



# **Report and Financial Statements for the year ended March 31<sup>st</sup> 2024**

[www.henry.org.uk](http://www.henry.org.uk)

Charity number: 1132581  
Company No. 06952404



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## Reference and Administrative Details

Registered Name:	HENRY
Company Number:	6952404
Registered Charity Number:	1132581
Date of incorporation:	7 <sup>th</sup> 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

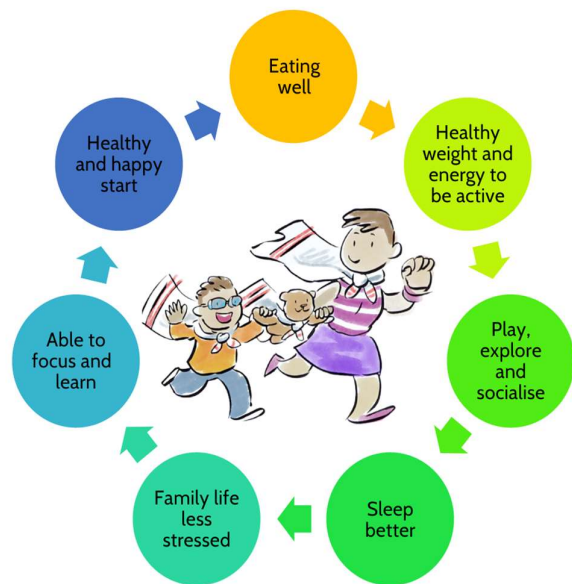
HENRY is an innovative, dynamic, and ambitious national charity delivering life-changing impact for children from disadvantaged backgrounds, with the aim of reducing health and social inequalities. Embedded in local communities across all four nations of the UK, our mission is to support the best start 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 1<sup>st</sup> 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**

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### **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**

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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**

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#### **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**

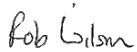
**HENRY**

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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.



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

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

	Note	£	2024 £	2023 £
<b>Fixed assets</b>				
Tangible fixed assets	10		30,505	27,475
<b>Current assets</b>				
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
<b>Liabilities</b>				
Creditors: amounts falling due within 1 year	13	1,417,854		1,074,785
<b>Net current assets</b>			657,205	434,123
<b>Net assets</b>	14		687,710	461,598
<b>Funds</b>	15			
Restricted funds			57,650	16,665
Unrestricted funds:				
Designated funds			35,000	75,392
General funds			595,060	369,541
<b>Total funds</b>			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 £
<b>Cash used in operating activities:</b>		
Net movement in funds	226,112	(62,409)
<i>Adjustments for:</i>		
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
<b>Net cash provided by operating activities</b>	<b>(99,548)</b>	<b>71,579</b>
<b>Cash flows from investing activities:</b>		
Purchase of tangible fixed assets	(11,275)	(1,762)
Dividends, interest and rents from investments	6,007	4,605
<b>Net cash provided by investing activities</b>	<b>(5,268)</b>	<b>2,843</b>
<b>Increase / (decrease) in cash and cash equivalents in the year</b>	<b>(104,816)</b>	<b>74,422</b>
Cash and cash equivalents at the beginning of the year	648,275	573,853
<b>Cash and cash equivalents at the end of the year</b>	<b>543,459</b>	<b>648,275</b>
<i>Analysed as:</i>		
Cash at bank and in hand	451,274	559,215
Current asset investments	92,185	89,060
	<b>543,459</b>	<b>648,275</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 2024**

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##### **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.

## HENRY

### Notes to the financial statements

For the year ended 31 March 2024

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#### 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.

## **HENRY**

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

**For the year ended 31 March 2024**

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#### **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.

## HENRY

### Notes to the financial statements

#### For the year ended 31 March 2024

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

#### 3. Income from donations

	Restricted £	Unrestricted £	2024 Total £	2023 Total £
Other donations	5,000	8,683	13,683	82,314
	<u>5,000</u>	<u>8,683</u>	<u>13,683</u>	<u>82,314</u>

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.

## HENRY

### Notes to the financial statements

#### For the year ended 31 March 2024

##### 5. Income from charitable activities

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

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

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

## HENRY

### Notes to the financial statements

For the year ended 31 March 2024

#### 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
<b>Sub-total</b>	33,909	1,971,363	616,764	2,622,036
Allocation of support and governance costs	8,475	608,289	(616,764)	-
<b>Total expenditure</b>	<u>42,384</u>	<u>2,579,652</u>	<u>-</u>	<u>2,622,036</u>

## HENRY

### Notes to the financial statements

For the year ended 31 March 2024

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



## HENRY

### Notes to the financial statements

#### For the year ended 31 March 2024

##### 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)	<u>8,400</u>	<u>8,000</u>

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	<u>2,254</u>	<u>802</u>
	<u>1,928,321</u>	<u>1,763,650</u>

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 No.	2023 No.
Employees earning more than £60,000 during the year:		
Between £60,000 and £70,000	1	-
Between £70,000 and £80,000	<u>1</u>	<u>1</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 £246,641 (2023: £199,177).

	2024 No.	2023 No.
Average head count	<u>94</u>	<u>88</u>

# HENRY

## Notes to the financial statements

For the year ended 31 March 2024

### 10. Tangible fixed assets

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

### 11. Stock

	2024 £	2023 £
Finished goods	<u><b>46,693</b></u>	<u>70,707</u>

### 12. Debtors

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

## HENRY

### Notes to the financial statements

#### For the year ended 31 March 2024

#### 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
	<u>1,417,854</u>	<u>1,074,785</u>

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	<u>1,144,084</u>	<u>868,746</u>
Balance carried forward	<u>1,144,084</u>	<u>868,746</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.

#### 14. Analysis of net assets between funds

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

#### Prior period comparative

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

# HENRY

## Notes to the financial statements

For the year ended 31 March 2024

### 15. Movements in funds

	At 1 April 2023	Income	Expenditure	Transfers between funds	At 31 March 2024
	£	£	£	£	£
<b>Restricted funds:</b>					
<i>Big Lottery Fund:</i>					
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)	-	-
Better Start Bradford - Start4Life	-	57,876	(57,876)	-	39,551
Oral Health Blackpool - Start4Life	-	27,309	(27,033)	-	-
	-	27,309	(27,033)	-	276
<b>Total restricted funds</b>	<b>16,665</b>	<b>673,094</b>	<b>(632,109)</b>	<b>-</b>	<b>57,650</b>
<b>Unrestricted funds:</b>					
<i>Designated funds:</i>					
Marketing	42,992	-	-	(42,992)	-
Service development	27,400	-	-	(27,400)	-
Premises	5,000	-	-	(5,000)	-
Pay review	-	-	-	35,000	35,000
<b>Total designated funds</b>	<b>75,392</b>	<b>-</b>	<b>-</b>	<b>(40,392)</b>	<b>35,000</b>
<b>General funds</b>	<b>369,541</b>	<b>2,175,054</b>	<b>(1,989,927)</b>	<b>40,392</b>	<b>595,060</b>
<b>Total unrestricted funds</b>	<b>444,933</b>	<b>2,175,054</b>	<b>(1,989,927)</b>	<b>-</b>	<b>630,060</b>
<b>Total funds</b>	<b>461,598</b>	<b>2,848,148</b>	<b>(2,622,036)</b>	<b>-</b>	<b>687,710</b>

## **HENRY**

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

#### **For the year ended 31 March 2024**

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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 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.

## HENRY

### Notes to the financial statements

#### For the year ended 31 March 2024

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

## HENRY

### Notes to the financial statements

#### For the year ended 31 March 2024

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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	
	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.