mitigate the risk of non-compliance with laws and regulations, including fraud.

(3) We inspected the minutes of trustee meetings.

(4) We enquired about any non-routine communication with regulators and reviewed any reports made to them.

(5) We reviewed the financial statement disclosures and assessed their compliance with applicable laws and regulations.

(6) We performed analytical procedures to identify any unusual or unexpected transactions or balances that may indicate a risk of material fraud or error.

(7) We assessed the risk of fraud through management override of controls and carried out procedures to address this risk. Our procedures included:
- Testing the appropriateness of journal entries;
- Assessing judgements and accounting estimates for potential bias;
- Reviewing related party transactions; and
- Testing transactions that are unusual or outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. Irregularities that arise due to fraud can be even harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

Independent auditors' report

To the members of

HENRY

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

Use of our report
This report is made solely to the charity's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charity's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

Rob Wilson

Date: 8 December 2025

Robert Wilson FCA
(Senior Statutory Auditor)

For and on behalf of:
GODFREY WILSON LIMITED
Chartered accountants and statutory auditors
5th Floor Mariner House
62 Prince Street
Bristol
BS1 4QD

HENRY

Statement of financial activities *(incorporating an income and expenditure account)*

For the year ended 31 March 2025

	Note	Restricted £	Unrestricted £	**2025 Total £**	2024 Total £
Income from:					
Donations and legacies	3	5,350	50,575	**55,925**	13,683
Charitable activities	5	507,276	2,279,254	**2,786,530**	2,828,458
Investments		-	21,549	**21,549**	6,007
Total income		512,626	2,351,378	**2,864,004**	2,848,148
Expenditure on:					
Raising funds		-	88,355	**88,355**	42,384
Charitable activities		521,794	2,193,911	**2,715,705**	2,579,652
Total expenditure	7	521,794	2,282,266	**2,804,060**	2,622,036
Net income / (expenditure)	8	(9,168)	69,112	**59,944**	226,112
Transfers between funds		3,206	(3,206)	**-**	-
Net movement in funds		(5,962)	65,906	**59,944**	226,112
Funds at the start of the year		57,650	630,060	**687,710**	461,598
Funds at the end of the year		51,688	695,966	**747,654**	687,710

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in note 15 to the financial statements.

HENRY

Balance sheet

As at 31 March 2025

	Note	£	2025 £	2024 £
Fixed assets				
Tangible fixed assets	10		**29,806**	30,505
Current assets				
Stocks	11	**57,746**		46,693
Debtors	12	**494,164**		1,484,907
Current asset investments		**96,040**		92,185
Cash at bank and in hand		**997,621**		451,274
		1,645,571		2,075,059
Liabilities				
Creditors: amounts falling due within 1 year	13	**927,723**		1,417,854
Net current assets			**717,848**	657,205
Net assets	14		**747,654**	687,710
Funds	15			
Restricted funds			**51,688**	57,650
Unrestricted funds:				
Designated funds			**-**	35,000
General funds			**695,966**	595,060
Total funds			**747,654**	687,710

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

Approved by the trustees on 8 December 2025 and signed on their behalf by

Tracey Chong - Chair of Trustees

HENRY

Statement of cash flows

For the year ended 31 March 2025

	2025	2024
	£	£
Cash used in operating activities:		
Net movement in funds	**59,944**	226,112
Adjustments for:		
Depreciation charges	**11,061**	8,245
Dividends, interest and rents from investments	**(21,549)**	(6,007)
(Increase) / decrease in stock	**(11,053)**	24,014
Decrease / (increase) in debtors	**990,743**	(694,981)
(Decrease) / increase in creditors	**(490,131)**	343,069
Net cash provided by / (used in) operating activities	**539,015**	(99,548)
Cash flows from investing activities:		
Purchase of tangible fixed assets	**(10,362)**	(11,275)
Dividends, interest and rents from investments	**21,549**	6,007
Net cash provided by / (used in) investing activities	**11,187**	(5,268)
Increase / (decrease) in cash and cash equivalents in the year	**550,202**	(104,816)
Cash and cash equivalents at the beginning of the year	**543,459**	648,275
Cash and cash equivalents at the end of the year	**1,093,661**	543,459
Analysed as:		
Cash at bank and in hand	**997,621**	451,274
Current asset investments	**96,040**	92,185
	1,093,661	543,459

The charity has not provided an analysis of changes in net debt as it does not have any long term financing arrangements.

1. Accounting policies

a) General information and basis of preparation

HENRY is a charitable company limited by guarantee registered in England and Wales. The registered office address is 6 Elm Place, Old Witney Road, Eynsham, Oxon, OX29 4BD.

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities in preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

HENRY meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

b) Going concern basis of accounting

The accounts have been prepared on the assumption that the charity is able to continue as a going concern, which the trustees consider appropriate having regard to the current level of unrestricted reserves. There are no material uncertainties about the charity's ability to continue as a going concern.

c) Income

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

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

Training commissions, licence fee income, income from the sale of resources received in advance of delivery of the goods and income from contracts is deferred until criteria for income recognition are met.

d) Donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item, is probable and the economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), general volunteer time is not recognised.

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

e) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity: this is normally upon notification of the interest paid or payable by the bank.

1. Accounting policies (continued)

f) Funds accounting

Unrestricted funds are available to spend on activities that further any of the purposes of the charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

g) 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.

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

h) Allocation of support and governance costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Governance costs are the costs associated with the governance arrangements of the charity, including the costs of complying with constitutional and statutory requirements and any costs associated with the strategic management of the charity's activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities on the following basis, which is an estimate of staff time:

	2025	2024
Raising funds	**3.4%**	1.4%
Charitable activities	**96.6%**	98.5%

i) Redundancy costs

Where an employee receives a termination benefit the full cost is recognised at the date the employee is notified.

j) Tangible fixed assets

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

Leasehold improvements	Straight line over remaining life of lease
Computer equipment	Straight line over 3 years
Fixtures and fittings	Straight line over 4 years
Computer software	Straight line over 5 years

k) Stock

Stocks are valued at the lower of cost and net realisable value, after making allowance for obsolete and slow moving items.

l) Debtors

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

1. Accounting policies (continued)

m) Current asset investments

Current asset investments consist of cash held on deposit in interest bearing accounts. Such investments are measured at their fair value.

n) 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.

o) Creditors

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.

p) Financial instruments

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

q) Pension costs

The charitable company operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the company in an independently administered fund. The pension costs charged to the statement of financial activities represents the contribution payable by the charitable company during the year.

r) Operating leases

Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged against profits on a straight-line basis over the period of the lease.

s) Foreign currency transactions

Transactions in foreign currencies are translated at rates prevailing at the date of the transaction. Balances denominated in foreign currencies are translated at the rate of exchange prevailing at the year end.

t) Accounting estimates and key judgements

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

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

1. Accounting policies (continued)

t) Accounting estimates and key judgements (continued)

The key sources of estimation uncertainty that have a significant effect on the amounts recognised in the financial statements are depreciation (as described in note 1 (j) above).

2. Prior period comparatives

	Restricted £	Unrestricted £	2024 Total £
Income from:			
Donations and legacies	5,000	8,683	13,683
Charitable activities	668,094	2,160,364	2,828,458
Investments	-	6,007	6,007
Total income	673,094	2,175,054	2,848,148
Expenditure on:			
Raising funds	-	42,384	42,384
Charitable activities	632,109	1,947,543	2,579,652
Total expenditure	632,109	1,989,927	2,622,036
Net income and net movement in funds	40,985	185,127	226,112

3. Income from donations and legacies

	Restricted £	Unrestricted £	**2025 Total £**
Donations	5,350	50,575	**55,925**
Total income from donations and legacies	5,350	50,575	**55,925**

Prior period comparative:

	Restricted £	Unrestricted £	2024 Total £
Donations	5,000	8,683	13,683
Total income from donations and legacies	5,000	8,683	13,683

4. Government grants

The charitable company receives government grants, defined as funding from The National Lottery Community Fund to fund charitable activities. The total value of such grants in the period ending 31 March 2025 was £507,276 (2024: £668,094). There are no unfulfilled conditions or contingencies attaching to these grants in 2024/25.

5. Income from charitable activities

	Restricted £	Unrestricted £	**2025 Total £**	2024 Total £
Grants (note 6)	507,276	-	**507,276**	668,094
Direct contracts	-	1,260,501	**1,260,501**	1,165,840
Training commissions	-	526,180	**526,180**	558,911
Sales of resources	-	245,549	**245,549**	210,016
Licence fees	-	247,024	**247,024**	225,597
	507,276	2,279,254	**2,786,530**	2,828,458

All income from charitable activities in the prior period was unrestricted, except £668,094 of grant income, which was restricted (see note 6)

6. Grants receivable

	2025 £	2024 £
Big Lottery Fund grants:		
Better Start Bradford – Healthy Families project	**107,683**	197,347
Better Start Bradford – Cooking for a Better Start project	**1,773**	75,453
Better Start Blackpool – Infant and Young Child Feeding Service	**182,383**	169,944
Better Start Blackpool - Start4Life	**146,133**	140,165
Better Start Bradford - Start4Life	**60,583**	57,876
Oral Health - Blackpool	**8,721**	27,309
	507,276	668,094

All grants receivable in the current and prior period were restricted.

7. Expenditure

	Raising funds £	Charitable activities £	Support and governance costs £	**Total 2025 £**
Staff costs (note 9)	55,100	1,580,679	507,839	**2,143,618**
Trainer costs	-	190,435	-	**190,435**
Delivery costs	-	125,615	-	**125,615**
Cost of resources	-	81,456	-	**81,456**
IT and communications	-	-	64,822	**64,822**
Other staff costs	-	-	44,367	**44,367**
Premises costs	-	-	38,657	**38,657**
Irrecoverable VAT	-	-	31,786	**31,786**
Business costs	-	-	27,879	**27,879**
Office costs	-	-	21,700	**21,700**
Depreciation	-	-	11,061	**11,061**
Audit and accountancy	-	-	9,000	**9,000**
Marketing costs	7,701	-	-	**7,701**
Development costs	-	4,421	-	**4,421**
Trustee and board meeting expenses	-	-	1,542	**1,542**
Sub-total	62,801	1,982,606	758,653	**2,804,060**
Allocation of support and governance costs	25,554	733,099	(758,653)	**-**
Total expenditure	88,355	2,715,705	-	**2,804,060**

Total governance costs in the year were £10,542 (2024: £9,642).

7. Expenditure (continued)
Prior period comparative

	Raising funds £	Charitable activities £	Support and governance costs £	Total 2024 £
Staff costs (note 9)	20,991	1,506,546	400,784	1,928,321
Trainer costs	-	219,976	-	219,976
Delivery costs	-	147,917	-	147,917
Cost of resources	-	95,492	-	95,492
IT and communications	-	-	54,783	54,783
Other staff costs	-	-	32,668	32,668
Premises costs	-	-	58,393	58,393
Irrecoverable VAT	-	-	11,203	11,203
Business costs	-	-	17,361	17,361
Office costs	-	-	22,413	22,413
Depreciation	-	-	8,245	8,245
Audit and accountancy	-	-	9,525	9,525
Marketing costs	12,918	-	-	12,918
Development costs	-	1,432	-	1,432
Trustee and board meeting expenses	-	-	1,389	1,389
Sub-total	33,909	1,971,363	616,764	2,622,036
Allocation of support and governance costs	8,475	608,289	(616,764)	-
Total expenditure	42,384	2,579,652	-	2,622,036

8. Net movement in funds

This is stated after charging:

	2025	2024
	£	£
Depreciation	**11,061**	8,245
Trustees' remuneration	**Nil**	Nil
Trustees' reimbursed expenses	**1,238**	421
Auditors' remuneration:		
▪ Statutory audit (excl. VAT)	**8,800**	8,400

During the year, 5 trustees (2024: 4) were reimbursed for travel costs relating to attendance at board meetings.

In common with other charities of our size and nature we use our auditors to assist with the preparation of the financial statements.

9. Staff costs and numbers

Staff costs were as follows:

	2025	2024
	£	£
Salaries and wages	**1,834,823**	1,658,645
Social security costs	**161,686**	127,278
Pension contributions	**147,109**	140,144
Redundancy payments	**-**	2,254
	2,143,618	1,928,321

In the prior year, redundancy payments totalling £2,254 were paid to two employees. No amounts were outstanding as of 31 March 2024.

	2025	2024
Employees earning more than £60,000 during the year:	**No.**	No.
Between £60,000 and £70,000	**1**	1
Between £70,000 and £80,000	**1**	1

The key management personnel of the charity comprise the trustees, the chief executive and senior management team. The total employee benefits received by the key management personnel of the charity were £204,140 (2024: £246,641).

	2025	2024
	No.	No.
Average head count	**103**	94

10. Tangible fixed assets

	Fixtures and fittings	Leasehold improvement	Computer equipment	Computer software	**Total**
	£	£	£	£	**£**
Cost					
At 1 April 2024	5,739	44,518	18,941	-	**69,198**
Additions in the year	608	-	3,520	6,234	**10,362**
At 31 March 2025	6,347	44,518	22,461	6,234	**79,560**
Depreciation					
At 1 April 2024	5,547	24,567	8,579	-	**38,693**
Charge for the year	146	4,691	5,394	830	**11,061**
At 31 March 2025	5,693	29,258	13,973	830	**49,754**
Net book value					
At 31 March 2025	**654**	**15,260**	**8,488**	**5,404**	**29,806**
At 31 March 2024	192	19,951	10,362	-	30,505

11. Stock

	2025	2024
	£	£
Finished goods	**57,746**	46,693

12. Debtors

	2025	2024
	£	£
Trade debtors	**361,601**	1,266,908
Prepayments	**36,185**	29,673
Accrued income	**94,938**	188,326
Other debtors	**1,440**	-
	494,164	1,484,907

13. Creditors: amounts falling due within 1 year

	2025	2024
	£	£
Trade creditors	**24,203**	45,589
PAYE and social security	**37,931**	33,574
VAT	**64,828**	124,182
Accruals	**50,587**	48,566
Deferred income	**719,463**	1,144,084
Other creditors	**30,711**	21,859
	927,723	1,417,854

Movements in deferred income consist of:

Balance brought forward	**1,144,084**	868,746
Amounts released in the period	**(1,144,084)**	(868,746)
Amounts deferred in the period	**719,463**	1,144,084
Balance carried forward	**719,463**	1,144,084

HENRY provides training, resources and other services under contracts. Where these are paid for in advance, the income is deferred to future periods in line with the stage of completion of the contract.

14. Analysis of net assets between funds

	Restricted funds £	General funds £	**Total funds £**
Tangible fixed assets	-	29,806	**29,806**
Net current assets	51,688	666,160	**717,848**
Net assets at 31 March 2025	**51,688**	**695,966**	**747,654**

Prior period comparative

	Restricted funds £	Designated funds £	General funds £	Total funds £
Tangible fixed assets	-	-	30,505	30,505
Net current assets	57,650	35,000	564,555	657,205
Net assets at 31 March 2024	57,650	35,000	595,060	687,710

15. Movements in funds

	At 1 April 2024 £	Income £	Expenditure £	Transfers between funds £	**At 31 March 2025 £**
Restricted funds:					
Big Lottery Fund:					
Better Start Bradford – Healthy Families project	(1,038)	108,033	(110,201)	3,206	**-**
Better Start Bradford – Cooking for a Better Start project	(1,744)	1,773	(29)	-	**-**
Better Start Blackpool - Infant and Young Child Feeding Service	20,605	182,383	(169,714)	-	**33,274**
Better Start Blackpool - Start4Life	39,551	146,133	(175,819)	-	**9,865**
Better Start Bradford - Start4Life	-	65,583	(65,583)	-	**-**
Oral Health Blackpool - Start4Life	276	8,721	(448)	-	**8,549**
Total restricted funds	57,650	512,626	(521,794)	3,206	**51,688**
Unrestricted funds:					
Designated funds:					
Pay review	35,000	-	-	(35,000)	**-**
Total designated funds	35,000	-	-	(35,000)	**-**
General funds	595,060	2,351,378	(2,282,266)	31,794	**695,966**
Total unrestricted funds	630,060	2,351,378	(2,282,266)	(3,206)	**695,966**
Total funds	687,710	2,864,004	(2,804,060)	-	**747,654**

15. Movements in funds (continued)

Purposes of restricted funds

Better Start Bradford – Healthy Families project

The Fulfilling Lives: A Better Start fund is a lottery initiative to provide a good start in life for young children. HENRY receives funding from Bradford Trident (lottery grant recipient) to support this initiative through HENRY training, programmes, volunteering and resources.

Better Start Bradford – Cooking for a Better Start project

The Fulfilling Lives: A Better Start fund is a lottery initiative to provide a good start in life for young children. HENRY received funding from Bradford Trident (lottery grant recipient) to support this initiative through delivery of a 6-week cooking programme.

Better Start Blackpool - Infant and Young Child Feeding Service

A Better Start fund is a lottery initiative to provide a good start in life for young children. HENRY received funding from the NSPCC (lottery grant recipient) to support HENRY's Infant and Young Child feeding Service in Blackpool, working to improve the health outcomes for Blackpool's youngest children and support generational changes throughout the town. The service HENRY provided includes infant feeding support, workshops to support safe responsive feeding and workforce training.

Better Start Blackpool - Start4Life

Start 4 Life funding enabled HENRY Blackpool to expand the Better Start Infant Feeding programme into the community, enhancing family outcomes in diet and nutrition. The funding supported weekday availability in Family Hubs and workshops on baby feeding and starting solids.

Better Start Bradford – Start4Life

Funding to support the joining up and enhancement of services delivered through family hubs in Bradford.

Oral Health Blackpool - Start 4 Life

Start 4 Life funding allowed HENRY Blackpool to establish an Oral Health service, including a coordinator to promote child dental registration, deliver practitioner training and Healthy Teeth workshops, and spread preventative oral health messages in nurseries, community venues, and schools. Collaboration also began to boost participation in the Supervised Brushing Scheme in Early Years settings.

Transfers

The transfer from general funds to Better Start Bradford – Healthy Families project relates to increased staff costs that were incurred by the charity.

The transfer from designated funds to general funds was made to cover the planned increase in salaries during the year.

15. Movements in funds (continued)
Prior period comparative

	At 1 April 2023 £	Income £	Expenditure £	Transfers between funds £	At 31 March 2024 £
Restricted funds:					
Big Lottery Fund:					
Better Start Bradford – Healthy Families project	(5,886)	202,347	(197,499)	-	(1,038)
Better Start Bradford – Cooking for a Better Start project	(2,472)	75,454	(74,726)	-	(1,744)
Better Start Blackpool - Infant and Young Child Feeding Service	11,441	169,943	(160,779)	-	20,605
Better Start Blackpool - Start4Life	13,582	140,165	(114,196)	-	39,551
Better Start Bradford - Start4Life	-	57,876	(57,876)	-	-
Oral Health Blackpool - Start4Life	-	27,309	(27,033)	-	276
Total restricted funds	16,665	673,094	(632,109)	-	57,650
Unrestricted funds:					
Designated funds:					
Marketing	42,992	-	-	(42,992)	-
Service development	27,400	-	-	(27,400)	-
Premises	5,000	-	-	(5,000)	-
Pay review	-	-	-	35,000	35,000
Total designated funds	75,392	-	-	(40,392)	35,000
General funds	369,541	2,175,054	(1,989,927)	40,392	595,060
Total unrestricted funds	444,933	2,175,054	(1,989,927)	-	630,060
Total funds	461,598	2,848,148	(2,622,036)	-	687,710

16. Operating leases

The charity had operating leases at the year end with total future minimum lease payments as follows:

	Land and buildings		**Office equipment**	
	2025	2024	**2025**	2024
	£	£	**£**	£
Amount falling due:				
Within 1 year	**20,000**	7,500	**1,920**	1,920
Within 2 - 5 years	**45,000**	-	**3,840**	3,840

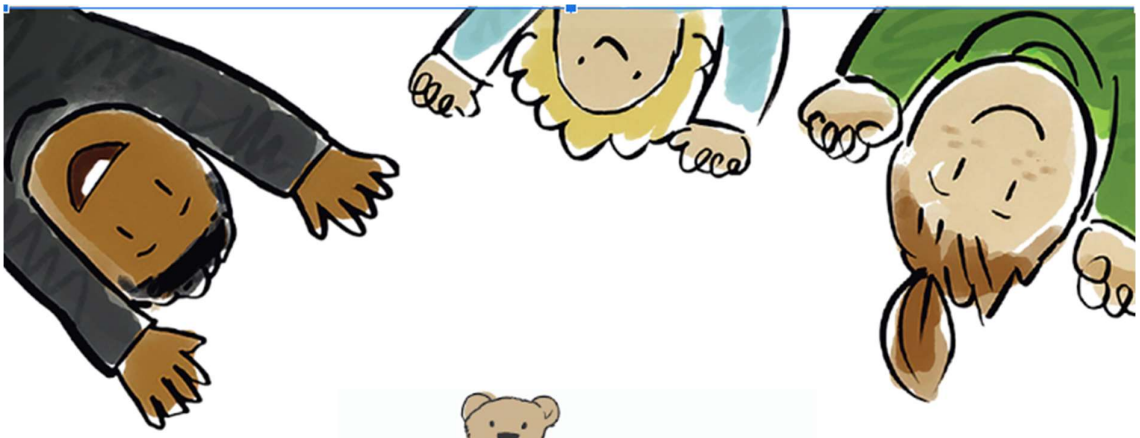
17. Related party transactions

There were no related party transactions in the current or prior period.

HENRY

England & Wales - Charity number 1132581

Accounts



henry

Healthy Start, Brighter Future

Report and Financial Statements

for the year ended March 31st 2024

www.henry.org.uk

Charity number: 1132581
Company No. 06952404

Contents

Reference and Administrative Details of Charity 3

Chair's Foreword 4

About HENRY: our mission, vision, values 5

Transforming lives: our achievements in 23-24 7

Expanding Support in the First 1001 Days 9

Creating the conditions for healthy, happy families 11

Ensuring effective help for families: training the workforce 13

Maximising impact for children: strengthening the evidence base 13

Organisational management 14

- Our people
- Organisational effectiveness
- Organisational policies and procedures
- Funding and fundraising
- Structure, management and governance
- Risk management
- Looking ahead

Financial Review 16

- Summary of the position at 31 March 2024
- Reserves Policy
- Investment Policy

Statement of Responsibilities of the Trustees 18

Auditor's Report 19

Statement of financial activities 23

Balance sheet 24

Statement of Cash Flows 25

Notes to the financial statements 26

Reference and Administrative Details

Registered Name:	HENRY
Company Number:	6952404
Registered Charity Number:	1132581
Date of incorporation:	7th November 2009
Registered Office & Operational Address:	6 Elm Place, Eynsham, Oxfordshire, OX29 4BD
Trustees at year end:	Samantha Olsen (Chair) Nigel Alcock (Treasurer) Dawn Leslie Professor Pinki Sahota Dr Rebecca Lang (resigned 10.04.24) Mark Malbas (resigned 11.10.24) Tracey Chong (Safeguarding) Anne Coufopoulos Janice Burberry
Key Management Personnel:	Kim Roberts, Chief Executive (retired 31.08.24) Dr Rebecca Lang, Chief Executive (started 01.07.24) Jo Godfrey, Director of Finance & Operations (left 22.04.24)
Bankers:	CAF 25 Kings Hill Avenue, Kings Hill, West Malling, Kent ME19 4JQ Nationwide Building Society Nationwide House, Pipers Way Swindon, SN38 1NW Hanley Economic Building Society Granville House, Festival Park, Hanley, Stoke-on-Trent, ST1 5TB
Auditors:	Godfrey Wilson Ltd 5th Floor, Mariner House 62 Prince Street Bristol, BS1 4QD
Founders:	Professor Mary Rudolf Candida Hunt

Chair's Foreword

In its 15th year of operation, HENRY remains resilient and growing. HENRY has continued to reach more families and practitioners through our programmes, workshops, support and training, and importantly this has had an impact on healthier habits for families and on practice confidence for professionals.

This is despite the ongoing difficult financial landscape for families, charities and society at large, and we are pleased to have seen the number of areas delivering HENRY continue to rise, not least as a result of the Randomised Control Trial underway which has been actively recruiting HENRY naive areas. At the national centre we have started working in new areas such as Blackburn and Darwen, and trying new approaches such as our peer support work in Hackney, and antenatal outreach.

As a charity we have had a number of staff changes including the loss of some long -term colleagues. Through a planned transition this included our first Chief Executive Kim Roberts MBE, without whom HENRY would not be what it is today. We were delighted to see her contributions to childhood obesity prevention acknowledged in the King's Birthday Honours this summer and to be able to celebrate with friends and colleagues of HENRY. Following a rigorous and open recruitment process, Beckie joined us as our new Chief Exec this summer, having stepped down as a trustee earlier in the year. Beckie will be leading us into our next strategic review which feels timely.

Financially we have remained stable, primarily with new contracts and partnership areas. We remain vigilant however and are anticipating the new Government's detail on their plan for the Family Hubs and the related Start 4 Life funding from which HENRY benefits. We are also negotiating our ongoing role in the two Better Start areas in which HENRY has had a presence for many years - Bradford and Blackpool. With the end of that large National Lottery grant, we have already seen a reduction in our work in Bradford.

We are optimistic with the new Government's commitment to 'create the healthiest generation of children ever' and with childhood obesity rates still a concern, anticipate our support in local communities remaining as needed as ever.

I am proud of the team we have at HENRY and how they have navigated the challenges of the year and the transition we have had in leadership. With a renewed momentum I look forward to working together to shape our new strategy and taking HENRY into its next period.

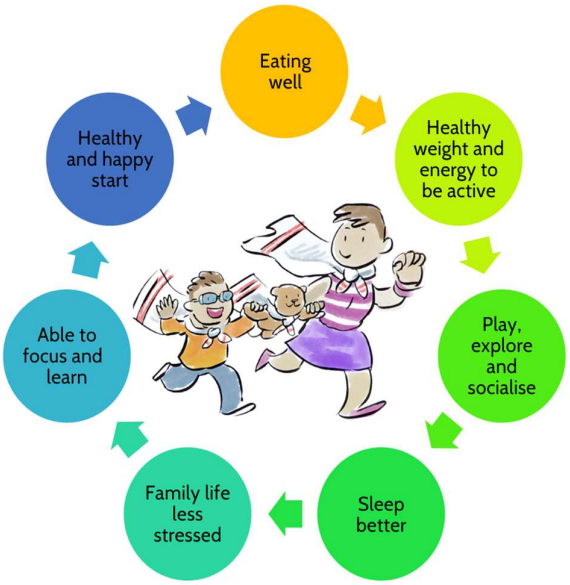
Sam Olsen
Chair of trustees

About HENRY: our mission, vision and values

HENRY is an innovative, dynamic, and ambitious national charity delivering life-changing impact for children from disadvantaged backgrounds, with the aim of reducing health and social inequalities. Embedded in local communities across all four nations of the UK, our mission is to support the best start in life for all children and lay the foundations for a brighter future.

Every child we reach is more likely to enjoy a happier and healthier life, throughout childhood and beyond. We recognise that it's families and communities who give children a great start in life. However, there's a big difference between knowing what children need and putting this knowledge into practice in the reality of daily life especially for families facing other complex challenges. As such we work in partnership with parents, helping them to develop the confidence, motivation and resilience to create the kind of family environment in which children thrive.

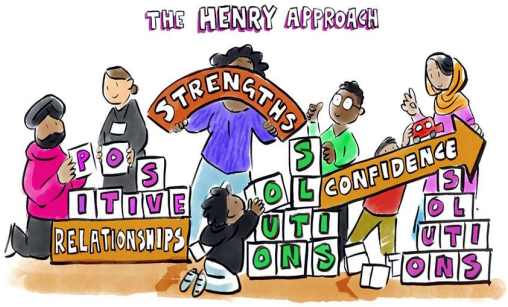
HENRY focuses on the needs of the whole child because each aspect of a child's life impacts on their wider health and wellbeing. Nurturing, responsive relationships foster young children's emotional security. Children who grow up with healthy self-esteem are more likely to have a healthy attitude to food. And those who eat well and are a healthy weight are more likely to have the energy and the physical ability to play, explore, and be active.



Our holistic support from pregnancy to the end of primary school includes:

- Family programmes and workshops to enable parents to provide the quality of parent-child relationships and healthy family lifestyle that children need to flourish
- Responsive and timely support for infant feeding and oral health - embedded in local communities
- Training for sector-wide practitioners in supporting family behaviour change
- Creating local support networks through volunteering.

Feedback from thousands of families, practitioners and commissioners over many years shows that our behaviour change approach really does make a difference.



"This programme has been so transformative for me as a mum. I feel I have all the tools I need to face the challenges of motherhood."

HENRY parent

All of our work with families, partners and HENRY colleagues is underpinned by explicit values:

- Partnership: parents are the experts in their own family so we start with their experience and support them to make changes that they believe will lead to a healthier and happier life.
- Strengths-based: we acknowledge and build on all the things that are going well, fostering hope and self-belief.
- Person-centred: families face different challenges - we get alongside families and listen, building a relationship based on trust and empathy.
- Respect: we value families for who they are and seek to understand rather than judge.
- Inclusive: we find out about the difficulties that some families face in accessing support and work proactively to overcome barriers.
- Excellence: we strive to provide families with high quality and effective support; we value learning about what doesn't work as well as what does, approaching new ideas with an attitude of curiosity and using reflective practice, evidence and feedback to improve our services.

"I have been so inspired by my work with HENRY and the opportunity to encourage children in the community to eat and enjoy healthy food that I have now got myself a new job as a chef in a local primary school so that I can provide kids with healthy food on a bigger scale. HENRY has definitely changed not only my outlook on life, but also the outlook for my life, and for my kids' lives."

HENRY volunteer

Transforming lives: our achievements in 23/24

Headlines

In the last year we:

- supported 12,400 families, 67% more than in the previous year
- expanded our infant feeding services to include early support antenatally and on wards – which also increased uptake of support postnatally in the community
- developed new interventions in first 1001 days so that we are able to offer families joined-up support that is responsive to their needs from pregnancy to age 12
- had a significant positive impact on infant feeding, family lifestyle and wellbeing.

The year in numbers

9,000	parents joined programmes and workshops – a 54% increase on previous year
98%	participants rated the programme or workshop as good or great
93%	participants reported leading a healthier family lifestyle after attending
3,000	mothers and babies benefitted from HENRY infant feeding support – over twice as many than the previous year
400	families accessed 1-to-1 HENRY support in the community to improve emotional wellbeing, children's oral health and family nutrition
52.6%	families supported by HENRY were from a minority ethnic background
50%	families came from the 'core 20' – the most deprived 20% of the population
2,400	practitioners across the health, early years and children's workforce attended HENRY training – a 16% increase on the previous year

99% practitioners rated the HENRY training as useful or very useful

Expanding support in the first 1001 days

"I think that involving parents of young babies is very beneficial, as they have an opportunity to start right from the very beginning, which is always easier than having to change habits."

Mother of 3-month old baby

The very start of life is a moment of opportunity – when parents seek support and when we can have the greatest impact on children's futures. Expanding help during the first 1,001 days was an organisational priority for the year, resulting in a wide range of innovative and family-centred interventions.

- **New workshops during pregnancy and expansion of Preparation for Parenthood group programme**

This year we developed new workshops focused on becoming a new family and caring for a newborn **81%** participants **felt more confident about life with a new baby** as a result of HENRY support.

"I was keen to breastfeed but I was nervous about whether I'd be able to but I feel more confident about it now and the idea doesn't seem as daunting."

- **Peer support for vulnerable women during pregnancy**

A new HENRY volunteer-led service in City and Hackney is designed to reach and support women who are at risk of 'falling through the net' during pregnancy because of social isolation, language barriers, insecure housing, unclear immigration status and being a victim of trafficking. By the end of the year an ethnically diverse team of 11 volunteers had completed their training. By building a trusting relationship, volunteers help women access the services they and their baby need, as well as provide information and support.

- **Embedding HENRY early infant feeding support in maternity hospitals as well as local communities**

A key achievement in 23/24 was extending our successful community-based infant feeding services into hospitals to provide early help and continuity of care for new mothers. Working in partnership with local maternity services and family hubs improved both access to support and feeding outcomes.

"HENRY has been really helpful from the start of my breastfeeding journey to ongoing questions I have about my little boy's feeding. They visited me first in hospital and then I arranged home visits to check my latch was correct. Nothing was ever a problem and their advice was helpful, informative and easy to follow. I can't recommend them enough!"

- **Pioneering support for breastfeeding**

Our Blackpool service introduced an electric pump loan scheme to support mothers who had a clinical need to express breast milk or those who were separated from their baby, without which breastfeeding would not have been possible.

Kat had successfully established breastfeeding in hospital. Her baby was then taken into care while still on the maternity ward and placed with a foster carer. Kat was offered supervised contact sessions with him 4 times a week. Kat was determined she wanted to feed her baby using her own breast milk, but the lack of contact with her baby meant her milk supply was dwindling. By offering non-judgemental support, our team gained Kat's trust and supported her to express milk using the pump. Kat built up her milk supply, expressing breast milk every two hours day and night so she could hand over her milk at contact visits and her baby could continue to benefit from being fed breast milk.

- **Community capacity building**

This year we introduced a new salaried trainee scheme to provide an opportunity for local mothers to build their skills and qualifications in infant feeding support. This has been extremely successful – enabling services to be delivered by women within local communities, as well as boosting HENRY recruitment.

"The team is very friendly, knowledgeable and kind, and if it wasn't for them then I definitely would have given up breastfeeding."

- **Increased help for parents when introducing their baby to solid foods**

Many parents tell us they feel anxious and unsure when the time comes to introduce their baby to solid foods. This is reflected in the demand for HENRY's Starting Solids workshops. Almost 3,000 parents joined one of the 488 workshops we delivered across the country in 23/24, a 45% increase on the previous year.

96% of respondents **felt more confident to introduce solids foods** to their baby after participating.

"Very good workshop. Great finding out it's about tasting foods and not about nutrition at first - just getting her to enjoy it!"

- **Growing up with healthy teeth**

Tooth decay in young children is a major cause of hospitalisation and distress in the early years, with lifelong damage to oral health. HENRY trains family hub staff to support parents to take care of their children's teeth, as well as running fun and interactive workshops for parents.

"I've learned about healthier food swaps and how to make teeth brushing more fun. I will start brushing my baby's teeth and register my baby with a dentist now."

Creating the conditions for healthy, happy families

"I loved everything about HENRY. I am taking better care of my children now."

Leeds parent after completing *Healthy Families* programme

This generation of children are growing up in challenging times - through the social and emotional aftermath of Covid, a cost of living crisis with soaring rates of food poverty and levels of stress that negatively impact family relationships. Our focus is on responding to the realities of families' lives – finding practical and creative solutions to ease the challenges and build resilience.

Healthy Families programmes and workshops: supporting parents to make positive changes

Our flagship group programmes for parents are delivered across the UK – with separate programmes for the early years and the primary years. Programme content integrates support for emotional wellbeing and parenting skills, with the motivation, confidence and knowledge to adopt and maintain a healthier family lifestyle. The programme's supportive and inclusive approach is reflected in their popularity with parents. Almost **9,000 parents** joined a programme or workshop in 23/24, a 54% increase on the previous year, with 98% of respondents rating the experience as Good or Great.

Rigorous data analysis found statistically significant positive changes across a wide range of measures.

93% of respondents **felt their family was leading a healthier lifestyle** after participating.

"Before the programme, we had good intentions but couldn't stick to things consistently. Now we are doing more activity and more things together. Eating more fruit and veg and drinking more water. Checking food labels and reducing hidden sugary snacks. I loved the facilitators - they were fab!"

76% of respondents **felt more effective as a parent** by the end of the programme.

"I've changed the way I treat and handle my kids. I've become more understanding and cooperative with them. I am much more aware about their behaviour and problems. I'm feeling more confident as a parent."

83% of respondents **reported improved emotional wellbeing**.

"The facilitators made every session enjoyable. They created an atmosphere that was welcoming and safe. I've gained better positivity and am focusing on what I'm doing well. I've started setting boundaries and limits and making changes to mealtimes and food choices."

87% of respondents **felt they had adopted healthier eating habits** as a result of the programme**.**

"We are an autistic family so limited by sensory issues as to the types of food we can tolerate. The programme helped me with balancing our meal plans. I am encouraging the whole family's involvement in the planning and cooking of meals now."

67% of respondents **felt they were more active as a family.**

"I feel a big difference in my thinking regarding my kids and getting physical activities in our routine. We have adopted healthy habits and have regular family time together."

Responding to the cost of living crisis

Our 6-session Cooking for a Better Start programme encourages families to prepare meals from scratch by developing their skills and confidence. Parents and children join the programme together, with the focus on making cooking fun. Recognising the challenges many parents faced in providing their families with nutritious meals during the cost of living crisis, we gave families attending the programme the ingredients and recipe cards to make two healthy family meals at home each week.

"The HENRY programme has been a life saver for us. I felt so grateful for the recipes and all the ideas that were shared like healthy food swaps. The ingredients really helped me make different meals for my children and for myself and they were super quick and easy."

Reducing isolation

This year we introduced a new buddying support project in Waltham Forest focused on vulnerable parents at the very start of their parenting journey. Trained HENRY Buddies provide a listening ear and emotional support over 6 sessions to help parents tackle issues such as isolation, housing, feeding difficulties, anxiety and uncertainty.

"It was very helpful for me to have HENRY as a friend to help me overcome the feeling of being alone in the area where I live and that I have no relatives and friends around me, to give me the courage to go out among people and communicate with them to avoid depression. It also helped me stay mentally strong to continue being a good parent and taking care of my child and family."

Increasing access to Healthy Start vitamins

In City and Hackney, HENRY runs the Healthy Start scheme for pregnant women and young children. By working proactively with family hubs, families and pharmacies we enabled 5,000 families in the Borough to access vitamins – a 30% increase since we took on responsibility for distribution.

Ensuring effective help for families: training the workforce

Our broad menu of courses aim to increase both subject knowledge and practitioners' confidence, understanding and skills to support behaviour change in the family – maximising the ability of the wider workforce to really make a difference to children's lives through the contact they have with families.

"Absolutely brilliant! Training courses can be draining but it was planned and delivered well - lots of activity breaks and moving around doing group learning! The visual resources work really well for me too. I've been really pleased with the training - it's very in-depth and thought-provoking."

Health practitioner after attending 2-day HENRY training

In the last year we delivered 267 courses to the wider workforce, including health, social care, family support, early years, schools and maternity services. 2,400 practitioners across the UK attended HENRY training - an increase of 16% compared to the previous year. The majority of these courses were delivered face-to-face, reflecting the continuing move away from online training since Covid. **94%** of respondents felt that the training **fully met or exceeded their expectations** and **99%** of respondents rated every aspect of the training as **useful or very useful.**

1,820 of these practitioners undertook HENRY courses that supported increased effectiveness within their existing roles. 580 practitioners also went on to train to deliver HENRY family programmes and workshops in one of our 71 partnership areas.

We ask all participants to rate their confidence and effectiveness to work sensitively and effectively with families before and after attending our courses:

- **Practitioner confidence** increased from **5.3 to 8.3 out of 10**, a 56% increase
- The proportion of respondents who **scored 7+ ('confident to work sensitively and effectively')** increased from **25% to 96%**
- **Practitioner effectiveness** score increased from **6.3 to 8.4**, a 35% increase

Maximising impact for children: strengthening the evidence base

Following successful completion of a feasibility study, a full randomised control trial funded by the National Institute for Health Research (NIHR) is now underway in 14 local authorities across England and Wales, as well as in Northern Ireland. Recruitment to sites has been difficult but with the sourcing of implementation funds by the academic team, the full 82 sites are expected to be recruited within the next financial year.

The trial seeks to establish the effectiveness and cost-effectiveness of HENRY as an obesity prevention programme delivered at scale, and the role HENRY plays in childhood obesity prevention as part of the wider system.

Organisational management

Our people

Our staff, freelance trainers and volunteers are at the heart of HENRY's values-led ethos and high quality services. We continued to recruit and train new members of the HENRY team to expand capacity in line with increased demand and the mobilisation of new local services. The HENRY team is now made up of:

- 73 staff (55.42 FTE) employed staff
- 23 sessional facilitators
- 18 volunteers

We continued to strengthen staff support and development through the creation of a new Head of People role. 89% of staff reported experiencing job satisfaction in our annual staff survey.

Recruitment of a new CEO began in January, ahead of the planned retirement of Kim Roberts MBE in July 2024 after 12 years leading the Charity. The Board of Trustees were delighted to appoint Dr Beckie Lang to take up post from 1st July, ensuring a smooth transition. As Kim was leaving HENRY, we were delighted that she was awarded an MBE in the King's Birthday Honours for her services to childhood obesity prevention. A fabulous recognition of her career.

Organisational effectiveness

Progress continued on digitising systems and processes over the last year. New finance and HR systems were introduced and existing IT processes strengthened, including our cyber security.

Organisational policies and procedures

Policies are updated in alignment with legislation and national guidance, with new policies written as required. This governance cycle is overseen by the senior management team as part of HENRY's ongoing risk management, with sign-off by the Board as appropriate.

Funding and Fundraising

The majority of our income comes through commissioned services. Additional income is derived from our professional training services and through the sales of our resources. We receive some funds through grants from trusts and foundations. We are very grateful to these funders, charitable trusts and foundations that enabled our vital work to continue during 2023-2024, including:

- Ken & Edna Morrison Charitable Trust
- Baron Davenport's Charity
- Cumber Family Charitable Trust
- P F Charitable Trust
- Outhwaite Charitable Trust
- Bernard Sunley Charitable Trust
- Helianthus Trust.

Structure, Management and Governance

HENRY is a company limited by guarantee with no share capital, governed by Memorandum and Articles of Association, and is a registered charity, number 1132581.

Trustees

HENRY has a Board of Trustees on which there can be a minimum of three and a maximum of twelve Trustees. They can be appointed by the members by ordinary resolution on the basis of the expertise and experience that they can bring to the running and development of the company. The Board conducts a skills audit to help inform decisions regarding Trustee recruitment. New Trustees are identified through both professional and other contacts and by open advertisement. New Trustees are provided with a full induction programme including written information on the charity, attending HENRY programmes and/or training, and meetings with key Trustees and employees. Further individual training needs are identified with the Chair of Trustees upon completion of the initial training and induction programme. At the AGM one third of Trustees retire by rotation (those longest serving) but are able to put themselves forward for re-election for a maximum of three terms of three years each.

Structure

The Board of Trustees meet four times a year or as necessary. Meetings are led by The Chair. Responsibility for specific areas is delegated to particular Trustees or sub committees e.g. finance, governance, safeguarding, etc. A Trustee is appointed to the role of Treasurer and for Safeguarding. Executive responsibility is delegated to the senior staff (Chief Executive and Senior Leadership Team) who work with the wider staff team to deliver organisational objectives. The Chair and Chief Executive meet regularly and any matters requiring attention outside regular Board meetings are escalated to Trustees as necessary. Strategic/ policy decisions are taken by Trustees. Remuneration of the charity's key management personnel is in line with the charity's established pay scales and Pay and Pension Policy which are set by the Board of Trustees and periodically reviewed. Decisions on pay scales are informed by sector and market rates for similar roles.

Risk management

The Trustees of HENRY recognise and accept their responsibility for ensuring that risks to which the Charity is exposed are reviewed and steps taken to mitigate potential damage using appropriate preventative controls and corrective actions.

Trustees are aware of the Charities SORP (revised 2019) and accept the requirement, in relation to all aspects of their work, for regular assessment of operating strengths and weaknesses.
To this end the risk management strategy comprises:

- a regular review of the risks which the charity may face.
- the establishment of systems and procedures to mitigate those risks identified.
- and the implementation of procedures designed to minimise any potential impact on the charity should any of those risks materialise.

This work is captured in the Charity's risk register which is reviewed by the Senior Management Team, and considered and discussed by the Board's Finance and Risk Committee and any changes or recommendations taken to the full board.

Looking ahead

HENRY is in a strong position – financially robust, delivering rapidly expanding and highly valued services, and with many new and exciting opportunities:

- Our charity has continued to grow at a rapid rate.
- We are in a strong cash position, with good levels of unrestricted reserves.
- Uptake of HENRY is widespread across the UK.
- Parent, practitioner and commissioner feedback testifies to the value and impact of HENRY.

The year ahead heralds change at HENRY as our first and longstanding Chief Executive, Kim Roberts MBE, retires. It is also the final year of the 10 year Better Start programme funded by the Big Lottery and through which we have delivered services in Blackpool and Bradford. And as a country we held a general election which saw a change in leadership and an anticipated change in priorities.

The change in charity leadership provides an opportunity to conduct HENRY's next strategic review and build on the developments in recent years both in our service delivery and organisationally. HENRY has not held a strategic review since before the Covid pandemic, and much has changed in the landscape during that time for families, the workforce and the charity sector. We look forward to consolidating and clarifying our direction of travel for the next five years.

Financial Review

Summary of financial position at March 2024

HENRY'S total income in the year ended 31 March 2024 was £2,848,148, an increase of £468,582 (+19.4%) over that in 2023. Income generated from our Charitable Activities saw an increase of £535,811 and this was offset by a reduction in Donations and Legacies of £68,631. Investment income increased from £4,605 to £6,007.

Whilst expenditure on raising funds was consistent with 2023 at approximately £42k, the costs of delivering our core Charitable Activities increased by £180k from £2,399,490 to £2,579,652. Staff costs accounted for £100k of this increase as we recruited to fulfil delivery. Support and Governance costs also increased, again as a result of staff recruitment and regular pay reviews as well as the impact of general business cost inflation.

The surplus for the year to 31 March 2024 was £226,112, compared with a deficit of £62,409 in the previous financial year.

Our cash balances (including short term cash deposits) at 31 March 2024 of £543,459, were around £104k less than the previous year. However, the value of debtors at that date was unusually high, a result of high value invoices issued in the last quarter, some of which remained unpaid invoices at the year end, but were settled shortly after. The high VAT liability at the balance sheet date reflects those large value invoices raised pre-year end. Deferred income at the balance sheet date was £1.14m compared with £869k at March 2023, this represents income received in advance of services being delivered in the 2024-25 financial year.

As at 31 March 2024, our reserves were £687,710 (2023: £461,598).

Reserves Policy

Our policy on reserves is reviewed annually by the Board of Trustees and has a threefold purpose to:

- cover shutdown costs in the event of closure
- mitigate periods of financial volatility and stress
- invest in strategic development and growth.

In May 2024 the board approved a change to our Reserves Policy to accommodate the volatility in cashflow as a result of working in arrears with local authorities, the board agreed to hold between 3-6 months of operating costs in reserves to help provide for fluctuations experienced.

At the year-end unrestricted reserves amounted to £630,060, and of this £35k has been set aside as designated funds to carry forward to cover additional costs as a result of the salary review which takes effect in July 2024. The free reserves of the charity were £564,555 and these represent approximately 3.4 months of Unrestricted expenditure. Free reserves have been calculated as Unrestricted General Funds of £595,060 less the net book value of Fixed Assets of £30,505.

Investment Policy

HENRY invests surplus funds in higher interest bank accounts in order to maximise income from its cash balances. This policy is reviewed annually by the Finance Committee on behalf of the Trustees.

Statement of Responsibilities of the Trustees

The Trustees (who are also directors of the charity for the purposes of company law) are responsible for preparing the Trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice). The trustees have had regard to the Charity Commission's guidance on public benefit.

Company law requires the Trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charity and of the income and expenditure of the charity for that period. In preparing those financial statements the Trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the applicable Charities SORP;
- Make judgements and accounting estimates that are reasonable and prudent;
- State whether applicable accounting standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements; and
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

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

In so far as the Trustees are aware:

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

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

Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The Trustees are members of the charity but this entitles them only to voting rights. The Trustees have no beneficial interest in the charity.

Approved by the Trustees on 10 December 2024 and signed on their behalf by:

Samantha Olsen - Chair of Trustees

Independent auditors' report

To the members of

HENRY

Opinion
We have audited the financial statements of HENRY (the 'charity') for the year ended 31 March 2024 which comprise the statement of financial activities, balance sheet, statement of cash flows and the related notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:
- give a true and fair view of the state of the charity's affairs as at 31 March 2024 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion
We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and the provisions available for small entities, in the circumstances set out in note 8 to the financial statements,and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit

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

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

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

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

Independent auditors' report

To the members of

HENRY

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

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006
In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the trustees' report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception
In the light of the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' report. We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or

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

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

Independent auditors' report

To the members of

HENRY

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

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

(1) We obtained an understanding of the legal and regulatory framework that the charity operates in, and assessed the risk of non-compliance with applicable laws and regulations. Throughout the audit, we remained alert to possible indications of non-compliance.

(2) We reviewed the charity's policies and procedures in relation to:
- Identifying, evaluating and complying with laws and regulations, and whether they were aware of any instances of non-compliance;
- Detecting and responding to the risk of fraud, and whether they were aware of any actual, suspected or alleged fraud; and
- Designing and implementing internal controls to mitigate the risk of non-compliance with laws and regulations, including fraud.

(3) We inspected the minutes of trustee meetings.

(4) We enquired about any non-routine communication with regulators and reviewed any reports made to them.

(5) We reviewed the financial statement disclosures and assessed their compliance with applicable laws and regulations.

(6) We performed analytical procedures to identify any unusual or unexpected transactions or balances that may indicate a risk of material fraud or error.

(7) We assessed the risk of fraud through management override of controls and carried out procedures to address this risk. Our procedures included:
- Testing the appropriateness of journal entries;
- Assessing judgements and accounting estimates for potential bias;
- Reviewing related party transactions; and
- Testing transactions that are unusual or outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. Irregularities that arise due to fraud can be even harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

Independent auditors' report

To the members of

HENRY

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

Use of our report
This report is made solely to the charity's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charity's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

Rob Wilson

Date: 10 December 2024

Robert Wilson FCA
(Senior Statutory Auditor)

For and on behalf of:
GODFREY WILSON LIMITED
Chartered accountants and statutory auditors
5th Floor Mariner House
62 Prince Street
Bristol
BS1 4QD

HENRY

Statement of financial activities *(incorporating an income and expenditure account)*

For the year ended 31 March 2024

	Note	Restricted £	Unrestricted £	**2024 Total £**	2023 Total £
Income from:					
Donations and legacies	3	5,000	8,683	**13,683**	82,314
Charitable activities	5	668,094	2,160,364	**2,828,458**	2,292,647
Investments		-	6,007	**6,007**	4,605
Total income		673,094	2,175,054	**2,848,148**	2,379,566
Expenditure on:					
Raising funds		-	42,384	**42,384**	42,485
Charitable activities		632,109	1,947,543	**2,579,652**	2,399,490
Total expenditure	7	632,109	1,989,927	**2,622,036**	2,441,975
Net expenditure and net movement in funds	8	40,985	185,127	**226,112**	(62,409)
Funds at the start of the year		16,665	444,933	**461,598**	524,007
Funds at the end of the year		**57,650**	**630,060**	**687,710**	461,598

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in note 15 to the financial statements.

HENRY

Balance sheet

As at 31 March 2024

	Note	£	2024 £	2023 £
Fixed assets				
Tangible fixed assets	10		**30,505**	27,475
Current assets				
Stocks	11	**46,693**		70,707
Debtors	12	**1,484,907**		789,926
Current asset investments		**92,185**		89,060
Cash at bank and in hand		**451,274**		559,215
		2,075,059		1,508,908
Liabilities				
Creditors: amounts falling due within 1 year	13	**1,417,854**		1,074,785
Net current assets			**657,205**	434,123
Net assets	14		**687,710**	461,598
Funds	15			
Restricted funds			**57,650**	16,665
Unrestricted funds:				
Designated funds			**35,000**	75,392
General funds			**595,060**	369,541
Total funds			**687,710**	461,598

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

Approved by the trustees on 10 December 2024 and signed on their behalf by

Samantha Olsen - Chair of Trustees

HENRY

Statement of cash flows

For the year ended 31 March 2024

	2024	2023
	£	£
Cash used in operating activities:		
Net movement in funds	**226,112**	(62,409)
Adjustments for:		
Depreciation charges	**8,245**	7,163
Dividends, interest and rents from investments	**(6,007)**	(4,605)
Decrease / (increase) in stock	**24,014**	(3,786)
Decrease / (increase) in debtors	**(694,981)**	(58,960)
Increase / (decrease) in creditors	**343,069**	194,176
Net cash provided by operating activities	**(99,548)**	71,579
Cash flows from investing activities:		
Purchase of tangible fixed assets	**(11,275)**	(1,762)
Dividends, interest and rents from investments	**6,007**	4,605
Net cash provided by investing activities	**(5,268)**	2,843
Increase / (decrease) in cash and cash equivalents in the year	**(104,816)**	74,422
Cash and cash equivalents at the beginning of the year	**648,275**	573,853
Cash and cash equivalents at the end of the year	**543,459**	648,275
Analysed as:		
Cash at bank and in hand	**451,274**	559,215
Current asset investments	**92,185**	89,060
	543,459	648,275

The charity has not provided an analysis of changes in net debt as it does not have any long term financing arrangements.

1. Accounting policies

a) General information and basis of preparation

HENRY is a charitable company limited by guarantee registered in England and Wales. The registered office address is 6 Elm Place, Old Witney Road, Eynsham, Oxon, OX29 4BD.

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities in preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

HENRY meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

b) Going concern basis of accounting

The accounts have been prepared on the assumption that the charity is able to continue as a going concern, which the trustees consider appropriate having regard to the current level of unrestricted reserves. There are no material uncertainties about the charity's ability to continue as a going concern.

c) Income

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

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

Training commissions, licence fee income, income from the sale of resources received in advance of delivery of the goods and income from contracts is deferred until criteria for income recognition are met.

d) Donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item, is probable and the economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), general volunteer time is not recognised.

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

e) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity: this is normally upon notification of the interest paid or payable by the bank.

1. Accounting policies (continued)

f) Funds accounting

Unrestricted funds are available to spend on activities that further any of the purposes of the charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

g) 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.

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

h) Allocation of support and governance costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Governance costs are the costs associated with the governance arrangements of the charity, including the costs of complying with constitutional and statutory requirements and any costs associated with the strategic management of the charity's activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities on the following basis, which is an estimate of staff time:

	2024	2023
Raising funds	**1.4%**	1.5%
Charitable activities	**98.6%**	98.5%

i) Redundancy costs

Where an employee receives a termination benefit the full cost is recognised at the date the employee is notified.

j) Tangible fixed assets

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

Leasehold improvements	Straight line over remaining life of lease
Computer equipment	Straight line over 3 years
Fixtures and fittings	Straight line over 4 years

k) Stock

Stocks are valued at the lower of cost and net realisable value, after making allowance for obsolete and slow moving items.

l) Debtors

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

1. Accounting policies (continued)

m) Current asset investments

Current asset investments consist of cash held on deposit in interest bearing accounts. Such investments are measured at their fair value.

n) 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.

o) Creditors

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.

p) Financial instruments

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

q) Pension costs

The charitable company operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the company in an independently administered fund. The pension costs charged to the statement of financial activities represents the contribution payable by the charitable company during the year.

r) Operating leases

Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged against profits on a straight-line basis over the period of the lease.

s) Foreign currency transactions

Transactions in foreign currencies are translated at rates prevailing at the date of the transaction. Balances denominated in foreign currencies are translated at the rate of exchange prevailing at the year end.

t) Accounting estimates and key judgements

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

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

1. Accounting policies (continued)

t) Accounting estimates and key judgements (continued)

The key sources of estimation uncertainty that have a significant effect on the amounts recognised in the financial statements are depreciation (as described in note 1 (j) above).

2. Prior period comparatives

	Restricted £	Unrestricted £	2023 Total £
Income from:			
Donations and legacies	-	82,314	82,314
Charitable activities	482,221	1,810,426	2,292,647
Investments	-	4,605	4,605
Total income	482,221	1,897,345	2,379,566
Expenditure on:			
Raising funds	-	42,485	42,485
Charitable activities	515,004	1,884,486	2,399,490
Total expenditure	515,004	1,926,971	2,441,975
Net expenditure and net movement in funds	(32,783)	(29,626)	(62,409)

3. Income from donations

	Restricted £	Unrestricted £	**2024 Total £**	2023 Total £
Other donations	5,000	8,683	**13,683**	82,314
	5,000	8,683	**13,683**	82,314

All income from donations in the prior period was unrestricted.

4. Government grants

The charitable company did not receive any government grants during current or prior year.

5. Income from charitable activities

	Restricted £	Unrestricted £	**2024 Total £**	2023 Total £
Grants (note 6)	668,094	-	**668,094**	482,221
Direct contracts	-	1,165,840	**1,165,840**	1,026,912
Training commissions	-	558,911	**558,911**	438,130
Sales of resources	-	210,016	**210,016**	178,363
Licence fees	-	225,597	**225,597**	167,021
	668,094	2,160,364	**2,828,458**	2,292,647

All income from charitable activities in the prior period was unrestricted, except £482,221 of grant income, which was restricted (see note 6)

6. Grants receivable

	2024 £	2023 £
Big Lottery Fund grants:		
Better Start Bradford – Healthy Families project	**197,347**	202,464
Better Start Southend – Healthy Families project	**-**	32,088
Better Start Bradford – Cooking for a Better Start project	**75,453**	74,771
Better Start Blackpool – Infant and Young Child Feeding Service	**169,944**	149,324
Better Start Blackpool - Start4Life	**140,165**	13,582
Better Start Bradford - Start4Life	**57,876**	-
Lottery Community Fund	**-**	9,992
Oral Health - Blackpool	**27,309**	-
	668,094	482,221

All grants receivable in the current and prior period were restricted.

7. Expenditure

	Raising funds £	Charitable £	Support and governance costs £	**Total 2024 £**
Cost of resources	-	95,492	-	**95,492**
Trainer costs	-	219,976	-	**219,976**
Development costs	-	1,432	-	**1,432**
Delivery costs	-	147,917	-	**147,917**
Governance costs	-	-	1,389	**1,389**
Staff costs (note 9)	20,991	1,506,546	400,784	**1,928,321**
Other staff costs	-	-	32,668	**32,668**
Premises costs	-	-	58,393	**58,393**
Marketing costs	12,918	-	-	**12,918**
Audit and accountancy	-	-	9,525	**9,525**
Business costs	-	-	17,361	**17,361**
IT and communications	-	-	54,783	**54,783**
Office costs	-	-	22,413	**22,413**
Depreciation	-	-	8,245	**8,245**
Irrecoverable VAT	-	-	11,203	**11,203**
Sub-total	33,909	1,971,363	616,764	**2,622,036**
Allocation of support and governance costs	8,475	608,289	(616,764)	**-**
Total expenditure	42,384	2,579,652	-	**2,622,036**

7. Expenditure - prior period comparative

	Raising funds	Charitable	Support and governance costs	Total 2023
	£	£	£	£
Cost of resources	-	84,465	-	84,465
Trainer costs	-	237,400	-	237,400
Development costs	-	9,773	-	9,773
Delivery costs	-	153,973	-	153,973
Governance costs	-	-	42	42
Staff costs (note 9)	21,688	1,405,100	336,862	1,763,650
Other staff costs	-	-	22,875	22,875
Premises costs	-	-	47,473	47,473
Marketing costs	12,943	-	-	12,943
Audit and accountancy	-	-	6,875	6,875
Business costs	-	-	15,581	15,581
IT and communications	-	-	47,840	47,840
Office costs	-	-	19,767	19,767
Depreciation	-	-	7,163	7,163
Irrecoverable VAT	-	-	12,155	12,155
Sub-total	34,631	1,890,711	516,633	2,441,975
Allocation of support and governance costs	7,854	508,779	(516,633)	-
Total expenditure	42,485	2,399,490	-	2,441,975

8. Net movement in funds

This is stated after charging:

	2024	2023
	£	£
Depreciation	**8,245**	7,163
Trustees' remuneration	**Nil**	Nil
Trustees' reimbursed expenses	**421**	205
Auditors' remuneration:		
▪ Statutory audit (excl. VAT)	**8,400**	8,000

During the year, 4 trustees (2023: 1) were reimbursed for travel costs relating to attendance at board meetings.

Total governance costs in the year were £11,469 (2023: £9,642).

In common with other charities of our size and nature we use our auditors to assist with the preparation of the financial statements.

9. Staff costs and numbers

Staff costs were as follows:

	2024	2023
	£	£
Salaries and wages	**1,658,645**	1,489,871
Social security costs	**127,278**	129,883
Pension contributions	**140,144**	143,094
Redundancy payments	**2,254**	802
	1,928,321	1,763,650

During the year, redundancy payments totalling £2,254 were paid to two employees (2023: £802 to one employee). No amounts were outstanding as of 31 March 2024.

	2024	2023
Employees earning more than £60,000 during the year:	**No.**	No.
Between £60,000 and £70,000	**1**	-
Between £70,000 and £80,000	**1**	1

The key management personnel of the charity comprise the trustees, the chief executive and senior management team. The total employee benefits received by the key management personnel of the charity were £246,641 (2023: £199,177).

	2024	2023
	No.	No.
Average head count	94	88

10. Tangible fixed assets

	Fixtures and fittings	Leasehold improvements	Computer equipment	Total
	£	£	£	£
Cost				
At 1 April 2023	5,739	44,518	7,666	**57,923**
Additions in the year	-	-	11,275	**11,275**
At 31 March 2024	5,739	44,518	18,941	**69,198**
Depreciation				
At 1 April 2023	5,422	19,876	5,150	**30,448**
Charge for the year	125	4,691	3,429	**8,245**
At 31 March 2024	5,547	24,567	8,579	**38,693**
Net book value				
At 31 March 2024	**192**	**19,951**	**10,362**	**30,505**
At 31 March 2023	317	24,642	2,516	27,475

11. Stock

	2024	2023
	£	£
Finished goods	**46,693**	70,707

12. Debtors

	2024	2023
	£	£
Trade debtors	**1,266,908**	601,841
Prepayments	**29,673**	43,241
Accrued income	**188,326**	144,844
	1,484,907	789,926

13. Creditors: amounts falling due within 1 year

	2024	2023
	£	£
Trade creditors	**45,589**	42,271
PAYE and social security	**33,574**	30,136
VAT	**124,182**	60,537
Accruals	**48,566**	53,679
Deferred income	**1,144,084**	868,746
Other creditors	**21,859**	19,416
	1,417,854	1,074,785

Movements in deferred income consist of:

Balance brought forward	**868,746**	629,179
Amounts released in the period	**(868,746)**	(629,179)
Amounts deferred in the period	**1,144,084**	868,746
Balance carried forward	**1,144,084**	868,746

HENRY provides training, resources and other services under contracts. Where these are paid for in advance, the income is deferred to future periods in line with the stage of completion of the contract.

14. Analysis of net assets between funds

	Restricted	Designated	General	**Total**
	£	£	£	**£**
Tangible fixed assets	-	-	30,505	**30,505**
Net current assets	57,650	35,000	564,555	**657,205**
Net assets at 31 March 2024	**57,650**	**35,000**	**595,060**	**687,710**

Prior period comparative

	Restricted	Designated	General	Total
	£	£	£	£
Tangible fixed assets	-	-	27,475	27,475
Net current assets	16,665	75,392	342,066	434,123
Net assets at 31 March 2023	16,665	75,392	369,541	461,598

15. Movements in funds

	At 1 April 2023	Income	Expenditure	Transfers between funds	**At 31 March 2024**
	£	£	£	£	**£**
Restricted funds:					
Big Lottery Fund:					
Better Start Bradford – Healthy Families project	(5,886)	202,347	(197,499)	-	**(1,038)**
Better Start Bradford – Cooking for a Better Start project	(2,472)	75,454	(74,726)	-	**(1,744)**
Better Start Blackpool - Infant and Young Child Feeding Service	11,441	169,943	(160,779)	-	**20,605**
Better Start Blackpool - Start4Life	13,582	140,165	(114,196)	-	**-39,551**
Better Start Bradford - Start4Life	-	57,876	(57,876)	-	**-**
Oral Health Blackpool - Start4Life	-	27,309	(27,033)	-	**276**
Total restricted funds	16,665	673,094	(632,109)	-	**57,650**
Unrestricted funds:					
Designated funds:					
Marketing	42,992	-	-	(42,992)	**-**
Service development	27,400	-	-	(27,400)	**-**
Premises	5,000	-	-	(5,000)	**-**
Pay review	-	-	-	35,000	**35,000**
Total designated funds	75,392	-	-	(40,392)	**35,000**
General funds	369,541	2,175,054	(1,989,927)	40,392	**595,060**
Total unrestricted funds	444,933	2,175,054	(1,989,927)	-	**630,060**
Total funds	**461,598**	**2,848,148**	**(2,622,036)**	**-**	**687,710**

15. Movements in funds (continued)

Purposes of restricted funds

Better Start Bradford – Healthy Families project

The Fulfilling Lives: A Better Start fund is a lottery initiative to provide a good start in life for young children. HENRY receives funding from Bradford Trident (lottery grant recipient) to support this initiative through HENRY training, programmes, volunteering and resources.

Better Start Bradford – Cooking for a Better Start project

The Fulfilling Lives: A Better Start fund is a lottery initiative to provide a good start in life for young children. HENRY receives funding from Bradford Trident (lottery grant recipient) to support this initiative through delivery of a 6-week cooking programme.

Better Start Blackpool - Infant and Young Child Feeding Service

A Better Start fund is a lottery initiative to provide a good start in life for young children. HENRY receives funding from the NSPCC (lottery grant recipient) to support HENRY's Infant and Young Child feeding Service in Blackpool, working to improve the health outcomes for Blackpool's youngest children and support generational changes throughout the town. The service HENRY provides includes infant feeding support, workshops to support safe responsive feeding and workforce training.

Better Start Blackpool - Start4Life

Start 4 Life funding enabled HENRY Blackpool to expand the Better Start Infant Feeding programme into the community, enhancing family outcomes in diet and nutrition. The funding supported weekday availability in Family Hubs and workshops on baby feeding and starting solids.

Better Start Bradford – Start4Life

Funding to support the joining up and enhancement of services delivered through family hubs in

Oral Health Blackpool - Start 4 Life

Start 4 Life funding allowed HENRY Blackpool to establish an Oral Health service, including a coordinator to promote child dental registration, deliver practitioner training and Healthy Teeth workshops, and spread preventative oral health messages in nurseries, community venues, and schools. Collaboration also began to boost participation in the Supervised Brushing Scheme in Early Years settings.

Better Start Southend – Healthy Families project

The Fulfilling Lives: A Better Start fund is a lottery initiative to provide a good start in life for young children. HENRY receives funding from the Pre-School Learning Alliance (lottery grant recipient) to support this initiative through HENRY training, programmes, volunteering and resources.

Purposes of designated funds

Pay review

Funds designated for an upcoming staff pay review.

Transfers

During the year all the designated funds brought forward held by the charity were released to general unrestricted funds.

15. Movements in funds (continued)

Funds in deficit

The Better Start Bradford funds are in deficit at year end, however these amounts are recoverable and are due to be received in 24/25.

Prior period comparative	At 1 April £	Income £	Expenditure £	Transfers £	At 1 April £
Restricted funds:					
Big Lottery Fund:					
Better Start Bradford – Healthy Families project	-	202,464	(208,350)	-	(5,886)
Better Start Southend – Healthy Families project	15,256	32,088	(47,344)	-	-
Better Start Bradford – Cooking for a Better Start project	-	74,771	(77,243)	-	(2,472)
Better Start Blackpool - Infant and Young Child Feeding Service	20,274	149,324	(158,157)	-	11,441
Better Start Blackpool - Start4Life	-	13,582	-	-	13,582
Other funders:					
HENRY Buddies	-	9,992	(9,992)	-	-
Sylvia Adams Charitable	13,918	-	(13,918)	-	-
Total restricted funds	49,448	482,221	(515,004)	-	16,665
Unrestricted funds:					
Designated funds:					
Marketing	42,992	-	-	-	42,992
Service development	27,400	-	-	-	27,400
Premises	5,000	-	-	-	5,000
Total designated funds	75,392	-	-	-	75,392
General funds	399,167	1,897,345	(1,926,971)	-	369,541
Total unrestricted funds	474,559	1,897,345	(1,926,971)	-	444,933
Total funds	524,007	2,379,566	(2,441,975)	-	461,598

16. Operating leases

The charity had operating leases at the year end with total future minimum lease payments as follows:

	Land and buildings		**Office equipment**	
	2024	2023	**2024**	2023
	£	£	**£**	£
Amount falling due:				
Within 1 year	**7,500**	30,000	**1,920**	1,920
Within 2 - 5 years	**-**	-	**3,840**	5,760

17. Related party transactions

Tom Spencer (Trustee until July 2022) worked as a freelance trainer for HENRY and received £nil, plus £nil for related expenses (2023: £3,220 plus £34 for related expenses). No amounts were outstanding at year end.

HENRY

England & Wales - Charity number 1132581

Accounts

Company no. 06952404
Charity no. 1132581

HENRY

Report and Audited Financial Statements

31 March 2023

April 2022 - March 2023: summary

The Board of Trustees presents its report and the audited financial statements for the year ended 31 March 2023.

Continuing to be strongly represented across all four nations of the UK and with many of our key contracts being extended in either duration and/or scope of services, HENRY remains financially robust despite the challenging conditions affecting the charitable sector.

Strengthening the Leadership Team has been a priority in the second half of the financial year, providing a greater depth of experience and enhancing the strategic capacity to ensure that the organisation is future-proofed. With this additional capacity, we have been able to actively explore new opportunities that align with and complement our existing services while remaining dedicated to delivering excellent service to our current customers.

Values

HENRY aspires to be a values-led organisation. All of our work with families, partners and HENRY colleagues is underpinned by the following explicit values:

- Partnership: parents are the experts in their own family, so we start with their experience and support them to make changes that they believe will lead to a healthier and happier life.
- Strengths-based: we acknowledge and build on all the things that are going well, fostering hope and self-belief.
- Person-centred: families face different challenges- we get alongside families and listen, building a relationship based on trust and empathy.
- Respect: we value families for who they are and seek to understand rather than judge.
- Inclusive: we find out about the difficulties that some families face in accessing support and work proactively to overcome barriers.
- Excellence: we strive to provide families with high-quality and effective support; we value learning about what doesn't work as well as what does, approaching new ideas with an attitude of curiosity and using reflective practice, evidence and feedback to improve our services.

Delivering programmes in partnership with local areas

Our partnership model of service delivery has grown significantly over the past financial year, with 58 local authority areas now offering HENRY family programmes and workshops, compared to 50 areas in 2021-22. We continue to expand the number of programmes delivered, with an increase of more than 60% in the number delivered compared to 2021-22.

Collaborative support

The Partnerships Team continue to provide exceptional support to our partner areas following successful completion of our practitioners' training programme. This collaborative support is vital in ensuring that we provide an ongoing positive experience for families, thus supporting lasting behavioural change.

Parental engagement

Following the implementation of our Raise, Engage, Refer initiative in 2021-22, we continue to evaluate the effectiveness of referral and signposting pathways. A clear understanding of HENRY's work is critical for this. This year, enhancements to our data collection and evaluation processes have enabled us to identify areas for development more precisely.

Local services

Our local service contracts in Bradford, Blackpool, Croydon, Hackney, Hertfordshire and Waltham Forest enable us to collaborate with other providers to deliver cohesive support to families. By recruiting staff from within the local community, we are able to understand and respond promptly to local needs. As a result, we reach families in some of the most underserved communities, offering services in multiple languages and British Sign Language.

> HENRY should be available to all new mothers as it taught me practical strategies that I will use for the rest of my life.

Our versatile and responsive approach to support at different stages of childhood ensures that parents can access help when they need it most. Our services range from breastfeeding cafes, hospital ward presence and workshops on introducing solid foods to multisession programmes, and workshops to support a healthy family lifestyle, 1-to-1 support and Healthy Start vitamin distribution.

Support is also provided via local helplines, video calls, community drop-in sessions and home visits.

Training and Innovation

The training team continues to focus on delivery of HENRY training courses to practitioners working in the children's sector and healthcare fields. The courses are designed to develop confidence and equip the practitioners with strategies to work alongside parents, fostering sustainable behavioural change that genuinely impacts families' lives.

> One of the most informative courses I've attended. I left feeling confident that I had new skills, tools and knowledge. HENRY has given me new insight into how to work with families when challenged by obesity issues, unhealthy eating and habits.

We are committed to continuously improving and extending the support we provide in response to identified needs and gaps. As part of this ongoing innovation, we piloted a teenage programme in partnership with schools that gave young people the opportunity to participate in a weekly group focused on exploring both emotional and physical wellbeing. In response to the young people's comments, we developed and ran a parallel programme for their parents. The programmes were valued by participants, who reported positive changes in health behaviours.

Impact on families

Every year, HENRY supports people to transform family life for the better. We help families to prepare for new parenthood, take on the challenges of infant feeding and starting solids, foster good oral health, nurture more positive parent-child relationships from birth to school and beyond, and more.

In 2022/23,

- HENRY trained 2,100 practitioners to facilitate real and lasting changes in families
- We supported 7,400 families to make lifestyle changes for the better
- We helped get 12,000 babies and children off to a healthy start and a brighter future
- 1,300 programmes and workshops were delivered by HENRY and our partners
- 96% of participants rated their programme or workshop 'good' or 'great'
- 9 in 10 practitioners felt better able to engage families and support behaviour change after completing HENRY training
- 9 in 10 families led healthier lifestyles after completing a HENRY programme

> "The programme is perfect. I enjoyed everything, I learned a lot, and the facilitators were amazing. I've changed almost everything – I feel alive again."

Evidence base

HENRY has developed a robust evidence base, not only for the effectiveness of our training and family services but also for the long-term impact of timely support for families on children's future life chances, school readiness, risk of tooth decay, obesity and associated diseases like diabetes, cancer and heart disease.

In 2022/23, a new study concluded that our *Starting Solids* workshop has meaningful outcomes for participants, including:

- Vastly improved confidence around how and when to start solids
- Enhanced ability to recognise when their baby is ready to start solids
- 6 months later, parents could still recall key information from the workshop and were putting it into practice

> Taking part in the HENRY Starting Solids workshop had a significant impact on the knowledge and confidence of parents and carers in introducing solid foods and feeding their baby. These impacts have real potential to influence later child weight, eating behaviour and dietary intake, targeting major public health issues.
>
> *"A very fun and messy journey": An evaluation of the HENRY Starting Solids Workshop and its impact upon complementary feeding practices, Swansea University (2022)*

Organisational management

Our People

Our staff, freelance trainers and volunteers are at the heart of HENRY's values-led ethos and high-quality services. Creating an organisation where our team are able to flourish is key to HENRY's future success.

We have consulted with colleagues across the organisation via our annual staff survey, with dedicated follow-ups to address identified areas for improvement. We've also strengthened our internal communications and implemented an Employee Assistance Programme to support the wellbeing of staff.

Strengthening leadership

During the financial year, the Leadership Team was strengthened with the addition of two new members. This has enabled HENRY to begin strategic reviews across the organisation, focusing on defining decision-making processes and re-engineering operational processes to support our organisational objectives. While this has and will take time to embed, it is key to ensuring the sustainability of the organisation in the longer term.

Organisational policies and procedures

Policies are updated in alignment with legislation and national guidance, with new policies written as required. This governance cycle is overseen by the Director of Finance and Operations as part of HENRY's ongoing risk management, with senior management involvement and sign-off by the Board as appropriate.

Fundraising policy

HENRY is committed to responsible, ethical fundraising. We avoid putting undue pressure on anyone to donate. We are registered with the Fundraising Regulator and follow their code of practice for charities and fundraisers.

Risk management

The Trustees have assessed the major risks to which the charity is exposed and put in place processes to mitigate exposure to these, including maintaining a risk register. Risks are scored by considering both the impact of the risk and the probability of the risk occurring. Controls that are in place are considered, and further mitigating actions are identified and taken as needed.

Public benefit

The Trustees confirm that they have paid due regard to the public benefit guidance published by the Charity Commission. The charity refers to the public benefit guidance when reviewing and setting its aims and objectives and in future planning.

Financial review

HENRY has experienced a challenging financial year. While income continues to grow, costs have also risen, resulting in a reported deficit in the year of £62,409 (2022: £92,639).

Summary of financial position at March 2023

Income

Annual income grew by nearly 6% - from £2.25m to £2.38m.

This growth was driven by:

- Sales of resources improved by £52k - an increase of more than 40%
- Licence fee income increased by almost 37%, from £122k to £167k
- Training commission income rose by £50k to £438k - 13% increase on previous year
- Direct contract income grew by 12% to £1,026k
- Donations increased to £82k from £20k in the previous year

There was a reduction in grant income of £192k, principally due to the cessation of HENRY's work as part of A Better Start Southend part way through the year.

Expenditure

Total expenditure in the year rose to £2.44m from £2.34m, representing an increase of 4%.

This increase in expenditure was a result of an increase in trainer costs in order to meet the delivery of training demands and the impact of the inflation-driven economic conditions.

Reserves Policy

Our policy on reserves is reviewed annually by the Board of Trustees. Our current policy is to hold sufficient reserves of no less than is required to cover 3 months of overhead costs to mitigate against periods of financial stress.

At the year-end, unrestricted reserves amounted to £370k, with an additional £75k of designated funds carried forward. This represents 6 months of overhead expenditure. Excess reserves will be spent on strategic investment in the workforce in order to provide financial stability to the organisation in the future. Restricted reserves at the year-end were £17k, which related to grant-funded projects, details of which are in note 15 to the accounts.

Investment Policy

HENRY invests funds in higher-interest bank accounts. This is reviewed annually by the Finance Committee on behalf of the Trustees.

Looking ahead

HENRY has taken a number of significant steps to adapt to the ongoing economic conditions that the sector is experiencing and address the resulting financial challenges.

While the strategy remains unchanged:

- Invest in workforce capacity and wellbeing – and enable people to assimilate change
- Build organisational resilience through investment in digital transformation
- Maximise the new opportunities and business models – balancing our core offer with innovation
- Forge new strategic partnerships to drive income, delivery and research

The newly expanded leadership team have identified the following as key enablers:

- Addressing inefficiencies
- Ensure value for money
- Financial sustainability
- Resetting ways of working

Taking this approach and ensuring buy-in across the organisation will enable HENRY to, by March 2025 be:

- Well known for holistic support throughout childhood
- A flourishing, robust and effective organisation that is helping our most disadvantaged children to have a healthy start in life.

Statement of responsibilities of the Trustees

The Trustees (who are also directors of the charity for the purposes of company law) are responsible for preparing the Trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charity and of the income and expenditure of the charity for that period. In preparing those financial statements the Trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the applicable Charities SORP;
- Make judgements and accounting estimates that are reasonable and prudent;
- State whether applicable accounting standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements; and
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

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

In so far as the Trustees are aware:

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

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

Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The Trustees are members of the charity but this entitles them only to voting rights. The Trustees have no beneficial interest in the charity.

The Trustees

The Trustees, who are also directors under company law, who served during the year and up to the date of this report are listed on page 9.

Auditors

Godfrey Wilson Limited have continued in their capacity as auditors of the charitable company during the year. They have expressed their willingness to continue in that capacity.

Approved by the Trustees on 19 October 2023 and signed on their behalf by

Samantha Olsen - Chair of Trustees

Reference and administrative details

For the year ended 31 March 2023

Status	The organisation is a charitable company limited by guarantee, incorporated on 4 July 2009 and registered as a charity on 7 November 2009.	
Governing document	The company was established under a memorandum of association which established the objects and powers of the charitable company and is governed under its articles of association.	
Company number	06952404	
Charity number	1132581	
Registered office and operational address	6 Elm Place Old Witney Road Eynsham Oxon OX29 4BD	
Trustees	Samantha Olsen	Chair
	Nigel Alcock	Treasurer
	Janice Burberry	Appointed 23 March 2023
	Tracey Chong	
	Anne Coufopoulos	
	Rebecca Lang	
	Dawn Leslie	
	Mark Malbas	
	Pinki Sahota	
	Tom Spencer	Resigned 7 July 2022
Company secretary	Anne Keating	Resigned 15 July 2022
	Jo Godfrey	Appointed 1 September 2022

Reference and administrative details

For the year ended 31 March 2023

Key management personnel	Jo Godfrey	Finance and Operations Director (from 1 September 2022)
	Anne Keating	Director of Operations (to 15 July 2022)
	Stewart Marsden	Director of Services and Quality (from 24 October 2022)
	Kim Roberts	Chief Executive
Auditors	Godfrey Wilson Limited Chartered accountants and statutory auditors 5th Floor Mariner House 62 Prince Street Bristol BS1 4QD	
Bankers	CAF 25 Kings Hill Avenue Kings Hill West Malling Kent ME19 4JQ	Nationwide Building Society Nationwide House Pipers Way Swindon SN38 1NW
	Aldermore 1st Floor Block B, Western House Western House Lynch Wood Peterborough PE2 6FZ	The Hanley Economic Building Society Granville House Festival Park Hanley Stoke-on-Trent Staffordshire ST1 5TB
HR advisors	Ellis Whittam Ltd Woodhouse, Church Lane Aldford, Chester CH3 6JD	

Independent auditors' report

To the members of

HENRY

Opinion

We have audited the financial statements of HENRY (the 'charity') for the year ended 31 March 2023 which comprise the statement of financial activities, balance sheet, statement of cash flows and the related notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2023 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

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

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

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report (incorporating the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report (incorporating the directors' report) have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report. We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us;
- the financial statements are not in agreement with the accounting records and returns;
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not obtained all the information and explanations necessary for the purposes of our audit.

Independent auditors' report

To the members of

HENRY

Responsibilities of the trustees

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

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

Our responsibilities for the audit of the financial statements

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

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

(1) We obtained an understanding of the legal and regulatory framework that the charity operates in, and assessed the risk of non-compliance with applicable laws and regulations. Throughout the audit, we remained alert to possible indications of non-compliance.

(2) We reviewed the charity's policies and procedures in relation to:

- Identifying, evaluating and complying with laws and regulations, and whether they were aware of any instances of non-compliance;
- Detecting and responding to the risk of fraud, and whether they were aware of any actual, suspected or alleged fraud; and
- Designing and implementing internal controls to mitigate the risk of non-compliance with laws and regulations, including fraud.

(3) We inspected the minutes of trustee meetings.

(4) We enquired about any non-routine communication with regulators and reviewed any reports made to them.

(5) We reviewed the financial statement disclosures and assessed their compliance with applicable laws and regulations.

(6) We performed analytical procedures to identify any unusual or unexpected transactions or balances that may indicate a risk of material fraud or error.

(7) We assessed the risk of fraud through management override of controls and carried out procedures to address this risk. Our procedures included:

- Testing the appropriateness of journal entries;
- Assessing judgements and accounting estimates for potential bias;
- Reviewing related party transactions; and
- Testing transactions that are unusual or outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. Irregularities that arise due to fraud can be even harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

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

Use of our report

This report is made solely to the charity's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charity's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

Independent auditors' report

To the members of

HENRY

Alison Godfrey

Date: 23 October 2023

Alison Godfrey FCA
(Senior Statutory Auditor)

For and on behalf of:
GODFREY WILSON LIMITED
Chartered accountants and statutory auditors
5th Floor Mariner House
62 Prince Street
Bristol
BS1 4QD

HENRY

Statement of financial activities *(incorporating an income and expenditure account)*

For the year ended 31 March 2023

	Note	Restricted £	Unrestricted £	**2023 Total £**	2022 Total £
Income from:					
Donations and legacies	3	-	82,314	**82,314**	19,867
Charitable activities	5	482,221	1,810,426	**2,292,647**	2,226,494
Investments		-	4,605	**4,605**	2,459
Total income		482,221	1,897,345	**2,379,566**	2,248,820
Expenditure on:					
Raising funds		-	42,485	**42,485**	53,599
Charitable activities		515,004	1,884,486	**2,399,490**	2,287,860
Total expenditure	7	515,004	1,926,971	**2,441,975**	2,341,459
Net expenditure and net movement in funds	8	(32,783)	(29,626)	**(62,409)**	(92,639)
Funds at the start of the year		49,448	474,559	**524,007**	616,646
Funds at the end of the year		**16,665**	**444,933**	**461,598**	524,007

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in note 15 to the financial statements.

HENRY

Balance sheet

As at 31 March 2023

	Note	£	2023 £	2022 £
Fixed assets				
Tangible fixed assets	10		**27,475**	32,876
Current assets				
Stocks	11	**70,707**		66,921
Debtors	12	**789,926**		730,966
Current asset investments		**89,060**		192,345
Cash at bank and in hand		**559,215**		381,508
		1,508,908		1,371,740
Liabilities				
Creditors: amounts falling due within 1 year	13	**1,074,785**		880,609
Net current assets			**434,123**	491,131
Net assets	14		**461,598**	524,007
Funds	15			
Restricted funds			**16,665**	49,448
Unrestricted funds:				
Designated funds			**75,392**	75,392
General funds			**369,541**	399,167
Total funds			**461,598**	524,007

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

Approved by the trustees on 19 October 2023 and signed on their behalf by

Samantha Olsen - Chair of Trustees

HENRY

Statement of cash flows

For the year ended 31 March 2023

	2023	2022
	£	£
Cash used in operating activities:		
Net movement in funds	**(62,409)**	(92,639)
Adjustments for:		
Depreciation charges	**7,163**	7,942
Dividends, interest and rents from investments	**(4,605)**	(2,459)
Decrease / (increase) in stock	**(3,786)**	(10,982)
Decrease / (increase) in debtors	**(58,960)**	(185,983)
Increase / (decrease) in creditors	**194,176**	11,480
Net cash provided by operating activities	**71,579**	(272,641)
Cash flows from investing activities:		
Purchase of tangible fixed assets	**(1,762)**	(3,311)
Dividends, interest and rents from investments	**4,605**	2,459
Net cash provided by investing activities	**2,843**	(852)
Increase / (decrease) in cash and cash equivalents in the year	**74,422**	(273,493)
Cash and cash equivalents at the beginning of the year	**573,853**	847,346
Cash and cash equivalents at the end of the year	**648,275**	573,853
Analysed as:		
Cash at bank and in hand	**559,215**	381,508
Current asset investments	**89,060**	192,345
	648,275	573,853

The charity has not provided an analysis of changes in net debt as it does not have any long term financing arrangements.

1. Accounting policies

a) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities in preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

HENRY meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

b) Going concern basis of accounting

The accounts have been prepared on the assumption that the charity is able to continue as a going concern, which the trustees consider appropriate having regard to the current level of unrestricted reserves. There are no material uncertainties about the charity's ability to continue as a going concern.

c) Income

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

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

Training commissions, licence fee income, income from the sale of resources received in advance of delivery of the goods and income from contracts is deferred until criteria for income recognition are met.

d) Donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item, is probable and the economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), general volunteer time is not recognised.

1. **Accounting policies (continued)**

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

e) **Interest receivable**
Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity: this is normally upon notification of the interest paid or payable by the bank.

f) **Funds accounting**
Unrestricted funds are available to spend on activities that further any of the purposes of the charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

g) **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.

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

h) **Allocation of support and governance costs**
Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Governance costs are the costs associated with the governance arrangements of the charity, including the costs of complying with constitutional and statutory requirements and any costs associated with the strategic management of the charity's activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities on the following basis, which is an estimate of staff time:

	2023	2022
Raising funds	**1.5%**	2.4%
Charitable activities	**98.5%**	97.6%

1. Accounting policies (continued)

i) Redundancy costs

Where an employee receives a termination benefit the full cost is recognised at the date the employee is notified.

j) Tangible fixed assets

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

Leasehold improvements	Straight line over remaining life of lease
Computer equipment	Straight line over 3 years
Fixtures and fittings	Straight line over 4 years

k) Stock

Stocks are valued at the lower of cost and net realisable value, after making allowance for obsolete and slow moving items.

l) Debtors

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

m) Current asset investments

Current asset investments consist of cash held on deposit in interest bearing accounts. Such investments are measured at their fair value.

n) 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.

o) Creditors

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.

1. Accounting policies (continued)

p) Financial instruments

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

q) Pension costs

The charitable company operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the company in an independently administered fund. The pension costs charged to the statement of financial activities represents the contribution payable by the charitable company during the year.

r) Operating leases

Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged against profits on a straight-line basis over the period of the lease.

s) Foreign currency transactions

Transactions in foreign currencies are translated at rates prevailing at the date of the transaction. Balances denominated in foreign currencies are translated at the rate of exchange prevailing at the year end.

t) Accounting estimates and key judgements

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

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

The key sources of estimation uncertainty that have a significant effect on the amounts recognised in the financial statements are depreciation (as described in note 1 (j) above).

2. Prior period comparatives

	Restricted	Unrestricted	2022 Total
	£	£	£
Income from:			
Donations and legacies	-	19,867	19,867
Charitable activities	675,770	1,550,724	2,226,494
Investments	-	2,459	2,459
Total income	675,770	1,573,050	2,248,820
Expenditure on:			
Raising funds	-	53,599	53,599
Charitable activities	741,588	1,546,272	2,287,860
Total expenditure	741,588	1,599,871	2,341,459
Net expenditure	(65,818)	(26,821)	(92,639)
Transfers between funds	8,348	(8,348)	-
Net movement in funds	(57,470)	(35,169)	(92,639)

3. Income from donations

	2023	2022
	£	£
Coronavirus Job Retention Scheme	**-**	9,065
Other donations	**82,314**	10,802
	82,314	19,867

All income from donations in the current and prior period was unrestricted.

4. Government grants

The charitable company did not receive any government grants during the year (2022: the charitable company received £9,065 from HMRC's Coronavirus Job Retention Scheme).

5. Income from charitable activities

	Restricted £	Unrestricted £	**2023 Total £**	2022 Total £
Grants (note 6)	482,221	-	**482,221**	673,770
Direct contracts	-	1,026,912	**1,026,912**	915,932
Training commissions	-	438,130	**438,130**	387,892
Sales of resources	-	178,363	**178,363**	126,633
Licence fees	-	167,021	**167,021**	122,267
	482,221	1,810,426	**2,292,647**	2,226,494

All income from charitable activities in the prior period was unrestricted, except £673,770 of grant income, which was restricted (see note 6) and £2,000 licence fees.

6. Grants receivable

	2023 £	2022 £
Big Lottery Fund grants:		
Better Start Bradford – Healthy Families project	**202,464**	174,502
Better Start Southend – Healthy Families project	**32,088**	123,837
Better Start Southend – Preparation for Parenthood project	**-**	113,813
Better Start Bradford – Cooking for a Better Start project	**74,771**	73,988
Better Start Bradford – Infant and Young Child Feeding Service	**149,324**	146,650
Better Start Blackpool - Start4Life	**13,582**	-
Lottery Community Fund	**9,992**	-
National Children's Bureau (LEAP)	**-**	40,980
	482,221	673,770

All grants receivable in the current and prior period were restricted.

7. Expenditure

	Raising funds £	Charitable activities £	Support and governance costs £	**Total 2023 £**
Cost of resources	-	84,465	-	**84,465**
Trainer costs	-	237,400	-	**237,400**
Development costs	-	9,773	-	**9,773**
Delivery costs	-	153,973	-	**153,973**
Governance costs	-	-	42	**42**
Staff costs (note 9)	21,688	1,405,100	336,862	**1,763,650**
Other staff costs	-	-	22,875	**22,875**
Premises costs	-	-	47,473	**47,473**
Marketing costs	12,943	-	-	**12,943**
Audit and accountancy	-	-	6,875	**6,875**
Business costs	-	-	15,581	**15,581**
IT and communications	-	-	47,840	**47,840**
Office costs	-	-	19,767	**19,767**
Depreciation	-	-	7,163	**7,163**
Irrecoverable VAT	-	-	12,155	**12,155**
Sub-total	34,631	1,890,711	516,633	**2,441,975**
Allocation of support and governance costs	7,854	508,779	(516,633)	**-**
Total expenditure	42,485	2,399,490	-	**2,441,975**

7. Expenditure - prior period comparative

	Raising funds	Charitable activities	Support and governance costs	Total 2022
	£	£	£	£
Cost of resources	-	62,077	-	62,077
Trainer costs	-	160,066	-	160,066
Development costs	-	18,950	-	18,950
Delivery costs	-	147,765	-	147,765
Governance costs	-	-	749	749
Staff costs (note 9)	37,742	1,517,375	214,063	1,769,180
Other staff costs	-	-	33,417	33,417
Premises costs	-	-	45,236	45,236
Marketing costs	6,365	-	-	6,365
Audit and accountancy	-	-	6,125	6,125
Business costs	-	-	11,452	11,452
IT and communications	-	-	47,226	47,226
Office costs	-	-	17,066	17,066
Depreciation	-	-	7,942	7,942
Irrecoverable VAT	-	-	7,843	7,843
Sub-total	44,107	1,906,233	391,119	2,341,459
Allocation of support and governance costs	9,492	381,627	(391,119)	-
Total expenditure	53,599	2,287,860	-	2,341,459

8. Net movement in funds

This is stated after charging:

	2023	2022
	£	£
Depreciation	7,163	7,942
Trustees' remuneration	Nil	Nil
Trustees' reimbursed expenses	205	749
Auditors' remuneration:		
▪ Statutory audit (excl. VAT)	8,000	6,500

During the year, 1 trustee (2022: 6) was reimbursed for travel costs relating to attendance at board meetings.

Total governance costs in the year were £9,642 (2022: £8,549).

9. Staff costs and numbers

Staff costs were as follows:

	2023	2022
	£	£
Salaries and wages	1,489,871	1,493,641
Social security costs	129,883	125,941
Pension contributions	143,094	139,611
Redundancy payments	802	9,987
	1,763,650	1,769,180

The key management personnel of the charity comprise the trustees, the chief executive and senior management team. The total employee benefits received by the key management personnel of the charity were £199,177 (2022: £182,469).

One employee earned between £70,000 and £80,000 during the year (2022: one employee earned between £60,000 and £70,000). The average head count during the reporting period was 67 (2022: 70).

During the year, redundancy payments totalling £802 were paid to one employee (2022: £9,987). No amounts were outstanding as of 31 March 2023.

10. Tangible fixed assets

	Fixtures and fittings	Leasehold improvements	Computer equipment	Total
	£	£	£	£
Cost				
At 1 April 2022	5,739	44,518	9019	**59,276**
Additions in the year	-	-	1762	**1,762**
Disposals in the year	-	-	(3,115)	**(3,115)**
At 31 March 2023	5,739	44,518	7,666	**57,923**
Depreciation				
At 1 April 2022	4,502	15,184	6,714	**26,400**
Charge for the year	920	4,692	1,551	**7,163**
Disposals in the year	-	-	(3,115)	**(3,115)**
At 31 March 2023	5,422	19,876	5,150	**30,448**
Net book value				
At 31 March 2023	**317**	**24,642**	**2,516**	**27,475**
At 31 March 2022	1,237	29,334	2,305	32,876

11. Stock

	2023	2022
	£	£
Finished goods	**70,707**	66,921

12. Debtors

	2023	2022
	£	£
Trade debtors	**601,841**	490,263
Prepayments	**43,241**	30,752
Accrued income	**144,844**	209,951
	789,926	730,966

13. Creditors: amounts due within 1 year

	2023	2022
	£	£
Trade creditors	**42,271**	79,555
PAYE and social security	**43,446**	49,783
VAT	**60,537**	48,957
Accruals	**53,679**	65,701
Deferred income	**868,746**	629,179
Other creditors	**6,106**	7,434
	1,074,785	880,609

Movements in deferred income consist of:

Balance brought forward	**629,179**	634,612
Amounts released in the period	**(629,179)**	(634,612)
Amounts deferred in the period	**868,746**	629,179
Balance carried forward	**868,746**	629,179

HENRY provides training, resources and other services under contracts. Where these are paid for in advance, the income is deferred to future periods in line with the stage of completion of the contract.

14. Analysis of net assets between funds

	Restricted funds £	Designated funds £	General funds £	**Total funds £**
Tangible fixed assets	-	-	27,475	**27,475**
Net current assets	16,665	75,392	342,066	**434,123**
Net assets at 31 March 2023	**16,665**	**75,392**	**369,541**	**461,598**

Prior period comparative

	Restricted funds £	Designated funds £	General funds £	Total funds £
Tangible fixed assets	-	-	32,876	32,876
Net current assets	49,448	75,392	366,291	491,131
Net assets at 31 March 2022	49,448	75,392	399,167	524,007

15. Movements in funds

	At 1 April 2022 £	Income £	Expenditure £	Transfers between funds £	**At 31 March 2023 £**
Restricted funds:					
Big Lottery Fund:					
Better Start Bradford – Healthy Families project	-	202,464	(208,350)	-	**(5,886)**
Better Start Southend – Healthy Families project	15,256	32,088	(47,344)	-	**-**
Better Start Bradford – Cooking for a Better Start project	-	74,771	(77,243)	-	**(2,472)**
Better Start Blackpool - Infant and Young Child Feeding Service	20,274	149,324	(158,157)	-	**11,441**
Better Start Blackpool - Start4Life	-	13,582	-	-	**13,582**
Other funders:					
HENRY Buddies	-	9,992	(9,992)	-	**-**
Sylvia Adams Charitable Trust	13,918	-	(13,918)	-	**-**
Total restricted funds	49,448	482,221	(515,004)	-	**16,665**

15. Movements in funds (continued)

	At 1 April 2022 £	Income £	Expenditure £	Transfers between funds £	**At 31 March 2023 £**
Unrestricted funds:					
Designated funds:					
Marketing	42,992	-	-	-	**42,992**
Service development	27,400	-	-	-	**27,400**
Premises	5,000	-	-	-	**5,000**
Total designated funds	75,392	-	-	-	**75,392**
General funds	399,167	1,897,345	(1,926,971)	-	**369,541**
Total unrestricted funds	474,559	1,897,345	(1,926,971)	-	**444,933**
Total funds	**524,007**	**2,379,566**	**(2,441,975)**	**-**	**461,598**

15. Movements in funds (continued)

Purposes of restricted funds

Better Start Bradford – Healthy Families project

The Fulfilling Lives: A Better Start fund is a lottery initiative to provide a good start in life for young children. HENRY receives funding from Bradford Trident (lottery grant recipient) to support this initiative through HENRY training, programmes, volunteering and resources.

Better Start Southend – Healthy Families project

The Fulfilling Lives: A Better Start fund is a lottery initiative to provide a good start in life for young children. HENRY receives funding from the Pre-School Learning Alliance (lottery grant recipient) to support this initiative through HENRY training, programmes, volunteering and resources.

Better Start Bradford – Cooking for a Better Start project

The Fulfilling Lives: A Better Start fund is a lottery initiative to provide a good start in life for young children. HENRY receives funding from Bradford Trident (lottery grant recipient) to support this initiative through delivery of a 6-week cooking programme.

Better Start Blackpool - Infant and Young Child Feeding Service

A Better Start fund is a lottery initiative to provide a good start in life for young children. HENRY receives funding from the NSPCC (lottery grant recipient) to support HENRY's Infant and Young Child feeding Service in Blackpool, working to improve the health outcomes for Blackpool's youngest children and support generational changes throughout the town. The service HENRY provides includes infant feeding support, workshops to support safe responsive feeding and workforce training.

15. Movements in funds (continued)

Better Start Bradford – Start4Life

Funding to support the joining up and enhancement of services delivered through family hubs in Bradford.

HENRY Buddies

Funding to support vulnerable families nationally during the Covid-19 pandemic. Support is provided through one-to-one telephone support where families are either referred to HENRY through other organisations or where families approach HENRY directly for support.

Sylvia Adams Charitable Trust

Funding to support HENRY's work on introducing solid foods.

Purposes of designated funds

In May 2018 the trustees set aside £134,000 to invest in elements of our new 3 year strategic plan. Chiefly, investments in marketing, office infrastructure (as part of our move to new national office premises in December 2018) and in developing new training courses and family interventions. We entered 2022-23 with £75,392 remaining in our designated fund which has remained unspent in the financial year and has been carried forward to be utilised in 2023-24.

Funds in deficit

The Better Start Bradford funds are in deficit at year end, however these amounts are recoverable and are due to be received in 23/24.

15. Movements in funds (continued)

Prior period comparative

	At 1 April 2021 £	Income £	Expenditure £	Transfers between funds £	At 31 March 2022 £
Restricted funds:					
Big Lottery Fund:					
Reaching Communities	11,055	-	(10,947)	(108)	-
Better Start Bradford – Healthy Families project	-	174,502	(174,645)	143	-
Better Start Southend – Healthy Families project	35,983	123,837	(123,837)	(20,727)	15,256
Better Start Southend – Preparation for Parenthood project	-	113,813	(113,936)	123	-
Better Start Bradford – Cooking for a Better Start project	-	73,988	(73,989)	1	-
Better Start Blackpool - Infant and Young Child Feeding Service	27,249	146,650	(153,625)	-	20,274
Other funders:					
HENRY Buddies (National)	2,169	-	(22,561)	20,392	-
HENRY Buddies (Oxfordshire)	-	-	(204)	204	-
Lambeth Early Action Partnership	-	40,980	(42,725)	1,745	-
Healthy Families Programme Oxfordshire	1,355	2,000	(5,219)	1,864	-
HENRY research hub	-	-	(10,980)	10,980	-
Sylvia Adams Charitable Trust	29,107	-	(8,920)	(6,269)	13,918
Total restricted funds	106,918	675,770	(741,588)	8,348	49,448

15. Movements in funds (continued)

Prior period comparative

	At 1 April 2021 £	Income £	Expenditure £	Transfers between funds £	At 31 March 2022 £
Unrestricted funds:					
Designated funds:					
Marketing	42,992	-	-	-	42,992
Service development	27,400	-	-	-	27,400
Premises	5,000	-	-	-	5,000
Total designated funds	75,392	-	-	-	75,392
General funds	434,336	1,573,050	(1,599,871)	(8,348)	399,167
Total unrestricted funds	509,728	1,573,050	(1,599,871)	(8,348)	474,559
Total funds	616,646	2,248,820	(2,341,459)	-	524,007

16. Operating leases

The charity had operating leases at the year end with total future minimum lease payments as follows:

	Land and buildings		Office equipment	
	2023	2022	**2023**	2022
	£	£	**£**	£
Amount falling due:				
Within 1 year	**7,500**	30,000	**1,920**	1,920
Within 2 - 5 years	**-**	-	**5,760**	7,680

17. Related party transactions

During the year, Tom Spencer (Trustee until July 2022) worked as a freelance trainer for HENRY and received £3,220, plus £34 for related expenses (2022: £2,150). No amounts were outstanding at year end.

HENRY

England & Wales - Charity number 1132581

Accounts

Healthy Start, Brighter Future

Report and Audited Financial Statements

31st March 2022

Charity number: 1132581
Company No. 06952404

April 2021 – March 2022: summary

HENRY finished the year in a strong position – financially robust, delivering rapidly expanding and highly valued services, and with many new and exciting opportunities. Our charity has continued to grow at a rapid rate – almost 40% over 3 years - and 21/22 was no exception.

Uptake of HENRY is now widespread across all four nations of the UK and a total of 50 local authority areas. Parent, practitioner and commissioner feedback testifies to the value and impact of HENRY, as does our growing evidence base.

As we started the year, we were keenly aware that children's physical and emotional wellbeing had been adversely affected by Covid and that there was an urgent need for timely and targeted intervention to prevent this affecting their childhood and future lives. We therefore continued to focus on developing and delivering accessible and tailored support in the first few years of life, as well as developing new programmes during pregnancy, the primary years and, most recently, for teenagers.

The Trustees present their report and the audited financial statements for the year ended 31 March 2022 (incorporating the directors' report).

> The programme is perfect. I enjoyed everything. I learnt a lot and the facilitators were amazing. I've changed almost everything - I feel alive again.
>
> *HENRY parent*

Mission statement

Our mission is to support a healthy, happy start for children and lay the foundations for a brighter future.

Vision

Our vision is that children have a healthy, happy start in life to flourish throughout childhood and beyond. We recognise that parents want the very best for their children – we aim to provide the kind of responsive support they need to get their children off to a great start..

Values

HENRY aspires to be a values-led organisation. All of our work with families, partners and HENRY colleagues is underpinned by the following explicit values:

- Partnership: parents are the experts in their own family so we start with their experience and support them to make changes that they believe will lead to a healthier and happier life.
- Strengths-based: we acknowledge and build on all the things that are going well, fostering hope and self-belief.
- Person-centred: families face different challenges - we get alongside families and listen, building a relationship based on trust and empathy.
- Respect: we value families for who they are and seek to understand rather than judge.
- Inclusive: we find out about the difficulties that some families face in accessing support and work proactively to overcome barriers.
- Excellence: we strive to provide families with high quality and effective support; we value learning about what doesn't work as well as what does, approaching new ideas with an attitude of curiosity and using reflective practice, evidence and feedback to improve our services.

Making a difference to vulnerable children and their families

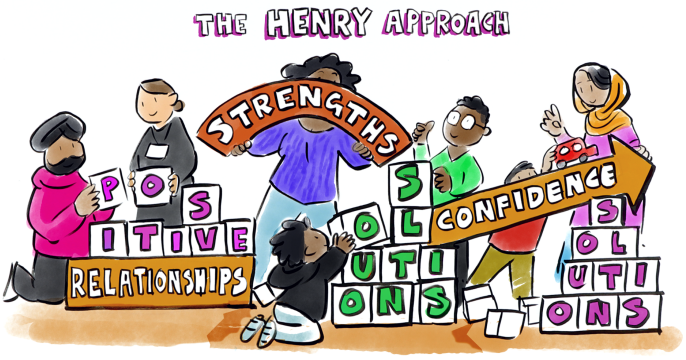
We focus on children growing up in marginalised communities, with the aim of reducing health and social inequalities.

- 48% of beneficiaries are in the most deprived quintile of neighbourhoods, with 72% in the two most deprived quintiles
- 43% are from ethnic minority backgrounds (excluding white minorities), rising to 51% in London

Our group and 1-to-1 support is delivered in many different community languages (or supported by interpreters), including Welsh, Urdu, Bengali, Arabic, Pasto, Dari, Romanian, Mandarin Chinese, Polish, Turkish, Albanian, Kurdish, Portuguese, Spanish,
Soninka – as well as BSL.

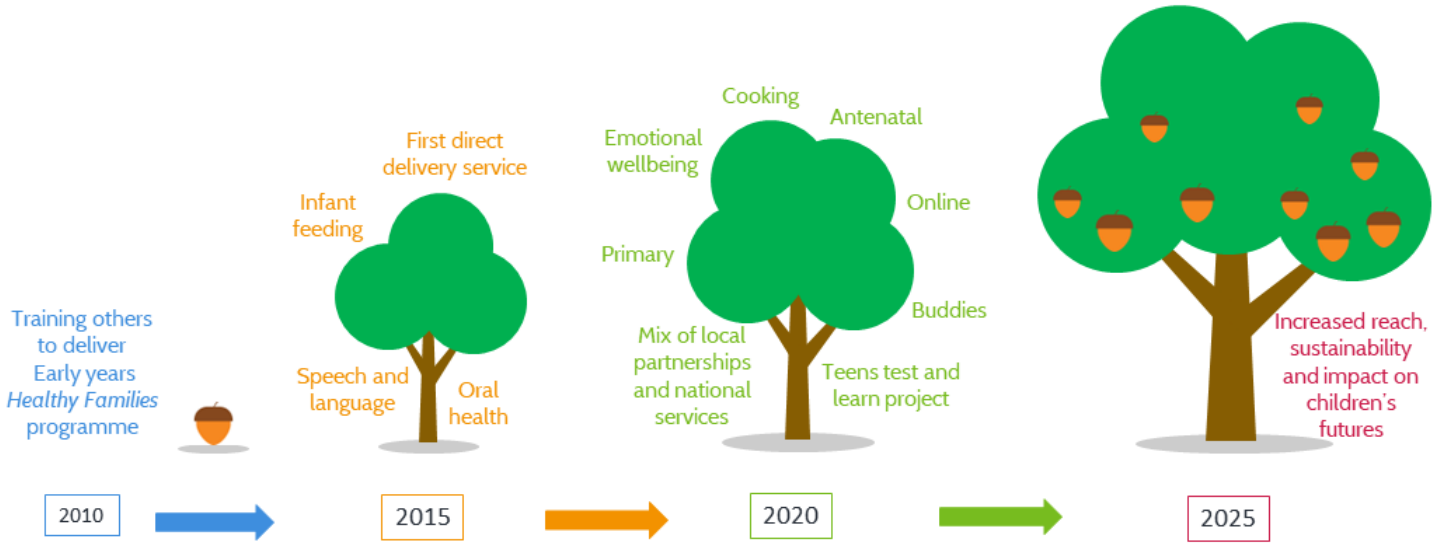
There's a big difference between knowing what children need and putting this knowledge into practice in the reality of daily life, especially for families facing other complex challenges.

Feedback from thousands of families over many years shows that our behaviour change approach really does make a difference.



Where we are and where we're going

HENRY's work has expanded dramatically over the 12 years since our inception as a charity, evolving in new and different ways in response both to the success of our behaviour change approach and families' needs for support.



Looking back on the 3-year strategy: 2019 – 2022

In April 2019 we began implementation of our new 3 year plan to deliver on our strategic objectives and achieve our key organisational goals to maximise:

- Impact: the greatest positive change for the people we support
- Reach: the number and diversity of people we support, as well as our geographical reach
- Revenue: ensuring financial sustainability to deliver our charitable objectives

The 3-year plan focused on achieving the following objectives:

1. Continue to strengthen our work in the early years
2. Extend HENRY to parents of primary-aged children
3. Reach more families through digital HENRY
4. Develop and maintain our reputation as a centre of excellence
5. Develop work with teenagers through a 'test and learn' approach

Over the last 3 years we have succeeded in achieving these objectives, with significant growth and new ways of reaching families with an expanded offer of support:

	18/19	21/22	Increase
Staff	40	72	+80%
Turnover	£1.6 million	£2.2 million	+37.5%
Local services	Bradford, Southend, Waltham Forest, City & Hackney	18/19 services all retained. New services in Herts and Blackpool New antenatal service in Southend	
Partnership areas	31 - all delivering early years	43 - all delivering early years and 8 also delivering primary	+39%
Geographical spread	England	England, Scotland, Wales and Northern Ireland	
External training offer	10 face-to-face courses	12 face-to-face courses and 14 online courses	+140%
Family support offer	Early years face-to-face programmes, workshops and individual support	Face-to-face and online Pregnancy, early years and primary Increased support for emotional wellbeing e.g. Buddies service	
Reach	5,230 parents	6,700 parents	+28%

Reporting on 2021/22

The context: an urgent need to address the impact of Covid on vulnerable children

In April 2021, the UK was emerging from repeated lockdowns and Covid restrictions. The majority of our family support and practitioner training was still being delivered online.

Over the course of the year there was a steady shift back to face-to-face delivery, with parents welcoming the opportunity to once again come together with other local families. Our online programmes and training courses remained an important addition, however, enabling us to reach families who were not able to access community-based support.

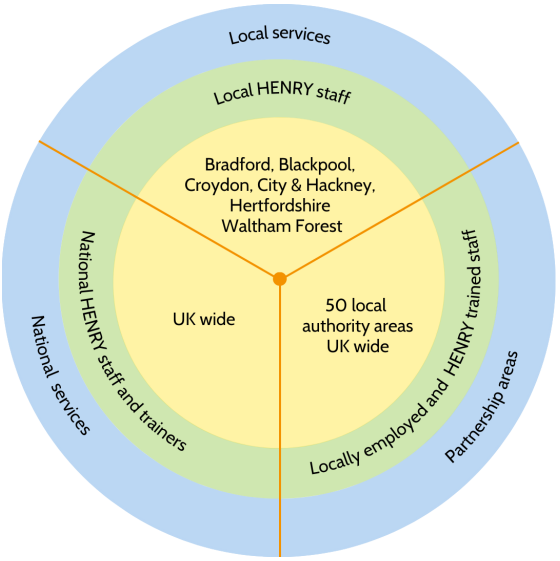
The need for the support that HENRY provides had never been greater. Emerging data on the impact of lockdowns on children's health and development painted an alarming picture - increased family stress, widespread concern about children's emotional wellbeing, and a sharp rise in rates of language delay and child obesity.

Shockingly, National Child Measurement Programme (NCMP) data for 20/21 showed an almost 50% year on year increase in national rates of child obesity during Covid lockdowns, which over the previous years had remained stable or slightly decreased. Rates in the poorest communities were double those in more affluent areas, with over 1 in 5 children now already living with obesity by the time they start school.

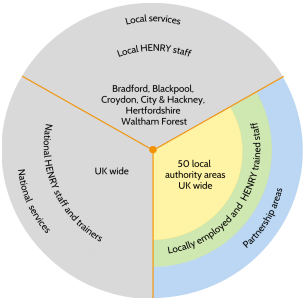
Achievements

Reaching families

Over the last year we doubled the number of families we supported through live 'in-person' contact – face-to-face, online or by phone. A total of 6,700 families were reached through our mix of local, national and partnership services:



Delivering programmes in partnership with local areas



Our partnership model of service delivery has grown significantly over the last year:

Expanding our age range – from conception to age 11

- 15 areas now delivering Healthy Families Growing Up (HENRY programme for parents of primary school children), tripling the number of parents reached year on year.
- 4 areas trained up to deliver Preparation for Parenthood (HENRY programme for expectant parents)

Geographical expansion

- 50 local authority areas trained, licensed and supported to deliver HENRY family programmes and workshops
- HENRY established across the British Isles – from Shetland to Guernsey and across all four nations, including new HENRY partnerships in Wales and Scotland
- HENRY parent resources translated into Welsh

Highly valued support to partnership areas

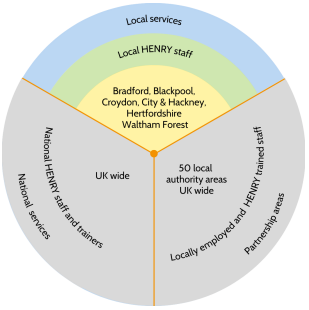
Our Partnerships Team provide ongoing support to areas once practitioners have been trained and authorised to deliver our programmes. The quality of this support plays a major role in successful implementation locally, ensuring the best possible experience for families as well as value for money. An independent evaluation commissioned by Scottish Government of both HENRY outcomes and the implementation process highlighted the many factors that went into making the roll out of HENRY in Scotland a success, from the quality of training for local practitioners to the support provided to local staff with responsibility for implementing HENRY locally.

> Experiences working with HENRY were described positively by each health board area lead. Staff at HENRY were highlighted as being approachable and responsive to enquiries, clear in their communications and reliable at ensuring that resources and participant information are distributed in a timely fashion.
>
> *Extract from independent evaluation commissioned by Scottish Government of HENRY outcomes and implementation*

Increasing uptake by parents

Local health and early years practitioners are a vital 'bridge' for parents who would benefit from HENRY programmes – but we were aware that referral and signposting pathways were not working as effectively as they could. As a result, we introduced Raise, Engage, Refer, a new brief online course for the wider workforce in partnership areas to boost participation in local HENRY programmes. The course aims to both improve practitioner understanding of HENRY, as well as confidence in opening up conversations with families around sensitive lifestyle issues. We delivered 23 courses across the year with 93% of participants rating every aspect of the training as useful or very useful.

Local services



Securing multi-year contracts to deliver local services gives us the opportunity to work at population level within a local area, embedding HENRY's holistic support and collaborating with other providers to provide joined-up support for a healthy start in life.

These services are reaching parents in some of the most deprived areas of the country. Our staff teams are part of the local community, enabling us to understand and respond to local needs, including delivering services in community languages. The range of services encompass:

Infant feeding services in Blackpool and Waltham Forest

Personalised and timely support is provided via local helplines, video calls, community drop-in sessions, home visits and breastfeeding cafés.

> The service is undoubtably having an impact on mothers' ability to meet their breastfeeding goals. It was powerfully clear from the data that for many mothers, were it not for the HENRY Infant Feeding service they would have stopped breastfeeding much sooner.
>
> *Professor Amy Brown, University of Swansea, service evaluation of HENRY Infant Feeding service*

In Waltham Forest, HENRY is leading on Unicef Baby-Friendly accreditation in the Borough. In the last year we trained and supported all children's centres to gain Unicef Stage 2 accreditation.

> We were blown away with the knowledge and skills of the HENRY infant feeding team - led with passion by a person who lives and breathes UNICEF Baby Friendly.
>
> *Baby-Friendly Accreditation Team*

Preparation for Parenthood in Southend

This 3-year contract completed in March 2022. As well as providing highly-valued support to expectant couples, the service developed and tested the new HENRY antenatal programme which is now being taken up in other areas of the country.

> The HENRY programme definitely helped prepare me for labour and the early days of getting the baby home. I put many of the things we discussed into practice and it helped me have a safer and more pleasant pregnancy, birth and early days with my son
>
> *New Southend parent*

Healthy Families services in Bradford, Southend, Waltham Forest, Hertfordshire and Hackney

HENRY is transforming traditional approaches to obesity prevention by supporting the family system to create the conditions in which children will have a healthy start. Our approach is holistic, integrating emotional wellbeing and parenting alongside food and activity habits in the family and children's oral health.

We provide a flexible and family-friendly raft of support at different stages of early life so that parents can access the help they need when they need it – from workshops on starting solids, to 8-session family programmes, drop-in sessions, healthy teeth workshops and 1-to-1 support.

> The HENRY programme has been so transformative for me as a mum. I feel like I have all the tools I need to face the challenges of motherhood!
>
> *HENRY parent*

Family Nutrition Service in Lambeth

This 2-year project providing nutritional support in the most deprived wards of Lambeth in partnership with Better Start completed in September 2021.

For almost half of parents supported, English was an additional language and the team worked with families speaking 11 different community languages.

> [HENRY] support has been invaluable...The children changed from eating a very small range of food to a variety of food and even to enjoy eating. By encouraging parents to cook and sharing their enjoyment of food and cooking, by providing support, guidance and resources to families, their service worked wonders.
>
> *Psychotherapist, Parent and Infant Relationship Service*

Healthy Start vitamins distribution in Hackney

4,500 pregnant women, new mothers and children under 4 years received free vitamins – a 21% increase in uptake since HENRY took over the contract in 2018, including high uptake among people from Asian ethnic backgrounds and Charedi Jewish population.

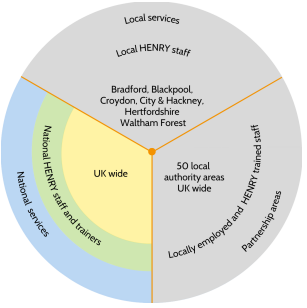
Community-based speech and language support in Waltham Forest

Our speech and language team have seen a significant increase in referrals for young children with language delay – the result of 0-3 year olds missing out on the social stimulation they need as a result of Covid and lockdowns.

The team moved seamlessly from a fully virtual delivery to a blended delivery service post covid, that allowed families to access support in the way that suited them best. They took the best elements of virtual delivery in the pandemic e.g. video sharing, flexible, online appointments, to allow us to prioritise face-to-face appointments with families who needed this level of support.

> Our Speech and Language Therapist, has been a genuine lifeline during these turbulent times not only giving us practical tips on how to help our son with his language but also offering us as parents encouragement
>
> *Waltham Forest parent*

National services



Our national team delivers both training to practitioners across the health, early years and children's sector and online family support in areas of the country where there is no local HENRY service.

Workforce development

Our broad menu of courses aim to increase both subject knowledge and practitioners' confidence, understanding and skills to support behaviour change in the family - helping them to really make a difference to children's lives through the contact they have with families.

> The HENRY Core Training has been hands down the best training I have ever attended in terms of enjoyability but also for the content in terms of the modelling of the approach throughout each day. It has transformed the way I work with families - I love the focus on strengths and solutions and the way it empowers parents.
>
> *Guernsey specialist nurse in weight management*

In the last year we trained 1,639 practitioners across the UK through a mix of face-to-face and online courses. Some courses focused on increasing effectiveness within their existing roles, while others provided the training and support to deliver HENRY family programmes in their local area.

Course	Participants
Core Training	322
Group Facilitation Training	286
Raise, Engage, Refer	233
Face-to-Face Delivery Skills Training	109
Oral Health	91
Healthy Start in Childcare	85
Healthy Start Vitamins	49
Online Facilitation Skills	47
Delivering the Healthy Families 1-to-1 Programme	39
Supporting Families, Supporting Children	22
Raising a Healthy Lifestyle	20
Creating Conditions for Change	18
Total	**1,639**

Over the last year we completed our training programme in Northern Ireland, equipping the Clinical Education Centre to deliver HENRY training to practitioners across the whole of Northern Ireland. We also introduced HENRY training in Scotland and Wales in collaboration with local health boards, delivering face-to-face courses as far afield as Shetland.

> What HENRY has done is, it makes me think now every time I go and have a conversation with a parent, I'm like, right, take a step back and actually listen to what they're saying and really sort of empathise with them and really understand them." Giving them information isn't enough. You've got to actually have ways of communicating and listening to what they've got to say and really get to the root of what support they need, and find ways in order to help them."
>
> *Northern Ireland family support practitioner*

National family wellbeing service

Recognising the strain on families after a year of repeated lockdowns, we piloted a range of innovative ways of reaching isolated and vulnerable parents, including one-to-one buddying support (online or by phone), topic-based online workshops and family wellbeing sessions.

150 families benefited from this support, described by one mother as 'an amazing and life-changing service to mothers who need that help that has not been given during the pandemic'. Levels of emotional wellbeing were noticeably lower amongst parents accessing this support compared to users of other HENRY services, with half of participants providing baseline data that indicated mild to moderate depression. After participating in the HENRY family wellbeing service, no parents' scores indicated depression.

> The calls with my Buddy have really helped with my mental wellbeing, which in turn have helped me be a better mother and partner.
>
> *Mother supported by a HENRY Buddy*

Impact on families

Understanding and maximising the impact of HENRY support on children and their families is a core organisational priority. We use validated measures to routinely evaluate all programme delivery, as well as working with universities to learn from more in-depth service evaluations.

Healthier and happier families: getting children off to the best start

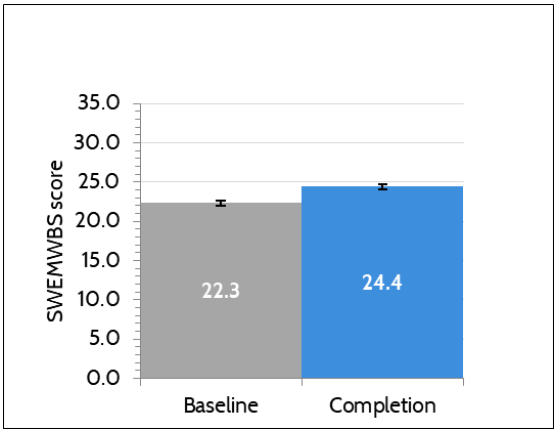
- 90% of families lead a healthier lifestyle
- 78% of parents are able to hold boundaries more effectively in areas such as mealtimes, bedtimes and screen time
- 77% of parents have improved emotional wellbeing, including feeling more optimistic and relaxed, as well as more often able to think clearly and deal well with problems
- 90% of families adopt healthier eating habits: fewer takeaways and meals in front of screens; more healthy, home-cooked meals eaten together as a family
- The proportion of children under 5 years eating five fruit & vegetables a day doubled, from 15% to 31%
- 70% of families with children aged 5-11 years are more physically active
- 66% of families with children aged 5-11 years are getting less daily screen time

Improved parental wellbeing

Recognising that when parents are experiencing high levels of stress, anxiety and isolation they are less able to provide the kind of family lifestyle and relationships that enable children to flourish, HENRY programmes focus on improved parental wellbeing as a catalyst for change.

Using the Warwick-Edinburgh Mental Wellbeing scale (SWEMWBS) to evaluate the impact of the Healthy Families programme on parental wellbeing, we see significant improvement, with average scores rising from 22.3 at baseline to 24.4 at completion.

At the beginning of the programme, 36% of respondents had scores of 20 or less, which is indicative of possible depression. Post-programme, this fell by more than half to 16% of respondents.



Academic studies of HENRY family support

NIHR funding for full randomised control trial following successful pilot RCT[1] led by Leeds Trials Unit

Although the main focus was testing the trial methodology ahead of applying for funding for a definitive trial, the pilot RCT found the BMI z-score of children in participating families reduced towards a healthy weight while it increased in the control group.

The full trial is now underway to establish the effectiveness (and cost effectiveness) of HENRY as an obesity prevention programme delivered at scale, including its potential role from a wider systems perspective, both in terms of its impact on the system and the contextual factors influencing its effectiveness.

Specific research questions that the trial will address include:

1. What is the effectiveness and cost-effectiveness of HENRY in terms of reducing the risk of obesity in children?
2. Does HENRY influence rates of obesity in parents, siblings and health practitioners who have attended training?
3. What does the obesity system in which HENRY is positioned look like?
4. What role does HENRY play in childhood obesity prevention within the wider system?

[1] Bryant et al (2021). *Cluster randomised controlled feasibility study of HENRY: a community-based intervention aimed at reducing obesity rates in preschool children.* Pilot and Feasibility Studies.

Starting solids: University of Swansea evaluation of HENRY brief intervention

Young children 'like what they know' and early experiences of eating that include a wide variety of healthy foods, tastes and textures are a vital window of opportunity to help children develop a liking for healthy foods.

With funding from Sylvia Adams Trust, Professor Amy Brown led a longitudinal study of the impact of HENRY's starting solids workshop on parental feeding practices and infant food preferences - aimed at parents with a baby aged 4-6 months.

Overall, her findings showed that the workshop was highly valued by parents and carers who took part. It increased knowledge around how to introduce solid foods and signs of readiness alongside improving confidence across a range of different aspects of infant feeding. Notably, although many workshop participants were aware of guidance to start solid foods at around six months and planned to do so, many lacked certainty in how to do this. Parents and carers worried about what foods to give, in what quantity and how to do so safely. The workshop gave them the knowledge, skills and confidence to introduce their baby to a range of tastes, focusing on responsiveness and mealtime experience rather than amount consumed.

The workshop information was still clearly recalled amongst participants in the survey at 6 – 8 months and the interviews at 9 – 15 months.

> The Starting Solids workshop was overwhelmingly well received by participants and was effective even when delivered online during a challenging time through the COVID-19 pandemic. Parents and carers felt that the information given was nuanced and non-judgemental and thus trusted the information and the HENRY team over other competing sources of information such as family, friends or social media.
>
> *Professor Amy Brown, University of Swansea*

Supporting a healthy lifestyle in the teenage years

We are working with University of Hertfordshire on a jointly-funded PhD project to develop, pilot and test a new intervention with young people aged 11-18 and their parents..

Following the literature review conducted in 20/21, this year focused development of the intervention through co-production with young people, with the pilot phase due to commence in April 2022.

Organisational management

A growing workforce

Our staff, freelance trainers and volunteers are at the heart of HENRY's values-led ethos and high quality services. We continued to recruit and train new members of the HENRY team to expand capacity in line with increased demand. The HENRY team is now made up of:

72 employed staff
14 freelance trainers
27 sessional facilitators
37 volunteers

Staff experience of working for HENRY

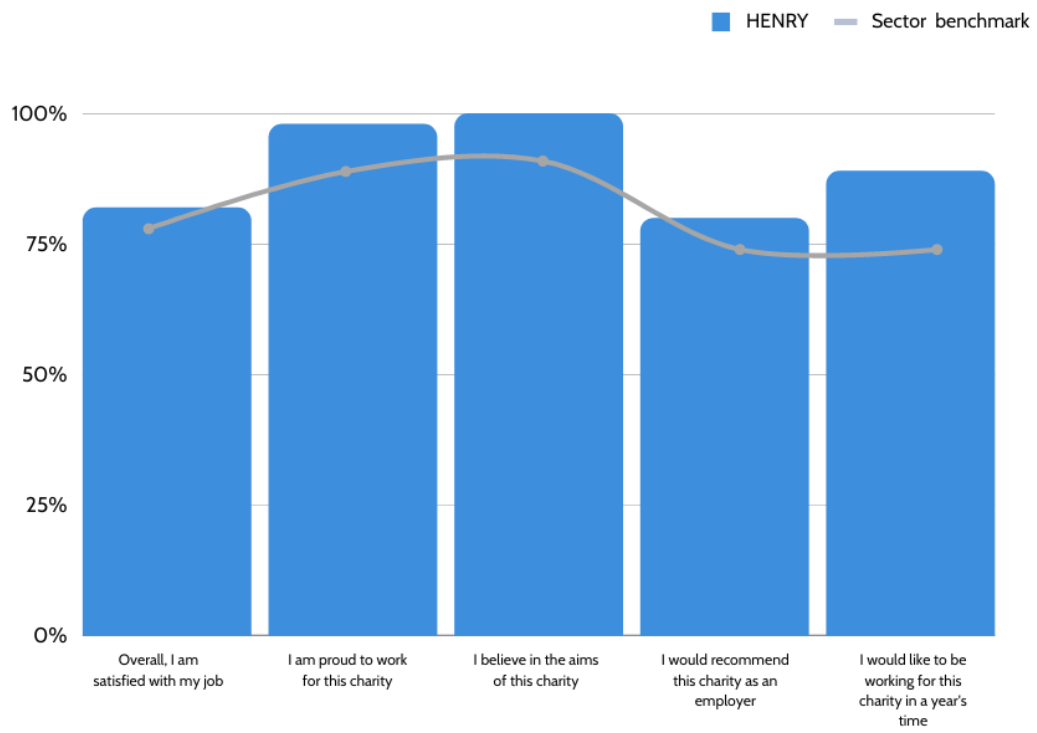
Embedding our HENRY values across relationships and teams to create a work environment in which staff feel supported, valued and motivated is a core organisational priority. Staff retention, a key indicator of job satisfaction, was 95.2% over the last year (compared to 83.5% in the previous year).

This year we changed the format of the annual staff survey and used a sector-wide survey, enabling us to benchmark HENRY staff responses against 20,000 staff in similar voluntary sector organisations.

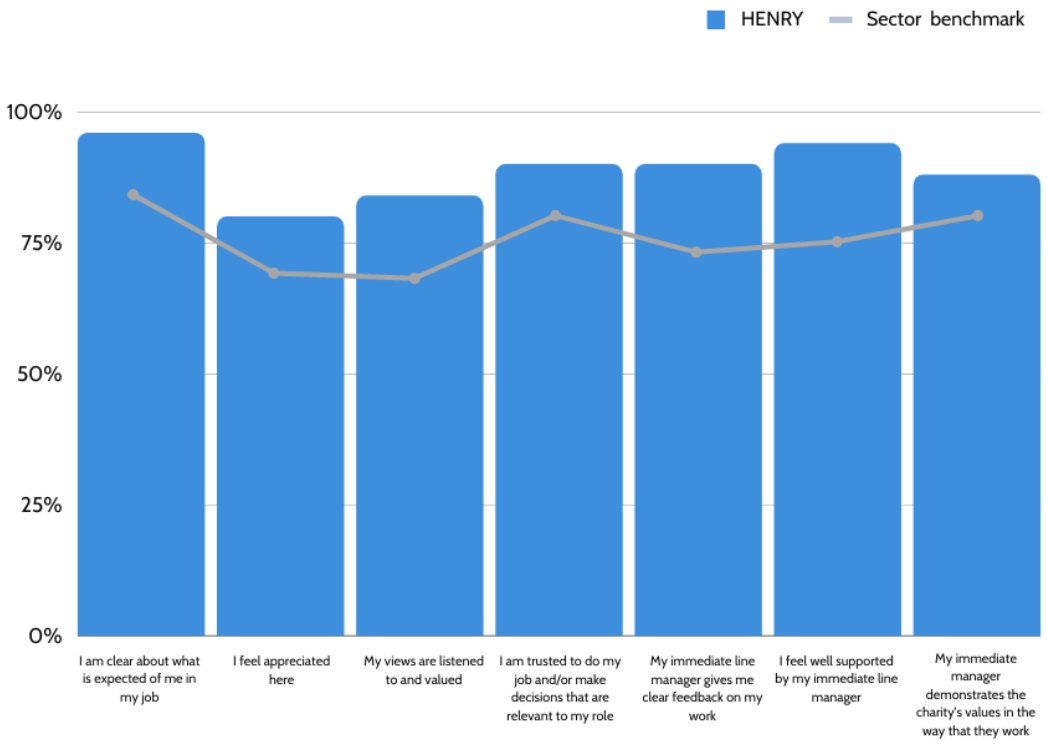
The results were very positive; the survey was completed by 81% of staff and showed staff satisfaction at HENRY is higher than the sector benchmark for 35 out of 49 measures.

Notable areas of organisational strength, with high levels of staff satisfaction evidenced by results at least 15% above the sector benchmark are:

Overall job satisfaction:



People Management



Describing the best things about working for HENRY, staff highlighted:

The people we work with

- Supportive and caring
- Friendly
- Eager to help
- Passion and commitment
- Professional qualities – talent, skills and experience

The culture and ethos

- HENRY's mission
- The beliefs and values
- The HENRY approach
- A culture that is empathetic and supportive

Having a positive impact on families and children

- Working for a good cause
- Helping people to make a change and achieve their goals
- Supporting children to give them a healthier start in life

Flexible working, work/life balance, having a supportive manager, and great communication and collaboration

Areas for development, with results on a par with the benchmark or slightly below, which we will be actively addressing in the coming year include:

- greater access to training and development
- access to emotional and mental support at work when needed
- manager workload

A learning organisation

Recognising that active support for learning and development underpins continuous improvement, this year we invested in a new Learning and Improvement team, led by a senior manager, which brings together evaluation, internal training and organisational development. Initiatives that are already having a significant and positive impact on organisational effectiveness and staff support include:

- digitalisation of organisational systems
- leadership development
- regular online earn and connect sessions across the whole organisation

Organisational policies and procedures

Policies are updated in alignment with legislation and national guidance, with new policies written as required. This governance cycle is overseen by the Director of Finance and Operations as part of HENRY's ongoing risk management, with senior management involvement and sign off by the Board as appropriate.

Fundraising policy

HENRY is committed to responsible and ethical fundraising. We avoid putting undue pressure on anyone to donate, for example, we do not cold call, send direct mail, or engage in door-to-door fundraising. We are registered with the Fundraising Regulator and follow their Code of Practice for charities and fundraisers.

Risk management

The Trustees have assessed the major risks to which the charity is exposed and put in place robust processes to mitigate exposure to these including maintaining a risk register. We score all risks by considering the impact of the risk and the probability of the risk occurring, identifying controls in place and determining if further mitigating action needs to be taken.

Financial Review

Conscientious financial management and decision making processes mean that we are in a healthy and robust financial position as we move into 2022/23. A strong financial performance and the onboarding of new contracts and projects will support continued growth in years to come.

Summary of financial position at March 2022

- Despite the ongoing pandemic, annual income grew by 14% - from £1.97m in 20/21 to £2.25m in 21/22.
- Direct contracts and grant funded projects remained constant at £1.6m.
- Partnership support income grew by 40% from £87k to £122k.
- Training Commissions and Resource Sales recovered significantly in 21/22 with a combined 58% increase from £144k in 20/21 to £515k, exceeding pre-pandemic levels.
- Donations income fell from £81k to £11k which was significantly higher in the previous year due to increased donations and funding received in direct response to the impact of the pandemic .

Our total expenditure increased by 22% from £1.92m to £2.34m, mainly attributable to an increase in staff costs reflecting the increase in the number of staff and the use of sessional staff to support our service delivery. An in year deficit of £92k was funded by utilising £57k of restricted funds on designated service delivery with a further £35k from unrestricted funds being invested in strategic roles and IT to support organisational growth.

Reserves Policy

Our policy on reserves is reviewed annually by the Board of Trustees and has a threefold purpose to:

- cover shutdown costs in the event of closure
- mitigate periods of financial volatility and stress
- invest in strategic development and growth.

Our current policy is to hold sufficient reserves of no less than is required to wind up the organisation if needed, plus a buffer of 1 month's running costs to cover periods of financial stress.

At the year-end unrestricted reserves amounted to £399k, with an additional £75k designated funds carried forward. This represents just under 2.5 months of total expenditure. The reserves policy and subsequent basis for the calculation is currently under review to ensure that it appropriately reflects the changing landscape in which the organisation operates and the reserves meet the needs of the organisation.

Restricted reserves at year end were £49k which related to grant-funded projects, details of which are in note 15 to the accounts.

Investment Policy

HENRY invests surplus funds in higher interest bank accounts in order to maximise income from its cash balances. This policy is reviewed annually by the Finance Committee on behalf of the Trustees.

Looking ahead

HENRY is in a strong position – financially robust, delivering rapidly expanding and highly valued services, and with many new and exciting opportunities:

- Our charity has continued to grow at a rapid rate across every year – almost 40% over 3 years.
- We are in a strong cash position, with good levels of unrestricted reserves.
- Uptake of HENRY is widespread across the UK.
- Parent, practitioner and commissioner feedback testifies to the value and impact of HENRY, as does our growing evidence base.
- We have developed new programmes during pregnancy, the primary years and, most recently, for teenagers.
- Our ability to deliver training and family support online, necessitated by Covid, is already opening up new business models and enabling us to reach and support more families.

Our new 3-year Business Plan starting in April 2022 sets out a clear vision. By March 2025 HENRY will be:

- well known for holistic support throughout childhood
- a flourishing, robust and effective organisation that is helping our most disadvantaged children to have a healthy start in life - and has the resources to do so.

To achieve our vision by March 2025, over the next 3 years we will be focusing on the following strategic objectives:

1. Invest in workforce capacity and wellbeing – and enable people to assimilate change
2. Build organisational resilience through investment in digital transformation
3. Maximise the new opportunities and business models – balancing our core offer with innovation
4. Forge new strategic partnerships to drive income, delivery and research

Statement of Responsibilities of the Trustees

The Trustees (who are also directors of the charity for the purposes of company law) are responsible for preparing the Trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice). The trustees have had regard to the Charity Commission's guidance on public benefit.

Company law requires the Trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charity and of the income and expenditure of the charity for that period. In preparing those financial statements the Trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the applicable Charities SORP;
- Make judgements and accounting estimates that are reasonable and prudent;
- State whether applicable accounting standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements; and
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

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

In so far as the Trustees are aware:

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

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

Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The Trustees are members of the charity but this entitles them only to voting rights. The Trustees have no beneficial interest in the charity.

The Trustees

The Trustees, who are also directors under company law, who served during the year and up to the date of this report are listed on page 1.

Auditors

Godfrey Wilson Limited have continued in their capacity as auditors of the charitable company during the year. They have expressed their willingness to continue in that capacity.

Approved by the Trustees on 14 October 2022 and signed on their behalf by

Samantha Olsen - Chair of Trustees

Reference and administrative details

For the year ended 31 March 2022

Status	The organisation is a charitable company limited by guarantee, incorporated on 4 July 2009 and registered as a charity on 7 November 2009.	
Governing document	The company was established under a memorandum of association which established the objects and powers of the charitable company and is governed under its articles of association.	
Company number	06952404	
Charity number	1132581	
Registered office and operational address	6 Elm Place Old Witney Road Eynsham Oxon OX29 4BD	
Trustees	Samantha Olsen	Chair
	Nigel Alcock	Treasurer
	Tracey Chong	Appointed 8 July 2021
	Anne Coufopoulos	
	Joanna Dyson	Resigned 26 November 2021
	Rebecca Lang	Appointed 8 July 2021
	Dawn Leslie	
	Anne Lloyd	Resigned 26 November 2021
	Mark Malbas	Appointed 8 July 2021
	Pinki Sahota	
	Tom Spencer	Resigned 7 July 2022
Company secretary	Anne Keating	Resigned 15 July 2022

Key management personnel	Tom Berry	Head of Partnerships and Business Development
	Ginny Cullen	Head of Marketing and Fundraising (from 14 June 2021 to 3 December 2021)
	Claire Farrell	Head of Training and Development (from 2 August 2021)
	Ian Hayes	Head of Finance and Administration (to 24 June 2022)
	Hannah Hickman	Head of Service Delivery
	Anne Keating	Director of Operations (to 15 July 2022)
	Kelly Pascall	Service Manager (Waltham Forest)
	Edwina Pateman	Senior Manager (Partnerships)
	Megan Pond	Head of Learning and Improvement (from 6 September 2021)
	Kim Roberts	Chief Executive

Auditors

Godfrey Wilson Limited
Chartered accountants and statutory auditors
5th Floor Mariner House
62 Prince Street
Bristol
BS1 4QD

Bankers

CAF 25 Kings Hill Avenue Kings Hill West Malling Kent ME19 4JQ	Nationwide Building Society Nationwide House Pipers Way Swindon SN38 1NW
Aldermore 1st Floor Block B, Western House Western House Lynch Wood Peterborough PE2 6FZ	The Hanley Economic Building Society Granville House Festival Park Hanley Stoke-on-Trent Staffordshire ST1 5TB

HR advisors

Ellis Whittam Ltd
Woodhouse, Church Lane
Aldford, Chester
CH3 6JD

Independent auditors' report

To the members of

HENRY

Opinion

We have audited the financial statements of HENRY (the 'charity') for the year ended 31 March 2022 which comprise the statement of financial activities, balance sheet, statement of cash flows and the related notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2022 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Independent auditors' report

To the members of

HENRY

Other information

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

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

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report (incorporating the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report (incorporating the directors' report) have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report. We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us;
- the financial statements are not in agreement with the accounting records and returns;
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not obtained all the information and explanations necessary for the purposes of our audit.

Independent auditors' report

To the members of

HENRY

Responsibilities of the trustees

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

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

Our responsibilities for the audit of the financial statements

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

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

(1) We obtained an understanding of the legal and regulatory framework that the charity operates in, and assessed the risk of non-compliance with applicable laws and regulations. Throughout the audit, we remained alert to possible indications of non-compliance.

(2) We reviewed the charity's policies and procedures in relation to:

- Identifying, evaluating and complying with laws and regulations, and whether they were aware of any instances of non-compliance;
- Detecting and responding to the risk of fraud, and whether they were aware of any actual, suspected or alleged fraud; and
- Designing and implementing internal controls to mitigate the risk of non-compliance with laws and regulations, including fraud.

(3) We inspected the minutes of trustee meetings.

(4) We enquired about any non-routine communication with regulators and reviewed any reports made to them.

(5) We reviewed the financial statement disclosures and assessed their compliance with applicable laws and regulations.

(6) We performed analytical procedures to identify any unusual or unexpected transactions or balances that may indicate a risk of material fraud or error.

(7) We assessed the risk of fraud through management override of controls and carried out procedures to address this risk. Our procedures included:

- Testing the appropriateness of journal entries;
- Assessing judgements and accounting estimates for potential bias;
- Reviewing related party transactions; and
- Testing transactions that are unusual or outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. Irregularities that arise due to fraud can be even harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

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

Independent auditors' report

To the members of

HENRY

Use of our report

This report is made solely to the charity's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charity's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

Date: 18 October 2022

Alison Godfrey FCA
(Senior Statutory Auditor)

For and on behalf of:
GODFREY WILSON LIMITED
Chartered accountants and statutory auditors
5th Floor Mariner House
62 Prince Street
Bristol
BS1 4QD

HENRY

Statement of financial activities *(incorporating an income and expenditure account)*

For the year ended 31 March 2022

	Note	Restricted £	Unrestricted £	**2022 Total £**	2021 Total £
Income from:					
Donations and legacies	3	-	19,867	**19,867**	140,809
Charitable activities	5	675,770	1,550,724	**2,226,494**	1,826,276
Investments		-	2,459	**2,459**	2,638
Total income		675,770	1,573,050	**2,248,820**	1,969,723
Expenditure on:					
Raising funds		-	53,599	**53,599**	71,978
Charitable activities		741,588	1,546,272	**2,287,860**	1,848,576
Total expenditure	7	741,588	1,599,871	**2,341,459**	1,920,554
Net income / (expenditure)	8	(65,818)	(26,821)	**(92,639)**	49,169
Transfers between funds		8,348	(8,348)	**-**	-
Net movement in funds		(57,470)	(35,169)	(92,639)	49,169
Funds at the start of the year		106,918	509,728	**616,646**	567,477
Funds at the end of the year		**49,448**	**474,559**	**524,007**	616,646

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in note 15 to the financial statements.

HENRY

Balance sheet

As at 31 March 2022

	Note	£	2022 £	2021 £
Fixed assets				
Tangible fixed assets	10		**32,876**	37,507
Current assets				
Stocks	11	**66,921**		55,939
Debtors	12	**730,966**		544,983
Current asset investments		**104,747**		103,896
Cash at bank and in hand		**469,106**		743,450
		1,371,740		1,448,268
Liabilities				
Creditors: amounts falling due within 1 year	13	**880,609**		869,129
Net current assets			**491,131**	579,139
Net assets	14		**524,007**	616,646
Funds	15			
Restricted funds			**49,448**	106,918
Unrestricted funds:				
Designated funds			**75,392**	75,392
General funds			**399,167**	434,336
Total funds			**524,007**	616,646

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

Approved by the trustees on 14 October 2022 and signed on their behalf by

Samantha Olsen - Chair of Trustees

HENRY

Statement of cash flows

For the year ended 31 March 2022

	2022 £	2021 £
Cash used in operating activities:		
Net movement in funds	**(92,639)**	49,169
Adjustments for:		
Depreciation charges	**7,942**	7,028
Dividends, interest and rents from investments	**(2,459)**	(2,638)
Decrease / (increase) in stock	**(10,982)**	474
Decrease / (increase) in debtors	**(185,983)**	126,096
Increase / (decrease) in creditors	**11,480**	234,926
Net cash provided by operating activities	**(272,641)**	415,055
Cash flows from investing activities:		
Purchase of tangible fixed assets	**(3,311)**	-
Dividends, interest and rents from investments	**2,459**	2,638
Net cash provided by investing activities	**(852)**	2,638
Increase / (decrease) in cash and cash equivalents in the year	**(273,493)**	417,693
Cash and cash equivalents at the beginning of the year	**847,346**	429,653
Cash and cash equivalents at the end of the year	**573,853**	847,346
Analysed as:		
Cash at bank and in hand	**469,106**	743,450
Current asset investments	**104,747**	103,896
	573,853	847,346

The charity has not provided an analysis of changes in net debt as it does not have any long term financing arrangements.

1. Accounting policies

a) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities in preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

HENRY meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

b) Going concern basis of accounting

The accounts have been prepared on the assumption that the charity is able to continue as a going concern, which the trustees consider appropriate having regard to the current level of unrestricted reserves and having considered the impact of the ongoing Covid pandemic. There are no material uncertainties about the charity's ability to continue as a going concern.

c) Income

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

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

Training commissions, licence fee income, income from the sale of resources received in advance of delivery of the goods and income from contracts is deferred until criteria for income recognition are met.

d) Donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item, is probable and the economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), general volunteer time is not recognised.

1. **Accounting policies (continued)**

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

e) **Interest receivable**
Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity: this is normally upon notification of the interest paid or payable by the bank.

f) **Funds accounting**
Unrestricted funds are available to spend on activities that further any of the purposes of the charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

g) **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.

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

h) **Allocation of support and governance costs**
Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Governance costs are the costs associated with the governance arrangements of the charity, including the costs of complying with constitutional and statutory requirements and any costs associated with the strategic management of the charity's activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities on the following basis, which is an estimate of staff time:

	2022	2021
Raising funds	**2.4%**	3.8%
Charitable activities	**97.6%**	96.2%

1. Accounting policies (continued)

i) Redundancy costs

Where an employee receives a termination benefit the full cost is recognised at the date the employee is notified.

j) Tangible fixed assets

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

Leasehold improvements	Straight line over remaining life of lease
Computer equipment	Straight line over 3 years
Fixtures and fittings	Straight line over 4 years

k) Stock

Stocks are valued at the lower of cost and net realisable value, after making allowance for obsolete and slow moving items.

l) Debtors

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

m) Current asset investments

Current asset investments consist of cash held on deposit in interest bearing accounts. Such investments are measured at their fair value.

n) 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.

o) Creditors

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.

1. Accounting policies (continued)

p) Financial instruments

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

q) Pension costs

The charitable company operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the company in an independently administered fund. The pension costs charged to the statement of financial activities represents the contribution payable by the charitable company during the year.

r) Operating leases

Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged against profits on a straight-line basis over the period of the lease.

s) Foreign currency transactions

Transactions in foreign currencies are translated at rates prevailing at the date of the transaction. Balances denominated in foreign currencies are translated at the rate of exchange prevailing at the year end.

t) Accounting estimates and key judgements

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

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

The key sources of estimation uncertainty that have a significant effect on the amounts recognised in the financial statements are depreciation (as described in note 1 (j) above).

2. Prior period comparatives

	Restricted £	Unrestricted £	2021 Total £
Income from:			
Donations and legacies	44,581	96,228	140,809
Charitable activities	691,413	1,134,863	1,826,276
Investments	-	2,638	2,638
Total income	735,994	1,233,729	1,969,723
Expenditure on:			
Raising funds	-	71,978	71,978
Charitable activities	687,852	1,160,724	1,848,576
Total expenditure	687,852	1,232,702	1,920,554
Net income and net movement in funds	48,142	1,027	49,169

3. Income from donations

	Restricted £	Unrestricted £	**2022 Total £**	2021 Total £
Coronavirus Job Retention Scheme	-	9,065	**9,065**	60,229
Other donations	-	10,802	**10,802**	80,580
	-	19,867	**19,867**	140,809

All income from donations was unrestricted in the prior period, except £44,581 of other donations.

4. Government grants

The charitable company receives government grants, defined as funding from HMRC's Coronavirus Job Retention Scheme. The total value of such grants in the period ending 31 March 2022 was £9,065 (2021: £60,229). There are no unfulfilled conditions or contingencies attaching to these grants.

5. Income from charitable activities

	Restricted £	Unrestricted £	**2022 Total £**	2021 Total £
Grants (note 6)	673,770	-	**673,770**	689,413
Direct contracts	-	915,932	**915,932**	905,438
Training commissions	-	387,892	**387,892**	95,772
Sales of resources	-	126,633	**126,633**	48,220
Licence fees	2,000	120,267	**122,267**	87,433
	675,770	1,550,724	**2,226,494**	1,826,276

All income from charitable activities in the prior period was unrestricted, except £689,413 of grant income, which was restricted (see note 6) and £2,000 licence fees.

6. Grants receivable

	Restricted £	Unrestricted £	**2022 Total £**	2021 Total £
Big Lottery Fund grants:				
Better Start Bradford – Healthy Families project	174,502	-	**174,502**	130,701
Better Start Southend – Healthy Families project	123,837	-	**123,837**	120,918
Better Start Southend – Preparation for Parenthood	113,813	-	**113,813**	116,054
Better Start Bradford – Cooking for a Better Start	73,988	-	**73,988**	35,294
Better Start Blackpool - Infant and Young Child Feeding Service	146,650	-	**146,650**	80,317
Reaching Communities	-	-	**-**	100,642
National Children's Bureau (LEAP)	40,980	-	**40,980**	76,380
Sylvia Adams Charitable Trust	-	-	**-**	29,107
	673,770	-	**673,770**	689,413

All grants receivable in the current and prior period were restricted.

7. Expenditure

	Raising funds £	Charitable activities £	Support and governance costs £	**Total 2022 £**
Cost of resources	-	62,077	-	**62,077**
Trainer costs	-	160,066	-	**160,066**
Development costs	-	18,950	-	**18,950**
Delivery costs	-	147,765	-	**147,765**
Governance costs	-	-	749	**749**
Staff costs (note 9)	37,742	1,517,375	214,063	**1,769,180**
Other staff costs	-	-	33,417	**33,417**
Premises costs	-	-	45,236	**45,236**
Marketing costs	6,365	-	-	**6,365**
Audit and accountancy	-	-	6,125	**6,125**
Business costs	-	-	11,452	**11,452**
IT and communications	-	-	47,226	**47,226**
Office costs	-	-	17,066	**17,066**
Depreciation	-	-	7,942	**7,942**
Irrecoverable VAT	-	-	7,843	**7,843**
Sub-total	44,107	1,906,233	391,119	**2,341,459**
Allocation of support and governance costs	9,492	381,627	(391,119)	**-**
Total expenditure	53,599	2,287,860	-	**2,341,459**

7. Expenditure - prior period comparative

	Raising funds	Charitable activities	Support and governance costs	Total 2021
	£	£	£	£
Cost of resources	-	32,268	-	32,268
Trainer costs	-	22,303	-	22,303
Development costs	-	21,646	-	21,646
Delivery costs	-	128,294	-	128,294
Governance costs	-	-	13	13
Staff costs (note 9)	51,672	1,319,358	230,724	1,601,754
Other staff costs	-	-	13,193	13,193
Premises costs	-	-	33,215	33,215
Marketing costs	7,590	-	-	7,590
Audit and accountancy	-	-	6,200	6,200
Business costs	-	-	9,220	9,220
IT and communications	-	-	19,778	19,778
Office costs	-	-	12,063	12,063
Depreciation	-	-	7,028	7,028
Irrecoverable VAT	-	-	5,989	5,989
Sub-total	59,262	1,523,869	337,423	1,920,554
Allocation of support and governance costs	12,716	324,707	(337,423)	-
Total expenditure	71,978	1,848,576	-	1,920,554

8. Net movement in funds

This is stated after charging:

	2022	2021
	£	£
Depreciation	**7,942**	7,028
Trustees' remuneration	**Nil**	Nil
Trustees' reimbursed expenses	**749**	Nil
Auditors' remuneration:		
▪ Statutory audit	**6,500**	6,125

During the year, 6 trustees (2021: Nil) were reimbursed for travel costs relating to attendance at board meetings.

Total governance costs in the year were £8,549 (2021: £7,363).

9. Staff costs and numbers

Staff costs were as follows:

	2022	2021
	£	£
Salaries and wages	**1,493,641**	1,371,596
Social security costs	**125,941**	110,515
Pension contributions	**139,611**	117,926
Redundancy payments	**9,987**	1,717
	1,769,180	1,601,754

The key management personnel of the charity comprise the trustees, the chief executive and senior management team. The total employee benefits received by the key management personnel of the charity were £366,778 (2021: £333,231).

One employee earned between £60,000 and £70,000 during the year (2021: one). The average head count during the reporting period was 70 (2021: 60).

During the year, redundancy payments totalling £9,987 were paid to four employees (2021: Nil). No amounts were outstanding as of 31 March 2022.

10. Tangible fixed assets

	Fixtures and fittings	Leasehold improvements	Computer equipment	Total
	£	£	£	£
Cost				
At 1 April 2021	5,255	44,518	6192	**55,965**
Additions in the year	484	-	2827	**3,311**
At 31 March 2022	5,739	44,518	9,019	**59,276**
Depreciation				
At 1 April 2021	3,139	10,494	4,825	**18,458**
Charge for the year	1,363	4,690	1,889	**7,942**
At 31 March 2022	4,502	15,184	6,714	**26,400**
Net book value				
At 31 March 2022	**1,237**	**29,334**	**2,305**	**32,876**
At 31 March 2021	2,116	34,024	1,367	37,507

11. Stock

	2022	2021
	£	£
Finished goods	**66,921**	55,939

12. Debtors

	2022	2021
	£	£
Trade debtors	**490,263**	392,820
Prepayments	**30,752**	28,185
Accrued income	**209,951**	123,978
	730,966	544,983

13. Creditors: amounts due within 1 year

	2022	2021
	£	£
Trade creditors	**79,555**	17,156
PAYE and social security	**49,783**	41,762
VAT	**48,957**	65,799
Accruals	**65,701**	85,119
Deferred income	**629,179**	634,612
Other creditors	**7,434**	24,681
	880,609	869,129

Movements in deferred income consist of:

Balance brought forward	**634,612**	417,399
Amounts released in the period	**(634,612)**	(417,399)
Amounts deferred in the period	**629,179**	634,612
Balance carried forward	**629,179**	634,612

HENRY provides training, resources and other services under contracts. Where these are paid for in advance, the income is deferred to future periods in line with the stage of completion of the contract.

14. Analysis of net assets between funds

	Restricted funds £	Designated funds £	General funds £	**Total funds £**
Tangible fixed assets	-	-	32,876	**32,876**
Net current assets	49,448	75,392	366,291	**491,131**
Net assets at 31 March 2022	**49,448**	**75,392**	**399,167**	**524,007**

Prior period comparative

	Restricted funds £	Designated funds £	General funds £	Total funds £
Tangible fixed assets	-	-	37,507	37,507
Net current assets	106,918	75,392	396,829	579,139
Net assets at 31 March 2021	106,918	75,392	434,336	616,646

15. Movements in funds

	At 1 April 2021 £	Income £	Expenditure £	Transfers between funds £	**At 31 March 2022 £**
Restricted funds:					
Big Lottery Fund:					
Reaching Communities	11,055	-	(10,947)	(108)	**-**
Better Start Bradford – Healthy Families project	-	174,502	(174,645)	143	**-**
Better Start Southend – Healthy Families project	35,983	123,837	(123,837)	(20,727)	**15,256**
Better Start Southend – Preparation for Parenthood project	-	113,813	(113,936)	123	**-**
Better Start Bradford – Cooking for a Better Start project	-	73,988	(73,989)	1	**-**
Better Start Blackpool - Infant and Young Child Feeding Service	27,249	146,650	(153,625)	-	**20,274**
Other funders:					
HENRY Buddies (National)	2,169	-	(22,561)	20,392	**-**
HENRY Buddies (Oxfordshire)	-	-	(204)	204	**-**
Lambeth Early Action Partnership	-	40,980	(42,725)	1,745	**-**
Healthy Families Programme	1,355	2,000	(5,219)	1,864	**-**
HENRY research hub	-	-	(10,980)	10,980	**-**
Sylvia Adams Charitable Trust	29,107	-	(8,920)	(6,269)	**13,918**
Total restricted funds	106,918	675,770	(741,588)	8,348	**49,448**

15. Movements in funds (continued)

	At 1 April 2021 £	Income £	Expenditure £	Transfers between funds £	**At 31 March 2022 £**
Unrestricted funds:					
Designated funds:					
Marketing	42,992	-	-	-	**42,992**
Service development	27,400	-	-	-	**27,400**
Premises	5,000	-	-	-	**5,000**
Total designated funds	75,392	-	-	-	**75,392**
General funds	434,336	1,573,050	(1,599,871)	(8,348)	**399,167**
Total unrestricted funds	509,728	1,573,050	(1,599,871)	(8,348)	**474,559**
Total funds	**616,646**	**2,248,820**	**(2,341,459)**	**-**	**524,007**

Transfer of funds represents the use of restricted funds towards research activities, as approved by the funder, or the removal of small erroneous balances.

15. Movements in funds (continued)

Purposes of restricted funds

Reaching Communities

The Big Lottery Reaching Communities Fund is for the A Healthy Start project, a project which supports volunteers interested in acting as peer-supporters in their community (in Leeds, Sheffield and Telford) to help families with young children develop a healthier, happier family lifestyle.

Better Start Bradford – Healthy Families project

The Fulfilling Lives: A Better Start fund is a lottery initiative to provide a good start in life for young children. HENRY receives funding from Bradford Trident (lottery grant recipient) to support this initiative through HENRY training, programmes, volunteering and resources.

Better Start Southend – Healthy Families project

The Fulfilling Lives: A Better Start fund is a lottery initiative to provide a good start in life for young children. HENRY receives funding from the Pre-School Learning Alliance (lottery grant recipient) to support this initiative through HENRY training, programmes, volunteering and resources.

Better Start Southend – Preparation for Parenthood project

A Better Start fund is a lottery initiative to provide a good start in life for young children. HENRY receives funding from the Pre-School Learning Alliance (lottery grant recipient) to support this initiative for expectant parents as they approach the birth of their baby through HENRY programmes, face to face and online support, and resources.

15. Movements in funds (continued)

Better Start Bradford – Cooking for a Better Start project

The Fulfilling Lives: A Better Start fund is a lottery initiative to provide a good start in life for young children. HENRY receives funding from Bradford Trident (lottery grant recipient) to support this initiative through delivery of a 6-week cooking programme.

Better Start Blackpool - Infant and Young Child Feeding Service

A Better Start fund is a lottery initiative to provide a good start in life for young children. HENRY receives funding from the NSPCC (lottery grant recipient) to support HENRY's Infant and Young Child feeding Service in Blackpool, working to improve the health outcomes for Blackpool's youngest children and support generational changes throughout the town. The service HENRY provides includes infant feeding support, workshops to support safe responsive feeding and workforce training.

HENRY Buddies (National)

Funding to support vulnerable families nationally during the Covid-19 pandemic. Support is provided through one-to-one telephone support where families are either referred to HENRY through other organisations or where families approach HENRY directly for support.

HENRY Buddies (Oxfordshire)

Specific funding focussed on the county of Oxfordshire to provide the same range of family support as the above national programme.

Lambeth Early Action Partnership

LEAP is a lottery initiative to provide a good start in life for children. HENRY receives funding from National Children's Bureau (lottery grant recipient) to support this initiative for families through HENRY training, programmes and resources.

15. Movements in funds (continued)

Healthy Families Programme Oxfordshire

HENRY seeks grant funding, corporate support, and other donations from multiple sources to fund the delivery of HENRY Healthy Families programmes (group and 1-to-1) in deprived areas of Oxfordshire. HENRY receives several small contributions (ranging from a few hundred to a few thousand pounds) to support this work.

Regional funding

Income and expenditure associated with smaller regional projects and charitable activities funded through donations and grants from multiple sources.

HENRY research hub

Funding to develop HENRY's research and evaluation activities.

Sylvia Adams Charitable Trust

Funding to support HENRY's work on introducing solid foods.

Purposes of designated funds

In May 2018 the trustees set aside £134,000 to invest in elements of our new 3 year strategic plan. Chiefly, investments in marketing, office infrastructure (as part of our move to new national office premises in December 2018) and in developing new training courses and family interventions. We entered 2021-22 with £75,392 remaining in our designated fund. Performance in the year meant that we did not require further use of designated funds and thus carry over this balance into 2022-23.

15. Movements in funds (continued)

Prior period comparative

	At 1 April 2020 £	Income £	Expenditure £	Transfers between funds £	At 31 March 2021 £
Restricted funds:					
Big Lottery Fund:					
Reaching Communities	4,952	100,642	(94,539)	-	11,055
Better Start Bradford – Healthy Families project	-	130,701	(130,701)	-	-
Better Start Southend – Healthy Families project	20,711	120,918	(105,646)	-	35,983
Better Start Southend – Preparation for Parenthood project	-	116,054	(116,054)	-	-
Better Start Bradford – Cooking for a Better Start project	-	35,294	(35,294)	-	
Better Start Blackpool - Infant and Young Child Feeding Service	-	80,317	(53,068)	-	27,249
Other funders:					
HENRY Buddies (National)	-	26,496	(24,327)	-	2,169
HENRY Buddies (Oxfordshire)	-	8,730	(8,730)	-	-
Lambeth Early Action Partnership	-	76,380	(76,380)	-	-
Healthy Families Programme	-	4,854	(3,499)	-	1,355
Regional funding	-	6,501	(6,501)	-	-
HENRY research hub	4,597	-	(19,440)	14,843	
Sylvia Adams Charitable Trust	28,516	29,107	(13,673)	(14,843)	29,107
Total restricted funds	58,776	735,994	(687,852)	-	106,918

15. Movements in funds (continued)

Prior period comparative

	At 1 April 2020 £	Income £	Expenditure £	Transfers between funds £	At 31 March 2021 £
Unrestricted funds:					
Designated funds:					
Marketing	42,992	-	-	-	42,992
Service development	27,400	-	-	-	27,400
Premises	5,000	-	-	-	5,000
Total designated funds	75,392	-	-	-	75,392
General funds	433,309	1,233,729	(1,232,702)	-	434,336
Total unrestricted funds	508,701	1,233,729	(1,232,702)	-	509,728
Total funds	567,477	1,969,723	(1,920,554)	-	616,646

16. Operating leases

The charity had operating leases at the year end with total future minimum lease payments as follows:

	Land and buildings		Office equipment	
	2022	2021	**2022**	2021
	£	£	**£**	£
Amount falling due:				
Within 1 year	**7,500**	30,000	**1,920**	716
Within 2 - 5 years	**-**	7,500	**7,680**	1,372

17. Related party transactions

During the year, Tom Spencer (Trustee) worked as a freelance trainer for HENRY and received £2,100, plus £50 for related expenses (2021: Nil). The amount outstanding at year end was £2,150.40.

HENRY

England & Wales - Charity number 1132581

Accounts

Company no. 06952404
Charity no. 1132581

HENRY

Report and Audited Financial Statements

31 March 2021

HENRY

Reference and administrative details

For the year ended 31 March 2021

Status	The organisation is a charitable company limited by guarantee, incorporated on 4 July 2009 and registered as a charity on 7 November 2009.
Governing document	The company was established under a memorandum of association which established the objects and powers of the charitable company and is governed under its articles of association.
Company number	06952404
Charity number	1132581
Registered office and operational address	6 Elm Place Old Witney Road Eynsham Oxon OX29 4BD
Trustees	Samantha Olsen (chair) Nigel Alcock (treasurer) Tracey Chong (appointed 8 July 2021) Anne Coufopoulos Joanna Dyson Rebecca Lang (appointed 8 July 2021) Dawn Leslie Anne Lloyd Mark Malbas (appointed 8 July 2021) Pinki Sahota (appointed 25 March 2021) Tom Spencer Alexander Vlassopulos (resigned 28 January 2021)
Company secretary	Anne Keating

Reference and administrative details

For the year ended 31 March 2021

Key management personnel	Tom Berry	Head of Partnerships and Business Development
	Ginny Cullen	Head of Marketing and Fundraising (from 14 June 2021)
	Claire Farrell	Head of Training and Development (from 2 August 2021)
	Laura Harte	Head of Training and Development (to 10 December 2020)
	Ian Hayes	Head of Finance and Administration
	Hannah Hickman	Head of Service Delivery
	Anne Keating	Director of Operations
	Edwina Pateman	Senior Manager (Partnerships)
	Megan Pond	Head of Learning and Improvement (from 6 September 2021)
	Kim Roberts	Chief Executive
Auditors	Godfrey Wilson Limited Chartered accountants and statutory auditors 5th Floor Mariner House 62 Prince Street Bristol BS1 4QD	
Bankers	CAF 25 Kings Hill Avenue Kings Hill West Malling Kent ME19 4JQ	Nationwide Building Society Nationwide House Pipers Way Swindon SN38 1NW
	Aldermore 1st Floor Block B, Western House Western House Lynch Wood Peterborough PE2 6FZ	The Hanley Economic Building Society Granville House Festival Park Hanley Stoke-on-Trent Staffordshire ST1 5TB
HR advisors	Ellis Whittam Ltd Woodhouse, Church Lane Aldford Chester CH3 6JD	

April 2020 – March 2021: Overview

The last year has been a successful one for HENRY. Despite the challenges of Covid we expanded our geographical reach, breadth of services and income. Rapidly adapting all our family support interventions and practitioner training courses for live online delivery enabled us to respond to the needs of families under pressure throughout the pandemic and beyond.

The significant change and innovation we have achieved means we are better placed than ever before to make a difference to the lives of vulnerable children and their families in the year ahead.

The Trustees present their report and the audited financial statements for the year ended 31 March 2021 (incorporating the directors' report).

Mission statement

Our mission is to support a healthy, happy start for children and lay the foundations for a brighter future.

Vision

Our vision is that children have a healthy, happy start in life to flourish throughout childhood and beyond. We recognise that parents want the very best for their children – we aim to provide the kind of responsive support they need to get their children off to a great start.

Values

HENRY aspires to be a values-led organisation. All of our work with families, partners and HENRY colleagues is underpinned by the following explicit values:

- Partnership: parents are the experts in their own family so we start with their experience and support them to make changes that they believe will lead to a healthier and happier life.
- Strengths-based: we acknowledge and build on all the things that are going well, fostering hope and self-belief.
- Person-centred: families face different challenges - we get alongside families and listen, building a relationship based on trust and empathy.
- Respect: we value families for who they are and seek to understand rather than judge.
- Inclusive: we find out about the difficulties that some families face in accessing support and work proactively to overcome barriers.
- Excellence: we strive to provide families with high quality and effective support; we value learning about what doesn't work as well as what does, approaching new ideas with an attitude of curiosity and using reflective practice, evidence and feedback to improve our services.

Snapshot of our work

HENRY now offers holistic support for a healthy start in life from pregnancy to the end of primary school, including:

- Infant feeding

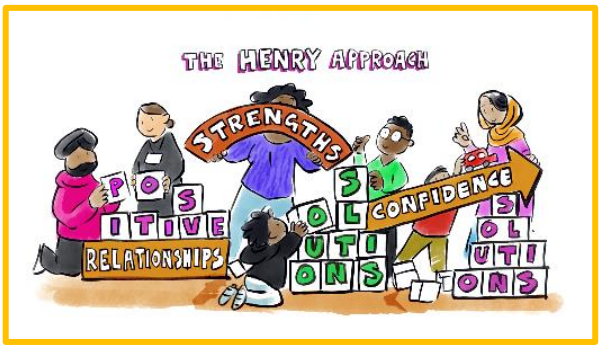
- *Healthy Families* programmes – helping children aged 0-11 benefit from a happier and healthier family life
- Cooking
- Speech and language development
- Oral health
- Preparation for parenthood
- Distribution of Healthy Start vitamins

We focus on children growing up in marginalised communities, with the aim of reducing health and social inequalities.

- 45% of beneficiaries are in the most deprived quintile of neighbourhoods, with 71% in the two most deprived quintiles
- 38% are from BAME backgrounds, rising to 68% in London

Our group and 1-to-1 support is delivered in many different community languages (or supported by interpreters), including Urdu, Bengali, Arabic, Mandarin Chinese, Polish, Turkish, Albanian, Kurdish, Portuguese, Spanish, Soninka – as well as BSL.

There's a big difference between knowing what children need and putting this knowledge into practice in the reality of daily life, especially for families facing other complex challenges. Feedback from thousands of families over many years shows that our behaviour change approach really does make a difference. This year we released a new animated explainer video describing the HENRY approach to enabling healthy, happy childhoods – and its long-term impact.



Strategic objectives 2019 – 2022

In April 2019 we began implementation of our new 3 year plan to deliver on our strategic objectives and achieve our key organisational goals to maximise:

- Impact: the greatest positive change for the people we support
- Reach: the number and diversity of people we support, as well as our geographical reach
- Revenue: ensuring financial sustainability to deliver our charitable objectives

The 3-year plan focused on achieving the following objectives:

1. Continue to strengthen our work in the early years
2. Extend HENRY to parents of primary-aged children
3. Reach more families through digital HENRY
4. Develop and maintain our reputation as a centre of excellence
5. Develop work with teenagers through a 'test and learn' approach

Reporting on 2020/21: responding to the needs of families during the Covid pandemic

After a year of rapid growth in 19/20, as we embarked on Year 3 of this plan in April 2020 the UK had just entered lockdown.

The impact on babies and children cannot be overemphasised. From our contact with vulnerable families, we were aware of the tremendous strain the pandemic placed on isolated, stressed parents and the potential risks for babies and children who were totally dependent on those adults for their health, wellbeing and development. It was clear that these parents needed support to provide a healthy and happy home environment for their children more than ever and we needed to respond quickly.

> *HENRY has been a lifeline. I don't know where we'd have ended up without HENRY.*
>
> Parent during lockdown

With our holistic and nimble approach, HENRY was well placed to make a difference for these families.

The whole HENRY team contributed to the cross-organisational work required to rapidly mobilise new ways of working, including:

- Digitalisation - ensuring that our staff had the equipment, tools, skills and systems to both work effectively from home and deliver services remotely, as well as maintain our high standards of safeguarding and data protection.
- Adaptation of our family interventions and practitioner training courses for online delivery
- Training and supporting our staff and partner organisations to provide high-quality support in radically different circumstances
- Developing engaging digital information resources for parents
- Delivering and evaluating remote and online services
- Ongoing review and management of our finances in order to mitigate the financial impact of the pandemic.

Achievements

Reaching families during Covid

HENRY is currently active in 50 local authorities across England, Scotland and Northern Ireland – and will be introduced in Wales during 21/22

During the last year, with children and their families under extreme pressure as a result of Covid and repeated lockdowns, we responded swiftly to provide a mix of 'live' and digital support:

- 3,500 families benefited from live HENRY support, delivered mostly online or by phone. It is testament to the rapidity and flexibility of our response that we were able to provide such high levels of direct personal support – maintaining over two thirds of our pre-Covid in-person reach, despite our 'normal' face-to-face activities no longer being possible.
- We reached tens of thousands of families through innovative digital outreach and print information resources, including:

- A suite of web resources to support families, as well as expectant parents, during Covid, developed and accessible within days of the country entering its first lockdown and accessed by over 4,000 families in the first month.
- A range of new HENRY videos, ranging from preparing a simple, healthy family meal to planning for the arrival of a new baby – with viewing figures of almost 20,000.
- Intensive social media activity to provide parents with a trusted source of emotional support and ideas for indoor activities, coping with home schooling, healthy snacks and easy, affordable meals during lockdown.

  Parents valued this online support – we saw a 30% increase in Facebook and Instagram followers, and one post encouraging families to get active with their children reached 40,000 people.
- Distributing over 500 packs with recipes and activity ideas to the most vulnerable families via mail, food banks and relevant local services

- In Hackney, where HENRY distributes Healthy Start vitamins, 5,100 pregnant women, new mothers and children under 4 years received free vitamins – a 25% increase in uptake since HENRY took over the contract 3 years earlier, including high uptake in Bangladeshi, Indian, Pakistani and Charedi Jewish populations.

Adapting our practitioner training and family interventions for online delivery

At HENRY we know that building a warm, trusting relationship between practitioner and parent is critical to creating the conditions for change within the family. With that in mind, we aimed to design online sessions in a way that replicated (as much as possible) the quality of relationship, interaction and participant experience in an online setting as our face-to-face groups – for example, through smaller group sizes, interactive activities and plenty of group discussion.

Comments from many practitioners and parents suggested that we had succeeded in doing this, with similar feedback about the relaxed, supportive and friendly atmosphere that we get when delivering face-to-face.

It was great to experience a 'group feeling' despite being on Teams

Parent on online programme

By the end of the year, we had developed online sessions across the range of HENRY practitioner training and family interventions, supported by detailed manuals, videos, print and digital resources.

Practitioner training:

- Core Training
- Online Facilitation Training
- A Healthy Start in Childcare
- Raise, Engage, Refer

Family support

- Our two 8-session *Healthy Families* programmes – early years and primary age
- 6-session *Preparation for Parenthood* programme
- Development of new 4-session parent support group
- Topic specific workshops e.g. starting solids, fussy eating, eating well for less

It has meant so much to us to know we can still reach and support parents despite lockdown. HENRY have given us the means to do that.

Partnership area

Supporting local authorities to deliver online HENRY programmes

As lockdown started, parents all over the country were finishing our 8-week face-to-face *Healthy Families* programmes. We launched the adapted online version of the programme on 15 May 2020, providing partnership areas with online manuals, supporting videos and digital evaluation tools.

Our Partnerships Team worked closely with health, early years and children's services in 42 local partnership areas to support them with the logistics of delivering programmes and workshops online. Meeting as an online group was a major change for facilitators as well as participants, so we ran online sessions with small groups of facilitators prior to them delivering online for the first time to help build their skills and confidence to work effectively in a digital environment.

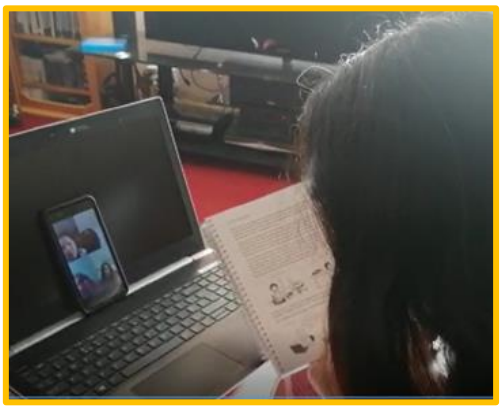
We feel really safe and looked after with HENRY. Whenever we email or call for support it has always been offered and that's so appreciated.

Partnership area

Despite the challenges of the pandemic, the last year saw a great deal of positive progress in the HENRY family support provided by partnership areas:

- Increased geographical reach: the number of partnership areas grew from 33 to 42 over the last year
- HENRY rolled out in Northern Ireland in partnership with the region's 5 NHS Health & Social Care Trusts and Public Health
- Increased support in the primary years: 8 local authorities are now delivering our *Healthy Families Growing Up* programme

- Encouraging uptake of online delivery of early years programme: 116 online *Healthy Families Right from the Start* programmes were delivered by partnership areas.
- Positive feedback on online delivery: 92% of parents rated the programme as good or great. This, combined with a retention rate of 86%, suggests that the online adaptation succeeded in creating the same quality of support and relationship as face-to-face programmes.



Supporting families during Covid through our national and local HENRY teams

HENRY's six local services, together with the national team, continued to support families throughout the last year – finding creative solutions and developing innovative new approaches to meet the needs of parents and children during repeated lockdowns, school closures and Covid restrictions.

HENRY Buddies

At the beginning of the year, we developed a new service to support parents through the challenges of family life during lockdown and build resilience. A trained team of HENRY Buddies provided regular support (by phone, text and video calls) to vulnerable and isolated parents during the crisis – with the emphasis on supporting parents' wellbeing so they were able to care for their children, and on helping the whole family get through the pandemic as healthily and happily as possible.

Our established relationships with partners in early years, schools and children's services at the local level meant we were able to offer the service to families who were cut off from their normal sources of support.

The Buddies service highlighted the enormous value of knowing that someone is there and cares at times of crisis. Parents told us what a difference it made that someone listened to what daily life was like for them and their family and how important this has been in helping them to develop their coping strategies.

My Buddy has been a great listener in a time of need and helped me to see things in a more positive light. My heart was really heavy at the start, but my Buddy helped me to work out what I needed to do about the things I was struggling with and now my heart feels so much lighter.....

Parent who received buddying support during Covid

Domestic violence and safeguarding have been particular concerns during the pandemic – for some children home is not always a safe space. Buddies received additional training in domestic violence and involved social care staff when we became aware of safeguarding concerns. For some parents, having the support of a trusted Buddy helped them take the necessary steps to protect themselves and their children.

This morning I woke up not feeling frightened for the first time.

Parent who received buddying support during Covid

Reducing isolation

Finding ways to break down family isolation and improve emotional well-being was a priority during repeated lockdowns and school closures. With few or no opportunities to meet other parents and benefit from mutual support, parents repeatedly talked about the strain of being together as a family 24/7 without outside input, and how this was affecting their own stress levels as well as their children's emotional wellbeing. Children show this strain through their behaviour – parents described how they were much more likely to 'fall apart' over small incidents, were less cooperative and found it harder to sleep.

We had great chats in a relaxed, structured and inclusive way. It all felt comfortable chatting away and getting to know all those on the programme also.

Parent who joined HENRY support group during Covid

As a partner in Barnardo's *See Hear Respond* project, we were able to reach 350 of some of the most vulnerable families across the country, especially those in areas where HENRY has no local presence, and facilitate 4-session online parent support groups. These were a vital opportunity for parents to hear from one another and share experiences, as well as explore ideas to help them:

- Reduce stress
- Support children with feelings of anxiety, loss and confusion that many experienced during the pandemic
- Establish as happy and cooperative home environment as possible during repeated school closures

I now have more awareness of the needs underlying my child's behaviour. I really appreciated the visualisations to relax both me and my child when she is nervous.

Parent who joined HENRY support group during Covid

Supporting families to maintain a healthy lifestyle during Covid

Eating and activity habits form early in life and are enduring. Toddlers and young children have spent far more time at home and been exposed to more screen time over the last year, with the risk that these habits will be hard to break, leading to reduced levels of physical activity as a long-term impact. Food poverty, parental stress and reduced access to fresh food are detrimental to the quality of a child's nutrition in the short-term – as well as embedding unhealthy food preferences.

Examples of how we supported children and their families to eat healthily and stay active during repeated lockdowns and school closures include:

- Online workshops and 1-to-1 support on topics such as starting solids and fussy eating
- Online *Healthy Families* programmes to encourage the whole family to maintain a healthy lifestyle
- Cooking videos combined with phone support to build parents' confidence to have a go
- Recipe cards in food parcels for families on low incomes
- Family videos with ideas for active games to play at home and healthy snacks

Evaluation of online delivery of *Healthy Families* programmes shows statistically significant positive changes across a range of measures, demonstrating the real-world positive impact for families. Following a HENRY programme:

- 94% of families lead a healthier lifestyle
- 81% of parents have improved emotional wellbeing, including feeling more optimistic, useful and relaxed, as well as more often able to think clearly and deal well with problems
- 72% of parents are able to hold boundaries more effectively in one or more areas, such as mealtimes, bedtimes, or around screen time

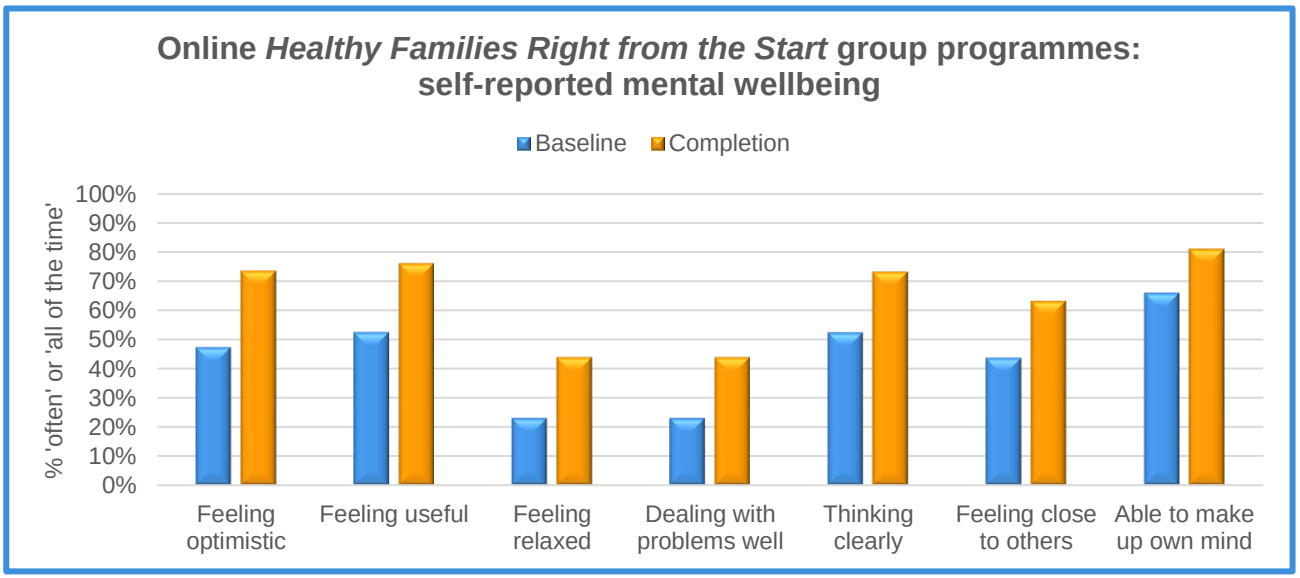
Given the reality of family life over the last year, it is particularly encouraging to see positive change in relation to emotional wellbeing, parenting confidence and overall family lifestyle. At the same time, the challenge of providing a healthy family lifestyle during repeated lockdowns is reflected by the fact that the improvement in levels of consumption of sugary drinks and screen time for children of programme participants that we saw pre-Covid were not maintained.

Jason was out of work due to the pandemic and was taking care of the children and home while his partner was working from home full-time. He initially joined a fussy eating workshop, before signing up to the online group programme.

Jason looked forward to the weekly group sessions, especially being able to talk about some of the challenges they were having as a family as they all adapted to spending a lot more time at home together. Daily tasks such as getting the children dressed and ready to leave the house were a real struggle and Jason found the parenting strategies he learned helped family life to run more smoothly. The programme also helped Jason to look at situations differently and approach them more calmly and patiently. In his words, "there's more calmness generally in the household and I'm more empathetic to the children".

Dad who attended online *Healthy Families* group programme

In April 2020 we started using the Short Warwick-Edinburgh Mental Wellbeing Scale to learn about the impact of the programme on parents' emotional wellbeing. The early data from programmes delivered between April 2020 and March 2021 is very promising:



Volunteer healthy start mentors

Volunteers play an important role in helping us to reach marginalised families who find it difficult to access mainstream support.

Over the last year, our volunteers have done just that, delivering HENRY's *Healthy Families* 1-to-1 programme remotely by phone or video call to parents with a wide range of individual needs including amongst others refugee families, families of children with additional needs, a parent who is registered blind, families who had experienced trauma and bereavement and a young single dad.

Volunteers frequently say that they will never forget the inspiring families they worked with and seeing them overcome adversity and make real and powerful changes over the months.

I am so grateful for the experience of being a HENRY mentor. I feel proud I put myself out of my comfort zone and my family have taken so much from the programme - and I now have a whole new confidence in my ability to overcome my anxiety in difficult situations.

HENRY volunteer

A volunteer and a mum of two reflect together at the end of the 1:1 programme:

***Volunteer**: It was so good. Each week there was always more progress and each week Mum seemed happier. Every goal that she set herself she was so proud to achieve. They are sitting down as a family to eat for the first time. Everything I needed was in the book and folder. It was really relaxed and I feel a lot more confident now. It's made me excited to help another family.*

***The mum she supported:** It was brilliant. I've told everyone about HENRY. It was life changing. It's made such a difference without any drastic change. Honestly, the amount of stuff that my child is eating now is amazing. We're all eating at the table, she's tried salad, enchiladas, so many new things, just from us eating together. We're spending more time together as a family. I'm not cooking twice and clearing up twice like I was when we were eating separately, which means I've got more time for bedtimes and stories. We're even going out on walks as a family. It was looking like my child was going to need vitamin injections because she wasn't really eating enough, but it's all changed and I'm not worried now. Beth has been amazing, she has understood us, understood our needs and guided me through, can't thank her enough for what's she done for us.*

Preparation for Parenthood

Pregnancy and becoming a parent are a time in our lives when support and information is crucial to the emotional and physical wellbeing of both baby and parents – even more so during Covid when expectant parents are more isolated and experiencing additional health anxieties of being pregnant and having a baby during a pandemic.

To meet this vital need for support, we developed a range of options for online and remote support for expectant parents as part of our Southend service so they could access the help they needed in the way that worked for them:

- A new parent-facing digital hub that combines evidence-based information and interactive learning
- 1-to-1 phone or video calls with expectant parents
- Online delivery of 6-session *Preparation for Parenthood* group programme

The HENRY programme definitely helped prepare me for labour and the early days of getting the baby home. I put many of the things we discussed into practice and am sure it helped me have a safer and more pleasant pregnancy, birth and early days with my son.

Parent supported by HENRY during pregnancy

Consultation with local parents told us that forming friendships with other new parents and peer-to-peer support is one of the main incentives of joining a group programme in pregnancy. We set up WhatsApp groups for each group programme which parents have used to support one another, often on a daily basis, and share coping strategies to get through challenging times – as well as arrange outside meetings to continue to build their friendships. In one group the expectant fathers set up their own private WhatsApp group to support each other through their journey of becoming fathers.

Rosie and Jack were referred by their Health Visitor to HENRY as Rosie hadn't been able to access the antenatal classes delivered by the NHS due to her disability – she had been born profoundly deaf.

The couple were offered a bespoke 1-to-1 *Preparation for Parenthood* digital package. The sessions were arranged around Jack's work commitments to ensure that he was available to sign for Rosie. Throughout each session, the chat box function was used in combination with verbal conversation and signing. This allowed Rosie to read the content herself and interact.

Initially Rosie and Jack were apprehensive about the birth of their baby, but during the 6 weeks they both visibly gained in confidence. They reported eating more healthily, especially when it came to snacks, and making a conscious effort to get out for some daily exercise – and that the information and knowledge they gained meant they felt prepared for the big event and far more confident in their ability to parent their new baby.

Deaf Mum-to-be supported during pregnancy

Infant feeding

Our two infant feeding services (in London Borough Waltham Forest and Blackpool) supported over 800 families over the last year, with an average of 5 contacts per family.

When new parents are establishing feeding in the days after birth, being able to access support easily and quickly is crucial. To meet this need, we provided a mix of phone and text support, as well as some Covid-secure face-to-face sessions for mothers who needed more help with breastfeeding than could be provided remotely.

Prior to Covid, our infant feeding cafés were opportunities to provide informal support with feeding as well as other aspects of life with a new baby. During the pandemic these were replaced with online group sessions, enabling new parents to connect with each other, while also getting support on key topics such as bonding with your baby, night time parenting and infant development.

> As hard as these current times are with the global pandemic and not being able to get any support face-to-face, I've felt Miranda has done a fabulous job of supporting me and has gone above and beyond. We have spoken over the phone and via messages and she has consistently been checking in with me on my breastfeeding journey.
>
> I've had multiple issues which we have discussed and Miranda has made suggestions which have really helped me. Being a first-time mum I had no idea how much of a challenge breastfeeding can be, but it's support from people like Miranda who have made all the difference. She has consistently been helpful, responsive, understanding and super friendly.
>
> New mother in Waltham Forest

With only 22.4% of Blackpool mothers still breastfeeding at 6 weeks, our new Blackpool infant feeding service, launched in January 2021, is providing vital support – not only to increase the numbers of new mothers who feel confident and supported to sustain breastfeeding, but also to enable families who choose to bottle feed to do so safely and responsively. The biggest cause of hospital admissions in under 1 year olds in Blackpool is gastro-intestinal infection; reducing rates of admissions is a key aim of the service.

As part of our infant feeding service in Waltham Forest, HENRY has trained and supported children and family centres across the Borough to gain Stage 2 Baby Friendly accreditation. Completing the auditing, training and accreditation process virtually during the pandemic was always going to present additional challenges, so the depth of praise from Unicef for the partnership working was particularly valued.

We were blown away with the knowledge and skills of the HENRY infant feeding team – led with passion by a person who lives and breathes UNICEF Baby Friendly

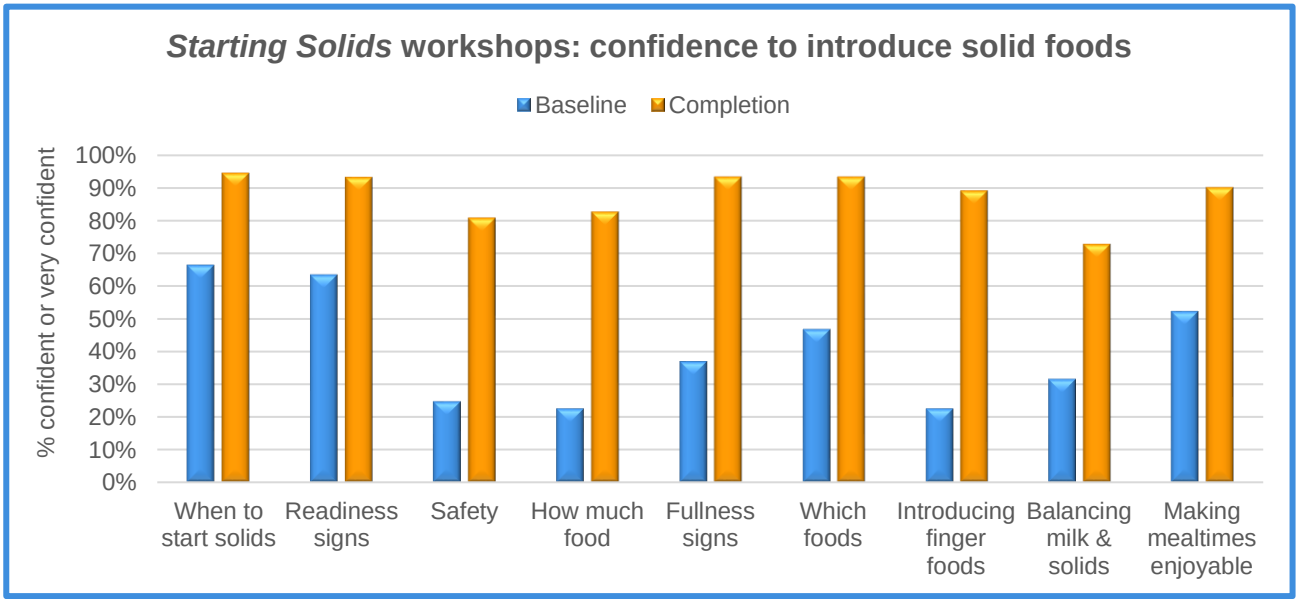
Baby-Friendly Accreditation Team

Starting solids

Young children 'like what they know' and early experiences of eating that include a wide variety of healthy foods, tastes and textures are a vital window of opportunity to help children develop a liking for healthy foods.

During the pandemic, we provided online help for parents in introducing their babies to solid food via a new web resource, 1-to-1 phone and video calls and online group workshops.

407 parents participated in online groups and reported increased confidence across all measures:



When parents were asked about what they had gained from the workshop, a common response was the realisation that, rather than giving babies bland food, it's helpful to introduce different flavours – as well as using home prepared food rather than commercial baby food. This is highly encouraging as this will increase the likelihood of babies growing up eating a wide range of healthy foods.

> *Food doesn't have to be plain and babies can eat most things as long as low in salt and sugar.*
>
> Parent after participating in online starting solids workshop

We are committed to developing evidence-based service and ensuring that our support has the maximum impact possible. Professor Amy Brown at University of Swansea is currently undertaking a longitudinal evaluation of the impact of HENRY support on parents' feeding practices and babies' attitudes, habits and preferences in relation to food. Parents are asked to complete questionnaires before and after the workshop, with follow-up questionnaires when their baby is 8 months and 12 months.

The study's findings will be reported in 2022.

Speech and language support

Young children's development will not wait for the world to get back to 'normal' after Covid; the family pressures and restrictions of the last year are already affecting outcomes, especially for children in the most deprived areas. Our speech and language team have seen a significant increase in referrals for young children with language delay – the result of 0-3 year olds missing out on the social stimulation and communication they need.

Responding to this need over the last year, the HENRY speech and language team provided:

- 1-to-1 support via WhatsApp to replace drop-ins in children's centres. As the team were not able to observe children's communication in person, they developed a secure way for families to share video clips of their child interacting in the home environment. This enabled parent and therapist to discuss the child's language development together and plan practical strategies for parents to use at home with their child to support their communication and development. In a follow-up survey of families supported in this way, 100% reported that they had used the strategies at home and 96% noticed a positive change in their child's speech and language development.

- Online *Steps to Speaking* groups to replace the face-to-face programmes provided pre-Covid.

> *The speech and language therapists were friendly and easy to talk to. I felt that all my points and the other parents were listened to. I have been reassured that I was not alone in how I was feeling, and that ' there was a light at the end of the tunnel'.*
>
> Parent who joined HENRY online Steps to Speaking group

Training for practitioners across health, early years and children's services

Pre-Covid all our practitioner training courses were delivered face-to-face so these had to be put on hold as the country entered lockdown in March 2020. By August we had adapted the courses for online delivery in smaller groups of 8 participants and demand for workforce development in the second half of the year from local authorities and health trusts across the UK has been high.

As a completely new project with no existing HENRY-trained facilitators, training practitioners in Northern Ireland was a particular priority so that they could roll out the programmes across all 5 Health and Social Care Trusts.

Between August and March, 830 practitioners participated in our online courses with 97% reporting that they met or exceeded expectations compared to 98% in the previous year when all courses were delivered in person: *'as close to face-to-face as it gets'* in the words of one participant.

Although the number of practitioners trained is just over half the previous year, this represents a significant achievement given we were not able to deliver training during the first 4 months of the year while we were adapting the courses for online delivery, and online training groups are half the size of face-to-face courses.

I have just finished my HENRY training and absolutely loved it! Many of the topics and themes are so relevant to our day to day work as child health assistants.

I look forward to delivering the programme with the parents in our local community and am hopeful for the impact it can make.

Northern Ireland child health assistant

Research and policy work

Our academic partnerships with three universities continue to play an important role in evaluating the longer-term impact of our work. In the last year 5 academic studies contributed to the evidence base for intervention in the early years of life:

- Successful pilot RCT[1] completed by Leeds Trial Unit: although the main focus was testing the trial methodology ahead of applying for funding for a definitive trial, the pilot RCT found the BMI z-score of children in participating families reduced towards a healthy weight while it increased in the control group.

- University of Hertfordshire study[2] of the effectiveness of volunteer-led support: this service evaluation found that volunteers can be successfully recruited and trained to deliver structured 1-to-1 interventions to parents in their own communities – with both parents and volunteers reporting a positive impact.

[1] Bryant et al (2021). *Cluster randomised controlled feasibility study of HENRY: a community-based intervention aimed at reducing obesity rates in preschool children.* Pilot and Feasibility Studies.

[2] Howlett et al (2021). *Testing the feasibility of a sustainable preschool obesity prevention approach: a mixed-methods service evaluation of a volunteer-led HENRY programme.* BMC Public Health.

- Longitudinal evaluation of HENRY support for infant feeding and starting solids

'I would have stopped breastfeeding without their support': An evaluation of the HENRY Infant Feeding Service in Waltham Forest – Professor Amy Brown, University of Swansea

The Swansea evaluation, published this year, surveyed 251 mothers who used our Waltham Forest infant feeding service in 2019 and 26 local partner organisations. The report concluded:

The HENRY infant feeding team are providing a service that is reaching a diverse group of new mothers. The service is valued both by those who exclusively breastfeed and use formula milk, for its accurate, non-judgmental and supportive approach. HENRY is meeting the practical and emotional needs of new mothers when it comes to feeding their baby, providing a reassuring and supportive service. Mothers view the service as a lifeline, helping them to breastfeed their baby for longer.

The service is viewed by local partner organisations as filling an important gap in infant feeding support in the borough - providing rapid, accessible and in-depth support in a way that an overburdened health service sometimes cannot.

A longitudinal evaluation of the HENRY brief intervention on starting solids conducted by Professor Amy Brown is also underway and will report in 2022 – following up parents when their baby is 8 months and again at 12 months to assess impact on both infant food preferences and parental feeding style

- Development of intervention to support a healthy lifestyle in the teenage years: we are working with University of Hertfordshire on a jointly-funded PhD project to develop, pilot and test a new intervention with young people aged 11-18. In 20/21 we conducted a literature review and consultation with young people to inform the development of the intervention during 21/22, with the pilot phase due to commence in April 2022.

HENRY is widely respected for the strength of our evidence base; on World Obesity Day, HENRY was the only UK case study included as part of the World Obesity Foundation resources. We are passionate about using our approach and organisational learning to improve support for children and their families, working with wider groups such as Obesity Health Alliance and First 1001 Days Movement to influence Government policy.

Organisational management

Staffing

A growing workforce

Despite the pandemic, we mobilised a number of new service delivery contracts and significant partnerships during 20/21. Staff numbers expanded to deliver and support these, from an average headcount of 50 in 2019-20 to an average of 60 in 2020-21, with staff based in 8 different locations. Staff retention in 20/21 was 83.5% compared to 81% in the previous year.

In addition to our employed staff team, 11 freelance trainers, 10 sessional facilitators and 29 volunteers played a crucial part in delivering HENRY services.

Supporting staff wellbeing during Covid

During the early months of Covid some staff roles, especially those in training and partnership delivery, were impacted by the suspension of face-to-face work while we adapted our courses and programmes for online delivery. We placed a number of staff on furlough for short periods, topping up the Government contribution through the Coronavirus Job Retention Scheme so that all furloughed staff continued to receive their full salaries.

The pandemic placed a great deal of pressure on our staff team as well as on the families we support. The majority of our staff have young or school age children and were affected by school and nursery closures during repeated lockdowns. Many became ill themselves with Covid or were affected by family bereavement. At the same time, the need to adapt services, systems and processes to enable us to continue to support families during lockdown led to increased workload for many staff.

With all these pressures in mind, we prioritised actions to support staff wellbeing, including:

- Wellbeing leave – paid leave in addition to annual leave
- Carer's leave and flexible/reduced hours for staff with children when the schools were closed
- Providing equipment and IT support and training so that staff could work safely and confidently from home
- Regular informal support from managers for staff, including discussion of wellbeing
- Frequent updates from the CEO, as well as thank you cards and messages
- Online team building activities

Staff experience of working for HENRY

The results of the 20/21 staff survey, completed by 71% of staff, were extremely positive. Staff expressed widespread appreciation of the support and care they experienced during the pandemic. 98% respondents rated morale at HENRY very good or good (up from 94% last year) - a major achievement in the context of the last year, with everyone working at home and grappling with major changes in their work and personal lives.

As in previous years, 100% of respondents said they are proud to work for HENRY and enjoy working with the people at HENRY- frequently commenting on how much they valued their 'supportive, kind and caring' colleagues.

> *I have been overwhelmed by the support that I have received from HENRY this year. Given the challenges that have faced the charity, I am so grateful to have felt so supported and listened to throughout.*
>
> Staff survey respondent

Organisational policies and procedures

Policies are updated in alignment with legislation and national guidance, with new policies written as required. This governance cycle is overseen by the Director of Operations as part of HENRY's ongoing risk management, with senior management involvement and sign off by the Board as appropriate.

Fundraising Policy

HENRY is committed to responsible and ethical fundraising. We avoid putting undue pressure on anyone to donate, for example, we do not cold call, send direct mail, or engage in door-to-door fundraising. We are registered with the Fundraising Regulator and follow their Code of Practice for charities and fundraisers. HENRY engaged the services of two fundraising consultants in 2019-20 to assist with income generation through funding applications.

Financial Review

The pandemic has demonstrated our organisational resilience. The loss of face-to-face commissioned training and family programme delivery resulted in a potential 25% reduction in income this year.

Excellent fiscal management over many years, combined with prompt and effective mitigating actions, means that we are in a healthy and robust financial position as we move into 2021/22.

The primary financial challenge over the last year was loss of training and resources income due to suspension of face-to-face training delivery due to Covid. This loss was mitigated through the development of online training and delivery, enabling us to achieve close to pre-pandemic training income levels in the final quarter of 20/21.

Our income mix continues to be well spread. Over the last we secured new project and contract income alongside the sales of training and resources.

Summary of financial position at March 2021

- Despite the pandemic, annual income grew by 9% - from £1.8m in 19/20 to £1.97m in 20/21.
- Direct contracts and grant funded projects grew by 31% from £1.2m to £1.6m.
- Partnership support income grew by 6% from £82k to £87k.
- As a direct consequence of the pandemic, Training Commissions and Resource Sales reduced significantly, with a combined 66% in-year decrease from £428k in 19/20 to £144k in 20/21 – although as we closed the financial year, we saw a recovery to more normal levels of income through our diversification to online delivery.
- Donations income increased by 17% from £69K to £81k, largely due to our Covid-19 appeal.
- Our total income was further boosted by £60k through the UK government's Coronavirus Job Retention Scheme (note 3).

Our total expenditure increased by 8% from £1.78m to £1.92m, largely as a result of full year impact of the expansion of our staff team in the previous year and of new contracts and projects. We closed the year with a surplus of £49k against a budgeted surplus of £3k. In our original pre-Covid 20/21 budget, £75k of designated funds had been agreed for new strategic roles to support organisational growth. These were put on hold due to initial financial uncertainty around the impact of Covid and recruited towards the end of the year. We, therefore, did not use any of our £75k designated fund in the year.

Our general unrestricted fund has remained stable at £434k. This continues to provide the financial stability needed for continued growth and to weather the residual impacts of Covid.

We anticipate that our training and resource income will recover in 2021-22 as we blend online and face-to-face delivery. We are working to extend our range of grant funded projects and service contacts in the year ahead.

These actions, together with our strong financial position, will enable the Charity to withstand the impact of Covid-19 through 2022 and beyond.

Reserves Policy

Our policy on reserves is reviewed annually by the Board of Trustees and has a threefold purpose to:

- cover shutdown costs in the event of closure
- mitigate periods of financial volatility and stress
- invest in strategic development and growth.

HENRY aims to retain free reserves (total reserves less restricted and designated reserves) of between 3 to 6 months' operating costs. More specifically, it is our policy to hold free reserves of no less than is required to wind up the organisation if needed, plus a buffer of 1 month's running costs to cover periods of financial stress.

Free reserves at the year-end were £434k, representing just in excess of 3 months' operating costs. £75k of additional designated funds have been carried forward. Restricted reserves at year end were £107k, related to grant-funded projects, details of which are in note 15 to the accounts.

Investment Policy

HENRY invests surplus funds in higher interest bank accounts in order to maximise income from its cash balances. This policy is reviewed annually by the Finance Committee on behalf of the Trustees.

Looking ahead

As well as enabling us to support families under pressure during the pandemic, the work we have undertaken over the last year will have a lasting legacy. We finished the year with a sustainable package of both face-to-face and online family support and workforce development that can be implemented flexibly in response to the needs of families and local circumstances. In the longer-term this will significantly widen our reach – enabling our national team to support parents through online delivery and overcoming barriers for parents who are unable to access face-to-face provision.

Over the coming year our priorities will include:

- Innovation and inclusion – working with communities to develop and test new models to reach and support marginalised groups and driving work around participation so we become a truly user-led organisation
- Evaluation of digital delivery – including comparative impact on outcomes of face-to-face and digital support
- Increased support for family wellbeing – through our national services such as HENRY Buddies to build family resilience and new interventions to support children's emotional health during the pandemic
- Organisational development to support growth – continuing the digitalisation of organisational systems and expanding management and staff capacity so we are able to harness new opportunities to meet the needs of vulnerable families

Statement of Responsibilities of the Trustees

The Trustees (who are also directors of the charity for the purposes of company law) are responsible for preparing the Trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charity and of the income and expenditure of the charity for that period. In preparing those financial statements the Trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the applicable Charities SORP;
- Make judgements and accounting estimates that are reasonable and prudent;
- State whether applicable accounting standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements; and
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

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

In so far as the Trustees are aware:

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

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

Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The Trustees are members of the charity but this entitles them only to voting rights. The Trustees have no beneficial interest in the charity.

The Trustees

The Trustees, who are also directors under company law, who served during the year and up to the date of this report are listed on page 1.

Auditors

Godfrey Wilson Limited have continued in their capacity as auditors of the charitable company during the year. They have expressed their willingness to continue in that capacity.

Approved by the Trustees on 26 November 2021 and signed on their behalf by

Samantha Olsen - Chair of Trustees

Independent auditors' report

To the members of

HENRY

Opinion
We have audited the financial statements of HENRY (the 'charity') for the year ended 31 March 2021 which comprise the statement of financial activities, balance sheet, statement of cash flows and the related notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2021 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

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

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

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

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

Other information

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

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

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report (incorporating the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report (incorporating the directors' report) have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report. We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us;
- the financial statements are not in agreement with the accounting records and returns;
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not obtained all the information and explanations necessary for the purposes of our audit.

Independent auditors' report

To the members of

HENRY

Responsibilities of the trustees

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

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

Our responsibilities for the audit of the financial statements

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

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

(1) We obtained an understanding of the legal and regulatory framework that the charity operates in, and assessed the risk of non-compliance with applicable laws and regulations. Throughout the audit, we remained alert to possible indications of non-compliance.

(2) We reviewed the charity's policies and procedures in relation to:

- Identifying, evaluating and complying with laws and regulations, and whether they were aware of any instances of non-compliance;
- Detecting and responding to the risk of fraud, and whether they were aware of any actual, suspected or alleged fraud; and
- Designing and implementing internal controls to mitigate the risk of non-compliance with laws and regulations, including fraud.

(3) We inspected the minutes of trustee meetings.

(4) We enquired about any non-routine communication with regulators and reviewed any reports made to them.

(5) We reviewed the financial statement disclosures and assessed their compliance with applicable laws and regulations.

(6) We performed analytical procedures to identify any unusual or unexpected transactions or balances that may indicate a risk of material fraud or error.

(7) We assessed the risk of fraud through management override of controls and carried out procedures to address this risk. Our procedures included:

- Testing the appropriateness of journal entries;
- Assessing judgements and accounting estimates for potential bias;
- Reviewing related party transactions; and
- Testing transactions that are unusual or outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. Irregularities that arise due to fraud can be even harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

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

Independent auditors' report

To the members of

HENRY

Use of our report
This report is made solely to the charity's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charity's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

Alison Godfrey

Date: 1 December 2021

Alison Godfrey FCA
(Senior Statutory Auditor)

For and on behalf of:
GODFREY WILSON LIMITED
Chartered accountants and statutory auditors
5th Floor Mariner House
62 Prince Street
Bristol
BS1 4QD

HENRY

Statement of financial activities *(incorporating an income and expenditure account)*

For the year ended 31 March 2021

	Note	Restricted £	Unrestricted £	**2021 Total £**	2020 Total £
Income from:					
Donations and legacies	3	44,581	96,228	**140,809**	69,241
Charitable activities	5	691,413	1,134,863	**1,826,276**	1,732,981
Investments		-	2,638	**2,638**	4,138
Total income		735,994	1,233,729	**1,969,723**	1,806,360
Expenditure on:					
Raising funds		-	71,978	**71,978**	131,939
Charitable activities		687,852	1,160,724	**1,848,576**	1,644,594
Total expenditure	7	687,852	1,232,702	**1,920,554**	1,776,533
Net income and net movement in funds	8	48,142	1,027	**49,169**	29,827
Funds at the start of the year		58,776	508,701	**567,477**	537,650
Funds at the end of the year		**106,918**	**509,728**	**616,646**	567,477

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in note 15 to the financial statements.

HENRY

Balance sheet

As at 31 March 2021

	Note		**2021**	2020
		£	**£**	£
Fixed assets				
Tangible fixed assets	10		**37,507**	44,535
Current assets				
Stocks	11	**55,939**		56,413
Debtors	12	**544,983**		671,079
Current asset investments		**103,896**		102,748
Cash at bank and in hand		**743,450**		326,905
		1,448,268		1,157,145
Liabilities				
Creditors: amounts falling due within 1 year	13	**869,129**		634,203
Net current assets			**579,139**	522,942
Net assets	14		**616,646**	567,477
Funds	15			
Restricted funds			**106,918**	58,776
Unrestricted funds:				
Designated funds			**75,392**	75,392
General funds			**434,336**	433,309
Total funds			**616,646**	567,477

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

Approved by the trustees on 26 November 2021 and signed on their behalf by

Samantha Olsen - Chair of Trustees

HENRY

Statement of cash flows

For the year ended 31 March 2021

	2021	2020
	£	£
Cash used in operating activities:		
Net movement in funds	**49,169**	29,827
Adjustments for:		
Depreciation charges	**7,028**	6,700
Dividends, interest and rents from investments	**(2,638)**	(4,138)
Decrease / (increase) in stock	**474**	(2,062)
Decrease / (increase) in debtors	**126,096**	(264,629)
Increase / (decrease) in creditors	**234,926**	94,127
Net cash provided by operating activities	**415,055**	(140,175)
Cash flows from investing activities:		
Purchase of tangible fixed assets	**-**	(3,985)
Dividends, interest and rents from investments	**2,638**	4,138
Net cash provided by investing activities	**2,638**	153
Increase / (decrease) in cash and cash equivalents in the year	**417,693**	(140,022)
Cash and cash equivalents at the beginning of the year	**429,653**	569,675
Cash and cash equivalents at the end of the year	**847,346**	429,653
Analysed as:		
Cash at bank and in hand	**743,450**	326,905
Current asset investments	**103,896**	102,748
	847,346	429,653

The charity has not provided an analysis of changes in net debt as it does not have any long term financing arrangements.

1. Accounting policies

a) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities in preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

HENRY meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

b) Going concern basis of accounting

The accounts have been prepared on the assumption that the charity is able to continue as a going concern, which the trustees consider appropriate having regard to the current level of unrestricted reserves and having considered the impact of the ongoing Covid pandemic. There are no material uncertainties about the charity's ability to continue as a going concern.

c) Income

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

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

Training commissions, licence fee income, income from the sale of resources received in advance of delivery of the goods and income from contracts is deferred until criteria for income recognition are met.

d) Donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item, is probable and the economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), general volunteer time is not recognised.

1. **Accounting policies (continued)**

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

e) **Interest receivable**
Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity: this is normally upon notification of the interest paid or payable by the bank.

f) **Funds accounting**
Unrestricted funds are available to spend on activities that further any of the purposes of the charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

g) **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.

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

h) **Allocation of support and governance costs**
Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Governance costs are the costs associated with the governance arrangements of the charity, including the costs of complying with constitutional and statutory requirements and any costs associated with the strategic management of the charity's activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities on the following basis, which is an estimate of staff time:

	2021	2020
Raising funds	3.8%	8.0%
Charitable activities	96.2%	92.0%

1. Accounting policies (continued)

i) Tangible fixed assets

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

Leasehold improvements	Straight line over remaining life of lease
Computer equipment	Straight line over 3 years
Fixtures and fittings	Straight line over 4 years

j) Stock

Stocks are valued at the lower of cost and net realisable value, after making allowance for obsolete and slow moving items.

k) Debtors

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

l) Current asset investments

Current asset investments consist of cash held on deposit in interest bearing accounts. Such investments are measured at their fair value.

m) 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.

n) Creditors

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.

o) Financial instruments

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

1. Accounting policies (continued)

p) Pension costs

The charitable company operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the company in an independently administered fund. The pension costs charged to the statement of financial activities represents the contribution payable by the charitable company during the year.

q) Operating leases

Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged against profits on a straight-line basis over the period of the lease.

r) Foreign currency transactions

Transactions in foreign currencies are translated at rates prevailing at the date of the transaction. Balances denominated in foreign currencies are translated at the rate of exchange prevailing at the year end.

s) Accounting estimates and key judgements

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

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

The key sources of estimation uncertainty that have a significant effect on the amounts recognised in the financial statements are depreciation (as described in note 1 (i) above).

2. Prior period comparatives

	Restricted £	Unrestricted £	2020 Total £
Income from:			
Donations and legacies	17,845	51,396	**69,241**
Charitable activities	481,897	1,251,084	**1,732,981**
Investments	-	4,138	**4,138**
Total income	499,742	1,306,618	**1,806,360**
Expenditure on:			
Raising funds	-	131,939	**131,939**
Charitable activities	504,334	1,140,260	**1,644,594**
Total expenditure	504,334	1,272,199	**1,776,533**
Net income / (expenditure) and net movement in funds	(4,592)	34,419	**29,827**

3. Income from donations

	Restricted £	Unrestricted £	2021 Total £	2020 Total £
Coronavirus Job Retention Scheme	-	60,229	**60,229**	-
Other donations	44,581	35,999	**80,580**	69,241
	44,581	96,228	**140,809**	69,241

All income from donations was unrestricted in the prior period, except £17,845 of other donations.

4. Government grants

The charitable company receives government grants, defined as funding from HMRC's Coronavirus Job Retention Scheme. The total value of such grants in the period ending 31 March 2021 was £60,229 (2020: £nil). There are no unfulfilled conditions or contingencies attaching to these grants.

5. Income from charitable activities

	Restricted £	Unrestricted £	**2021 Total £**	2020 Total £
Grants (note 6)	689,413	-	**689,413**	511,897
Direct contracts	-	905,438	**905,438**	709,987
Training commissions	-	95,772	**95,772**	295,543
Sales of resources	-	48,220	**48,220**	132,858
Licence fees	2,000	85,433	**87,433**	82,273
Consultancy	-	-	**-**	423
	691,413	1,134,863	**1,826,276**	1,732,981

All income from charitable activities in the prior period was unrestricted, except £481,897 of grant income, which was restricted (see note 6).

6. Grants receivable

	Restricted £	Unrestricted £	**2021 Total £**	2020 Total £
Big Lottery Fund grants:				
Reaching Communities	100,642	-	**100,642**	85,591
Better Start Bradford – Healthy Families project	130,701	-	**130,701**	116,919
Better Start Southend – Healthy Families project	120,918	-	**120,918**	119,250
Better Start Southend – Preparation for Parenthood	116,054	-	**116,054**	48,387
Better Start Bradford – Cooking for a Better Start project	35,294	-	**35,294**	42,200
Better Start Blackpool - Infant and Young Child Feeding Service	80,317	-	**80,317**	-
National Children's Bureau (LEAP)	76,380	-	**76,380**	38,399
Sylvia Adams Charitable Trust	29,107	-	**29,107**	28,516
John Ellerman Foundation	-	-	-	30,000
Other	-	-	-	2,635
	689,413	-	**689,413**	511,897

All grants receivable in the prior period were restricted, except the John Ellerman Foundation grant, which was unrestricted.

7. Expenditure

	Raising funds £	Charitable activities £	Support and governance costs £	**Total 2021 £**
Cost of resources	-	32,268	-	**32,268**
Trainer costs	-	22,303	-	**22,303**
Development costs	-	21,646	-	**21,646**
Delivery costs	-	128,294	-	**128,294**
Governance costs	-	-	13	**13**
Staff costs (note 9)	51,672	1,319,358	230,724	**1,601,754**
Other staff costs	-	-	13,193	**13,193**
Premises costs	-	-	33,215	**33,215**
Marketing costs	7,590	-	-	**7,590**
Audit and accountancy	-	-	6,200	**6,200**
Business costs	-	-	9,220	**9,220**
IT and communications	-	-	19,778	**19,778**
Office costs	-	-	12,063	**12,063**
Depreciation	-	-	7,028	**7,028**
Irrecoverable VAT	-	-	5,989	**5,989**
Sub-total	59,262	1,523,869	337,423	**1,920,554**
Allocation of support and governance costs	12,716	324,707	(337,423)	**-**
Total expenditure	71,978	1,848,576	-	**1,920,554**

7. Expenditure - prior period comparative

	Raising funds	Charitable activities	Support and governance costs	**Total 2020**
	£	£	£	**£**
Cost of resources	-	54,478	-	**54,478**
Trainer costs	-	115,020	-	**115,020**
Development costs	-	2,065	-	**2,065**
Delivery costs	-	112,589	-	**112,589**
Governance costs	-	-	1,766	**1,766**
Staff costs (note 9)	91,664	1,059,914	190,691	**1,342,269**
Other staff costs	760	-	17,036	**17,796**
Premises costs	-	-	38,026	**38,026**
Marketing costs	13,524	-	10,194	**23,718**
Audit and accountancy	-	-	6,500	**6,500**
Business costs	-	-	4,650	**4,650**
IT and communications	-	-	28,454	**28,454**
Office costs	-	-	15,895	**15,895**
Depreciation	-	-	6,700	**6,700**
Irrecoverable VAT	-	-	6,607	**6,607**
Sub-total	105,948	1,344,066	326,519	**1,776,533**
Allocation of support and governance costs	25,991	300,528	(326,519)	**-**
Total expenditure	131,939	1,644,594	-	**1,776,533**

8. Net movement in funds

This is stated after charging:

	2021	2020
	£	£
Depreciation	**7,028**	6,700
Trustees' remuneration	**Nil**	Nil
Trustees' reimbursed expenses	**Nil**	407
Auditors' remuneration:		
▪ Statutory audit	**6,125**	5,950
▪ Other services (consultancy)	**-**	626

No trustee expenses were paid in the year to 31 March 2021. In the prior year, 5 trustees were reimbursed for travel costs relating to attendance at board meetings.

Total governance costs in the year were £7,363 (2020: £8,266).

9. Staff costs and numbers

Staff costs were as follows:

	2021	2020
	£	£
Salaries and wages	**1,371,596**	1,139,825
Social security costs	**110,515**	96,815
Pension contributions	**117,926**	105,629
Redundancy payments	**1,717**	-
	1,601,754	1,342,269

The key management personnel of the charity comprise the trustees, the chief executive and senior management team. The total employee benefits received by the key management personnel of the charity were £333,231 (2020: £319,837).

One employee earned between £60,000 and £70,000 during the year (2020: one). The average head count during the reporting period was 60 (2020: 50).

10. Tangible fixed assets

	Fixtures and fittings £	Leasehold improvements £	Computer equipment £	Total £
Cost				
At 1 April 2020 and at 31 March 2021	5,255	44,518	6,192	**55,965**
Depreciation				
At 1 April 2020	1,826	5,804	3,800	**11,430**
Charge for the year	1,313	4,690	1,025	**7,028**
At 31 March 2021	3,139	10,494	4,825	**18,458**
Net book value				
At 31 March 2021	**2,116**	**34,024**	**1,367**	**37,507**
At 31 March 2020	3,429	38,714	2,392	44,535

11. Stock

	2021 £	2020 £
Finished goods	**55,939**	56,413

12. Debtors

	2021 £	2020 £
Trade debtors	**392,820**	507,249
Prepayments	**28,185**	33,343
Accrued income	**123,978**	130,487
	544,983	671,079

13. Creditors: amounts due within 1 year

	2021 £	2020 £
Trade creditors	**17,156**	73,153
PAYE and social security	**41,762**	31,663
VAT	**65,799**	62,044
Accruals	**85,119**	48,190
Deferred income	**634,612**	417,399
Other creditors	**24,681**	1,754
	869,129	634,203

Movements in deferred income consist of:

Balance brought forward	**417,399**	381,289
Amounts released in the period	**(417,399)**	(381,289)
Amounts deferred in the period	**634,612**	417,399
Balance carried forward	**634,612**	417,399

HENRY provides training, resources and other services under contracts. Where these are paid for in advance, the income is deferred to future periods in line with the stage of completion of the contract.

14. Analysis of net assets between funds

	Restricted funds £	Designated funds £	General funds £	**Total funds £**
Tangible fixed assets	-	-	37,507	**37,507**
Net current assets	106,918	75,392	396,829	**579,139**
Net assets at 31 March 2021	**106,918**	**75,392**	**434,336**	**616,646**

Prior period comparative

	Restricted funds £	Designated funds £	General funds £	Total funds £
Tangible fixed assets	-	-	44,535	44,535
Net current assets	58,776	75,392	388,774	522,942
Net assets at 31 March 2020	58,776	75,392	433,309	567,477

15. Movements in funds

	At 1 April 2020 £	Income £	Expenditure £	Transfers between funds £	**At 31 March 2021 £**
Restricted funds:					
Big Lottery Fund:					
Reaching Communities	4,952	100,642	(94,539)	-	**11,055**
Better Start Bradford – Healthy Families project	-	130,701	(130,701)	-	**-**
Better Start Southend – Healthy Families project	20,711	120,918	(105,646)	-	**35,983**
Better Start Southend – Preparation for Parenthood project	-	116,054	(116,054)	-	**-**
Better Start Bradford – Cooking for a Better Start project	-	35,294	(35,294)	-	**-**
Better Start Blackpool - Infant and Young Child Feeding Service	-	80,317	(53,068)	-	**27,249**
Other funders:					
HENRY Buddies (National)	-	26,496	(24,327)	-	**2,169**
HENRY Buddies (Oxfordshire)	-	8,730	(8,730)	-	**-**
Lambeth Early Action Partnership	-	76,380	(76,380)	-	**-**
Healthy Families Programme	-	4,854	(3,499)	-	**1,355**
Regional funding	-	6,501	(6,501)	-	**-**
HENRY research hub	4,597	-	(19,440)	14,843	**-**
Sylvia Adams Charitable Trust	28,516	29,107	(13,673)	(14,843)	**29,107**
Total restricted funds	58,776	735,994	(687,852)	-	**106,918**

15. Movements in funds (continued)

	At 1 April 2020 £	Income £	Expenditure £	Transfers between funds £	**At 31 March 2021 £**
Unrestricted funds:					
Designated funds:					
Marketing	42,992	-	-	-	**42,992**
Service development	27,400	-	-	-	**27,400**
Premises	5,000	-	-	-	**5,000**
Total designated funds	75,392	-	-	-	**75,392**
General funds	433,309	1,233,729	(1,232,702)	-	**434,336**
Total unrestricted funds	508,701	1,233,729	(1,232,702)	-	**509,728**
Total funds	**567,477**	**1,969,723**	**(1,920,554)**	**-**	**616,646**

Transfer of funds represents the use of restricted funds towards research activities, as approved by the funder.

15. Movements in funds (continued)
Purposes of restricted funds

Reaching Communities
The Big Lottery Reaching Communities Fund is for the A Healthy Start project, a project which supports volunteers interested in acting as peer-supporters in their community (in Leeds, Sheffield and Telford) to help families with young children develop a healthier, happier family lifestyle.

Better Start Bradford – Healthy Families project
The Fulfilling Lives: A Better Start fund is a lottery initiative to provide a good start in life for young children. HENRY receives funding from Bradford Trident (lottery grant recipient) to support this initiative through HENRY training, programmes, volunteering and resources.

Better Start Southend – Healthy Families project
The Fulfilling Lives: A Better Start fund is a lottery initiative to provide a good start in life for young children. HENRY receives funding from the Pre-School Learning Alliance (lottery grant recipient) to support this initiative through HENRY training, programmes, volunteering and resources.

Better Start Southend – Preparation for Parenthood project
A Better Start fund is a lottery initiative to provide a good start in life for young children. HENRY receives funding from the Pre-School Learning Alliance (lottery grant recipient) to support this initiative for expectant parents as they approach the birth of their baby through HENRY programmes, face to face and online support, and resources.

Better Start Bradford – Cooking for a Better Start project
The Fulfilling Lives: A Better Start fund is a lottery initiative to provide a good start in life for young children. HENRY receives funding from Bradford Trident (lottery grant recipient) to support this initiative through delivery of a 6-week cooking programme.

15. Movements in funds (continued)

Better Start Blackpool - Infant and Young Child Feeding Service
A Better Start fund is a lottery initiative to provide a good start in life for young children. HENRY receives funding from the NSPCC (lottery grant recipient) to support HENRY's Infant and Young Child feeding Service in Blackpool, working to improve the health outcomes for Blackpool's youngest children and support generational changes throughout the town. The service HENRY provides includes infant feeding support, workshops to support safe responsive feeding and workforce training.

HENRY Buddies (National)
Funding to support vulnerable families nationally during the Covid-19 pandemic. Support is provided through one-to-one telephone support where families are either referred to HENRY through other organisations or where families approach HENRY directly for support.

HENRY Buddies (Oxfordshire)
Specific funding focussed on the county of Oxfordshire to provide the same range of family support as the above national programme.

Lambeth Early Action Partnership
LEAP is a lottery initiative to provide a good start in life for children. HENRY receives funding from National Children's Bureau (lottery grant recipient) to support this initiative for families through HENRY training, programmes and resources.

15. Movements in funds (continued)

Healthy Families Programme Oxfordshire
HENRY seeks grant funding, corporate support, and other donations from multiple sources to fund the delivery of HENRY Healthy Families programmes (group and 1-to-1) in deprived areas of Oxfordshire. HENRY receives several small contributions (ranging from a few hundred to a few thousand pounds) to support this work.

Regional funding
Income and expenditure associated with smaller regional projects and charitable activities funded through donations and grants from multiple sources.

HENRY research hub
Funding to develop HENRY's research and evaluation activities.

Sylvia Adams Charitable Trust
Funding to support HENRY's work on introducing solid foods.

Purposes of designated funds
In May 2018 the trustees set aside £134,000 to invest in elements of our new 3 year strategic plan. Chiefly, investments in marketing, office infrastructure (as part of our move to new national office premises in December 2018) and in developing new training courses and family interventions. We entered 2020-21 with £75,392 remaining in our designated fund. Performance in the year meant that we did not require further use of designated funds and thus carry over this balance into 2021-22.

15. Movements in funds (continued)

Prior period comparative

	At 1 April 2019 £	Income £	Expenditure £	Transfers between funds £	At 31 March 2020 £
Restricted funds:					
Big Lottery Fund:					
Reaching Communities	26,156	85,591	(106,795)	-	4,952
Better Start Bradford – Healthy Families project	2,413	116,919	(119,332)	-	-
Better Start Southend – Healthy Families project	4,807	119,250	(103,346)	-	20,711
Better Start Southend – Preparation for Parenthood project	-	48,387	(48,387)	-	-
Better Start Bradford – Cooking for a Better Start project	424	42,200	(42,624)	-	-
Other funders:					
Lambeth Early Action Partnership	-	38,399	(38,399)	-	-
A Healthy Start in Oxfordshire	4,568	8,845	(13,413)	-	-
Regional funding	-	9,000	(9,000)		-
HENRY research hub	25,000	-	(20,403)	-	4,597
Sylvia Adams Charitable Trust	-	28,516	-	-	28,516
Other projects	-	2,635	(2,635)	-	-
Total restricted funds	63,368	499,742	(504,334)	-	58,776

15. Movements in funds (continued)

Prior period comparative

	At 1 April 2019 £	Income £	Expenditure £	Transfers between funds £	At 31 March 2020 £
Unrestricted funds:					
Designated funds:					
Marketing	42,992	-	-	-	42,992
Service development	27,400	-	-	-	27,400
Premises	5,000	-	-	-	5,000
Total designated funds	75,392	-	-	-	75,392
General funds	398,890	1,306,618	(1,272,199)	-	433,309
Total unrestricted funds	474,282	1,306,618	(1,272,199)	-	508,701
Total funds	537,650	1,806,360	(1,776,533)	-	567,477

16. Operating leases

The charity had operating leases at the year end with total future minimum lease payments as follows:

	Land and buildings		Office equipment	
	2021	2020	**2021**	2020
	£	£	**£**	£
Amount falling due:				
Within 1 year	**30,000**	28,750	**716**	716
Within 2 - 5 years	**7,500**	37,500	**1,372**	2,088

17. Related party transactions

There were no related party transactions in the current or prior year.