

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:

## HENRY

### Report of the Trustees

For the year ended 31 March 2023

- 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.



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Report of the Trustees  
For the year ended 31 March 2023

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

## HENRY

### Reference and administrative details

For the year ended 31 March 2023

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

## HENRY

### Reference and administrative details

For the year ended 31 March 2023

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<b>Key management personnel</b>	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
<b>Auditors</b>	Godfrey Wilson Limited Chartered accountants and statutory auditors 5th Floor Mariner House 62 Prince Street Bristol BS1 4QD	
<b>Bankers</b>	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
<b>HR advisors</b>	Ellis Whittam Ltd Woodhouse, Church Lane Aldford, Chester CH3 6JD	

## **Independent auditors' report**

**To the members of**

**HENRY**

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### **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.

## **Independent auditors' report**

**To the members of**

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### **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**

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### **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.

## **Independent auditors' report**

### **To the members of**

#### **HENRY**

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(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](http://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**

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*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

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

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 £
<b>Fixed assets</b>				
Tangible fixed assets	10		27,475	32,876
<b>Current assets</b>				
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
<b>Liabilities</b>				
Creditors: amounts falling due within 1 year	13	1,074,785		880,609
<b>Net current assets</b>			434,123	491,131
<b>Net assets</b>	14		461,598	524,007
<b>Funds</b>	15			
Restricted funds			16,665	49,448
Unrestricted funds:				
Designated funds			75,392	75,392
General funds			369,541	399,167
<b>Total funds</b>			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 £
<b>Cash used in operating activities:</b>		
Net movement in funds	(62,409)	(92,639)
<i>Adjustments for:</i>		
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
<b>Net cash provided by operating activities</b>	<b>71,579</b>	<b>(272,641)</b>
<b>Cash flows from investing activities:</b>		
Purchase of tangible fixed assets	(1,762)	(3,311)
Dividends, interest and rents from investments	4,605	2,459
<b>Net cash provided by investing activities</b>	<b>2,843</b>	<b>(852)</b>
<b>Increase / (decrease) in cash and cash equivalents in the year</b>	<b>74,422</b>	<b>(273,493)</b>
Cash and cash equivalents at the beginning of the year	573,853	847,346
<b>Cash and cash equivalents at the end of the year</b>	<b>648,275</b>	<b>573,853</b>
<b>Analysed as:</b>		
Cash at bank and in hand	559,215	381,508
Current asset investments	89,060	192,345
	<b>648,275</b>	<b>573,853</b>

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

# HENRY

## Notes to the financial statements

For the year ended 31 March 2023

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### 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.

Notes to the financial statements

For the year ended 31 March 2023

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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%

## HENRY

### Notes to the financial statements

For the year ended 31 March 2023

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#### 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.

## **HENRY**

### **Notes to the financial statements**

**For the year ended 31 March 2023**

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#### **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).

## HENRY

### Notes to the financial statements

For the year ended 31 March 2023

#### 2. Prior period comparatives

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

#### 3. Income from donations

	2023 £	2022 £
Coronavirus Job Retention Scheme	-	9,065
Other donations	82,314	10,802
	<b>82,314</b>	<b>19,867</b>

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).



# HENRY

## Notes to the financial statements

For the year ended 31 March 2023

### 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
	<u>482,221</u>	<u>1,810,426</u>	<u>2,292,647</u>	<u>2,226,494</u>

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
	<u>482,221</u>	<u>673,770</u>

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

# HENRY

## Notes to the financial statements

For the year ended 31 March 2023

### 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
<b>Sub-total</b>	<b>34,631</b>	<b>1,890,711</b>	<b>516,633</b>	<b>2,441,975</b>
Allocation of support and governance costs	7,854	508,779	(516,633)	-
<b>Total expenditure</b>	<b>42,485</b>	<b>2,399,490</b>	<b>-</b>	<b>2,441,975</b>

# HENRY

## Notes to the financial statements

For the year ended 31 March 2023

### 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
<b>Sub-total</b>	<b>44,107</b>	<b>1,906,233</b>	<b>391,119</b>	<b>2,341,459</b>
Allocation of support and governance costs	9,492	381,627	(391,119)	-
<b>Total expenditure</b>	<b>53,599</b>	<b>2,287,860</b>	<b>-</b>	<b>2,341,459</b>

## HENRY

### Notes to the financial statements

#### For the year ended 31 March 2023

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#### 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)	<u>8,000</u>	<u>6,500</u>

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	<u>802</u>	<u>9,987</u>
	<u>1,763,650</u>	<u>1,769,180</u>

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.

# HENRY

## Notes to the financial statements

For the year ended 31 March 2023

### 10. Tangible fixed assets

	Fixtures and fittings £	Leasehold improvements £	Computer equipment £	Total £
<b>Cost</b>				
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
<b>Depreciation</b>				
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
<b>Net book value</b>				
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

## HENRY

### Notes to the financial statements

For the year ended 31 March 2023

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#### 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
	<u>1,074,785</u>	<u>880,609</u>

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	<u>868,746</u>	<u>629,179</u>
Balance carried forward	<u>868,746</u>	<u>629,179</u>

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.

# HENRY

## Notes to the financial statements

For the year ended 31 March 2023

### 14. Analysis of net assets between funds

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

### Prior period comparative

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

# HENRY

## Notes to the financial statements

For the year ended 31 March 2023

### 15. Movements in funds

	At 1 April 2022 £	Income £	Expenditure £	Transfers between funds £	At 31 March 2023 £
<b>Restricted funds:</b>					
<i>Big Lottery Fund:</i>					
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
<i>Other funders:</i>					
HENRY Buddies	-	9,992	(9,992)	-	-
Sylvia Adams Charitable Trust	13,918	-	(13,918)	-	-
<b>Total restricted funds</b>	<b>49,448</b>	<b>482,221</b>	<b>(515,004)</b>	<b>-</b>	<b>16,665</b>



# HENRY

## Notes to the financial statements

For the year ended 31 March 2023

### 15. Movements in funds (continued)

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

## HENRY

### Notes to the financial statements

For the year ended 31 March 2023

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#### 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.

## **HENRY**

### **Notes to the financial statements**

**For the year ended 31 March 2023**

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#### **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.

# HENRY

## Notes to the financial statements

For the year ended 31 March 2023

### 15. Movements in funds (continued)

#### Prior period comparative

	At 1 April 2021 £	Income £	Expenditure £	Transfers between funds £	At 31 March 2022 £
<b>Restricted funds:</b>					
<i>Big Lottery Fund:</i>					
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
<i>Other funders:</i>					
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
<b>Total restricted funds</b>	<b>106,918</b>	<b>675,770</b>	<b>(741,588)</b>	<b>8,348</b>	<b>49,448</b>

# HENRY

## Notes to the financial statements

For the year ended 31 March 2023

### 15. Movements in funds (continued)

#### Prior period comparative

	At 1 April 2021 £	Income £	Expenditure £	Transfers between funds £	At 31 March 2022 £
<b>Unrestricted funds:</b>					
<i>Designated funds:</i>					
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

## HENRY

### Notes to the financial statements

For the year ended 31 March 2023

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#### 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.