



HENRY

Report and Financial Statements

for the year ended March 31st 2025

www.henry.org.uk

Charity number: 1132581
Company No. 06952404



Contents

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

Reference and Administrative Details

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

Welcome from Chair of Trustees and CEO

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

Reaching More Families: We engaged with over 17,300 families through our workshops, programmes, drop-ins, infant feeding support, and one-to-one help. This represents a significant increase from the previous year, delivered by both HENRY staff and our local authority partners. This shows the commitment across staff and volunteers to empower parents and carers week after week.

Growing Programme Popularity: We've seen increases in access to our workshops, with "Starting Solids" being our most popular, along with more parents seeking infant feeding support and attending our programmes.

Strong Partnerships: Our work continued successfully in Croydon, Waltham Forest, City & Hackney, Blackburn with Darwen, Blackpool, and Hertfordshire through existing or extended contracts. We partnered with over 75 Local Authorities, seeing a slight increase due to the incentive funding from the "Healthy Families Right from the Start" research trial, which encouraged new local areas to deliver HENRY in their localities.

New Collaborations: We were delighted to welcome Tower Hamlets into our partnerships through a three-year project with the local charity Sister Circle. This provides an exciting opportunity to explore new ways of working with other charities to serve local communities.

Contract Extensions: We were pleased to receive extensions for our Start for Life contracts in Blackpool, Blackburn with Darwen and Waltham Forest until March 2026. However, we were very sad to lose funding in Bradford as the 10-year Better Start Lottery funding came to an end.

Practitioner Training: While we saw a small decline in the number of practitioners trained this year, likely due to local authority staffing and funding challenges, it's wonderful to note that practitioners, like families, continue to rate our courses highly. They consistently recommend them to others and value the confidence, skills, and knowledge gained.

Strengthening Our Foundations: We embedded People HR, Xero, and WebExpenses to make some of our internal functions more efficient and streamlined. We've also enhanced our Cyber Security and focused on Health & Safety, ensuring we continuously work to keep our staff, volunteers, and beneficiaries safe.

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

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

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

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

A handwritten signature in blue ink, appearing to read 'Tracey', with a stylized flourish at the end.

Tracey Chong (Chair)

A handwritten signature in black ink, appearing to read 'Beckie', with a stylized flourish at the end.

Beckie Lang (CEO)

HENRY: our vision, purpose and values

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

Our Purpose

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

Our Vision

A healthy and happy start for every baby and child.

What this means in practice is:

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

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

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

Our work spans three interconnected areas:

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

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

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

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

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

The need we are working to address

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

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

Healthy, happy parents create healthy, happy families

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

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

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

Transforming lives: our achievements in 24/25

Headlines

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

- 17,300** Families were supported through HENRY programmes, workshops, drop-ins and 1-2-1 support, a 43% increase on last year. 11,000 of these were specifically through our workshops and programmes, a 26% increase on last year
- 6,070** mothers and babies benefitted from HENRY infant feeding support – a 95% increase on the previous year. Breastfeeding rates improved in both Blackpool and Waltham Forest, and both services now have BFI Level 3 accreditation.
- 87%** participants reported leading a healthier family lifestyle after attending our sessions, including improved parental confidence, self-efficacy & mental wellbeing; healthier mealtime behaviours & diets featuring more fruit & vegetables & fewer energy dense snacks; increases in daily physical activity & reductions in sedentary behaviour across the family
- 76%** of workshop participants reported higher confidence around the relevant topic. This included greater confidence to:
 - o care for a newborn & prepare for infant feeding
 - o start solids safely, successfully & at the right time;
 - o manage fussy eating;
 - o eat healthily while saving money;
 - o avoid sugary drinks & keep children's teeth healthy;
 - o support their own wellbeing
- 95%** participants rated the programme or workshop as good or great
- 41%** families supported by HENRY were from a minority ethnic background
- 36%** of families supported by HENRY were from the the most deprived 20% of the population (as measured by the Core20)
- 1,815** practitioners across the health, early years and children's workforce attended HENRY training – a fall of 24% on last year
- 99%** practitioners rated the HENRY training as useful or very useful

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

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



HENRY Delivery

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

Blackburn with Darwen

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

Blackpool

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

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

"I've already brought friends from my antenatal class along with me because it was so useful for me."

Parent attending HENRY Bears Drop-in

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

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

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

Bradford

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

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

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

London

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

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

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

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

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

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

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

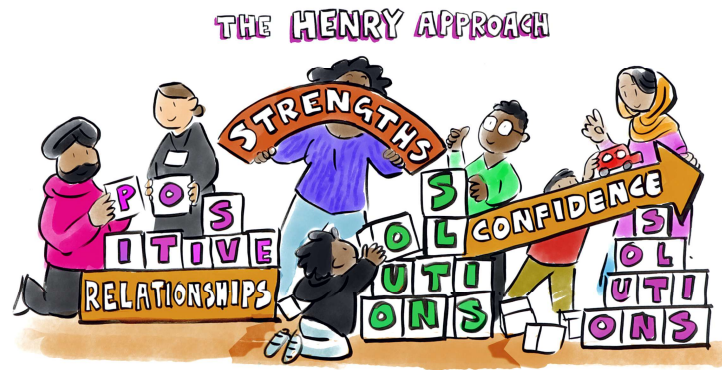
We were delighted to bring HENRY to **Harrow** this year. Working in partnership with the London Borough, HENRY practitioners have been delivering *Healthy Families Right from the Start* within two local Family Hubs. Having successfully delivered to 70 families and with excellent feedback, Harrow have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

Home Counties

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

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

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



Working in Partnership

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

- 8400** Families engaged with HENRY in these areas, an increase of 26% on last year
- 771** Programmes were delivered (10% increase on last year).
These included 42 programmes for parents and carers expecting a baby (75% increase on last year)
628 programmes for families with a child aged 0-5y (5% increase on last year)
101 programmes for children aged 5-11y (26% increase on last year).
- 983** Workshops delivered (an increase of 64% on last year)
- 1346** Professionals trained (an increase of 29% on last year)

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

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

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

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

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

Organisational management

Our people

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

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

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

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

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

Organisational effectiveness

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

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

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

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

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

Organisational policies and procedures

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

Funding and Fundraising

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

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

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

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

Looking Ahead

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

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

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

Structure, Management and Governance

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

Trustees

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

Structure and Management

The charity is governed by a Board of Trustees which meets quarterly. The Finance, Audit and Risk Sub-Committee of the Board meets quarterly to monitor financial performance and risk. A Trustee is appointed to the specific roles of Treasurer and Safeguarding Lead.

The Chair and Chief Executive meet regularly and any matters requiring attention outside regular Board meetings are escalated to Trustees as necessary.

Day to day running of the charity is delegated to the Chief Executive. The charity is staffed by paid employees, supported by volunteers as well as by professionals giving their time and expertise pro bono.

The salary for the key management personnel – the Senior Leadership Team – is reviewed by the Board of Trustees considering industry standards and in line with our Pay and Pension Policy which are set by the Board of Trustees and periodically reviewed. Decisions on pay scales across the staff team are informed by sector and market rates for similar roles.

Risk management

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

Approach

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

Principal Risks and Mitigating Actions

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

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

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

Fundraising

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

Financial Review

Summary of financial position at March 2025

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

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

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

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

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

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

Reserves Policy

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

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

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

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

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

Investment Policy

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

Statement of Trustees Responsibilities

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

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

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

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

In so far as the Trustees are aware:

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

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

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

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



Tracey Chong - Chair of Trustees

Independent auditors' report

To the members of

HENRY

Opinion

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

In our opinion, the financial statements:

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

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

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

Independent auditors' report

To the members of

HENRY

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

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

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

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

Responsibilities of the trustees

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

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

Independent auditors' report

To the members of

HENRY

Our responsibilities for the audit of the financial statements

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

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

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

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

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

(3) We inspected the minutes of trustee meetings.

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

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

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

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

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

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

Independent auditors' report

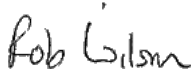
To the members of

HENRY

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

Use of our report

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



Date: 8 December 2025

Robert Wilson FCA
(Senior Statutory Auditor)

For and on behalf of:

GODFREY WILSON LIMITED

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

HENRY

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

For the year ended 31 March 2025

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

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

HENRY

Balance sheet

As at 31 March 2025

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

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

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



Tracey Chong - Chair of Trustees

HENRY

Statement of cash flows

For the year ended 31 March 2025

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

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

HENRY

Notes to the financial statements

For the year ended 31 March 2025

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 2025

1. Accounting policies (continued)

f) Funds accounting

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

g) Expenditure and irrecoverable VAT

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

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

h) Allocation of support and governance costs

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

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

i) Redundancy costs

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

j) Tangible fixed assets

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

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

k) Stock

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

l) Debtors

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

HENRY

Notes to the financial statements

For the year ended 31 March 2025

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 2025

1. Accounting policies (continued)

t) Accounting estimates and key judgements (continued)

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

2. Prior period comparatives

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

3. Income from donations and legacies

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

Prior period comparative:

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

4. Government grants

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

HENRY

Notes to the financial statements

For the year ended 31 March 2025

5. Income from charitable activities

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

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

6. Grants receivable

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

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

HENRY

Notes to the financial statements

For the year ended 31 March 2025

7. Expenditure

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

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

HENRY**Notes to the financial statements****For the year ended 31 March 2025****7. Expenditure (continued)**
Prior period comparative

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

HENRY

Notes to the financial statements

For the year ended 31 March 2025

8. Net movement in funds

This is stated after charging:

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

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

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

9. Staff costs and numbers

Staff costs were as follows:

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

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

	2025 No.	2024 No.
Employees earning more than £60,000 during the year:		
Between £60,000 and £70,000	1	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 £204,140 (2024: £246,641).

	2025 No.	2024 No.
Average head count	<u>103</u>	<u>94</u>

HENRY

Notes to the financial statements

For the year ended 31 March 2025

10. Tangible fixed assets

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

11. Stock

	2025 £	2024 £
Finished goods	<u>57,746</u>	<u>46,693</u>

12. Debtors

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

HENRY

Notes to the financial statements

For the year ended 31 March 2025

13. Creditors: amounts falling due within 1 year

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

Movements in deferred income consist of:

Balance brought forward	1,144,084	868,746
Amounts released in the period	(1,144,084)	(868,746)
Amounts deferred in the period	<u>719,463</u>	<u>1,144,084</u>
Balance carried forward	<u>719,463</u>	<u>1,144,084</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 funds £	General funds £	Total funds £
Tangible fixed assets	-	29,806	29,806
Net current assets	<u>51,688</u>	<u>666,160</u>	<u>717,848</u>
Net assets at 31 March 2025	<u>51,688</u>	<u>695,966</u>	<u>747,654</u>

Prior period comparative

	Restricted funds £	Designated funds £	General funds £	Total funds £
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>
Net assets at 31 March 2024	<u>57,650</u>	<u>35,000</u>	<u>595,060</u>	<u>687,710</u>

HENRY

Notes to the financial statements

For the year ended 31 March 2025

15. Movements in funds

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

HENRY

Notes to the financial statements

For the year ended 31 March 2025

15. Movements in funds (continued)

Purposes of restricted funds

Better Start Bradford – Healthy Families project

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

Better Start Bradford – Cooking for a Better Start project

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

Better Start Blackpool - Infant and Young Child Feeding Service

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

Better Start Blackpool - Start4Life

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

Better Start Bradford – Start4Life

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

Oral Health Blackpool - Start 4 Life

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

Transfers

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

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

HENRY

Notes to the financial statements

For the year ended 31 March 2025

15. Movements in funds (continued)

Prior period comparative

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

HENRY

Notes to the financial statements

For the year ended 31 March 2025

16. Operating leases

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

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

17. Related party transactions

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