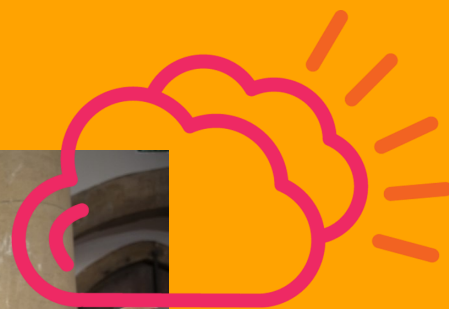


# Annual Report & Financial Statements 2020 - 2021

# HOME START

**Staffordshire  
Moorlands**



**For parents when they  
need us most**

Registered Charity No:  
**1135201**

A Company Limited  
by Guarantee  
Company No:  
**7167797**

Patron:  
**Jenni Murray**



## The Queen's Award for Voluntary Service



# Home-Start Staffordshire Moorlands Annual Report 2020 -2021

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## Reference and Administration

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Home-Start Staffordshire Moorlands  
School Yard, Earl Street  
Leek  
Staffordshire ST13 6JT

**Tel/Fax:** 01538 387231  
**Email:** Info@homestartsm.org.uk  
**Website:** www.homestartsm.org.uk  
**Registered Charity No.:** 1135201

### Management Committee 2020/2021 – Trustees

Glennys White	Chair (resigned 11/01/2021)
Sue Kent	Vice Chair & Chair (Chair from 11/01/2021)
John Fitchett	Vice Chair (joined 14/07/2020)
Barry Machin	Treasurer (resigned 14/07/2020)
Kate Allen	Trustee (joined 06/10/2020)
Sue Towers	Health Visitor – Leek (resigned 09/03/2021)
Marion Aston	Trustee
Gareth Edwards	Trustee (joined 30/11/2020)
Julie Bennett	Trustee (joined 09/03/2021)
Alan Thorpe	Volunteer Representative
Paula Tyers	Volunteer Representative

*There are no exemptions from disclosure.*

### Independent Examiner

Chris Aston FCA (ICAEW), 47 Folly Lane, Cheddleton, Leek, Staffordshire, ST13 7DA

### Bankers

The Cooperative Bank, PO Box 250, Delf House, Southway, Skelmersdale, WN8 6WT  
Leek United Building Society, 51 Derby Street, Leek, Staffordshire, ST13 6HU  
Virgin Money PLC, Jubilee House, Gosforth, Newcastle-upon-Tyne, NE3 4PL

### Staff 2020/2021

Louise Walker	Senior Organiser (Company Secretary)	37 hours
Hilary Evans	Organiser (resigned 28/02/2021)	22 hours
Poppy Mellor	Volunteer Coordinator (formerly FSW)	16 to 30 hours
Kate Render	Volunteer Coordinator (joined 10/09/2020)	30 hours
Gemma Bailey	Family Support Worker (resigned 31/12/2021)	12 to 2 hours
Gemma Jones	Family Support Worker (joined 01/02/2021)	30 hours
Kerri Marsh	Family Support Worker	15 to 7 hours
Beth Rudge	Family Support Worker (joined 11/01/2021)	20 hours
Lucy Warrilow	Family Support Worker (joined 30/11/2020)	30 hours
Jackie Johnson	Family Support Worker (Proactive Visits)	12 hours
Debby Pepper	Family Support Worker (Bookstart/FSW)	6 hours
Hilary Yates	Family Support Worker (Bookstart)	3 hours
Rachel Richardson	Financial Administrator	10 to 16 to 21 hours
Tracey Johnson	Administrator	28 to 32 hours

## Structure, Governance and Management

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### Governing Document

Home-Start Staffordshire Moorlands is a Company Limited by Guarantee. It was incorporated on 24<sup>th</sup> February 2010 and registered as a charity on 25<sup>th</sup> March 2010. The company took over the activities of the unincorporated charity (Home-Start Staffordshire Moorlands - 1063873) on 1<sup>st</sup> January 2011, when all funds and assets were transferred to the new company. The previous charity then ceased operations and was formally dissolved on 30 March 2011. The charity is governed by Memorandum and Articles of Association adopted on 24<sup>th</sup> February 2010. The charity is a Public Benefit Entity.

### Organisational Structure and Networks

The trustees of the charity are also directors of the company, as defined in the Companies Act 2006. The scheme has a Trustee board of at least 5, and not more than 12, individuals. At the close of March 2021, board membership was made up of 8 individuals. The trustees meet regularly (not less than 3 times yearly, but generally on a 6-weekly basis). The trustees may appoint sub-committees which report regularly to the board. The Company Secretary (Senior Organiser) also sits on the Board but has no voting rights.

A scheme of delegation is in place and day-to-day responsibility for the provision of services rests with the Senior Organiser, who is responsible for ensuring that the charity delivers the services specified and that key performance indicators are met. The Senior Organiser has responsibility for the day-to-day operational management of the scheme, ensuring that regular staff and volunteer supervision takes place and for ensuring that skills and working practice are developed in line with good practice. Day-to-day financial bookkeeping, record-keeping and reporting is delegated to the Financial Administrator, in accordance with financial procedures agreed by the board.

### Risk Management Statement

The Trustees consider risk management on an on-going basis and systems are in place to identify and mitigate the major risks to which the charity may be exposed. Regular management meetings and reporting mechanisms mean that risks are minimised and considered regularly.

Contingency/managing risk information is shared with Trustees at the board meeting on an annual basis at minimum. Principle risks faced currently relate to the covid pandemic, adequacy of future fundraising/income levels and the recruitment of sufficient volunteers across the district. The scheme is actively involved in discussions around future statutory funding and has good links with agencies countywide. There is an active Strategic Planning Subgroup which looks at the future viability of the scheme. The scheme actively promotes volunteering opportunities and has maintained the numbers of volunteers coming forward. Internal control risks are minimised by the implementation of strict, documented financial procedures relating to all transactions. Procedures are in place to ensure compliance with health and safety of staff, volunteers, families supported and visitors to the scheme. All policies and procedures are reviewed regularly by the board to ensure that they continue to meet the needs of the charity and are compliant with current guidance and legislation.

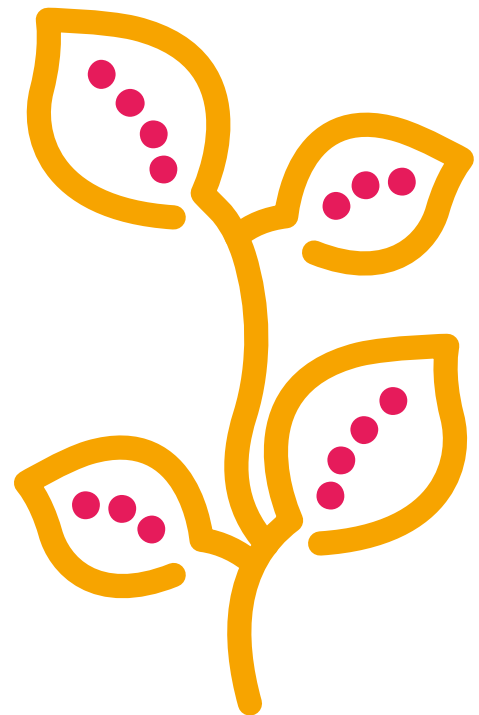
## How Trustees are recruited and appointed

One third of the trustees must retire at each AGM, those longest in office retiring first (and the choice between any of equal service being made by drawing lots). Retiring Trustees may be re-elected at the same AGM. If there is a vacancy, the Board of Trustees can appoint a trustee to be co-opted onto the Board until the next AGM. Trustees appoint the chairperson, treasurer and other officers from among their number.

The trustee board seeks to ensure that the committee maintains a mix of skills and experience and current membership contains a high level of skills, covering most necessary areas, and the board has been actively seeking new members to increase both skills and future proof. Members complete a skills audit and, in the event of particular skills being lost due to resignation, individuals are approached, or advertising takes place to recruit new members. The charity retains several trustees with experience of early years' work and includes health visitor representation. In addition, Trustees have more traditional business / IT skills and knowledge of the voluntary sector. The trustee board seeks to maintain at least one volunteer and one ex-family representative on the committee as advisors or trustees, if possible.

## Induction and Training

New trustees are given an induction pack, which includes all relevant information on the scheme and their role, including the memorandum and articles of association, policies, past committee papers, history of the scheme, budgets and financial information. The new trustee spends time with the Senior Organiser and the Chair / Vice-Chair of the scheme, familiarising themselves with the pack and explanations are given of any areas that are unclear. New trustees are also able to access the volunteers' course of preparation, the Home-Start UK intranet and training through Home-Start UK.



## Objectives and Activities

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### The Objects of the Charity

The objects of the charity as set out in the company's Memorandum of Association are:

- a) to safeguard, protect and preserve the good health, both mental and physical of children and parents of children;
- b) to prevent cruelty to or maltreatment of children;
- c) to relieve sickness, poverty and need amongst children and parents of children; and,
- d) to promote the education of the public in better standards of child care; principally but not exclusively within the area of Staffordshire Moorlands and its environs.

### What we do:

- A child's earliest years are irreplaceable. Without a stable, loving and nurturing environment, a very young child will not develop the vital foundations they need.
- Home-Start is there for parents when they need us most, because childhood can't wait.
- Our local community network of trained volunteers and expert support helps families with young children through their challenging times.

### Why we do it:

- The earliest years make the biggest impact. Home-Start makes sure those years count so that no child's future is limited.

### How we do it:

- Home-Start offers no judgement, just compassionate, confidential help and support.
- Starting in the home, our approach is as individual as the people we're helping.
- We share local expertise to help drive national and regional change for families.

### Mission

Home-Start Staffordshire Moorlands is a charity that offers support, friendship and practical help to parents with children in the Staffordshire Moorlands' District.

We support families experiencing difficulties with regular home-visiting support from a trained, vetted volunteer or family support worker able to provide informal, friendly and confidential support.

To help give children and young people the best possible start in life, Home-Start supports parents as they grow in confidence, strengthen their relationships with the children and widen their links with the local community.

### Core Belief

Home-Start believes that children need a happy and secure childhood and that parents play the key role in giving their children a good start in life and helping them achieve their full potential.

# Home-Start Staffordshire Moorlands

## Annual Report 2020-2021

### Aims

Each Home-Start scheme is an independent, voluntary organisation which works towards the increased confidence and independence of the family by:

- offering support, friendship and practical assistance;
- visiting families in their own homes, where the dignity and identity of each individual can be respected and protected;
- reassuring parents that difficulties in bringing up children are not unusual and encouraging enjoyment in family life;
- developing a relationship with the family in which time can be shared and understanding can be developed; the approach is flexible to take account of different needs;
- encouraging the parents' strengths and emotional well-being for the ultimate benefit of their own children; and
- encouraging families to widen their network of relationships and to use effectively the support and services available within the community.

### Our services

Home-Start can provide a range of home and community-based services for families, tailored to their individual needs and circumstances:

- Home visiting support from volunteers and our family support workers with parenting experience – usually on a weekly basis.
- Emotional support to help parents find ways to manage and resolve problems.
- Direct support to children, including playing, listening, having fun, establishing feeding routines, encouraging development and providing opportunities for outings and treats.
- Practical help, perhaps with budgeting, accessing benefits and financial support, nutrition and meal planning, cooking and making the home safe.
- Outreach, encouraging and enabling families to access group work for children and community and statutory services.
- Information and links to other organisations including health and educational services.
- Attendance at meetings and moral support, especially in relation to dealing with solicitors, court cases, housing issues and debt.
- Access to parenting advice and parenting skills training.
- 'Bookstart Corner' visits in the home; sharing Bookstart Trust resources with parents and children.

### Home-Start can:

- Change how parents think and feel about themselves.
- Help parents cope with the challenges they are facing.
- Ensure that parents are aware of, and confident to use, local services and activities.
- Support parents enabling them to feel more confident in their parenting role.



### The Local Picture

Home-Start Staffordshire Moorlands was established in June 1998 and has just completed its 22<sup>nd</sup> year of operation. The scheme supports families with children and young people living within the district of the Staffordshire Moorlands who may be experiencing difficulties or stress.

Families are supported by home-visiting Volunteers and Family Support Workers and support is not time-limited. In addition, the organisation has a contract with the Local Authority to provide 'Bookstart Corner' visits and 'Proactive' signposting visits to families living in defined areas of deprivation.

Referrals for our home-visiting service are accepted from any source, with the consent/permission of the families, but mainly from health visitors, schools, and self-referrals. The range of referrals or self-referrals accepted is not limited, except where the resources available to Home-Start are not adequate to meet the number or complexity of cases.

Volunteers are normally parents themselves and attend an initial course of preparation, in addition to references and Disclosure & Barring Service checks being undertaken. Volunteers receive on-going training, support and regular supervision from the Volunteer Coordinators.

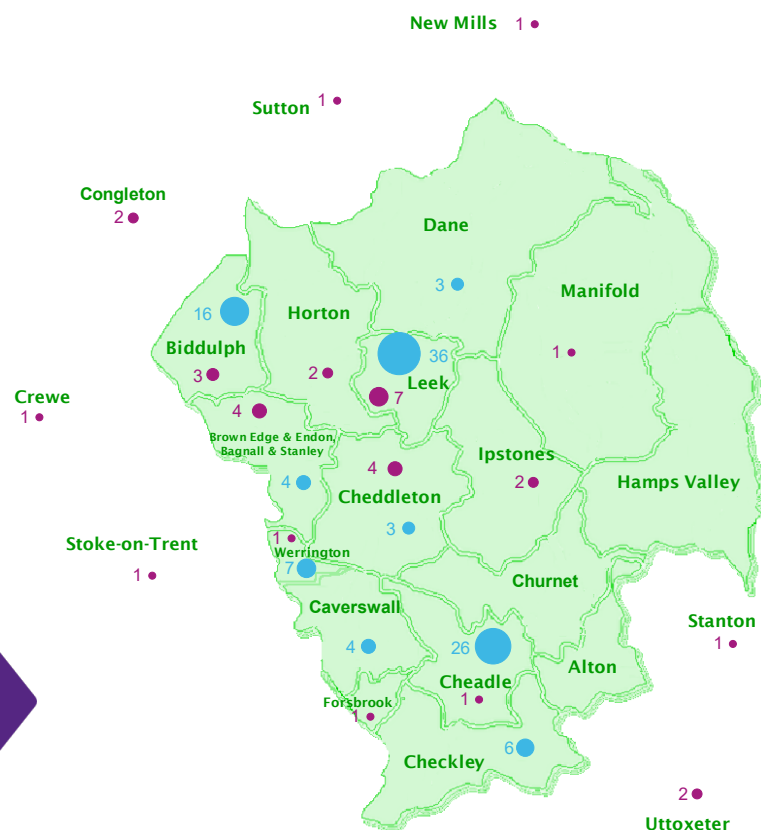
The service is confidential to the families, except where there are concerns for the protection of a child, where information is shared with the appropriate authority.

The scheme's main objectives for the year 2020-2021 were: to support 90 families across the district; to maintain sufficient levels of volunteers and staff to enable these families to be supported and; to deliver Bookstart Corner and Proactive visits in line with the Local Authority Family Support contract (these objectives were set before the covid pandemic happened).

### Geography

of families visited  
and volunteers 2020-2021:

- families supported (105)
- home-visiting volunteers & trustees (35)



## Activities

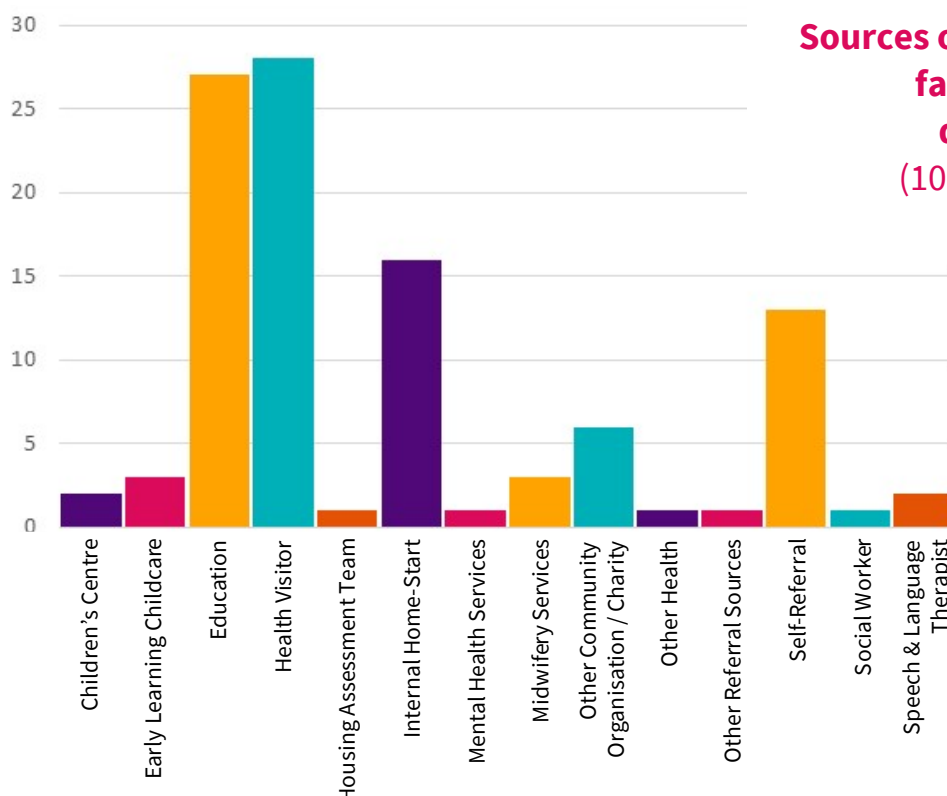
### Why Home-Start is needed:



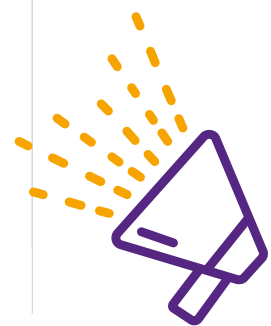
A child's parents are their first care givers and their first and most important teacher. There is now an overwhelming body of evidence that a nurturing, loving and stable family and home environment strongly influences a child's future life chances. Having a secure, loving bond with a parent and their encouragement and support to develop good social, emotional and cognitive skills gives children a secure base from which to explore, learn, relate to others, and flourish.

But being a parent isn't easy. Children whose parents are struggling to cope with problems such as illness, disability and special educational needs, poor mental health, poverty, homelessness and domestic violence, are coping with stressful situations. In these conditions, providing support to parents can ensure that children don't miss out on the love, routine and support that is so vital for their future.

Families are referred to Home-Start by a range of professionals and agencies, but families also self-refer for support:



**Sources of referrals for all families supported during 2020-2021 (105 families in total)**



# Home-Start Staffordshire Moorlands

## Annual Report 2020-2021

At referral families were experiencing a range of difficulties:



The highest needs continued to be around mental health difficulties, managing children's behaviour, child development and education and access to services. As previously the percentage of families affected by domestic violence remains high.

#### Impact of Covid Pandemic


In March 2020 our services were adapted as a result of the Covid 19 pandemic and resulting lockdown required by government. Support moved to virtual/telephone support with drop-offs of essential food, medicines and clothes. Home-visiting ceased, other than drop-off visits and all volunteer work with families moved to telephone support. Over the course of the year we adapted services in response to the changing government guidelines and local infection rates.

Thanks to the Denise Coates Foundation we were able to swiftly purchase IT and systems to enable staff to work remotely and funders such as The Henry Smith Charity and BBC Children in Need were helpful in allowing us to fund the purchase of plastic screens in the office, mobile phones for volunteers and other items to enable us to pivot our ways of working and ensure everyone stayed safe.

The pandemic had a huge impact on families, particularly those with adults/children with underlying health conditions meaning they were shielding and extremely isolated, but also affected children's anxiety and behaviour as they had to deal with limits to contact with extended family, closures of school, remote learning, parents working from home and many other issues. Parents had to manage all the above plus financial worries about job insecurity, home working and furloughing together with managing if they or family members were ill with Covid. Home-Start was able to respond providing a listening ear, practical help, help to resolve problems and signposting where needed.

The pandemic also affected the staff team who worked so hard through the year to support families whilst facing difficult situations themselves, juggling home schooling, remote working, sickness within the wider and immediate family and the loss of the many day-to-day things that keep us happy and sane. They rose to the challenge and have shown imagination, creativity and empathy in their work. Funding was acquired from Pears/DCMS to provide additional training for staff to support them in their increasingly complex roles. Thanks go to all our many partners in the community and statutory sectors for their encouragement, help and services through the pandemic.

The trustee board also faced challenges, moving to remote meetings for the course of the year. The board recruited new members and it wasn't until summer 2021 that some of these board members met the staff face-to-face rather than through a screen! We have, as everyone has, learnt new skills and ways of working and the board have driven change and vision throughout the year. We thank the trustees for their continued support to the staff team, families and wider community.



**“Thank you for your  
kindness and time  
during a difficult time  
for us, especially at the  
start of the pandemic.”**



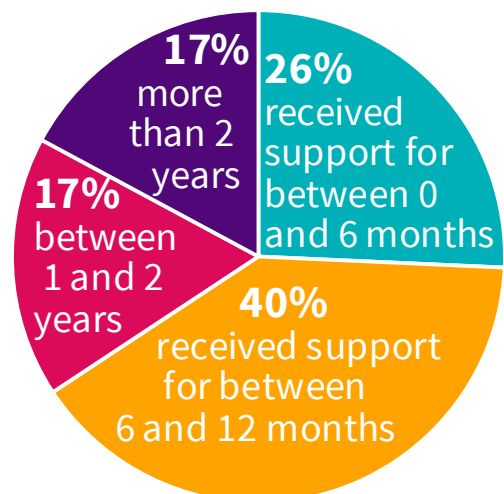
## Achievements and Performance

We offer a universal service to all families whatever their background and need, with a particular focus on families who are socially excluded and not engaging with other services. Our services are rigorously quality assured through a Charity Commission endorsed scheme. We have the benefit of evaluation tools developed by Home-Start UK as well as utilising Outcomes Star for our Local Authority funded work. This ensures we can measure change in every family receiving home-visiting support. It provides evidence of the difference that family support makes to parents and children. It also demonstrates the highly challenging family contexts within which volunteers are operating.

In the year 2020-2021, we provided home visiting support to:



The length of time that families received support varied:



### Projects and Outcomes - Tier 2 Family Support

In 2018 we successfully tendered with Staffordshire County Council for the delivery of the Tier 2 family support contract supporting families aged 0-19. As well as supporting 0-4 families, the contract enables us to support families with children in older age groups and subcontract some of this work, to Visyon (a local charity supporting the emotional health of children, young people and their families).

Home-Start Staffordshire Moorlands provided support for families through a combination of Family Support Workers and Volunteers, with volunteer provision focussing on the 0-4 age range.

During the year we worked with 65 families (43 referred within the year). 52 families closed having met their initial goals and scoring 7 or above in all areas of the Outcomes Star (details below) or were stepped up to a higher tier service.

# Home-Start Staffordshire Moorlands

## Annual Report 2020-2021

At the close of Local Authority support families reported improvements in the following areas:

Physical Health	Wellbeing	Meeting Emotional Needs	Keeping Children Safe	Social Networks	Education & Learning	Boundaries & Behaviour	Family Routine	Home & Money	Progress to Work
<b>58%</b> of families	<b>75%</b> of families	<b>75%</b> of families	<b>29%</b> of families	<b>58%</b> of families	<b>54%</b> of families	<b>83%</b> of families	<b>54%</b> of families	<b>46%</b> of families	<b>8%</b> of families

### Projects and Outcomes - Bookstart and Signposting Visits



Through the Tier 2 Local Authority contract, we provide Bookstart Corner and Proactive signposting visits to families. Due to the pandemic this provision was affected as we ceased visits within the home. We were however able to deliver 22 successful Bookstart Corner interventions, taking the gifted resources to families and replacing visits with phone calls to aid the use of the resources within the home. We offered 99 Proactive signposting visits to families, with 59 of these taken up through doorstep visits. This meant we were able to share up-to-date information about how services were operating locally (eg: foodbanks, Children's Centres, Citizen's Advice), local sources of support and much information about online services and telephone support for the parents of babies.

### Projects and Outcomes - BBC Children in Need

This project particularly focussed on school readiness. Support was provided through Family Support Workers and volunteers with 17 children (29 including siblings).

The pandemic and resulting restrictions ended all group provision and home visits ceased to reduce transmission rates, impacting on the direct work normally undertaken through this project. We switched operations to remote working, offering telephone/WhatsApp sessions to families, with delivery of essential supplies and resources where needed.

This support was much appreciated over the past year by families impacted by the pandemic, facing a rapidly changing situation which included home schooling, job loss/insecurity, shielding children, returns to school and health risks to family members, domestic violence related harassment and money worries. Parents needed practical help in terms of signposting and help finding work and liaising regarding benefits/schemes to provide financial support, help with shopping and food/medicine provision and housing support. We were able to make referrals to parenting and online play courses with the Local Authority throughout the pandemic. A huge amount of emotional support was provided for parents coping with multiple worries, enabling them to support their children through the pandemic. Home-Start support ensured families had someone who would listen, encourage, support and problem-solve as well as ensuring that proper liaison took place to ensure children's needs were not forgotten and that parents had a clear picture of what was possible, helping to reduce stress levels within families. The table below shows the gains made for children supported.

<b>Gains made for children supported through BBC Children in Need</b>			
	School Readiness	Child's Confidence	Interaction with Others
Significant Gains	<b>94%</b>	<b>75%</b>	<b>88%</b>
Beginning to show improvements	<b>6%</b>	<b>25%</b>	<b>12%</b>



## Projects and Outcomes - Core Funding

27 families were provided with support through core funding (as they didn't meet the criteria for support via the Local Authority contract or BBC Children in Need). This enabled us to give extended support to families to maintain progress made, build resilience, and ensure that families could continue to receive support to access services. This was particularly vital during the pandemic when families were facing so many challenges. We are so grateful for the funders contributing to our ability to offer this extended support, particularly to the Henry Smith Charity, The National Lottery Awards for All (England), Coronavirus Community Support Fund (National Lottery), Tesco BOH Covid 19 Communities Fund, Community Fund Covid 19, and the Garfield Weston Foundation, together with the many individuals and organisations that have made donations to support the work of the scheme.

## Volunteer Home-Visiting across all projects

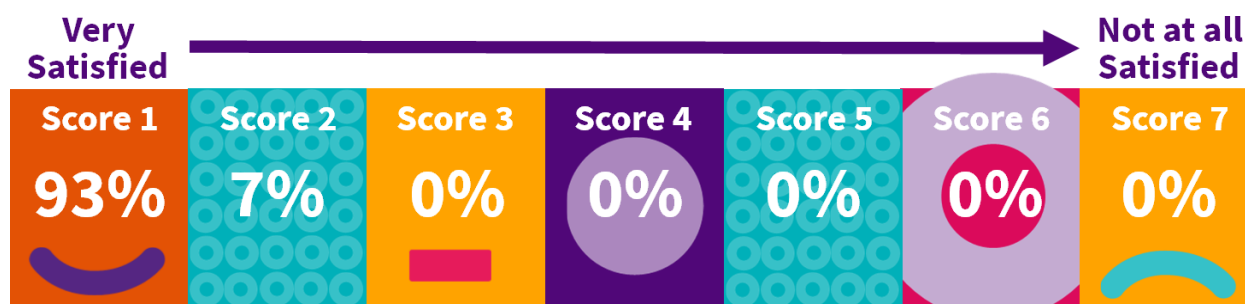
We had to modify volunteer support through this year due to the covid pandemic. From March 2020, we swiftly pivoted all volunteer support to be provided by telephone. We provided basic mobile phones to volunteers where needed and delivered 'telephone befriending' training via Zoom to increase the numbers of volunteers available. Towards the end of the year, we enabled those who had received telephone befriending training to undertake the full volunteer preparation course, equipping telephone befriending volunteers to visit families face-to-face.



Through the pandemic, families valued the listening ear that volunteers have been able to provide and telephone support and guidance, particularly around parenting issues, anxieties related to managing during the pandemic and financial worries.

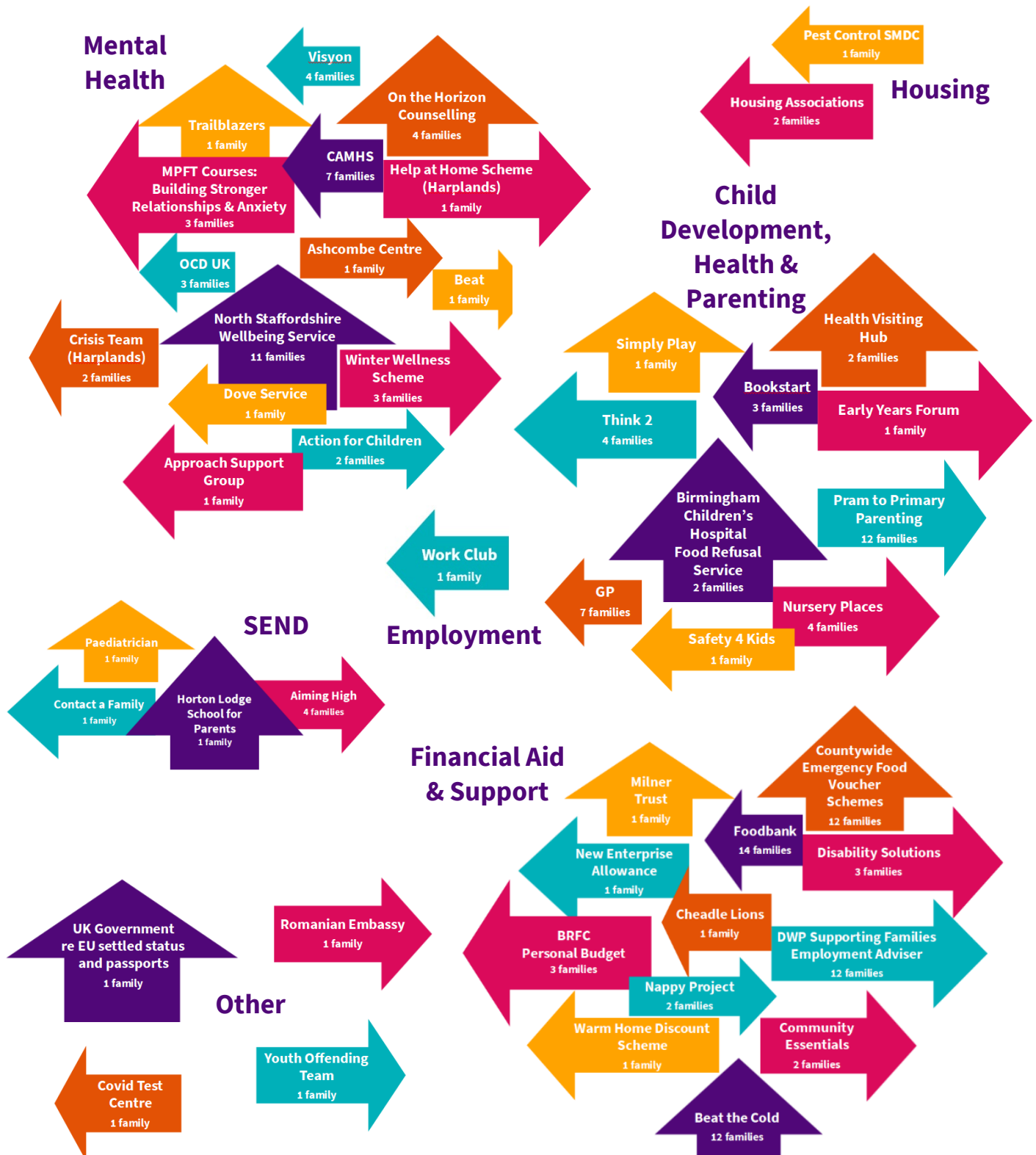
## Satisfaction Scores – Core Funding

Those families who received extended support outside the local authority contract all reported high satisfaction scores at closure:



## Signposting

At the end of July 2020, we started collecting data on the organisations and services that staff and volunteers signpost families on to for additional help and support. The graphic below shows the range of organisations and services that we helped families access over those 7 months.





### Family Comments – Home-Visiting Support:

- Hilary helped me to access the necessary housing authorities for when I moved, ensuring I received the most help I was entitled to. I now live in a house and not a flat, I have a lovely garden and a back door which opens out onto the garden, so it is safe for the children to play. Without this help from Home Start, I wouldn't be living here and it's just a 10minute walk from my mums!
- Amazing, I appreciate everything Home-Start has done for me.
- Home-Start have been really helpful and supportive, without being judgmental. My mum had concerns that it would be like Social Services and that the family would be made to feel they were being monitored and assessed all the time. I said there was none of this, just genuine care, and the advice I've been given has been priceless.
- Mum was going through a really traumatic trial. HS helped her through this, she really appreciates all the help she has received. Volunteer has become a friend and still keeps in touch.
- Mum couldn't say enough good things about H's (volunteer) support with the children and also her emotional needs. Louise was wonderful in helping her with her finances etc. Although the support has ended mum and H are still in touch and are meeting up soon in the park.
- I found out about H-S from my IDVA who was helping me at that time after I broke up with my husband. I was in a very difficult stage where my life turned upside down. I had nobody to help me with my 2 year old son, no money. I had to change my full time working hours to part time and I was struggling to find the right benefits I could get for our little family. I was embarrassed about what
- was my situation but I had no choice other than asking for help. People from HS are the most amazing and caring persons I have ever met in my life. Louise helped me to go through all the difficult situations, she did a chart with all the expenses I had, looked at my benefits entitlement, helped me when my washing machine broke, food bank referrals and she checked on us if we were ok when Covid 19 started. I cannot thank you enough, you made our life much easier, helped me get back on the right path and made me feel appreciated. Thank you all.
- Having Poppy helped in locating resources for my children and assisting with bettering their
- if required was a bonus. Thank you.
- Thank you to everyone at Home-Start. You have been absolutely brilliant.
- Kerri was really friendly, just a phone call away, she would know straight away if I was having a bad day with the kids, she would come in put the kettle on and immediately start to calm things
- down. I could tell Kerri anything! Thanks to Kerri for being so understanding and for all the support she has given me.
- I have not got any bad bits about H-S. They are all amazing, especially Louise and my support worker J (volunteer). She was my rock when had my bad times. I would recommend J to anyone. She is amazing. Please look after her because J will look after you.
- I found Home-Start really friendly and helpful. It's not easy to ask for help, but I feel very lucky I was able to access Home-Start support. The help I have received over the last 2 years helped me cope with the Covid pandemic, although I haven't been able to see A (volunteer), we talk and text, she lives round the corner, so I have been able to walk past and wave.
- Definitely recommend Home-Start as it covers all areas and support of another person and good professional advice that you might need support with really. Kerri was super helpful and a super friendly person, Kerri cheered me up on each visit.

- Also helping me with paperwork and getting funding. Resources and toys for outside. Support with Family Fund. Would have been lost without it. To me it was massive and made such a difference. Has been brilliant.
- I have really enjoyed meeting up with Y (volunteer) over summer, socially distanced visits to park. The most valuable thing H-S has helped with is getting me out of the house and not put off doing things. This has resulted in me now making my own friends with mums.
- A, my volunteer, is fantastic - amazing!
- I had a very positive experience with Home-Start and the ladies were incredibly helpful and kind during a difficult time. Unfortunately, due to lockdown restrictions, the kind of support that would have benefitted our family (addition of twins) was unavailable as home visits had been suspended. Therefore, the experience was very positive, but limited to phone conversations and help with additional baby clothes, both of which were really appreciated. Thank you for your kindness and time during a difficult time for us, especially at the start of the pandemic.

### Family Comments – Bookstart Visits:

- The service has been great – Hilary got all the information across in a clear yet unpatronising way. My son says the resources are “kind, good to read” and he “loves sharing them with his little sister” 😊
- It has been amazing having Hilary call us for our 1:1 sessions. I’ve learnt so much in a short period of time, my child has learnt a lot as well. My child has also become fond of Hilary and the sessions. Absolutely amazing! Thank you Hilary 😊
- I have enjoyed the calls and Deb has given me some good ideas on how to read the stories to my child.
- The video calls were alright but I would much rather have preferred a visit but realise that at the moment this isn’t possible.
- Mum has bought more books since doing Bookstart as her child really enjoys stories.
- Mum particularly liked the crayons and drawing book, she hasn’t thought to try her child with this prior to me dropping off the Bookstart resources.



# Home-Start Staffordshire Moorlands

## Annual Report 2020-2021

### Volunteers

Our amazing volunteers continued through the pandemic to support families across the district, moving in the lockdowns to telephone support, learning new skills and ways of working, providing much emotional support and encouragement. Volunteer Coordinators ran Telephone Befriending Courses for volunteers to train new volunteers to deliver support remotely, then many took up the opportunity to undertake the full training course (via Zoom) once we began to return to face-to-face visits, with garden and park visits arranged initially.

Their energy, commitment and enthusiasm to make a tangible difference to others in the community is inspirational. Families attest to the value in having volunteer support (see comments), with 100% stating at closure that they felt Home-Start had found the right volunteer for their family and stating that they felt comfortable having a volunteer in their home.

As well as home-visiting volunteers, people also give their time to volunteer in other roles. Our wonderful volunteer trustees carry out a range of roles and duties to make sure that Home-Start Staffordshire Moorlands is a well-run organisation. We also have one volunteer who provides invaluable support in helping us to keep our IT systems up and running, as well as helping with website and office maintenance; in 2020-2021, which was a particularly challenging year with many changes to our IT system due to the demands of remote working, this volunteer donated an incredible 284 hours of his time.

The illustration below shows the differing roles of our volunteers on 31<sup>st</sup> March 2021:



### Volunteer Comments – Home-Visiting Support:

- I was fortunate to meet people I would never have been in touch with, experience the ups and downs of their day-to-day lives. Many families deal with hardship unknown to us – it was a privilege to be part of their journey ... Hilary was my main supervisor during my 12 years. She always took time to discuss each family with me. I never felt I was on my own. Supervision was regular and organised and I always felt if I had an issue it would be dealt with quickly ... After I finished work early, Home-Start became part of my weekly life. I fitted it around grandchildren, sport/leisure and Home-Start family. It fitted into part of my routine, which I shall miss. I always enjoyed my drive up to Leek. Thank you for the support over so many years.
- Really enjoyed my volunteering time. It was good to be able to give someone confidence in getting out. Home-Start fitted with me as I was a stay @ home mum with a child now in school.



## Financial Review

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### Principal Funding Sources

The principal funding sources for 2020-21 were Staffordshire County Council, BBC Children in Need, The Henry Smith Charity, Awards for All, The Garfield Weston Foundation and the Community Fund Covid 19. The Denise Coates Foundation donated £6,000 at the outbreak of the pandemic allowing the scheme to purchase laptops for staff and set up remote working; this grant was spent in 2020-21 and enabled us to work from home safely throughout the lockdown periods. Additionally, through Home-Start UK the scheme made a successful bid for DCMS/Pears funding which helped the scheme make funding bids for the forthcoming year and carry out strategic planning work, staff training and plan a team 'away day' (to be held in 2021-2022) to help the staff/trustee team reconnect following the changes of 2020-2021. Leek United Building Society raised a significant sum of money through their own fundraising initiatives and a number of local residents organised fundraising events in support of the scheme. The scheme was also extremely fortunate to receive additional funding from significant donations to the scheme: Tesco Bags of Help, the John Lewis Partnership (through Home-Start UK), together with funding through the Councillors Community Initiative Fund.

### Reserves Policy


Home-Start Staffordshire Moorlands shall aim to hold in reserves a sum equivalent to at least 3 months' operation at a normal level. This level of reserves is necessary to ensure Home-Start's core activity, providing an ongoing support service to families with at least one child under 5, can continue regardless of cash flow, unforeseen funding or other difficulties. Reserves also ensure that, if necessary, the scheme could be closed in an orderly manner.

Reserves as of March 2021 total £123,016. The Trustees are aware of a contingent liability to the Pensions Trust and due to this Trustees feel that it is necessary to maintain a high level of reserves. This policy will be reviewed in July 2022.

During periods of normal operation, the reserves policy will be reviewed annually. Where future funding has not been secured, it will be monitored monthly, commencing six months prior to the end of current funding.

#### Pensions Trust Contingent Liability

The scheme has a contingent liability to the Pensions Trust. The estimated cost of this liability was £29,647.32 as calculated at 30th September 2020. Details of how the liability has arisen and method of dealing with the liability are provided with the accounts.

Signed:  .....  
Sue Kent (Chair)  
on behalf of the Trustees

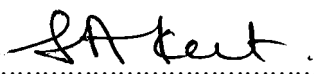
Date: 27.9.21

## Plans for Future Periods

The charity plans to continue the activities outlined above in the forthcoming years as far as is possible, however at the start of 2021 funding was not initially secure for some elements of the scheme's operation. By 1<sup>st</sup> April 2021, the scheme had in place funding from Staffordshire County Council (to deliver the Tier 2 service) and funding from the People's Postcode Lottery. A bid had been submitted to BBC Children in Need and bids were being prepared to The Henry Smith Charity and Reaching Communities (The Big Lottery). There are currently no material uncertainties regarding the charity's ability to continue as a going concern for the forthcoming year.

The trustees present their report along with the financial accounts of the charity for the year ending 31<sup>st</sup> March 2021. This annual report also includes the requirements of a directors' report, as required by company law. The financial statements have been prepared in accordance with SORP 2015 (FRS 102) and the Companies Act 2006.

Signed on behalf of the Trustees by Sue Kent (Vice Chair)

Signed:   
Sue Kent (Chair)  
on behalf of the Trustees

Date: 27/9/21

## Responsibilities of the Management Committee

For the year ended 31<sup>st</sup> March 2021

The trustees (who are also the directors of the charity for the purposes of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company Law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of its incoming resources and application of resources, including its income and expenditure for that period. In preparing these financial statements, the trustees are required to:

- a) select suitable accounting policies and then apply them consistently;
- b) observe the methods and principles in the Charities SORP;
- c) make judgements and estimates that are reasonable and prudent;
- d) state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- e) prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

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

## Independent Examiner's Report to the Trustees of Home-Start Staffordshire Moorlands

I report on the accounts of the company for the year ended 31<sup>st</sup> March 2021, which are set out on pages 20 – 24.

### Respective responsibilities of trustees and examiner

The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- state whether particular matters have come to my attention.

### Basis of independent examiner's report

My examination was carried out in accordance with the general directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a 'true and fair view', and the report is limited to those matters set out in the statement below.

### Independent examiner's statement

In connection with my examination, no matter has come to my attention:

- (1) which gives me reasonable cause to believe that in any material respect the requirements:
  - to keep accounting records in accordance with section 386 of the Companies Act 2006; and
  - to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities have not been met; or
- (2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

**Name:**

Mr Christopher James Aston


**Relevant professional qualification or body:**

FCA (ICAEW)

**Address:**

47 Folly Lane  
Cheddleton  
Leek

Staffordshire ST13 7DA

Signed: .....  .....

Date: 22 / 09 / 2021

## Statement of Financial Activities

Home-Start Staffordshire Moorlands - Registered Charity Number 1135201  
Annual Accounts for the Period 01/04/2020 - 31/03/2021

	Unrestricted Funds	Restricted Funds	Endowment Funds	Total Funds	Prior Period Total Funds	Further Details
<b>Income and Endowments from:</b>						
Donations and Legacies	£13,720	£13,240		£26,960	£9,997	A1
Charitable Activities	£128,428	£81,620		£210,048	£148,959	
Other Trading Activities	£10			£10	£338	A2
Investments	£166			£166	£221	
Other						
<b>Total</b>	<b>£142,324</b>	<b>£94,860</b>	<b>£0</b>	<b>£237,184</b>	<b>£159,514</b>	
<b>Expenditure on:</b>						
Raising Funds	£20	£3,200		£3,220	£68	
Charitable Activities	£90,464	£79,640		£170,104	£159,837	B1
Other		£12,020		£12,020	£4,223	A1
<b>Total</b>	<b>£90,484</b>	<b>£94,860</b>		<b>£185,345</b>	<b>£164,127</b>	
Net Gains / (Losses) on Investment:	£0	£0	£0	£0	£0	
<b>Net Income (Expenditure)</b>	<b>£51,840</b>	<b>£0</b>	<b>£0</b>	<b>£51,840</b>	<b>-£4,613</b>	
<b>Transfers between Funds</b>	<b>£0</b>	<b>£0</b>	<b>£0</b>	<b>£0</b>	<b>£0</b>	
<b>Other Recognised Gains / (Losses)</b>						
Gains / (Losses) on Revaluation of F	£0	£0	£0	£0	£0	
Actuarial Gains / (Losses) on Defin	£0	£0	£0	£0	£0	
Other Gains / (Losses)	£0	£0	£0	£0	£0	
<b>Net Movement in Funds</b>	<b>£51,840</b>	<b>£0</b>	<b>£0</b>	<b>£51,840</b>	<b>-£4,613</b>	
<b>Reconciliation of Funds</b>						
Total Funds Brought Forward	£71,176			£71,176	£75,789	
<b>Total Funds Carried Forward</b>	<b>£123,016</b>	<b>£0</b>	<b>£0</b>	<b>£123,016</b>	<b>£71,176</b>	

# Home-Start Staffordshire Moorlands

## Annual Report 2020-2021

### Statement of Cash Flows

Home-Start Staffordshire Moorlands - Registered Charity Number 1135201  
Annual Accounts for the Period 01/04/2020 - 31/03/2021

	Total Funds £	Prior Year Funds £	Notes
<b>Cash Flows from Operating Activities:</b>	£51,840	-£4,613	
<i>Decrease (increase) in debtors</i>	£19,953	-£19,450	
<i>Increase (decrease) in creditors</i>	-£16,976	£13,790	
Net cash provided by (used in) operating activities	£54,816	-£10,273	
<b>Cash Flows from Investing Activities:</b>	£0	£0	
<i>Net cash provided by (used in) investing activities</i>	£0	£0	
<b>Cash Flows from Financing Activities:</b>	£0	£0	
<i>Net cash provided by (used in) financing activities</i>	£0	£0	
Net change in cash and cash equivalents	£54,816	-£10,273	
Cash and cash equivalents at the beginning of the reporting period	£68,486	£78,759	
<b>Cash and cash equivalents at the end of the reporting period</b>	<b>£123,302</b>	<b>£68,486</b>	



# Home-Start Staffordshire Moorlands

## Annual Report 2020-2021

### Balance Sheet

Home-Start Staffordshire Moorlands - Registered Charity Number 1135201  
Annual Accounts for the Period 01/04/2020 - 31/03/2021


	Total Funds £	Prior Year Funds £	Further Details
<b>Fixed Assets:</b>			
Intangible Assets			
Tangible Assets			
Heritage Assets			
Investments			
<b>Total Fixed Assets</b>	<b>£0</b>	<b>£0</b>	
<b>Current Assets:</b>			
Stocks			
Debtors	£1,556	£21,509	
Investments			
Cash in Hand and at Bank	£123,302	£68,486	C1
<b>Total Current Assets</b>	<b>£124,858</b>	<b>£89,995</b>	
<b>Liabilities</b>			
Creditors: Amounts falling due within one year	£1,843	£18,819	D1
<b>Net current assets or liabilities</b>	<b>£123,016</b>	<b>£71,176</b>	
<b>Total assets less current liabilities</b>	<b>£123,016</b>	<b>£71,176</b>	
Creditors: Amounts falling due after more than one year			
Provisions for liabilities			
<b>Net assets or liabilities excluding pension asset or liability</b>			
Defined benefit pension scheme asset or liability			
<b>Total net assets or liabilities</b>	<b>£123,016</b>	<b>£71,176</b>	
<b>The funds of the charity:</b>			
<b>Endowment Funds</b>			
Restricted Income Funds			
Unrestricted Funds	£123,016	£71,176	
Revaluation Reserve			
Pension Reserve			
<b>Total Unrestricted Funds</b>			
<b>Total Charity Funds</b>	<b>£123,016</b>	<b>£71,176</b>	

For the year ending 31<sup>st</sup> March 2021, the charitable company was entitled to exemption from audit under section 477 of the Companies Act 2006, relating to small companies.

The members have not required the charitable company to obtain an audit of its accounts for the year in question, in accordance with section 476.

The trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

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

Signed:  Date: 27/9/21  
Sue Kent (Chair)  
on behalf of the Trustees

# Home-Start Staffordshire Moorlands

## Annual Report 2020-2021

### Notes to the Accounts

Home-Start Staffordshire Moorlands - Registered Charity Number 1135201  
Annual Accounts for the Period 01/04/2020 - 31/03/2021

A1 During this accounting period home-visiting volunteers donated 209 hours of their time to the scheme. The majority of volunteers offer home-visiting support. However, the scheme additionally benefitted from 284 hours of donated IT services and donated independent examination of the accounts.

A1 Donated Stock: The scheme operates a clothing and equipment store of donated children's / maternity clothing and baby equipment. The costs involved in valuing donated items outweigh the benefit to users of the accounts and to the charity of having this financial information. (No money was raised during this accounting period from the sale of excess stock.)

A1 Donated Services: £12,020 for donated IT services and donated Independent Examination services.

	<u>Total Funds £</u>	<u>Prior Year Funds £</u>
<u>Independent Examiner's Fees:</u>	Nil	Nil

A2 Other: £10 profit was raised from the sale of Christmas cards.

	<u>Total Funds £</u>	<u>Prior Year Funds £</u>
B1 <u>Staff Costs</u>		
Gross wages, salaries and benefits in kind	£122,867	£114,946
Employer's National Insurance Costs	£2,875	£2,770
Employer's contribution to defined contribution pension schemes	£9,347	£8,596
Life Insurance Cover	£174	£121
	<u>£135,263</u>	<u>£126,434</u>

Average number of full-time equivalent employees in the year:	5.4	4.9
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*There are no employees who receive employee benefits (excluding employer pension costs) of more than £60,000.*

Estimated redundancy costs as at 31/03/2021:	<b>£30,136</b>
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B1 The charity benefitted from Employment Allowance of £4,000.00 during this accounting period.

B1 Defined contribution pension scheme details:

Home-Start Staffordshire Moorlands participates in TPT Retirement Solutions' Growth Plan (formerly The Pensions Trust). The Growth Plan is a multi-employer pension plan which is in most respects a money purchase arrangement, but it has some guarantees. From October 2001, contributions are invested in personal funds, which have a capital guarantee and which are converted to pension on retirement, either within the Growth Plan or by the purchase of an annuity.

	<u>Total Funds £</u>	<u>Prior Year Funds £</u>
Costs of the scheme to the charity for the year:	£9,347	£8,596
Amount of contributions outstanding at year-end:	Nil	Nil
Amount of contributions pre-paid at year-end:	Nil	Nil

	<u>Total Funds £</u>	<u>Prior Year Funds £</u>
B1 <u>Remuneration and Expenses of Trustees</u>		
Travel Expenses	Nil	£78

No trustees had their expenses met by the charity. No trustees have been paid any remuneration or received any other benefits from an employment with the charity or a related entity.

There have been no party transactions during this reporting period.

C1 Cash at Bank and in Hand

Cash in Hand	£12
Current Account - Co-operative Bank PLC	£43,346
Business Deposit Account - Leek United Building Society	£49,694
Charity Deposit Account - Virgin Money	£30,000
Wilkinson's Vouchers (for families) 25 x £10	£250
	<u>£123,302</u>

D1 Breakdown of funds carried over from 2020-2021 to 2021-2022: £425.68 were carried forward to 2021-2022 (£130.68 for a social event for volunteers, £45 for staff training and £250 in Wilkinson's Vouchers to be passed on to families in need - 25 x £10).

# Home-Start Staffordshire Moorlands Annual Report 2020-2021

## Notes to the Accounts 2020 - 2021: Analysis of Income and Expenditure

	Income										Total	
	The Henry Smith Charity	BBC Children in Need	Garfield Weston Foundation	The Coronavirous Community Support Fund (National Lottery)	DCMS / Pears Foundation	Staffordshire Council Personal Budgets Fund (SMDC)	Councillors Community Initiative for Staffordshire	The Community Foundation for Staffordshire	Salvation Army & Brian Mellor Financial Services	Donations Crisis Fund (including KidzKlutz Moorlands Fund, Cheadle Lions, The National Lottery Awards for All (England) 2019-2020)	Tesco BOH Covid 19 Communities Fund	Fundraising / Donations (including Leek United Building Society, Leek & Biddulph Society, Staffordshire Employment Interest / Allowance)
TOTAL INCOME 2020-2021	£10,900	£20,597	£10,000	£9,788	£5,700	£855	£670	£4,978	£1,470	£12,020	£500	£219,802
Amounts received 2019-2020 ref 2020-2021	£10,900								£0	£908		£17,808
Amounts received 2020-2021 ref 2021-2022	£45			£131					£250			£426
Net Income	£21,800	£20,552	£10,000	£9,788	£5,569	£855	£670	£4,978	£1,220	£12,020	£500	£237,184
	Expenditure										Total	
	The Henry Smith Charity	BBC Children in Need	Garfield Weston Foundation	The Coronavirous Community Support Fund (National Lottery)	DCMS / Pears Foundation	Staffordshire Council Personal Budgets Fund (SMDC)	Councillors Community Initiative for Staffordshire	The Community Foundation for Staffordshire	Salvation Army & Brian Mellor Financial Services	Donations Crisis Fund (including KidzKlutz Moorlands Fund, Cheadle Lions, The National Lottery Awards for All (England) 2019-2020)	Tesco BOH Covid 19 Communities Fund	Fundraising / Donations (including Leek United Building Society, Leek & Biddulph Society, Staffordshire Employment Interest / Allowance)
Salaries	£16,977	£19,514	£7,235	£7,600	£395			£3,800		£61,100	£260	£134,693
Life Cover for Pensions												£174
Pensions Trust Deficit Contribution												£174
Rent Rates & Water	£1,782		£1,214	£1,000								£1,789
Heat & Light	£370		£481	£250				£600				£1,789
General Running - Photocopier	£530		£186	£150								£5,735
General Running - Office (General)	£1,274		£250	£178								£1,980
General Running - Telephones				£100			£570					£2,331
General Running - Postage		£264		£175				£478				£777
General Running - Stationery			£80	£75								£1,173
General Running - Insurance			£25	£100								£524
Advertising & Publicity	£197											£312
Training - Volunteers	£210											£873
Training - Staff	£300											£998
Home-Start UK Levy	£370		£214	£160	£1,974							£264
Travel & Expenses - Staff		£436						£1,000				£22
Travel & Expenses - Trustees												£455
Travel & Expenses - Volunteers		£92										£2,009
Crisis Fund for Families												£1,323
Cost of Fundraising					£3,200							£525
Donated Services												£0
Resources												£0
Events / Family Support												£0
Contingency/IT												£0
Mothers Union AFA Holiday Deposits												£0
Net Income	£21,800	£20,552	£10,000	£9,788	£5,569	£855	£670	£4,978	£1,220	£12,020	£500	£185,345
Surplus / Deficit												£51,840

## FRS102 – Section 28 Accounting Disclosures for the period ending 31 March 2021

COMPANY: Home-Start Staffordshire Moorlands  
SCHEME: TPT Retirement Solutions – The Growth Plan

The company participates in the scheme, a multi-employer scheme which provides benefits to some 950 non-associated participating employers. The scheme is a defined benefit scheme in the UK. It is not possible for the company to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore, it accounts for the scheme as a defined contribution scheme.

The scheme is subject to the funding legislation outlined in the Pensions Act 2004 which came into force on 30 December 2005. This, together with documents issued by the Pensions Regulator and Technical Actuarial Standards issued by the Financial Reporting Council, set out the framework for funding defined benefit occupational pension schemes in the UK.

The scheme is classified as a 'last-man standing arrangement'. Therefore, the company is potentially liable for other participating employers' obligations if those employers are unable to meet their share of the scheme deficit following withdrawal from the scheme. Participating employers are legally required to meet their share of the scheme deficit on an annuity purchase basis on withdrawal from the scheme.

A full actuarial valuation for the scheme was carried out at 30 September 2017. This valuation showed assets of £794.9m, liabilities of £926.4m and a deficit of £131.5m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

### Deficit contributions

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From 1 April 2019 to 31 January 2025:

£11,243,000 per annum (payable monthly and increasing by 3% each on 1st April)

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Unless a concession has been agreed with the Trustee the term to 31 January 2025 applies.

Note that the scheme's previous valuation was carried out with an effective date of 30 September 2014. This valuation showed assets of £793.4m, liabilities of £969.9m and a deficit of £176.5m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

### Deficit contributions

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From 1 April 2016 to 30 September 2025:

£12,945,440 per annum (payable monthly and increasing by 3% each on 1st April)

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From 1 April 2016 to 30 September 2028:

£54,560 per annum (payable monthly and increasing by 3% each on 1st April)

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The recovery plan contributions are allocated to each participating employer in line with their estimated share of the Series 1 and Series 2 scheme liabilities.

Where the scheme is in deficit and where the company has agreed to a deficit funding arrangement the company recognises a liability for this obligation. The amount recognised is the net present value of the deficit reduction contributions payable under the agreement that relates to the deficit. The present value is calculated using the discount rate detailed in these disclosures. The unwinding of the discount rate is recognised as a finance cost.

# Home-Start Staffordshire Moorlands

## Annual Report 2020-2021

### PRESENT VALUES OF PROVISION

### RECONCILIATION OF OPENING AND CLOSING PROVISIONS

	<b>Period Ending</b> 31 March 2021 (£s)	<b>Period Ending</b> 31 March 2020 (£s)
Provision at start of period	8,629	10,467
Unwinding of the discount factor (interest expense)	193	133
Deficit contribution paid	(1,789)	(1,737)
Remeasurements - impact of any change in assumptions	249	(234)
Remeasurements - amendments to the contribution schedule	-	-
Provision at end of period	7,282	8,629

### INCOME AND EXPENDITURE IMPACT

	<b>Period Ending</b> 31 March 2021 (£s)	<b>Period Ending</b> 31 March 2020 (£s)
Interest expense	193	133
Remeasurements – impact of any change in assumptions	249	(234)
Remeasurements – amendments to the contribution schedule	-	-
Contributions paid in respect of future service*	*	*
Costs recognised in income and expenditure account	*	*

\*includes defined contribution schemes and future service contributions (i.e. excluding any deficit reduction payments) to defined benefit schemes which are treated as defined contribution schemes. To be completed by the company.

### ASSUMPTIONS

	31 March 2021 % per annum	31 March 2020 % per annum	31 March 2019 % per annum
Rate of discount	0.66	2.53	1.39

The discount rates shown above are the equivalent single discount rates which, when used to discount the future recovery plan contributions due, would give the same results as using a full AA corporate bond yield curve to discount the same recovery plan contributions.

# Home-Start Staffordshire Moorlands

## Annual Report 2020-2021

### FRS102 – Section 28 Additional Information for the period ending 31 March 2021

COMPANY: Home-Start Staffordshire Moorlands  
SCHEME: TPT Retirement Solutions – The Growth Plan

The following schedule details the deficit contributions agreed between the company and the scheme at each year end period:

#### DEFICIT CONTRIBUTIONS SCHEDULE

Year ending	31 March 2021 (£s)	31 March 2020 (£s)	31 March 2019 (£s)
Year 1	1,843	1,789	1,737
Year 2	1,898	1,843	1,789
Year 3	1,955	1,898	1,843
Year 4	1,678	1,955	1,898
Year 5	-	1,678	1,955
Year 6	-	-	1,678
Year 7	-	-	-
Year 8	-	-	-
Year 9	-	-	-
Year 10	-	-	-
Year 11	-	-	-
Year 12	-	-	-
Year 13	-	-	-
Year 14	-	-	-
Year 15	-	-	-
Year 16	-	-	-
Year 17	-	-	-
Year 18	-	-	-
Year 19	-	-	-
Year 20	-	-	-

The company must recognise a liability measured as the present value of the contributions payable that arise from the deficit recovery agreement and the resulting expense in the income and expenditure account i.e. the unwinding of the discount rate as a finance cost in the period in which it arises.

It is these contributions that have been used to derive the company's balance sheet liability.



## A Special Thank You to our Volunteers...

Home-Start is, without doubt, a 'team' effort, requiring input from so many valuable sources, but none more so than our growing band of dedicated volunteers, without whom the scheme could not exist.

In this unprecedented year we are so grateful to our volunteers, who switched to delivering telephone support for much of the year, and to our new Telephone Befriending Volunteers who came forward during the year to offer telephone support to families through the pandemic. Our sincere thanks go to the following people, who have volunteered for Home-Start Staffordshire Moorlands during the year commencing 1<sup>st</sup> April 2020 to 31<sup>st</sup> March 2021. Some are no longer with us, but we thank all for their involvement and enthusiasm. We hope that volunteering has been a positive and worthwhile experience and for some, has played some part in their choice to move on to further education and paid employment.

Name	Date Joined Scheme / became a Trustee (T)		Name	Date Joined Scheme / Became a Trustee (T)	
Kate Allen (T)	October	2020	Barry Machin (T)		2002
Marion Aston (T)	July	2019	Clare McGarrity	April	2009
Kelly Barlow	September	2019	Rachael Oates-Lee	March	2020
Julie Bennett (T)	March	2021	Lesley Pimblett	February	2016
Angela Caddick	October	2016	Tracey Rice	February	2016
Ruth Cook	February	2019	Joy Sailes	February	2018
Gareth Edwards (T)	November	2020	Neal Simpson	September	2019
Annette Ellis	August	2019	Helen Stead	June	2016
John Fitchett (T)	July	2020	Sharon Sutton	February	2019
Lyn Fryer	September	2020	Alan Thorpe (T)	January	2005
Judy Gregg	September	2003	Sue Towers (T)		2009
Lisa Hardy	September	2019	Paula Tyers (T)	May	2002
Angie Heathcote	September	2020	Gillian Whitaker	May	2008
Janet Hopkin	February	2018	Glennys White (T)		1999
Yuri Kawakami	October	2014	Angela Whitfield	October	2018
Sue Kent (T)	January	2016	Hilary Williams	June	2016
Wendy Kirk	February	2020	Julie Worthington	October	2018
Ann Knobbs	October	2011			



## Thank you to our funders, for donations and for help, advice & support

Home-Start has received a lot of support and help over the past year from many different sources – thanks to the following people:

### Our Funders:

Staffordshire County Council  
BBC Children in Need  
The Henry Smith Charity  
National Lottery Awards for All (England)  
Coronavirus Community Support Fund (National Lottery)  
DCMS/ Pears Foundation  
Tesco BOH Covid 19 Communities Fund  
The Garfield Weston Foundation  
The Community Foundation for Staffordshire

### Our partners for their help in supporting staff and families through the pandemic:

Action for Children  
Biddulph Youth and Community Zone  
Haregate Community Centre  
Support Staffordshire  
Survive Together Leek

### And Finally:

All at other Staffs Home-Start schemes  
All at SCVYS and Support Staffordshire  
Chris Aston (Independent Examiner)  
Home-Start UK  
Alan Thorpe (IT and premises support)  
Jenni Murray (Patron)

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- A Dodd
- Laura Goldstraw (London Marathon 2021)
- R Gregg
- S Hall
- S Kent
- Kidz2Kidz Moorlands Fund
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- D Nicholls (Fun Run)
- One Little Daisy (Joe Scrivens)
- J Parker
- PayPal Giving Fund
- M Plant
- R S Rigby
- Salvation Army (Leek)
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- M Turnock
- G Walker
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Y Kawakami & J Sailes