

Annual Report 2021 - 2022



Because childhood can't wait



Home-Start Staffordshire Moorlands
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Staffordshire
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www.homestartsm.org.uk

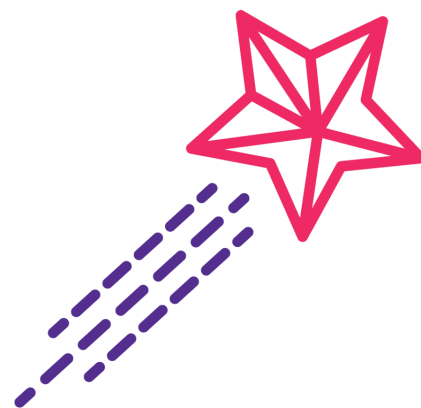
Registered Charity No:
1135201

A Company Limited
by Guarantee
Company No:
7167797

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Home-Start Staffordshire Moorlands Annual Report 2021—2022



In the year 2021—2022:

We supported
212
Families
108 Home-Visiting
23 BookStart
81 Proactive Visits

Helping to
transform the lives
of
246
Children

29
**People volunteered
their time**

Of families supported in 2021—2022 reporting needs in individual areas:

96%
told us their mental
health had
improved

95%
reported they were
making more use of
local services

85%
felt more involved
in their children's
development

86%
reported
improvements in
their self-esteem

86%
felt less isolated

81%
reported
improvements in
managing children's
behaviour



(Home-Start Staffordshire Moorlands) helped with everything really. Physically, encouraging me to get out of the house and go places. Mentally, listening to my problems and concerns. Supporting me through some really hard times ... I felt that whilst I had Home-Start's support, I was able to cope so much better, knowing that their support was always there when I needed it helped with my anxiety.



What We Do

We train and support volunteers to help parents in the Staffordshire Moorlands' District build better lives for their young children.

As a result, parents grow in confidence, strengthen their relationship with their children and are more connected to their community.



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.

In the year 2021 - 2022, a large part of our work involved the delivery of Staffordshire County Council's Family Support Services contract, supporting families with children and young people up to 19 years old. Paid family support workers were responsible for the delivery of most of this support, with volunteers providing some support to families with younger children. The main area of work on the contract was direct work with families but we were also able to deliver proactive signposting visits to 81 families and four Bookstart Corner visits to a further 23 families.

Outside the Family Support Services contract, we were very pleased to have funding to continue to support families in need of longer-term support, meaning that we could respond to families' needs in a more flexible way via our team of home-visiting volunteers. From June 2021, funding from BBC Children in Need allowed us to continue our Fun Start project with younger children. This project helped support children to become school ready through volunteer support.

Thanks to funding from the National Lottery Community Fund in the second half of the year we were able to continue and expand our volunteer home and telephone befriending support to families, recruit a new member of staff to set up group work and spend time developing and launching a new website and increasing our presence on social media.



**It made such a difference ...
I started to feel calmer with the children, not letting things overwhelm me as they would have done before.**



Why We Do It

We believe 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.

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.

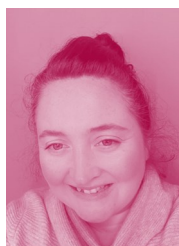
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Our Staff Team

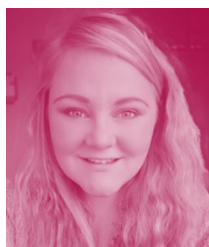
Over the year 2021 - 2022 the following members of staff were in post. Sadly at the end of March 2022, we had to say goodbye to some members of staff and our staff team reduced from 11 to 6, as the contract with Staffordshire County Council came to an end.



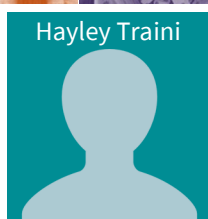
Louise Walker
Scheme Manager



Poppy Mellor & Kate Render
Family Support Volunteer Coordinators
(left to right)



Gemma Vickers



Hayley Traini

Beth Rudge, Kerri Marsh, Lucy Warrilow, Gemma Jones, Katie Jensen, Gemma Vickers and Hayley Traini
Family Support Workers (left to right from top to bottom)



Nic Knight
Group Activity Lead



Hilary Yates

Debby Pepper and Hilary Yates
Bookstart Workers



Rachel Richardson & Tracey Johnson
Office Coordinator & Scheme Administrator (left to right)



Our Trustees

Trustees, who are also Directors, meet regularly (generally every six weeks). Our trustees are all volunteers and together they share ultimate responsibility for governing Home-Start Staffordshire Moorlands and directing how it is managed and run. Trustees ensure that our committed staff and volunteers are able to provide the best possible support for families.

In the year 2021 - 2022 the following people sat on the Board of Trustees:

Sue Kent - Chair (left December 2021)
John Fitchett - Chair (from January 2022)
Kate Allen
Marion Aston
Julie Bennett
Gareth Edwards
Lyn Fryer (joined February 2022)
Joy Sailes (joined February 2022)
Carol Steele (joined February 2022)
Alan Thorpe
Paula Tyers (left July 2021)

There are no exemptions from disclosure.

Home-Start Staffordshire Moorlands Annual Report 2021—2022

Volunteers

Our local community network of trained volunteers and expert support helps families with young children through their challenging times. Our volunteers offer no judgement, just compassionate, confidential help and support as individual as they people they're helping.

“(My volunteer) gave me advice, she was my sounding board. (She) was able to read between the lines and could tell when I was struggling.”

Our amazing home-visiting volunteers continued to support families throughout the Covid pandemic, providing much emotional support and encouragement. Their energy, commitment and enthusiasm makes a tangible difference to others in the community and their work is inspirational.

As well as home-visiting, specialist advice and Bookstart volunteering roles, people also give their time to volunteer in other ways. 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 by keeping our IT systems up and running, as well as helping with office maintenance; in 2021 - 2022 this volunteer donated an incredible 247 hours of his time.

Keeping in touch with our volunteers is a key part of a Family Support Volunteer Coordinator's role

Regular support and supervision keeps the family's desired outcomes on track, allows for the sharing of concerns and the celebration of successes.

Training opportunities are available to those wishing to develop their skills and we organise social events for those volunteers who like to get together. In the year 2021 - 2022 most training was held remotely and opportunities to socialise were limited, due to the ongoing Covid pandemic.

Case Study: Volunteer to Full Time Employment

Katie joined Home-Start Staffordshire Moorlands as a home-visiting volunteer in January 2021, having previously worked in the service sector. With three young children, she felt she had experience that was of value to others, and wanted to move into a career within health and social care.

Whilst volunteering with us, a part-time job vacancy came up to deliver our proactive signposting visits. Katie applied and was successful, due to her hospitality / service experience and volunteering. She soon took on some additional family support hours with us and, in March 2022, was successful in gaining a permanent post as a Family Support Worker at a school in Derbyshire – she had made the transition into the career she had sought.



Volunteering can be the key to becoming and remaining happy, healthy and confident and, for many of our volunteers, it opens up new opportunities and sets them on the path to further training and employment.



Case Study



I was rehoused with my two young children when my ex-partner went to prison for crimes he had committed against me.

My new house was in a town that I had never visited and it was completely empty. I did want to move to be safe but the new house felt lonely because we didn't know anybody and it was sad because I had to start all over again. There were no carpets, just floorboards, and there were tacks sticking up on the stairs. I had no money at the time and a lot of work to do. **It felt dead lonely and we didn't have anyone to speak to and no friends.** It was scary looking after the children on my own because my mum, who lives in a different town, works all week and it was just us. **I didn't have a clue where to start with any of it.** My children wouldn't sleep properly because they were anxious and they were both sleeping in my bed with me.

Somebody suggested that I phone Home-Start. When I phoned I felt nervous at first but they were very welcoming. I felt a lot better after just speaking to them on the phone and I felt that there was help if I needed it.

Home-Start did so much to help me. They encouraged me to go to get help from other services and they got me a place on a parenting course which helped me deal with the anxiety my children were experiencing and they helped me get nursery places for the children. They helped me a lot in making a routine for the children.

I had very little money and Home-Start has a clothing store and they gave me clothes for the children. They also got me money from somewhere to buy school uniform, which **really helped my financial situation.** They

I felt a lot better after just speaking to them on the phone and I felt that there was help if I needed it.

helped me with debts that I had built up because of the house move - I had to pay two lots of rent and bills for a while and Home-Start managed to get some of this money back.

Home-Start found me a volunteer. She used to come and visit us every week. She was really nice and she made us feel happy and helped us find our way round and showed us where the park and play areas were. **She made us feel welcome in our new town.** I felt I could talk to her. She was great with the children and they really looked forward to seeing her. **She took us on days out, which made us feel special.** We still go to places she showed us. We probably would have been unhappy and we wouldn't have spoken to people and found our way round without her.

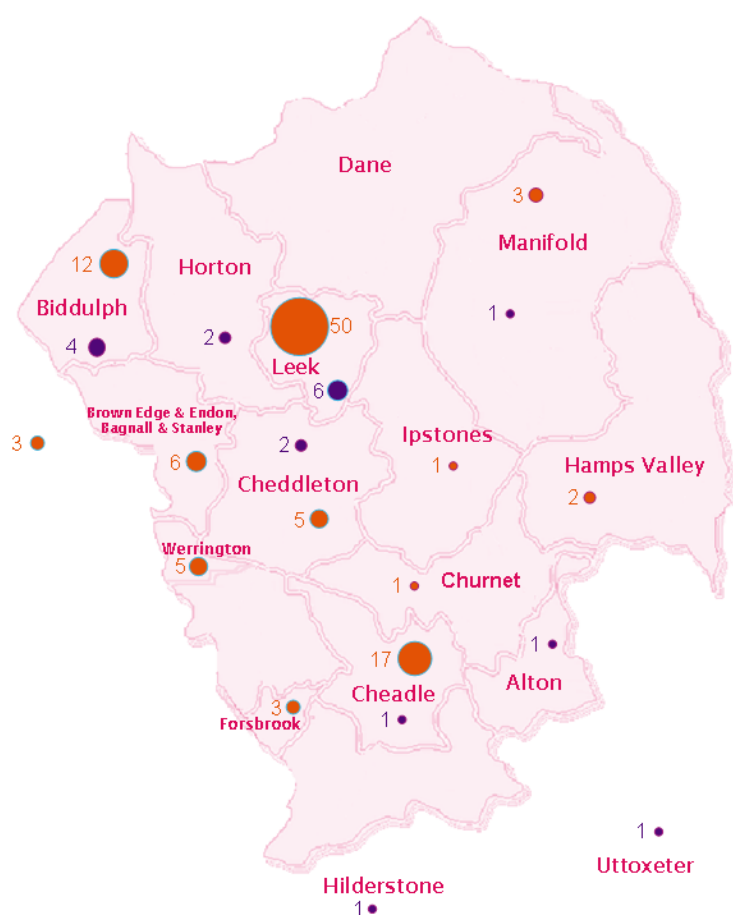
I now have a much brighter future. Home-Start got funding so that I could buy a laptop, which enabled me to do an online course that will help me find a job when my children are older. I now want to stay in my new town. I feel settled and connected. Without Home-Start I wouldn't have felt like this. I now feel hopeful and excited about the future for me and the children. I am always saying to my mum how my children will be able to walk to school safely when they are older and I think I will stay here forever.

Home-Start Staffordshire Moorlands Annual Report 2021—2022

Our Area

We support families across the whole of the Staffordshire Moorlands' district, **a total area of 222 square miles**, from Flash in the north (the highest village in the UK) to Draycott-in-the-Moors in the south, Biddulph in the west and Ilam in the east. We cover a large rural area, the market towns of Biddulph, Leek and Cheadle and all the villages and hamlets in between.

In the year 2021-2022, our reach was as follows:



Families supported (108)



Home-Visiting Volunteers (19)

Transport is a challenge for us and an issue for lots of our families, meaning that families can feel isolated and access to services can be difficult.

Home-Start can make a big difference though; in the year 2021 - 2022, **95% of families reported that they were making more use of local services** because of Home-Start support.

The Moorlands



Rural Area
Staffordshire Moorlands



Biddulph
Staffordshire Moorlands



Leek
Staffordshire Moorlands



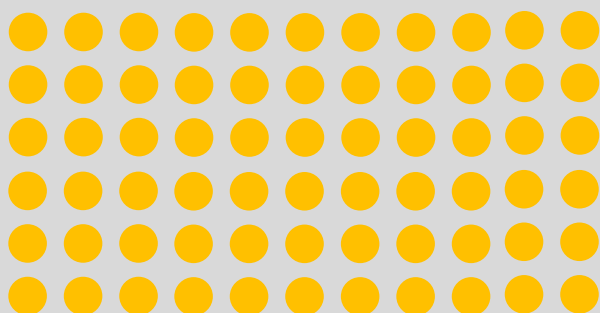
Cheadle
Staffordshire Moorlands

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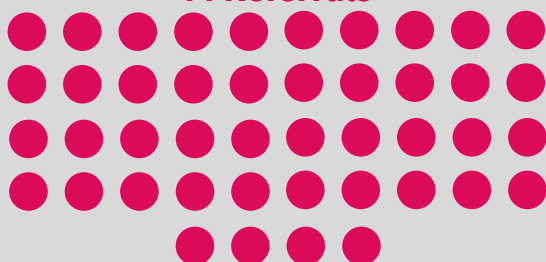
Referrals

We received 154 new referrals in the year 2021 - 2022

Education (Schools & Colleges)
66 Referrals



Self-Referrals
44 Referrals



Health Visitors / HUB
14 Referrals



Other Community Organisation / Charity - 5 Referrals



Mental Health Services
5 Referrals



Early Learning Childcare Sector
6 Referrals



Other - 14 Referrals

Early Help Team (x4), Children's Disability Team (x2), Your Housing (x2), Maternity Unit, Speech & Language, Social Prescriber, Youth Offending, GP & School Nurse

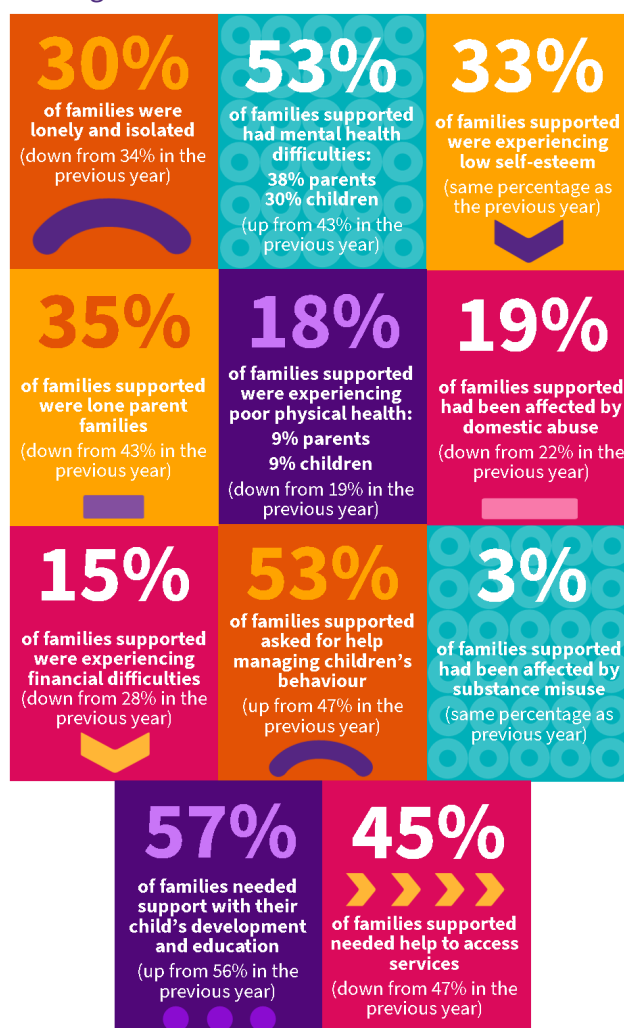


Referrals for our service are accepted from any source, with the consent / permission of the family

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

In the year 2021-2022 we saw a significant increase in the number of families whose children were suffering from mental health difficulties - up from 16% to 30% and an increase in the number of families needing help managing their children's behaviour. This would see to tie in with research about the harm that the Covid pandemic has had on children's mental health.

There was a drop in the number of families being referred who were experiencing financial difficulties, although we expect this figure to rise in future years with the cost-of-living crisis.



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Families that ended support during the year 2021 - 2022

At the end of March, 21 families transferred over to Family Action. Family Action successfully bid to provide Family Support Services from April 2022 via the contract with Staffordshire County Council as our contract came to an end. This skewed our figures for the length of support; we would have expected to continue to support many of these families beyond the end of March and this is reflected in the chart showing that overall families were supported for shorter lengths of time compared to previous years. Feedback from families at the end of support who had received support from volunteers, showed that 100% thought that we had found the right volunteer for them thanks to careful matching by our Family Support Volunteer Coordinators.



"I felt that Home-Start had found the right volunteer for me"

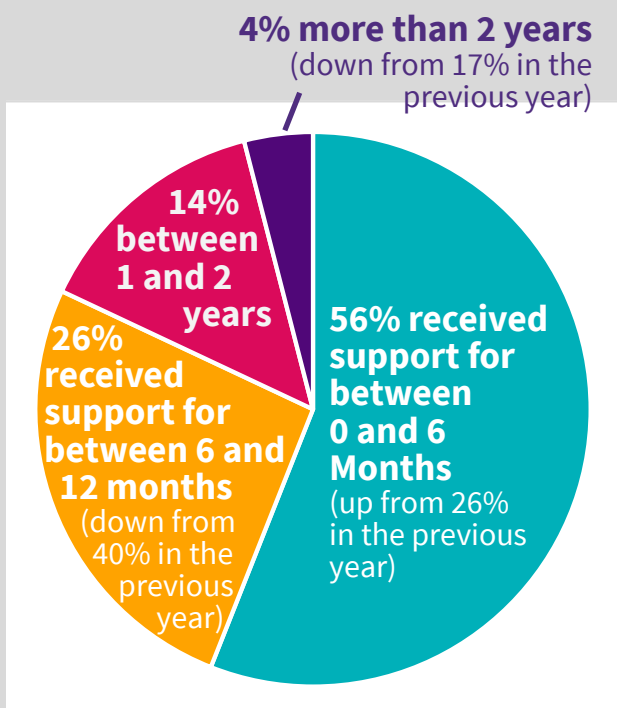
100%

of families
- reported on evaluation
feedback forms at the end of
core funding



Length of Support

Families coming to the end of support in the year 2021 - 2022:



Really supportive, great to have someone to talk to.
Never felt judged.



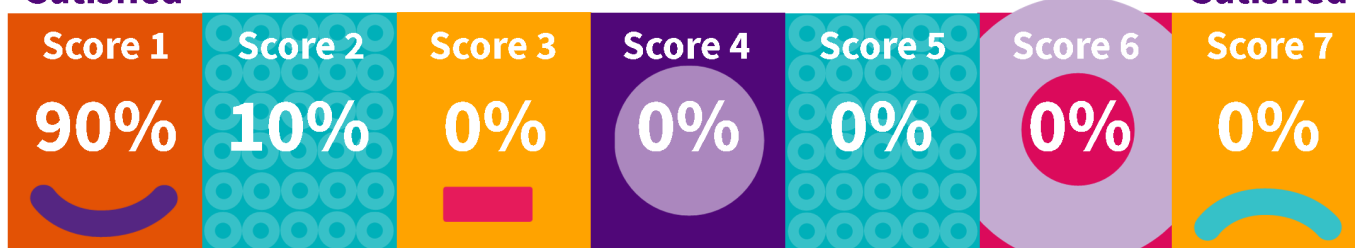
High levels of satisfaction

The satisfaction scores that families gave us when core support has come to an end (support outside the contract with Staffordshire County Council) can be seen on the chart below. As in previous years, families continue to report high levels of satisfaction with the support that we offer.



Very Satisfied

Not at all Satisfied



Home-Start Staffordshire Moorlands Annual Report 2021—2022

Funding 2021 - 2022

We had a huge amount of support during the year - individuals who fundraised for us (including Laura, Karen and Diane below), local businesses, organisations and individuals who donated money to us and people who donated their time. We relied heavily on this support to help us reach as many families as possible and we are extremely grateful.



Laura Goldstraw
London Marathon
2021



Karen Oliver
Abseil
2021

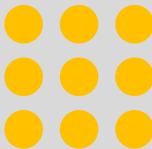


Diane Tait
Sponsored Walk
2021

Income 2021 - 2022

Donations, Fundraising, Gift Aid and Bank & Building Society Interest

£8,190



Gifted Services

£10,540



People's Postcode Lottery

£16,000



BBC Children in Need

£23,789



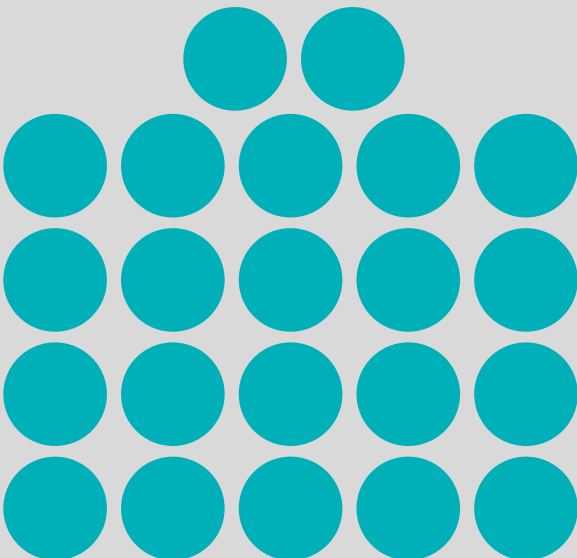
The National Lottery Community Fund - Reaching Communities Midlands Region

£33,347



Staffordshire County Council Contract to deliver Family Support Services

£143,544



Home-Start Staffordshire Moorlands Annual Report 2021—2022

Plans for 2022 - 2023

The size and focus of the scheme's support for families changed from April 2022. Trustees made the decision not to move forward with the recommissioned Staffordshire County Council Family Support Service (0-19) and we have been able to refocus our support to align with the core offer of the Home-Start network across the country.

With a team of six members of staff we are offering befriending support to families who have at least one child under the age of 5, delivered in the home by our team of home-visiting volunteers. In addition, we are offering group provision at our offices in Leek and in other venues around the district, aiming to fill gaps in existing provision for the early years.

We are pleased to be able to continue to deliver our Bookstart project (previously part of our contract with Staffordshire County Council) thanks to funding from Awards for All.

We are aiming to strengthen and grow our volunteer base over the next few years, training volunteers to:

- **Deliver home-visiting support**
- **Help to deliver group provision**
- **Take on new specialist roles using their particular knowledge / skills**
- **Deliver rapid response help to families when needed (help with transport, the delivery of needed items, one-off visits, etc)**

With funding in place from the National Lottery Community Fund (Reaching Communities Midlands Region), BBC Children in Need, Comic Relief and UHNM (University Hospital of North Midlands) & NHS Charities Together, we have a sound base from which to develop and grow our offer to parents with young children across the Staffordshire Moorlands district.

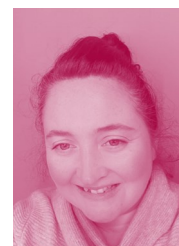
We have been busy reorganising and refreshing our offices, following a period through the Covid pandemic when the office was not used as a base for delivering support. The refurbishment is enabling us to provide safe, friendly and welcoming premises for parents, young children, our volunteers and visitors to the scheme.



Our staff team from April 2022:



Louise Walker
Scheme Manager



Poppy Mellor & Kate Render
Family Support Volunteer Coordinators
(left to right)



Nic Knight
Group Activity Lead



Rachel Richardson
Office Coordinator



Debby Pepper
Bookstart Worker

Home-Start Staffordshire Moorlands Annual Report 2021—2022

A Big Thank You!

to all our supporters and our heartfelt appreciation for your unwavering support of Home-Start families during 2021 - 2022:

For donations, fundraising, gifts in kind and support:

Chris Aston
BBC Children in Need
Bill Lomas
Brian Mellor Financial Services
Cheadle Lions
Children 1st @ Buckingham's Day Nursery
The Corner Cupboard
Councillors Community Initiative at Staffordshire Moorlands District Council
Laura Goldstraw
Home-Start UK
Kidz2Kidz Moorlands Fund
The Inner Wheel Club of Leek
Miscos Chocolates
National Lottery Community Fund - RC Midlands Region
Karen Oliver
One Little Daisy
Joan Parker
People's Postcode Lottery
Salvation Army (Leek)
S & S Agricultural Liming Ltd
St Edwards Church (Leek)
Staffordshire County Council
SCVYS
Support Staffordshire
Steve Hall
Diane Tait
Alan Thorpe
Gordon Walker
Waitrose / the John Lewis Partnership
All the volunteers who donated money from their expenses

To our Team of Volunteers and Trustees:

Kate Allen
Marion Aston
Kelly Barlow
Julie Bennett
Gareth Edwards
Annette Ellis
John Fitchett
Lyn Fryer
Judy Gregg
Angie Heathcote
Katie Jensen
Sylvia Jones
Yuri Kawakami
Sue Kent
Wendy Kirk
Ann Knobbs
Pauline Marsh
Rebecca Ridgway
Joy Sailes
Clare Sharratt
Suzanne Shufflebotham
Helen Stead
Carol Steele
Alan Thorpe
Paula Tyers
Amanda Walker
Gillian Whitaker
Angela Whitfield
Hilary Williams

It's been another difficult year

for our supported families, their children, our volunteers, our charity and for you, our supporters, impacted by the Covid pandemic.

We've all faced more upheaval, whether it was being denied access to family and celebrations, halted travels and plans, bereavement, illness, loss or financial hardship. **It has been tough.**

Our funders and those who have provided financial support provided flexibility in how we spent funding during this period. This gave us the freedom to concentrate on our support for parents and children, who were struggling even before the pandemic, to make lasting improvements to lives.

For those of you who might consider supporting our work with local families and their children, we hope you'll join their journey ... and theirs.

Get in touch ...

We help families from all backgrounds through their most challenging times

To find out more, visit www.homestartsm.org.uk, email info@homestartsm.org.uk or call 01538 387231.



**The Queen's Award
for Voluntary Service**

Home-Start Staffordshire Moorlands

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Registered Charity No:
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Financial Statements

2021 – 2022

(accompanying Annual Report)

**HOME
START**
Staffordshire
Moorlands

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Registered Charity No:
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Reference and Administration

Home-Start Staffordshire Moorlands
School Yard, Earl Street
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Tel/Fax: 01538 387231
Email: Info@homestartsm.org.uk
Website: www.homestartsm.org.uk
Registered Charity No.: 1135201

A Company Limited by Guarantee – **Company Number:** 7167797

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

Objectives and Activities

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 childcare; principally but not exclusively within the area of Staffordshire Moorlands and its environs.

Details about what we do, and our activities are included in our Annual Report

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, housing issues and benefits 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.

Details of 2021-22 Achievements and Performance are outlined in the accompanying Annual Report for 2021-22. The Annual Report lays out the main activities and achievements that have been undertaken by the charity to carry out its charitable purposes for the public benefit.

Structure, Governance and Management

Governing Document

Home-Start Staffordshire Moorlands is a Company Limited by Guarantee. It was incorporated on 24th February 2010 and registered as a charity on 25th March 2010. The company took over the activities of the unincorporated charity (Home-Start Staffordshire Moorlands – 1063873, established in 1998) on 1st 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 24th 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 2022, board membership was made up of 9 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 (Scheme Manager) 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 Scheme Manager, who is responsible for ensuring that the charity delivers the services specified and that key performance indicators are met. The Scheme Manager 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 Office Coordinator, in accordance with financial procedures agreed by the board.

Trustees have complied with their duty to have due regard to the Charity Commission's public benefit guidance when exercising any powers or duties to which the guidance is relevant.

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 board meetings and reporting mechanisms mean that risks are minimised and considered regularly. Contingency / managing risk information is shared with Trustees at the board meeting at each board meeting and is reviewed regularly. Principle risks faced currently relate to the Covid pandemic, adequacy of future fundraising / income levels and the

recruitment of sufficient volunteers across the district. There is an active Strategic Planning Subgroup which looks at the future viability of the scheme and forward planning. The scheme actively promotes volunteering opportunities and has continued to recruit and train volunteers throughout the pandemic. 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 Chair, Treasurer and other officers from among their number.

The Board of Trustees seeks to ensure that the committee maintains a mix of skills and experience and current membership contains a high level of skills, covering 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 includes trustees with direct experience of our support/volunteering and with backgrounds in health, social care, education, finance, business and auditing. The Trustee Board seeks to maintain at least one volunteer and one ex-family representative 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 Scheme Manager 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 trustee training through Home-Start UK.

Financial Review

Principal Funding Sources

The principal funding sources for 2021-22 were Staffordshire County Council, BBC Children in Need, the National Lottery Community Fund – Reaching Communities Midlands Region and the People’s Postcode Lottery. The scheme was also extremely fortunate to receive additional funding from donations to the scheme: the John Lewis Partnership (through Home-Start UK) and Staffordshire Moorlands District Councillors’ Community Initiative Fund. We also had a number of local people raising funds for us, raising significant sums of money – Laura Goldstraw (London Marathon), Diane Tait (sponsored walk) and Karen Oliver (sponsored abseil); we are hugely grateful to them for their amazing support.

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 2022 total **£125,584**. 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 June 2023.

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 **£19,428** as calculated at 30th September 2021, plus a charge of between **£3,000 and £5,000** for calculating the debt as calculated from 30th September 2021 (draft figure). Details of how the liability has arisen and method of dealing with the liability are provided with the accounts.

This Policy is reviewed annually – last reviewed 13/09/2022

Signed:
John Fitchett (Chair)
on behalf of the Trustees

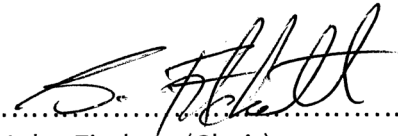
Date: 13/09/2022

Plans for Future Periods

Details of the plans for 2022-23 are given within the accompanying Annual Report. 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 31st March 2022. 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 (1st Jan 2019) FRS 102 and the Companies Act 2006.

Signed on behalf of the Trustees by John Fitchett (Chair)

Signed:  Date: 18/10/2022
John Fitchett (Chair)
on behalf of the Trustees

Responsibilities of the Management Committee

For the year ended 31st March 2022

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.

Home-Start Staffordshire Moorlands

Financial Statements 2021-22

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

I report on the accounts of the company for the year ended 31st March 2022, which are set out on pages 8 - 13.

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:

Relevant professional qualification or body:

Address:

Mr Christopher James Aston
FCA (ICAEW)
47 Folly Lane
Cheddleton
Leek ST13 7DA

Signed:



Date: 18/09/22

Statement of Financial Activities

Home-Start Staffordshire Moorlands - Registered Charity Number 1135201

Annual Accounts for the Period 01/04/2021 - 31/03/2022

	Unrestricted Funds	Restricted Funds	Endowment Funds	Total Funds	Prior Period Total Funds	Further Details
Income and Endowments from:						
Donations and Legacies	£17,529	£733		£18,262	£26,960	A1
Charitable Activities	£143,544	£73,642		£217,186	£210,048	
Other Trading Activities	£12			£12	£10	A2
Investments	£81			£81	£166	
Other						
Total	£161,166	£74,375	£0	£235,540	£237,184	
Expenditure on:						
Raising Funds	£88	£733		£821	£3,220	
Charitable Activities	£147,969	£73,642		£221,611	£170,104	B1
Other	£10,540			£10,540	£12,020	
Total	£158,597	£74,375	£0	£232,972	£185,345	
Net Gains / (Losses) on Investments						
Net Income (Expenditure)	£2,568	£0	£0	£2,568	£51,840	
Transfers between Funds						
Other Recognised Gains / (Losses)						
Gains / (Losses) on Revaluation of Fixed Assets						
Actuarial Gains / (Losses) on Defined Benefit Pension Schemes						
Other Gains / (Losses)						
Net Movement in Funds	£2,568	£0	£0	£2,568	£51,840	
Reconciliation of Funds						
Total Funds Brought Forward	£123,016			£123,016	£71,176	
Total Funds Carried Forward	£125,584	£0	£0	£125,584	£123,016	

Statement of Cash Flows

Home-Start Staffordshire Moorlands - Registered Charity Number 1135201
Annual Accounts for the Period 01/04/2021 - 31/03/2022

	Total Funds (£)	Prior Year Funds (£)	Notes
Cash Flows from Operating Activities:	£2,568	£51,840	
<i>Decrease (increase) in debtors</i>	-£34,932	£19,953	
<i>Increase (decrease) in creditors</i>	£69,392	-£16,976	
Net cash provided by (used in) operating activities	£37,028	£54,817	
Cash Flows from Investing Activities:			
<i>Net cash provided by (used in) investing activities</i>			
Cash Flows from Financing Activities:			
<i>Net cash provided by (used in) financing activities</i>			
<i>Net change in cash and cash equivalents</i>	£37,028	£54,816	
<i>Cash and cash equivalents at the beginning of the reporting period</i>	£123,302	£68,486	
Cash and cash equivalents at the end of the reporting period	£160,330	£123,302	C2

Balance Sheet

Home-Start Staffordshire Moorlands - Registered Charity Number 1135201

Annual Accounts for the Period 01/04/2021 - 31/03/2022

	Total Funds (£)	Prior Year Funds (£)	Notes
Fixed Assets:			
Intangible Assets			
Tangible Assets			
Heritage Assets			
Investments			
<i>Total Fixed Assets</i>	£0	£0	
Current Assets:			
Stocks			
Debtors	£36,489	£1,556	C1
Investments			
Cash in Hand and at Bank	£160,330	£123,302	C2
<i>Total Current Assets</i>	£196,819	£124,858	
Liabilities			
Creditors: Amounts falling due within one year	£71,234	£1,843	D1
<i>Net current assets or liabilities</i>	£125,584	£123,016	
<i>Total assets less current liabilities</i>	£125,584	£123,016	
Creditors: Amounts falling due after more than one year			
Provisions for liabilities			
<i>Net assets or liabilities excluding pension asset or liability</i>			
Defined benefit pension scheme asset or liability			
Total net assets or liabilities	£125,584	£123,016	
The funds of the charity:			
Endowment Funds			
Restricted Income Funds	£733		
Unrestricted Funds	£124,852	£123,016	
Revaluation Reserve			
Pension Reserve			
<i>Total Unrestricted Funds</i>			
Total Charity Funds	£125,584	£123,016	

For the year ending 31st March 2022, 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: 18/10/2022

John Fitchett (Chair) on behalf of the Trustees

Notes to the Accounts

Home-Start Staffordshire Moorlands - Registered Charity Number 1135201
Annual Accounts for the Period 01/04/2021 - 31/03/2022

- A1 During this accounting period home-visiting volunteers donated 503 hours of their time to the scheme. The majority of volunteers offer home-visiting support. However, the scheme additionally benefitted from 247 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: £10,540 for donated IT services and donated Independent Examination services.

	<u>Total Funds £</u>	<u>Prior Year Funds £</u>
A1 <u>Independent Examiner's Fees</u> :	Nil	Nil
-		
A2 <u>Other</u> : £12 profit was raised from the sale of Christmas cards.		
 B1 <u>Staff Costs</u>	<u>Total Funds £</u>	<u>Prior Year Funds £</u>
Gross wages, salaries and benefits in kind	£163,211	£122,867
Employer's NI Costs (excluding £4,000 employment allowance deduction)	£11,039	£2,875
Employer's contribution to defined contribution pension schemes	£12,463	£9,347
Life Insurance Cover	£232	£174
	<u>£186,944</u>	<u>£135,263</u>
 Average number of full-time equivalent employees in the year:	7	5

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: £30,136

Home-Start Staffordshire Moorlands

Financial Statement accompanying Annual Report 2021-22

B1 The charity benefitted from Employment Allowance of £4,000 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:	£12,463	£9,347
Amount of contributions outstanding at year-end:	Nil	Nil
Amount of contributions pre-paid at year-end:	Nil	Nil

B1 Remuneration and Expenses of Trustees

	<u>Total Funds £</u>	<u>Prior Year Funds £</u>
Travel Expenses	Nil	Nil

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 Debtors: £36,489 at year end: £35,706 owed by Staffordshire County Council for Q4 of contract, £656 owed by Miscos for their share of utility bills, £50 cheque uncleared at year end, £48 owed by Justgiving for donations and £29 cash to pay into bank.

C2 Cash at Bank and in Hand

Cash in Hand	£70
Current Account - Co-operative Bank PLC	£65,152
Business Deposit Account - Leek United Building Society	£64,948
Charity Deposit Account - Virgin Money	£30,000
Wilkinson's Vouchers (for families) 16 x £10	£160
	<u>£160,330</u>

D1 Breakdown of funds carried over from 2021-2022 to 2022-2023: £48,134 Reaching Communities, £5,699 BBC Children in Need, £5,319 Pears/DCMS, £7,045 National Lottery Community Fund, £3,105 cost of living salaries increase paid to staff 2022-2023 ref 2021-2022, £1,775 in uncleared bank transactions and £157 money donated toward crisis fund for families.

Home-Start Staffordshire Moorlands

Financial Statements 2021-22

Analysis of Income & Expenditure 2021 - 2022

	Restricted Funds							Unrestricted Funds										
	National Lottery Community Fund - RC Midlands Region	BBC Children in Need	People's Postcode Lottery	Pears / DCMS	National Lottery Community Fund	Councillors Community Initiative Fund	Donations - Crisis Fund	Waitrose / John Lewis Partnership	Refund for overpayment of salary	Donations from Fundraisers K Oliver, D Tait & L Goldstraw	Staffordshire County Council	Fund-Raising - Sale of Goods	Donations - General	Donations - Volunteer	Gift Aid	Bank & Building Society Interest	Gifted Services	Totals
Income																		
Total Income 2021-2022	£81,481	£29,443	£16,000	£5,319	£7,045	£375	£640	£1,000	£115	£1,685	£143,544	£12	£3,347	£150	£693	£81	£10,540	£301,469
Received 20-21 ref 21-22		£45		£131			£250											£426
Received 21-22 ref 22-23	£48,134	£5,699		£5,319	£7,045		£157											£66,354
Net Income	£33,347	£23,789	£16,000	£131	£0	£375	£733	£1,000	£115	£1,685	£143,544	£12	£3,347	£150	£693	£81	£10,540	£235,540
Expenditure																		
Salaries	£24,389	£18,488	£10,000					£500	£115		£129,221							£182,712
Life Cover			£232															£232
Pensions Deficit Contribution			£113								£1,730							£1,843
Rent, Rates & Water	£1,009	£750	£1,500			£100					£2,466							£5,825
Heat & Light		£750	£1,000								£170							£1,920
General Running Expenses	£2,133	£1,368	£2,680			£275					£4,279							£10,735
Advertising & Publicity	£182										£300							£482
Training - Volunteers	£15	£350										£4						£369
Training - Staff	£292	£292									£261							£845
Home-Start UK Levy	£844	£417	£320								£2,688							£4,269
Travel & Expenses - Staff	£1,274	£679									£804							£2,757
Travel & Expenses - Trustees											£20							£20
Travel & Expenses - Volunteers	£455	£695	£155															£1,305
BRFC Personal Budgets											£360							£360
Crisis Fund for Families							£733											£733
Cost of Fundraising											£88							£88
Donated Services																		£0
Resources	£2,224																	£2,224
Events / Family Support				£131														£131
Contingency								£500			£978		£2,651	£150	£693	£81		£5,052
Group Resources	£530																	£530
Gifted Services																	£10,540	£10,540
Total Expenditure	£33,347	£23,789	£16,000	£131	£0	£375	£733	£1,000	£115	£0	£143,364	£4	£2,651	£150	£693	£81	£10,540	£232,972
Surplus / Deficit:																		£2,568

FRS 102 – Section 28

Accounting Disclosures

FOR THE PERIOD ENDING 31 March 2022

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 638 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 2020. This valuation showed assets of £800.3m, liabilities of £831.9m and a deficit of £31.6m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions:

From 1 April 2022 to 31 January 2025:	£3,312,000 per annum (payable monthly)
---------------------------------------	--

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 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 asked the participating employers to pay additional contributions to the scheme as follows:

Home-Start Staffordshire Moorlands

Financial Statements 2021-22

Deficit contributions:

	£11,243,000 per annum
From 1 April 2019 to 30 September 2025:	(payable monthly and increasing by 3% each on 1st April)

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

Financial Statement accompanying Annual Report 2021-22

Present Values of Provision

	31 March 2022 (£s)	31 March 2021 (£s)	31 March 202 (£s)
Present value of provision	2,118	7,282	£8,629

Reconciliation of Opening and Closing Provisions

	Period Ending 31 March 2022 (£s)	Period Ending 31 March 2021 (£s)
Provision at start of period	7,282	8,629
Unwinding of the discount factor (interest expense)	42	193
Deficit contribution paid	(1,843)	(1,789)
Remeasurements – impact of any change in assumptions	(49)	249
Remeasurements – amendments to the contribution schedule	(3,314)	-
Provisions at end of period	2,118	7,282

Income and Expenditure Impact

	Period Ending 31 March 2022 (£s)	Period Ending 31 March 2021 (£s)
Interest expense	42	193
Remeasurements – impact of any change in assumptions	(49)	249
Remeasurements – amendments to the contribution schedule	(3,314)	-
Contributions paid in respect of future service*	*	*
Costs recognised in income and expenditure account	*	*

*includes defined contribution schemes and future service contributions (ie 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 2022 % per annum	31 March 2021 % per annum	31 March 202 % per annum
Rate of discount	2.35	0.66	2.53

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

Financial Statements 2021-22

Additional Information

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 2022 (£s)	31 March 2021 (£s)	31 March 2020 (£s)
Year 1	772	1,843	1,789
Year 2	772	1,898	1,843
Year 3	643	1,955	1,898
Year 4	-	1,678	1,955
Year 5	-	-	1,678
Year 6	-	-	-
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 is 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.