

HOME-START WORLDWIDE

England & Wales · Charity number 1139678

Details

Other names HSW

Status Registered

Legal form Charitable company

Company number [07371168](#)

Registered 2011-01-05

Register [View on the Charity Commission register](#)

Contact

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Activities

Objects: 1.1. TO SAFEGUARD AND PRESERVE THE GOOD HEALTH, MENTAL AND PHYSICAL, OF CHILDREN, YOUNG PERSONS, PARENTS AND PRIMARY CARERS;1.2. TO RELIEVE SICKNESS, POVERTY AND NEED AMONG CHILDREN, THEIR FAMILIES AND/OR PRIMARY CARERS;1.2 TO PREVENT CRUELTY TO OR MALTREATMENT OF CHILDREN;1.3 TO ADVANCE THE EDUCATION OF PARENTS AND THE PUBLIC IN BETTER STANDARDS OF CHILDCARE.

Activities: Home-Start provides informal, friendly, confidential, non-judgmental and free support to families with young children through networks of trained parent volunteers. Home-Start Worldwide works worldwide through partnerships with local organisations to develop Home-Start schemes. In rich and poor communities, in 22 countries on five continents, Home-Start reaches out to families in need.

Classification

- **How:** Provides Advocacy/advice/information, Sponsors Or Undertakes Research, Acts As An Umbrella Or Resource Body
- **What:** Education/training, The Advancement Of Health Or Saving Of Lives, The Prevention Or Relief Of Poverty
- **Who:** Children/young People, Other Defined Groups

Geography

- **Area of benefit:** WORLDWIDE
- City Of London

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£39,639	£52,677	-	-
2023-12-31	£74,619	£64,800	-	-
2022-12-31	£73,231	£76,986	-	-
2021-12-31	£47,550	£38,306	-	-
2020-12-31	£13,999	£10,848	-	-

Trustees

Name	Role	Appointed
Professor Jacqueline Barnes	Chair	2024-03-26
Anthוניus Gerardus Kragten		2019-02-28
Federica Gullo		2025-10-31
Joan van Niekerk		2017-03-30
Kate Grantham		2026-05-17
Kathleen Mary Wilkinson Grantham		2025-10-31
Oliver Hickson		2019-02-28
Reka Hegedus		2022-06-15
Ricky Maloney		2023-09-27
Yukie Yamada		2018-03-20

HOME-START WORLDWIDE

England & Wales - Charity number 1139678

Accounts



Home-Start Worldwide

Annual Report and Accounts 2024

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United Kingdom

Home-Start Worldwide, a company Limited by Guarantee, company number 07371168

Registered charity in England and Wales number 1139678



Home-Start Worldwide

Reference and Administrative Information

Company number	07371168 (England and Wales)
Charity number	1139678 (England and Wales)
Registered office	63/66 Hatton Garden, Fifth Floor Suite 23, London, EC1N 8LE
Trustees	<p>The Trustees are also directors under company law.</p> <ul style="list-style-type: none">• Joan van Niekerk: Chair to 13.12.24• Jacqueline Barnes: Appointed 26.03.24, Chair from 13.12.24• Oliver Hickson: Vice Chair• Ricky Maloney: Treasurer• Cornelia de Bruijn• Remenda Grech+ : resigned March 2024• Reka Hegedus+• Anthonius G. Kragten+• Craig Whelan• Yukie Yamada+ <p>+ indicates a member representative</p>
CEO	Kirpal Dhadda
Bankers	National Westminster Bank Sloane Square Branch Unit 5, The Willett Building 2 Sloane Gardens London SW1W 8DL
Independent Examiner	Sian Lewis FCA 8 Coldbath Square, London EC1R 5HL



Members

The Members of Home-Start Worldwide were as follows:

Accredited Members:

Home-Start National Inc., Australia

Home-Start Domo vzw, Belgium

HOST Home-Start Czech Republic z.u.

Home-Start Familiekontakt, Denmark

Association Paseo, Nimes, France

Home-Start Hellas, Greece

Otthon Segitunk Alapítvány, Hungary

Home-Start Blanchardstown, Ireland

Home-Start Japan

The Foundation for Social Welfare Services, Malta

The Humanitas Association, The Netherlands

Home-Start Familiekontakten, Norway

Fundatia Adina Stiftelsen, Romania

Home-Start Uganda

Home-Start UK

Associate Members:

Asociación Nieru para El Estudio y Promocion, Oviedo, Spain

Home-Start Giriwanyu A.S.B.L, Burundi

Home-Start Morogoro Municipal, Tanzania

Home-Start Zambia

Premier pas Champlain

Memberships terminated during 2024

Empowering Children Foundation, (H-S) Poland

H-S South Africa



Report of the Trustees

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Home-Start Overview

Home-Start Worldwide (HSW) is a membership organisation and long-established charity dedicated to supporting parents and strengthening parenting skills to promote early childhood development. Support is provided through regular home visits by trained volunteers, offered free of charge to families with children from pre-birth to school age. While the core focus is on the early years, some services also support older children, recognising that many families include children of varying ages.

The Home-Start model is delivered through 490 local schemes in 20 countries, embedded at the community level. Member organisations also engage in training, advocacy, and partnerships to extend their impact.

In 2024, nearly 3,000 professionals and almost 18,000 trained volunteers supported more over 72,000 families with almost 94,000 children. Volunteers offer emotional support, practical help, and friendship—helping to reduce isolation, strengthen family relationships, and enhance child development. Though family circumstances vary widely, the goal remains the same: to give every child a strong foundation for life, no matter where they are in the world.

To ensure consistently high standards, all volunteers receive thorough training and are supervised by professional staff. Each member organisation undergoes a formal quality assurance assessment every three years, led by HSW. This process helps ensure that the Home-Start approach is delivered safely, effectively, and in line with shared values and standards across the global network.

Home-Start Worldwide Role and Mission

Most Home-Start schemes are locally incorporated, funded and managed, on a fully decentralized basis. By 1999 there was a need to coordinate the expanding international network. Home-Start Worldwide has grown from that.

Most Home-Start schemes are led by a national office. The Home-Start Worldwide mission is to support these national associations, manage the name and branding and assist new countries develop, to help more families and children.

Under the current structure, the national offices are members of Home-Start Worldwide and represent their country's schemes in this role. Membership of Home-Start Worldwide allows the use of the Home-Start name and defines the HSW role.

In addition to their national supervision, most national offices support the development of new services to meet local needs. Accordingly, Home-Start Worldwide helps members with policy advice, promotion, training and development and shares member good practice between them. It also promotes the service internationally, helps train the coordinators of new members to set up and develop evidence of impact. Retraining is offered when there is the need for updating with new



knowledge and skills. Working groups and webinars are offered to members during the year to advance the work of the members.

The members cover a wide range of family needs and they align differently to the United Nations SDG Goals. However, the key SDG goal is the provision of quality early childhood development, SDG 4.2 and SDG 17, the need to work in partnerships. Home-Start worldwide and its members focus on enhancing parenting skills to ensure a childhood free from violence and abuse.

Home-Start Worldwide recognises and supports diversities such as differing family structures and cultures. This is reflected in its membership and the Board of Trustees. Across five continents and multiple partnerships common values and principles are core but the expression of these within diverse populations remains focussed on the best interests of the child. Members are differently focused and differently funded and structured. Partners such as the World Health Organisation INSPIRE directorate also bring skills from which all members benefit, from municipal services to research interests or experience with high-risk families.

Early childhood development remains a key concern of UNICEF and the World Health Organization. It remains the core intention of the HSW ethos, which focuses on equipping parents to ensure the best possible early childhood for their children. The early years of childhood are often difficult to manage, particularly for parents who may be without support and facing challenges such as poverty, single parenting, conflict within the home and in their community and country.

Home-Start Values and Principles

Home-Start members and their schemes respect the rights of the child, as expressed in the UN Convention on the Rights of the Child, and the principles of equal opportunity, fairness, diversity and gender equality in all aspects of their work. They must also respect the identity and rights of each person and family and oppose any discrimination based on gender, ethnic origin, culture, religion, political affiliation, nationality, family circumstance and sexual orientation.

Confidentiality to protect the best interests of the child and integrity of the family is a key principle of service provision. All Home-Start members, HSW staff and Board trustees are required to sign a commitment to safeguarding of children and vulnerable persons policy and members are required to adapt this core policy to their own country laws and policies on safeguarding.

Structure, Governance and Management

Home-Start Worldwide is a charity registered with the Charities Commission in England and Wales, Charity Number 1139678. It is also a company limited by guarantee, incorporated under the Companies Act 2006 as a private company in England & Wales, Company Number 07371168.

The company was incorporated on 9 September 2010 and registered with the Charities Commission on 4 January 2011. At that time the assets of Home-Start International (HSI) (charity number 1076991) were transferred to Home-Start Worldwide.

In late 2017, membership of Home-Start Worldwide was extended to a representative of each of the



countries which run Home-Start schemes, usually the national office, subject to terms set down in the Home-Start Worldwide Members' Charter. Member Associations guarantee to contribute an amount not exceeding £1 in the event of a winding down.

Members become fully accredited, with the right to vote, provided they are structured as independent, locally registered, voluntary organisations and meet Quality Assurance standards. Associate Members have a maximum 3 years to become accredited. All Members Organizations sign a Statement of Acceptance of the terms of the Members' Charter. They are also required to run their operations from the one country from which they initially register.

The Board of Trustees assumes the strategic direction and leadership of the Charity, subject to the terms of the Members' Charter. Members are expected to participate in projects, policy development and decision-making and must subscribe to the Core HSW Principles and HSW Child Protection and Safeguarding Standards. Otherwise, they retain complete control of their local finances and scheme management.

Trustee Composition and Recruitment

The Articles of Association envisage a board of a maximum 15 people, comprising up to 6 member representatives and 6 independent experts in equal balance. Member representatives ensure a continuing focus on network needs. The existing Board consists of 8 members to enable more productive Board meetings. There is a balance of independent and member representatives.

Member Representatives are nominated by the Home-Start national associations or may be approached by the Board Nominations Committee, who then interview and assess the nominated members, followed by a recommendation by the Nominations Committee to the Board and, if appropriate, approval by the HSW Board. However, Trustee appointments and resignations are finally approved by Members at the Annual General Meeting.

The Trustees serve for three years, after which they may be put forward for re-appointment for a second term and, exceptionally, a third. The HSW Members' Charter develops the board role in detail. All Trustees complete a Register of Interests and sign the HSW Child Protection Policy.

The HSW Board seeks diversity in terms of trustee profile, skills and location. International experience is important, given the nature of the work. However future Board Members will be sought for specific skill and knowledge sets required by HSW. Four Trustee Meetings were held in 2024 with excellent attendance. Board committees submit board briefings to each Trustee Meeting and draft HSW policy where needed. The Trustees also form work groups as needed.

Statement of Trustee Responsibilities

The Trustees, who are also the directors of the charity for the purposes of company law, are responsible for preparing an annual report and 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 charity and of the incoming resources and application of resources, including income and expenditure of the charity for that period. In preparing the financial statements, the trustees are required to:

- Select suitable accounting policies and apply them consistently
- Observe the methods and principles of the Charities SORP



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- Make judgments and estimates that are reasonable and prudent
 - State whether applicable UK accounting standards and statements of recommended practice have been followed, subject to any departures disclosed and explained in the financial statements
 - Prepare the financial statements on a going concern basis unless it is inappropriate to presume that the charity will continue in operation

The Trustees are responsible for keeping accounting records which disclose with reasonable accuracy at any time the financial position of the charity and which enable them to ensure that the financial statements comply with applicable law and regulations. They are also responsible for safeguarding the assets of the charity and hence for taking responsible steps for the prevention and detection of fraud and other irregularities. The Trustees are responsible for the maintenance and integrity of the charity and financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

HSW Office Management

Office leadership has remained contracted on two days a week since inception in 2020. The CEO has shown exceptional commitment to serving the network and finding support to sustain the HSW office. With long experience as a Home-Start UK scheme leader, she is also ideally placed to select, lead and ensure an effective team.

Funding constraints place a heavy burden on the HSW Chief Executive Officer. Hired staff are also part-time, contracted for a number of hours per week depending on available budget. They have responsibility for assisting with fundraising, communications and branding. The HSW Board is grateful to the volunteers who assist with office, administrative and fundraising activities. The volunteers are sourced, trained and managed by the CEO.

The HSW office received support from five volunteers skilled in research, graphics, digital content, fundraising and IT. Two volunteers transitioned to paid freelance roles while another secured employment elsewhere. Three advisory roles were established to strengthen the HSW Trustee Board. However talented people on short-term contracts will inevitably come and go, as they find opportunities elsewhere. It is essential to secure funding for permanent staff to enable greater continuity, provide more training opportunities and address the fundraising challenges.

Fundraising

HSW Funding is largely secured from Trust and Foundations. There is the occasional personal donation, but these are not actively solicited. HSW has signed with the Fundraising Regulator and the ICO and is a member of the Chartered Institute of Fundraising. There is occasional work with professional fundraisers on specific projects. The charity received no government or local authority grants, and no funding was received from outside the UK, other than membership fees. No fundraising complaints were received.

Fundraising has become increasingly difficult in the 2024 climate of financial uncertainty, competing global needs, conflict and stress. Recovery from the Covid 19 pandemic has been slow, but in terms of economic recovery but also the mental and psycho-social well-being of populations.



Finance Policies and Financial Controls

HSW has a simple structure. Financial management is handled by the Board Treasurer, with the HSW CEO as a second signatory, and governed by the HSW Finance Policies and Procedures which were reviewed in the year under review. The HSW Investment Policy is reviewed annually, in line with the latest board risk assessment, and was updated in August 2024. All assets have so far been held in cash, with due regard to the counterparty risk. Since 2021, the minimum reserve requirement has been set at 6 months of planned outgoings. Finance Policies require the use of the regulated banking system for transfers outside England and Wales.

Conflicts of Interest

The avoidance of conflicts is covered in detail in the Declaration of Willingness to serve as a Trustee and in the HSW Conflict of Interest Policy. Trustees also sign a Register of Interests, which covers connected persons and is regularly updated. Trustees are asked to table a potential conflict of interest at the start of each Trustee Meeting and to advise of other board positions.

Risk Management

The HSW Trustees acknowledge their responsibility to identify, assess and manage risks to the operation of the Charity and to the reputation of the network worldwide. There is an approved Risk Management Policy and an active Risk Register to which all Trustees and the CEO are asked to contribute. The Risk Register is reviewed and updated annually by the Board.

The HSW Membership

There were 15 fully Accredited Members and 5 Associate Members at year-end. Six of the Accredited Members have been running for at least 30 years and HSW takes pride in the very long service of several key players there.

The 3-year ceiling on associate membership has challenged a few members, especially those with limited resources. In 2025 the Members Charter will be reviewed as the 3-year limitation proves problematic, particularly for African members.

Membership allows Home-Start countries to develop and share the standards of practice they must follow, and to raise their profile and protect their name through association with a worldwide group.

The Annual General Meeting took place in December 2024 via a Teams video call. During the meeting, Imran Ahmed presented the Draft Strategic Plan, which was formally accepted. Guest speaker Michael Norton delivered an engaging talk on social franchising as an innovative fundraising tool. A total of 34 participants joined the meeting, including members, staff, and invited speakers.

The meeting also marked a change in leadership: Dr. Joan van Niekerk stepped down as Chair, and Professor Jacqueline Barnes was appointed as the new Chair of Home-Start Worldwide. Trustees Ton Kragten and Oliver Hickson were re-elected to serve a further three-year term.



Strategic planning

The Home-Start Strategic plans are developed in three-year cycles. The 2022 to 2024 plan expired during 2024 and HSW embarked on a review of achievements during this cycle and began a process of developing the plan 2024. The 2022-24 HSW Strategic Plan had three main objectives. These were to strengthen network membership, showcase the impact of Home-Start globally and maintain a robust central organization. Feedback from members and trustees indicated that communication between HSW and its membership had improved markedly over the three-year period, but funding remained a serious challenge to meeting the needs of HSW membership.

The assistance of the Cranfield Trust was sought by the CEO, and a skilled strategist was allocated to HSW to guide the process. The expert led several workshops having developed pertinent questions to facilitate discussions. The strategist interviewed trustees, member, and partner organisation representatives. Each workshop built on the creative thinking and conclusions of the previous workshop and through this iterative process a strategy was developed that outlines the future direction of Home-Start Worldwide over the next three years (2025 to 2027).

HSW, in common with charities more generally, has faced a challenging period in recent history due to factors such as the effects of the global Covid 19 pandemic, the cost-of-living crisis and geopolitical instabilities. These factors place an even greater emphasis on the work Home-Start members perform working with families and pre-school children in many parts of the world, supported by HSW. The impact of these factors has been particularly acute in the families that Home-Start works with, who face many kinds of adversity.

Against this backdrop, HSW has continued with its mission to support, quality assure and grow Home-Start operations in the different countries during 2024. However, the current state cannot be sustained as HSW is suffering from chronic issues relating to funding which, if not resolved, threaten its existence over the medium term.

The most urgent need identified during the strategic planning process was for unrestricted funding so that the HSW office leadership has sufficient administrative, data management and communications infrastructure to enable all the activities associated with member support to be accomplished. The funding constraints mean the level of resources available to HSW to deliver what it, and the international members, expect is insufficient with negative consequences.

Fundraising depends in part on demonstrating impact, both in each member country and across the whole network, and work is underway on creating a common framework and data collection process for impact measurement, without which there is not a credible proposition to take to funders and publicise the great work of HSW.

Over the next three years, the Home-Start Worldwide (HSW) strategy will focus on six key priorities:

- Securing HSW's sustainability by revising the current member financial model and adopting a new fundraising strategy that draws on more diverse funding sources. Success in this area will enable HSW to allocate more resources toward its wider goals.



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- Consolidating and strengthening existing national operations rather than pursuing further geographic expansion.
 - Investing in data and impact—expanding the data collection process, supporting research and analysis, and enhancing how impact is measured and presented, all underpinned by improved use of technology.
 - Engaging larger, more mature national operations more closely in the global network and inviting them to take on a greater leadership role.
 - Supporting less mature national operations with greater investment, ensuring they are more viable and sustainable in the long term.
 - Strengthening the Board of Trustees by bringing in individuals with expertise in fundraising, research, technology, and data analytics to help drive forward these strategic priorities.

HSW extends sincere thanks to the Cranfield Trust for their generous support in providing Mr. Imran Ahmed as a pro bono Consultant. Working closely with the HSW CEO, Trustees, Members, and Partners, he played a key role in shaping the Home-Start Worldwide Strategic Plan for 2025–2027.

Quality Assurance

Ensuring a quality Home-Start service is based on a Quality Assurance process. This reinforces the Home-Start core values and principles and practices. The national offices then quality assure their member schemes.

The 2023 Quality Assurance cycle covered 18 countries and continued into 2024. The Quality Assurance HSW team sought the active involvement of member boards during the follow up to the country QA reports. The initial reviews chalked up a commendable number of HSW visits. Ireland, Norway, the Netherlands, Belgium and Hungary were visited. The Quality Assurance team members were warmly received and this enabled more effective reviews of core values, principles and activities. The Country member interviews identified the need for improved compliance with core requirements and ongoing supervision, and a second Board approval was required on completion. The QA of 2 member countries have still to be completed.

Quality Assurance compliance for 17 countries was finally approved by the Home-Start Worldwide Board, with recommendations to member Home-Starts. The recommendations mainly related to member websites, more specifically updating member board composition, annual reports and financial reports. Some recommendations related to safeguarding procedures and the use of quality assurance in the member schemes.

Key Evidence and Impact Research

Evidence of the impact of the Home-Start service is essential for accountability and securing ongoing funding. Home-Start Worldwide has an active Research Committee, chaired by Professor Jacqueline Barnes. The committee meets regularly and leads the development of Home-Start's research agenda. Its recent activities are outlined below.



The Outcome measurement pilot study

Following support from the Royal Statistical Society data scientist, five HS members were involved in piloting an Outcomes Measurement Survey: Hungary, Malta, Norway, Romania and Spain. The survey is brief, just five questions and covers maternal well-being and connections to services and support. The questions are asked in addition to any local questions routinely used with new families and will be repeated in January 2025 or at the end of service, whichever is sooner. In total 53 responses were received. Based on the range of responses and any evidence of change over time, a decision can be made whether to roll out the Outcomes Measurement Survey to the rest of the network.

Analysis of Uganda Nutrition project

Support was received from the Royal Statistical Society for a data scientist to analyse and report on longitudinal data relating to childhood development in a small cohort of children supported by Home-Start Uganda. The focus of the project has been to address malnutrition identified by wasting (low weight-for-height) and stunted growth (low height-for-age) through nutrition advice and support. The report indicates preliminary positive findings. There was movement in a wasting indicator, mid-upper arm circumference (MUAC), from Red (severe malnutrition) or Yellow (moderate malnutrition) to Green (healthy) for almost all children within two months of their first assessment. Comparisons with the WHO growth charts show that weight for height rose for both the 0-2 age group and 2–5-year-olds after starting at a standard deviation from the mean according to the WHO charts.

Master's student from Edinburgh University

A research project approved by the ethics committee was made available for Master's students to undertake. The proposed study aimed to explore the question: "What motivates individuals to volunteer with Home-Start to make home visits to support families with young children?" It would involve interviews with approximately 20 volunteers across diverse regions (e.g. Scandinavia, Africa, the Mediterranean, Northern Europe, and the UK) as well as up to 10 scheme coordinators, to examine motivations, whether expectations are being met, and implications for volunteer recruitment. Despite being ethically cleared and promoted to students, no one came forward to take up the project.

Analysis of longitudinal data held by Adina Stiftelsen (HS Romania)

Home-Start Romania has documented the development and attainment of children in the families they have supported for 20 years in a range of programmes for school-aged in addition to Home-Start. A proposal was submitted to the Sir Halley Stewart Small Grants Programme for funding for a short (4-6 month) research project to establish whether Home-Start visiting in the pre-school stage has any benefit in the longer term and for older children within the family. This was not successful, but the research is proceeding with the involvement of a local university.

Collation of Members' research

Research studies can be important in fund-raising. A major aim of the Research Group moving forward is to let members know about all the country specific research activities, including the sharing of methods, results, possibly also replicating studies in different countries. Three fascinating presentations were



made at the most recent Research Group meeting, from Australia, the Czech Republic, and Greece. They will be integrated into the research focused segment of the 2025 conference.

News from HSW membership

African Members

African H-S members (Burundi, Tanzania, Uganda and Zambia) remain limited in their work by funding challenges and H-S South Africa terminated their membership as they were unable to sustain their work. This was unfortunate as this was in a particularly disadvantaged community outside of the main Johannesburg city area.

Home-Start Uganda

The collection and analysis of data reflecting the nutritional status of young children involved in the H-S Uganda nutrition programme indicates success in reducing wasting and malnutrition of children. An application for funding was made for a similar project in Burundi but unfortunately this was not successful. Burundi is one of the poorest countries globally and malnutrition and stunting is widespread exacerbating by the shortage of land for large scale farming. The nutrition project presented a possibility for small scale planting in limited land area availability.

Home-Start Burundi

Home-Start Burundi faces severe challenges following the withdrawal of USAID and other international aid, resulting in the closure of clinics and key partners. Families confront illness, hunger, and limited access to vaccinations, with the Home-Start Centre closing in December 2024 due to lack of funds and volunteer activity ceasing. Despite these challenges, H-S Burundi remains committed to the fight against malnutrition. Leana, Chair of Home-Start Gitega, and her team continue to provide remote support to 85 families, many with limited phone access. Leana has personally funded much of the work. Board members, including Theo Bujeje of World Vision, and coordinator Maitre Aimable, a qualified lawyer, remain actively engaged. The organisation maintains its website and commitment to rebuild Home-Start service when conditions improve.

Home-Start in Tanzania

Home-Start Tanzania is deepening partnerships with local NGOs to meet rising community needs. Over four hundred single young mothers in Morogoro received support in early childhood development, financial literacy, and small business skills. While partnerships expand reach, the lack of trained volunteers remains a key challenge, underscoring the need to build capacity to sustain and grow services.

Home-Start Zambia

Support for families was mainly by coordinators. In partnership with community leaders and police, Home-Start Zambia delivered child protection training in Garden Park. Community goodwill enabled the distribution of soya meal porridge to children, supporting nutrition efforts.

Home-Start Australia



In 2024, Home-Start Australia expanded its reach and impact, securing three new state government contracts to deliver specialist domestic and family violence services in Goulburn and Newcastle. The organisation's excellence was recognised nationally, earning the Australia Children's Welfare Agencies Service Excellence Award, multiple Volunteer Group of the Year honours, and a place as a Community Achievement Award Semi-Finalist. Home-Start's volunteer home visiting model was included in the Australian Institute of Family Studies' Evidence-Based Parenting Guide, and the team contributed to a national Best Practice Round Table with the Minister for Families and Communities.

Home-Start Norway

Marking 30 years of service, Home-Start Norway achieved record volunteer numbers despite economic pressures and some branch closures. They launched a new website, refreshed their graphic profile, and developed a comprehensive online Coordinator Handbook. These resources, including branding materials and the handbook, are available to share with other Home-Start members to support consistency and quality across the network. Strong advocacy efforts helped protect local programmes and sustain community support. Norway also participates in the Home-Start Worldwide Outcome Pilot, contributing to network-wide learning.

Home-Start Spain

Home-Start Spain, a participant in the Home-Start Worldwide Common Outcome Data Pilot, strengthened its de Familia a Familia programme, with families in Albacete reporting improved well-being and parenting confidence. The programme expanded into Gipuzkoa in 2024, with plans to launch a third site in Santander in 2025, paving the way for national growth.

Home-Start Romania

Home-Start Romania took part in Home-Start Worldwide's Common Outcomes Data Pilot, completing Phase 1 by the end of 2024. The coordinator also received training in the Circle of Security parenting programme. In September, the Chair and CEO of Home-Start Worldwide attended the 20th anniversary celebrations at the invitation of Adina Stiftelsen Romania. During the visit, they met with partners and volunteers and held discussions on expanding services to rural areas of Romania as well as exploring the potential to establish Home-Start support in Ukraine once the conflict ends, working closely with the Adina Stiftelsen Norway team.

Home-Start Netherlands

In 2024, Home-Start Netherlands expanded its support for families in the first 1,000 days, reaching a record 1,201 families with children under two and 278 during pregnancy through deeper collaboration with municipal and health partners. A key focus was volunteer recruitment, with coordinators participating in a Volunteer Challenge supported by an external communications agency, boosting volunteer engagement nationwide. Home-Start Netherlands was honoured with the **Nationale Vrijwilligersprijs**, investing the prize fund in Parenting Week activities. The team also partnered with **Heppie Tour**, offering free day outings to children who rarely experience holidays, and created an infographic to clearly showcase their impact. They continue to share training resources globally, strengthening early childhood support across the Home-Start network.

Home-Start Denmark

Home-Start Denmark continues to expand nationally, introducing peer groups for single parents, fathers, and families with twins, alongside innovative food waste reduction projects. A grassroots initiative on the island of Mors is preparing to open a charity shop to fund a future branch. National investments include a new website, coordinator handbook, starter kits for new branches and municipal



partnerships, and a volunteer campaign supported by the Østifterne Foundation to attract more diverse volunteers.

Home-Start in Canada

Home-Start Canada experienced the closure of Premier Pas and successfully transferred the licence to Home-Start Champlain, ensuring continuity of local support.

Home-Start in Hungary

Home-Start Hungary, **Otthon Segitunk Alapítvány**, helps families with young children by providing trained volunteers who offer free assistance on a weekly basis, typically for 3-6 months. Currently 13 local services operate in rural areas and 9 in Budapest and thirty-five trained coordinators lead the work of 288 volunteers. Recent surveys have revealed that balancing work and family life is a major concern for parents of young children therefore a series of thematic parent clubs called "Beindító" were established in five districts and towns in 2024. Further activities in 2024 include a group for mothers titled "You Are Not Alone!", a support group for single parents, a programme for parents of children with disabilities and the promotion of community interaction and physical activity, inviting young families to storytelling events.

The organisation of a parent-child camp proved to be successful providing personal development programmes for parents and children. The annual coordinator meeting focussed on personal and professional development and the acknowledgement of coordinators' years of service and dedication

Home-Start Japan

Home-Start Japan celebrated 15 years of service to parents of young children in 2024. An event was held to celebrate the achievement and apart from giving information on parenting, volunteer home visitors and parents of young children who had received support over the years of service discussed the value of Home-Start support to parents and young children.

After the Noto Peninsula earthquake H-S Japan provided active support raising funds and providing support for families raising children in new living environments. In November, Child Abuse Prevention Month, 2,130 people participated in a walking event to support Home Start, and a total of 283,014,796 steps were walked. Home-Start Japan was selected to participate in the Osaka Marathon. This was an opportunity to raise funds and promote the organisation.

Home-Start in France

In 2024, Paseo in France ran two flagship programmes: "**Once a Dad, Always a Dad**", promoting co-parenting and father involvement through awareness, training, and activities such as respite workshops, father-child sports, and family time; and "**A Bubble of Respite and Awakening for the Little Ones**" / "**From the Plate to the Taste Buds of Our Little Ones**", fostering development in children under three, easing parental mental load, supporting healthy detachment, and offering cooking workshops on dietary diversification and nutrition. Challenges included recruiting a Home-Start coordinator and tackling community fears linked to drug-related violence.

Home-Start Czech Republic

HOST Home-Start Czech Republic strengthened their ties with three universities, offering social work students first-hand experience supporting families and helping to build future capacity in the sector. Through the project "*The Role of Prevention and Improving the Identification of At-Risk Children in Families in Difficult Life Situations*". This deepened cooperation with maternity hospitals to better reach



and support children aged 0–3. They also launched *Better Childhood* their largest online campaign to date – sharing powerful stories from families and volunteers to raise awareness and celebrate the impact of Home-Start.

Home-Start Flanders

Home-Start Flanders faced significant challenges in 2024, with government subsidies becoming harder to secure due to budget constraints and private sponsorships also declining. The organisation recognises the need for greater expertise, particularly in IT. Despite these hurdles, 2024 was a year of growth, with new departments established, although recruiting volunteers remains an ongoing challenge. The board has raised the question of whether Home-Start Worldwide could play a stronger role in supporting European countries collectively, which could offer significant leverage and added value across the network.

Home-Start Hellas Greece

In 2024, Home-Start Hellas was awarded a five-star evaluation in both the Welfare and Education pillars by the THALIS II Service. Despite funding challenges, support for families expanded, reaching 19 families with 68 children. New psycho-educational activities were introduced for parents and children, collaborations and sponsorships strengthened, and new grants—including from the Region of Attica—secured. A project under the Dossaki Foundation enhanced fundraising strategy, digital systems, volunteer recruitment, and staff development, marking an important year of growth and recognition.

Home-Start Blanchardstown Ireland

Home-Start Blanchardstown supported children and families through a range of targeted programmes. These included, in addition to home-visiting volunteer support, a Pobal-funded peer-to-peer support initiative helping parents build networks and relationships; the Circle of Security Parenting course, equipping parents with tools to better support their children; and the Home Visiting Play Programme, which strengthened parents' skills in supporting their child's development through play.

Home-Start Malta

A major milestone in 2024 was the launch of a long-envisioned parent support group in Gozo, delivered in partnership with Gozo Psychological Services to provide a safe space for connection and shared experience. While volunteer recruitment remains a challenge, Home-Start Malta focused on strengthening its existing volunteer base through targeted training on supporting parents of children with dyslexia and on setting boundaries and emotional involvement.

Home-Start UK

In 2024, Home-Start UK supported 34% more families than the year before—reflecting the growing need for local, compassionate support. They partnered with ITV's 1 Million Minutes campaign to inspire volunteer recruitment and launched their first national TV adverts as part of '*We Answer The Cries You Can't Hear*', a powerful campaign highlighting the hidden struggles of parents; a survey released alongside it revealed that 82% of UK parents have felt isolated.

In a touching tribute, the family of Home-Start's founder, **Margaret Harrison CBE**, donated her personal archive to the British Library—honouring her legacy and the roots of our movement.

How our Activities Deliver Public Benefit



The Trustees confirm that in exercising their powers, they have complied with the guidance on public benefit and that all activities are undertaken to further our charitable purpose for the public benefit. Although Home-Start Worldwide itself does not provide direct services to beneficiaries, we set minimum standards of practice for member organisations worldwide. Such standards require that core services are provided free of charge and that they ensure respect of key principles, including non-discrimination, equal opportunity, confidentiality and impose HSW standards of child protection and safeguarding, for children and vulnerable persons.

Financial Review

A challenging year meant the level of funds secured in 2023 was not repeated. Accordingly costs were reduced across the year. 2024 ended with net negative income.

Principal Funding Sources

Home-Start Worldwide has a continuing source of income from Member Fees, which are levied based on Member size as detailed in the Members' Charter. Otherwise, Trusts and Foundations continued as the principal source of funds. These had been secured by the HSW Office, with support from a Board Committee.

Income

Total Income was £39,639 in 2024, down £34,980 on the previous year. Membership fees of £14,141 were received for which we are very grateful. The office billed a further £450 from member training and support. Restricted grants totalling £22,500 were received. These comprise £10,000 to support the office from the Tedworth Charitable Trust, and £12,500 from the Alchemy Foundation to fund a dedicated HSW Fundraiser. An additional £2,548 was received by way of donations.

Expenditure

Expenditure fell to £52,677 in 2024, offsetting some of the decrease in income. Reserves were reduced by £13,038. Office staff costs were £29,041, down significantly on 2023, reflecting the need of the office to adjust expenditure relative to projected income.

Current Investment Overview

Reserves at year end were £70,565, down from £83,603 the previous year. Balances were held in bank deposits throughout the year, with a maturity of three months or less and there was no foreign currency exposure at year-end.

Investment Policy

The Home-Start Worldwide Investment Policy permits a wide range of investments and is reviewed annually by the Board. However, capital preservation and liquidity remain the major objectives. Should funding materially increase, the Investment policy will be reviewed. The international work of the Charity sometime results in some foreign exchange exposure, especially in a Conference year. While the Articles are silent on foreign currency, the Board allows the Charity to both raise and disburse funds, and hold bank accounts in foreign currencies, where justified, provided that sovereign and currency risks have been thoroughly assessed.



Reserves Policy and Going Concern


The Trustees hold reserves in order to protect the continuity of the Charity's work, manage fluctuations in income and provide capital to finance expansion. In 2022 the Board approved Operating Cost Reserves sufficient to meet six months' operating expenditure, including inflation. This will be actively managed as funding becomes more diversified. The Board also approved the constitution of an annual £4,000 conference reserve. The decision was taken to reserve an additional £6,000 which now totals £14,000 as of year-end 2024, and a £5,000 one-off reserve towards the one-off costs for the redevelopment of the HSW website and legal and registration costs for the assignment of the Home-Start trade name. The designated reserves are reviewed as plans change.

Disclosure of Information to Independent Examiner

The Annual Report has been prepared in accordance with the provisions applicable to companies subject to the small companies' regime. So far as each trustee is aware, there is no relevant information, being information needed by the independent examiner in connection with preparing their report, of which the independent examiner is unaware, and each trustee has taken all steps that s/he ought to have taken to make her/himself aware of any relevant matters and to ensure that the company's independent examiner is aware of such information. Such steps include making inquiries of other trustees and the independent examiner and other steps required by the trustees' duty to exercise due care and skill.

Approval

This report was approved by the Trustees on 19 September 2025 and signed on their behalf by the Chair.

Signed by:

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Jacqueline Barnes

Chair and Trustee/Director



Independent Examiner's Report To The Trustees of Home-Start Worldwide Year Ended 31 December 2024

I report to the trustees on my examination of the financial statements of Home-Start Worldwide (the charity) for the year ended 31 December 2024.

Responsibilities and basis of report

As the trustees of the charity (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 (the 2006 Act).

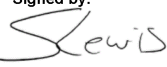
Having satisfied myself that the financial statements of the charity are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's financial statements carried out under section 145 of the Charities Act 2011 (the 2011 Act). In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

- 1 accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
- 2 the financial statements do not accord with those records; or
- 3 the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
- 4 the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the financial statements to be reached.

Signed by:

24420854D13F402...

Sian Lewis
Independent Examiner
8 Coldbath Square
London
EC1R 5HL

Dated: 19 September 2025

Signed:



Statement of Financial Activities For the year ended 31 December 2024

	Note	Unrestricted Funds 2024 £	Restricted Funds 2024 £	Total Funds 2024 £	Total Funds 2023 £
Income:					
Donations and grants	3	2,548	22,500	25,048	56,290
Income from charitable activities	4	14,591		14,591	18,329
Total incoming resources		17,139	22,500	39,639	74,619
Expenditure:					
Costs of raising funds	5	13,372		13,372	14,441
Expenditure on charitable activities	6	430	38,875	39,305	50,359
Total expenditure		13,802	38,875	52,677	64,800
Net income (expenditure) and net movement in funds for the year		3,337	(16,375)	(13,038)	9,819
Reconciliation of funds:					
Total funds brought forward at 1 January 2024		67,228	16,375	83,603	73,784
Total funds carried forward at 31 December 2024	16	70,565	-	70,565	83,603

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The notes on pages 22 to 28 form part of these financial statements.



Balance Sheet

At 31 December 2024

Company number: 07371168

	Note	2024 £	2023 £
Fixed assets	9	-	249
Current assets			
Cash at bank	10	72,415	85,251
Sundry debtors	11	-	-
			<u>85,251</u>
Current liabilities			
Sundry creditors and accruals	12	(1,850)	(1,897)
Net current assets		<u>70,565</u>	<u>83,354</u>
Total assets less current liabilities		<u>70,565</u>	<u>83,603</u>
The funds of the charity:			
Unrestricted income funds	16	70,565	67,228
Restricted income funds	16	-	16,375
			<u>16,375</u>
Total charity funds		<u>70,565</u>	<u>83,603</u>

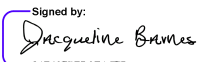
For the year ending 31 December 2024, the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

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

The directors 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 special provisions applicable to small companies subject to the small companies regime and in accordance with FRS 102 SORP.

Approved by the Trustees on 19 September 2025

Signed by:

 Jacqueline Barnes
 Chair and Trustee Director

Signed by:

 Ricky Maloney
 Treasurer and Trustee Director

The notes on pages 22 to 28 form part of these financial statements



Notes to the accounts

1 Accounting policies

The principal accounting policies adopted, judgements and key sources of estimation and uncertainty in the preparation of the financial statements are as follows:

a) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) – (Charities SORP (FRS 102)), the Financial Reporting Standard applicable to the UK and the Republic of Ireland (FRS 102) and the Companies Act 2006.

Home-Start Worldwide meets the definition of a public benefit entity under FRS 102.

The financial statements are prepared in sterling which is the functional currency of the Charity.

Assets and liabilities are initially recognised at historical cost or transaction value.

b) Preparation of the accounts on a going concern basis

Home-Start Worldwide recorded a deficit of £13,038 (2023: £9,819 Surplus) for the year and have net assets at the end of the year of £70,565 (2023: £83,603) being unrestricted income funds of £70,565 (2023: £67,228). The trustees are of the view that the level of income and assets of the company is sufficient for it to carry on its activities for the foreseeable future and that on this basis the company is a going concern.

c) Income

Income is recognised once the charity has entitlement to the funds, it is probable that the income will be received and the monetary value of the incoming funds can be measured with sufficient reliability.

Grant income is recognised in accordance with the terms of the grant and is included in the financial statements in the year received.

Donations are credited to income when receivable. Gift aid in respect of donations is credited to the year in which the donation was receivable.

d) Expenditure and irrecoverable VAT

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. All expenditure is recognised once there is a legal or constructive obligation committing the charity to the expenditure, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds comprise the salary cost of a part-time employed fundraiser
- Expenditure on charitable activities comprise costs incurred in the pursuit of the charitable objectives of the charity.
- Governance costs comprise all costs involving the public accountability of the charity and its compliance with regulation and good practice including costs associated with the strategic management of the charity's activities.

Where costs cannot be directly attributed to specific headings they have been allocated to activities on a basis consistent with the use of resources.

Value added tax is not recoverable by the charity, and as such is included as a cost against the activity for which the expenditure was incurred



e) Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes or objectives of the charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund.

f) Cash at bank and in hand

Cash at bank and in hand includes cash and short term highly liquid investments with a short maturity of three months or less.

g) Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are recognised at their settlement amount.

h) Fixed assets

Computers are capitalised at cost and written off over their estimated useful life, four years.

2. Legal status of the company

The charity is a company limited by guarantee and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

3. Income from donations and grants

	2024	2023
	£	£
Restricted donations and grants	22,500	55,500
Unrestricted donations and grants	2,548	790
	<u>25,048</u>	<u>56,290</u>

The income from donations and grants was £25,048 (2023: £56,290) of which £2,548 was unrestricted (2023: £790) and £22,500 was restricted (2023: £55,500).

Restricted donations received in the year 2024 consisted of an award from The Alchemy Foundation of £12,500 for Fundraising and Business Development Support and £10,000 from the Tedworth Charitable Trust was used to support the Communications and Network Development Lead.



4 Income from charitable activities

	2024	2023
	£	£
Training Courses	450	1,950
Network contributions – membership fees and other contributions	14,141	16,379
	14,591	18,329

Network contributions are annual membership fees paid by member organisations of the Home-Start network and are unrestricted. In 2023 they include catch-up payment post-lockdown.

5 Costs of raising funds

	2024	2023
	£	£
Costs of raising funds	13,372	14,441
	13,372	14,441

Costs of raising funds are the salary cost of a part-time employed fundraiser and a percentage of the CEO's salary

6 Analysis of expenditure on charitable activities

	Total	Total
	2024	2023
	£	£
Grants	-	224
Subscriptions	485	269
Bank charges	398	413
Member training costs	-	2,095
Staff costs	29,041	34,655
Office costs	1,093	810
Trademark	-	2,128
IT costs (principally website)	1,078	2,226
Governance costs (note 7)	1,284	2,031
Marketing and comms	5,500	4,772
Depreciation	250	250
Sundry expenses	176	486
	39,305	50,359



7 Analysis of governance costs

	2024	2023
	£	£
Insurance	330	358
Professional charges	488	1,028
Cost of trustee meetings	-	165
Independent examination fee	466	480
	<u>1,284</u>	<u>2,031</u>

8 Staff numbers, staff costs and trustee remuneration and expenses

Total employment costs for the year including employer pension contributions, were £40,185 (2023: £56,791).

The average number of employees during the year was one (2023: two). During the year ended 31 December 2024 there were two part time employees (2023: two part time).

The key management personnel comprise the trustees and the Chief Executive Officer. The total employee benefits of the key management personnel of the charity were £39,030 (2023: £35,272)

The Trustees received no remuneration for their services, and no travel expenses for Board meetings were reimbursed (2023: nil)

9 Fixed Assets

	£
COST:	
At 1 January 2024	998
Additions in the year	-
At 31 December 2024	<u>998</u>
DEPRECIATION:	
At 1 January 2024	750
Charge for the period	248
At 31 December 2024	<u>998</u>
NET BOOK VALUE:	
At 31 December 2024	<u>-</u>
At 31 December 2023	<u>248</u>



10 Cash at Bank

	2024	2023
	£	£
Bank account	72,322	85,158
PayPal	93	93
	72,415	85,251

11 Debtors

	2024	2023
	£	£
Debtors	-	-
	-	-

12 Creditors: amounts falling due within one year

	2024	2023
	£	£
Sundry creditors and accruals	1,850	1,897
	1,850	1,897

13 Related Party transactions

The charity trustees were not paid nor received any other benefits from employment with the Charity in the year (2023: £nil). One reimbursement to a trustee amounting to £176 was made during the year in respect of expenses incurred by the trustees for the benefit of the charity, alternative methods such as a company debit card not being available (2023: Three reimbursements to two trustees amounting to £960)

14 Corporation tax

The charity is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

15 Post-balance sheet events

There are no reportable post-balance sheet events.



16 Analysis of charitable funds

Analysis of movements in unrestricted funds

	Balance at 1.1.2024	Incoming resources	Transfer from General Fund	Resources expended	Balance at 31.12.2024
	£	£	£	£	£
Designated Fund: Operating Cost Reserve	41,000	-	(11,000)	-	30,000
Designated Fund: Conference	14,000	-	-	-	14,000
Designated Fund: Development	2,057	-	-	(815)	1,242
General Fund	10,171	17,139	11,000	(12,987)	25,323
	67,228	17,139	-	(13,802)	70,565

Analysis of movements in unrestricted funds – previous year

	Balance at 1.1.2023	Incoming resources	Transfer from General Fund	Resources expended	Balance at 31.12.2023
	£	£	£	£	£
Designated Fund: Operating Cost Reserve	41,000	-	-	-	41,000
Designated Fund: Conference	4,000	-	10,000	-	14,000
Designated Fund: Development	5,000	-	-	(2,943)	2,057
General Fund	13,159	19,119	(10,000)	(12,107)	10,171
	63,159	19,119	-	(15,050)	67,228

Our reserves policy is to maintain 6-months operational running costs, equating to £30,000. This is for the unlikely event of having to wind-up the charity. We have also allocated £14,000 to the cost of our next tri-annual conference in 2025, the remainder will cover our planned 2025 website development costs.

Analysis of movements in restricted funds

	Balance at 1.1.2024	Incoming resources	Resources expended	Balance at 31.12.2024
	£	£	£	£
The Tedworth Charitable Trust	5,000	10,000	(15,000)	-
Joffe Charitable Trust	8,250		(8,250)	-
The Alchemy Foundation	3,125	12,500	(15,625)	-
	16,375	22,500	(38,875)	-



Analysis of movements in restricted funds – previous year

	Balance at 1.1.2023 £	Incoming resources £	Resources expended £	Balance at 31.12.2023 £
The Tedworth Charitable Trust	-	10,000	(5,000)	5,000
Joffe Charitable Trust	7,500	33,000	(32,250)	8,250
The Alchemy Foundation	3,125	12,500	(12,500)	3,125
	10,625	55,500	(49,750)	16,375

The restricted funds received are in respect off:

Tedworth Charitable Trust to employ Comms support and Learning & Development Lead

Joffe Charitable Trust to employ CEO for organisational development

Alchemy Foundation for Fundraising and Business Development Support

HOME-START WORLDWIDE

England & Wales - Charity number 1139678

Accounts

Home-Start Worldwide

Annual Report and Accounts 2023

www.HomeStartWorldwide.org

info@HomeStartWorldwide.org

Home-Start Worldwide
63/66 Hatton Garden
Fifth Floor Suite 23
London
EC1N 8LE
United Kingdom

Home-Start Worldwide, a company Limited by Guarantee, company number 07371168

Registered charity in England and Wales number 1139678

Home-Start Worldwide

Reference and Administrative Information

Company number	07371168 (England and Wales)
Charity number	1139678 (England and Wales)
Registered office	63/66 Hatton Garden, Fifth Floor Suite 23, London, EC1N 8LE

Trustees

The Trustees are also directors under company law.

- Joan van Niekerk: Chair from 21.06.2023
 - Oliver Hickson: Vice Chair
 - Ricky Maloney: Treasurer from 27.09.2023
 - Cornelia de Bruijn
 - Remenda Grech+
 - Reka Hegedus+
 - Anthonius G. Kragten+
 - Craig Whelan
 - Yukie Yamada+
 - *Sheena Stewart: Chair until end of 9-year term, 21.09.2023*
 - *Tony Philip: Treasurer until end of 3-year term, 27.09.2023*
- + indicates a member representative

CEO Kirpal Dhadda

Bankers National Westminster Bank
Sloane Square Branch
Unit 5, The Willett Building 2 Sloane Gardens London SW1W 8DL

Independent Examiner Sian Lewis FCA
8 Coldbath Square,
London EC1R 5HL

Members The Members of Home-Start Worldwide were as follows:

Accredited Members:

Home-Start National Inc., Australia
Home-Start Domo vzw, Belgium
HOST Home-Start Czech Republic z.u.
Home-Start Familiekontakt, Denmark
Association Paseo, Nimes, France
Home-Start Hellas, Greece
Otthon Segitunk Alapítvány, Hungary
Home-Start Blanchardstown, Ireland
Home-Start Japan
The Foundation for Social Welfare Services, Malta
The Humanitas Association, The Netherlands
Home-Start Familiekontakten, Norway
Empowering Children Foundation, Poland
Premiers Pas Quebec, Canada
Fundatia Adina Stiftelsen, Romania
Home-Start South Africa
Home-Start Uganda
Home-Start UK

Associate Members:

Asociación Nieru para El Estudio y Promocion, Oviedo, Spain
Home-Start Giriwanyu A.S.B.L, Burundi
Home-Start Morogoro Municipal, Tanzania
Home-Start Zambia

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Home-Start Overview

Home-Start is a long-established charity in parental support for effective early childhood development. This is focused on regular volunteer home -visiting of families with children under school age, all free of charge to the parents.

The simple formula has widely spread. It is now delivered through 504 schemes in 22 countries, all at local community level. There is also extensive work with local partners in service delivery or advocacy.

Volunteers offer emotional support, practical help and friendship to help improve parenting skills, reduce isolation and enhance child development. This to ensure that every child has a solid foundation for life. Family needs differ widely, and these are specifically addressed, but the ultimate aim does not vary.

The effectiveness is assured through the volunteer training and their professional supervision and encouragement, by paid Home-Start staff. The volunteers are the heart of the system, they are local partners themselves, and many have been inspired to make career changes as a result of their work.

Since 2010, Home-Start has been recognized as 'best practice' by the European Platform for Investing in Children (EPIC), based on extensive research in the Netherlands. Several members, including Belgium, Greece and the Netherlands, are also locally certified as best practice.

In 2023, fifty years after the first Home-Start scheme opened in Leicester, 19,000 volunteers helped 53,000 families and 94,000 children worldwide with the help of 2,200 trained professionals. Further, 65% of the total schemes were located outside the UK.

Home-Start Worldwide Role and Mission

Most Home-Start schemes are locally incorporated, funded and managed, on a fully decentralized basis. By 1999 there was a need to coordinate the expanding international network. Home-Start Worldwide has grown from that.

Most Home-Start schemes are led by a separate national office. The Home-Start Worldwide mission is to support these national associations, manage the name and branding and assist new countries develop, to help more families and children.

Under the current structure, the national offices are members of Home-Start Worldwide and represent their schemes in this role. Membership allows the use of the Home-Start name and defines the HSW role.

In addition to their national supervision, most national offices help develop new services to meet local needs. Accordingly, Home-Start Worldwide helps members with policy advice, promotion, training and development and shares member good practice between them. It also promotes the service internationally, helps new members set up and develops evidence of impact.

Home-Start is soundly based on a Quality Assurance process. The key criteria for HSW membership is a continuing QA Pass, ensuring that core values and principles have been met. Home-Start Worldwide

sets the minimum Quality Assurance standards and audits the National Offices. They in turn must audit their schemes.

The Members cover a wide range of family needs and members align differently to the United Nations SDG Goals. Nutrition and health have long been a priority in Africa. Family poverty is increasing with the rising cost of living. Violence against women can be an issue. All aspire to run effective, accountable and inclusive institutions as stipulated in SDG 16. But Home-Start's key UN goals are SDG 4.2 quality early childhood development and SDG 17, the call to work in partnership for the goals.

Coordinating across five continents and diverse partnerships requires careful planning, as each member varies in focus, funding, and organisational structure. However, the long experience of the leading countries, and some exceptionally long-serving staff, has built a strong sense of family. There are clear standards to ensure a Home-Start identity in operations. Partners can also bring skills from which all members benefit, from municipal services to research interests or experience with high-risk families, and they undoubtedly help promote the name.

Home-Start Values and Principles

While all key decisions are made locally, including the services offered, all Home-Start members must respect the core positioning of the charity and minimum standards of operation. This to ensure the quality of their work, to uphold key values and principles and demonstrate good local citizenship and transparency. These standards are reviewed in the QA audits.

Home-Start schemes respect the rights of the child, as expressed in the UN Convention on the Rights of the Child, and the principles of equal opportunity, fairness, diversity and gender equality in all aspects of their work. They must also respect the identity and rights of each person and family and oppose any discrimination based on gender, ethnic origin, culture, religion, political affiliation, nationality, family circumstance and sexual orientation. All information on a family must be kept confidential, unless a child's safety is at risk.

In 2022, a member-led committee reviewed the operating standards, setting minimum training hours and emphasizing the importance of showing understanding, empathy, and a non-judgemental approach when working with families. These standards also highlight the need to be flexible and responsive to individual needs, recognising and cultivating each person's unique strengths.

Key Evidence

The evidence will differ by country and the exact service offered. Some members have researched specific aspects of their work. The most comprehensive surveys have been made by the University of Amsterdam. Five major studies from 2005 to 2020, and a 10- year follow up in 2015, remain the most systematic analysis of the basic Home-Start service. These confirmed both the immediate and lasting benefits to Home-Start families of the informal intervention offered and formed the basis of the EU EPIC Best Practice award.

The research concluded that parents become more attentive, responsive and sensitive to their children as their tensions abate. The child's behaviour then improves and a sound relationship between parent and child develops. Volunteers also help parents find an external support network, to build their confidence and resilience. The follow-up studies found that the changes were still noticeable and measurable, ten years after the visits, with lasting parent-child relationships.

The Netherlands research concludes that the core contributors are the equal relationship between the volunteer and the parent, who both come from the same community, the building of a sense of trust, the value of personal connection and the volunteer's constant positive approach. Above all, Home-Start's accessibility, informality, and commitment to being 'there for them' stand out as central strengths.

The ECD Policy Context

There was growing focus on Early Childhood Development in 2023. The WHO launched the Global Scale for Early Development (GSED). The WHO and UNICEF issued the final Nurturing Care Framework for ECD. In March, the European Parliament debated the need to make quality family support a right for all children.

Home-Starts worldwide play a vital role in the early childhood development (ECD) agenda by providing essential support to families in the early years. Through trained volunteers who offer guidance, empathy, and practical assistance, Home-Start programmes facilitate effective early intervention that promotes positive development. This approach leads to significant long-term cost savings for society and maximises returns on investment by ensuring that every child has the opportunity to thrive from the very beginning.

In Australia, coordinators conduct home visits on behalf of the NSW government while traditional Home-Start schemes operate alongside. The Czech Republic is certified to work with high-risk families in addition to its Home-Start initiatives. Many European Home-Starts receive municipal funding to support their activities.

In the Netherlands, social services recognise that Home-Start interventions can reduce the need for professional assistance, and if such assistance is already in place, it can be scaled back more quickly. Several Home-Start schemes collaborate with NGOs specialising in areas like birth care, single-parent support, and mental health, enhancing their visibility and promoting their mission. The Netherlands has formed a coalition with three other NGOs to advocate for informal child and family support to municipalities and healthcare providers, emphasising that volunteers add significant value rather than serving merely as cheap labour.

Partnerships also extend to the national level, with the Netherlands Coordinator acting as an ambassador for the Promising Start 1000-day programme to help local municipalities engage with NGOs. The Flanders office participated in formulating Belgium's national bid for European Child Guarantee funding, while Norway has provided support to Parliamentary Committees discussing new policy proposals. In 2023, national leads from Denmark and the Czech Republic presented the Home-Start Programme at the IFSW Europe Social Work Conference.

Through these initiatives and collaborations, Home-Start is not only addressing immediate family needs but also contributing to the broader ECD agenda, ensuring that every child has a strong foundation for a successful future.

Home-Start Worldwide Activities in 2023

This year was significant, following the 2022 conference, as it marked the 50th anniversary in the UK and the 30th anniversaries in Belgium and the Netherlands for three leading members. Despite the disruptions caused by lockdowns and subsequent challenges, members experienced commendable growth. Home-Start Worldwide (HSW) dedicated substantial efforts to the 2023 Quality Assurance Reviews and took significant steps to evaluate the impact of Home-Start initiatives more effectively. The first scheme in Spain launched in May. Increased competition for funding and a persistent shortage of volunteers have necessitated greater focus, particularly as families have been adversely affected by rising living costs.

Acknowledgements

The Office continued to be supported by the generosity of the ongoing support from the Alchemy Foundation, the Joffe Charitable Trust and the Tedworth Charitable Trust, which have all been essential to sustaining the office. Our efforts were further strengthened by the pro-bono support of the Cranfield Trust, which assisted us in reviewing our Strategic Plan in July 2023.

Plan Achievements

The 2022-24 HSW Strategic Plan had three main objectives. These were to strengthen network membership, showcase the impact of Home-Start globally and maintain a robust central organisation. In the event, a large part of the 2023 achievements served all three objectives with the increased member participation in webinars, meetings and communications sessions.

Top level, the big wins were these:

- ✓ Launched the 2023 Triennial QA assessment + 19 members assessed.
- ✓ Designed a major upgrade of the HSW data system
- ✓ Completed the first joint HSW Research Project with 7 members contributing
- ✓ Developed a member intranet site to better share materials
- ✓ Approved updates to five core HSW Policies including Child Protection and Safeguarding
- ✓ Celebrated the launch of the first scheme in Spain
- ✓ Promoted more focus on pregnancy and child mental health
- ✓ Maintained the strong momentum in member communications and learning

The 2023 Quality Assurance Reviews

Quality Assurance ensures the respect of the HSW operating model, the adherence to ethics, values and the HSW safeguarding policy, and the transparency and good citizenship of the local schemes. A full HSW QA review is run every three years, across all members except the UK, and answers must be evidenced in detail.

The 2023 audits took a large part of the year. These were led with significant Board commitment, including that of the Chair. The reviews covered 19 members and were launched in April. All but three members submitted to deadline. There were extensive team reviews in all cases, frequently involving local chairs, and in person visits to five of the largest members. Corrections were advised with a deadline to completion, most of which in 2024. Two members were asked to upgrade some angles of their local scheme audits, but they immediately accepted help and are fully committed to change.

While a large part of the year was committed there, this had multiple ancillary benefits. The reviews bring extensive update of local policy and practice, local needs and recent developments, all critical to continued HSW office support. Members enhance their profiles with funders by claiming an audit pass and will use the HSW questions as a basis for their own scheme audits. The lengthy reviews themselves reinforce member contact.

The 2023 Review revealed some local regulatory changes which better correspond to our own requirements. More countries now post the financial returns of registered charities. There has also been progress on safeguarding and complaints following extensive new EU legislation. Internally, the highlights included the impact of Norway's central data system, where their scheme annual reports all now proceed to format. The reviews also surfaced some standout volunteer and partner documentation, in Belgium, Norway and Romania, which could potentially help other members

Strengthening the Network

The primary focus of the HSW office is to attract and add value to members. The office helps harness opportunities, pilot new services, upgrade training, and share data and research and help new member development. This year brought evidence of the success of the prior year efforts and launched three vital upgrades. There was also exchange on concerns over the retention of volunteers and the growing national involvement in ECD.

New Members

A growth in HSW membership was a central tenet of the Strategic Plan, as were the plans to upgrade onboarding. There was initial interest from Turkey and Pakistan following the Mellow Parenting Webinar and another NGO made introductions in Moldova and Bulgaria. None progressed further with the global disruptions this year. However, work continued with Spain on their first Home-Start scheme, which has undoubtedly set new standards for a model country launch. Their HSW coordinator training was followed this year with HSW help with volunteer training. The local team were meticulous in translating and adapting documentation, positioning their plans and securing extensive provincial support. The success was confirmed in May with the news that Castilla la Mancha Province had secured two-year EU funding from the Recovery, Transformation and Resilience Facility of *NextGenerationEU*, to support the pilot Home-Start scheme in Albacete. A true Home-Start first. All is now in place to rapidly expand the footprint.

African Members

A second major success came with the stunting and nutrition project in Uganda. A second two-year tranche was approved in late 2022 which allowed expansion to remote mountain villages in Kabarole. HSW had helped extensively with the data assessment and presentation which secured renewal. However, there was one further win in the form of cooperation with the national authorities. The Home-Start project caught the eye of the regional District Commissioner in Kabarole who runs a Nutrition Action Plan for Children. While Home-Start is not an official project partner they accepted to liaise with the commissioner and submit data. It is hoped that this project can serve as an example to other Home-Start countries in Africa but also a first step towards potential national funding.

Learning and Development

Following the new member training for Spain, a new HSW course was added in the form of a 2-day refresher training for National Coordinators. This was led by the CEO and Learning and Development Manager and added an element of HSW induction to the training received at home. Scheme leaders from Home-Start Blanchardstown (Ireland), Home-Start Paseo (France) and Home-Start Romania acted as pilot participants and their feedback was very positive. While language barriers may prevent extensive central training, there is always demand for specialized work.

New Services

A growing interest in perinatal was the major issue of the year. The Netherlands introduced visits to expectant mothers in late 2022 and several others followed suit. A second seminar from Dad Matters UK, in March 2023, brought a reminder of the impact of pre and post-natal events on fathers, indeed, most of their interventions cover this period. Home-Start Japan had long led members in this area, and due to a lack of support systems nationally they have issued a month- by -month guide. With the high level of child stunting in Burundi, the team take all expectant mothers for a medical check and carefully guide their nutrition. Elsewhere, there was growing focus on mental health in pregnancy and the health of the unborn child. HSUK opened a Facebook page on Bonding with your Baby before Birth to mark Infant Mental Health Awareness week. In January 2023, HSW arranged a webinar with the Scottish charity, Mellow Parenting, on Perinatal Mental Health which raised interest from 50 professionals in 20 different countries. This led to further contacts with the Edinburgh Professor who presented, and HSW Membership of the Global Alliance for Maternal Mental Health (GAMMH).

Communications

There has been extensive focus on social media under the current Strategic Plan to upgrade the member presence and cement the interest raised there during lockdown. The regular member Communications meetings continued this year including information sessions on updating branding, seminars on the use of LinkedIn and other social media, and the circulation of posts and graphics for members to customize and use themselves. One member charted their growth in social media followers in the heart of their Annual Report, Home-Start Burundi launched their first ever website, and several other members made upgrades to their websites. The monthly HSW Newsletter Inspired both Spain and Burundi to submit beautifully designed one-off updates. Members were especially inspired by the interim secondment to HSW, for one day a week of the Communications lead in Denmark. This brought an instant upgrade to the HSW postings and readily impressed on the importance of qualified help in this area.

Sharing Materials

With the help of a specialized volunteer, HSW developed a SharePoint site to serve as a repository for essential materials for member use. This new site replaces a similar intranet that was in operation until 2015. Currently, it features a training library, branding templates, policies, and a photo/video library, with plans to expand to include model funding applications, Home-Start research reports, and resources contributed by the members themselves.

Member Research

The HSW Research Committee initiated a project to promote research engagement among members. This joint research effort aimed to gather insights into the motivations and experiences of volunteers. Responses were collected from 117 volunteers supporting over 500 families in Australia, Belgium, Greece, Hungary, Japan, Malta, and Romania. The findings were compiled in a report titled "Volunteering with Home-Start Around the World: Findings from an International Survey, 2023," which was distributed to all members and presented in a seminar. Nearly 96% of the surveyed volunteers believed their work had positively impacted families, 92% found their professional support to be useful or essential, and 85% felt that their volunteer training had boosted their confidence in their roles.

Promoting the Name of Home-Start

The members themselves made the greatest impact in terms of media cover. The rising shortage of volunteers led the UK to institute National Volunteer awards and hold a three-day online volunteers conference which attracted notice. Norway's national Volunteer conference in May attracted 200 active volunteers. Her Majesty Queen Maxima of the Netherlands attended their 30th Anniversary and the Belgian celebration was held in the Flemish parliament in Brussels with a Flemish Minister speaking

online. Greece organized a national conference to discuss Human Rights at which two member coordinators also spoke.

Significant progress was made on the development of a new HSW website. A developer was identified and the costings approved in anticipation of a 2024 roll-out. This will include a simpler format which is easier to update and better able to reflect the work of HS. There was slower progress on the assignment of the EU registration of the Trade Name but there is increasing member pressure to conclude it.

HSW Office Management

The HSW office received support from five volunteers skilled in SharePoint, graphics, digital content, fundraising and monitoring and evaluation. Two volunteers transitioned to paid freelance roles while another secured employment elsewhere. With generous network support, a Communications lead was seconded from Home-Start Denmark. New advisory roles were established to strengthen the HSW Trustee Board. However talented people on short-term contracts will inevitably come and go, as they find opportunities elsewhere. It is essential to secure permanent hires to build the knowledge of the network.

Member Achievements

Anniversaries

With tributes from across the world, HSUK marked 50 years since their founding in Leicester
The Netherlands celebrated a 30-year Home-Start presence attended by Her Majesty Queen Maxima
Home-Start Flanders crowned their 30th anniversary with a conference at the Flemish Parliament in Brussels
Home Start Czech Republic commemorated 20 years and the long service of their Director and Founder

National Honours

Vivien Waterfield, deputy CEO, HSUK was awarded a CBE in the King Charles III New Year Honours
Four Home-Starts in the UK received the inaugural King's Award for voluntary service
The Flemish Minister of Welfare, Public Health and Families presented at the HS Conference in Brussels
Norway presented to a Parliamentary Committee investigating help with parental mental health

Community Recognition

A local Coordinator received the 'Prize for Children' from the District Local Government, Budapest Capital II
HS Japan won the 2023 'Children's Smile Movement Award' from the Tokyo Metropolitan Government
Home-Start S Kernow Cornwall hosted a visit from the UK Prime Minister, his wife and the local MP

Landmark Funding

The Pears Foundation, a corporate donor, granted a two-year, £1m 'Breathing Space Fund' for UK schemes
Japan received a Yen 30 mm 3-year grant from a large Social Impact Fund who will also share their skills
Denmark developed a digital learning platform thanks to the generosity of the Ole Kirk Foundation
The first HS scheme in Spain secured funding from the Recovery, Transformation and Resilience Facility of *NextGenerationEU*, Europe's largest recovery funding since the Marshall Plan

Research Projects

Home-Start Domo are working with The Higher Institute for Family Sciences Odisee on 'equal parenting.'
The University of Amsterdam completed Part 1 of a project on what works in HS for vulnerable families.

Diversity, Equality and Inclusion

HS Hungary ran extensive support programs at the Single Parents Centre
HS Australia ran the last of their Wiradjury Story Poles Projects funded by the NSW Government
HSUK were shortlisted as finalists in the Diversity and Inclusion category, Investors on People Awards

Advocacy

Stavanger scheme, Norway had a Home-Start booth at the National Nursing Conference
Australia presented at the NSW Targeted Earlier Intervention Forum in Wagga Wagga
Greece ran a public conference on the UN Rights of the Child and four HS countries presented
The Danish and Czech Republic Coordinators presented at the IFSW Europe Social Work Conference

Structure, Governance and Management

Home-Start Worldwide is a charity registered with the Charities Commission in England and Wales, Charity Number 1139678. It is also a company limited by guarantee, incorporated under the Companies Act 2006 as a private company in England & Wales, Company Number 07371168.

The company was incorporated on 9 September 2010 and registered with the Charities Commission on 4 January 2011. At that time the assets of Home-Start International (HSI) (charity number 1076991) were transferred to Home-Start Worldwide.

In late 2017, membership of Home-Start Worldwide was extended to a representative of each of the countries which run Home-Start schemes, usually the national office, subject to terms set down in the Home-Start Worldwide Members' Charter. Member Associations guarantee to contribute an amount not exceeding £1 in the event of a winding down.

Members become fully accredited, with the right to vote, provided they are structured as independent, locally registered, voluntary organisations and meet Quality Assurance standards. Associate Members have a maximum 3 years to become accredited. All Members Organizations sign a Statement of Acceptance of the terms of the Members' Charter. They are also required to run their operations from the one country from which they initially register.

The Board of Trustees assumes the strategic direction and leadership of the Charity, subject to the terms of the Members Charter. Members are expected to participate in projects, policy development and decision-making and must subscribe to the Core HSW Principles and HSW Child Protection and Safeguarding Standards. Otherwise, they retain complete control of their local finances and scheme management.

The HSW Membership

There were 18 fully Accredited Members and 4 Associate Members at year-end. Six of the Accredited Members have been running for at least 30 years and we take pride in the very long service of several key players there.

Spain, the most recent new member, has made an encouraging impact in their first 18 months. However, the 3-year ceiling on associate membership has challenged a few members, especially those with limited resources. Burundi was granted an exceptional second term in early 2021 and is now making great progress. Zambia restructured their operation and registered as a new company in July 2023, shifting their membership from Associate to full.

Membership allows Home-Start countries to develop and share the standards of practice they must follow, and to raise their profile and protect their name through association with a worldwide group.

Trustee Composition and Recruitment

The Articles of Association envisage a board of a maximum 15 people, comprising up to 6 member representatives and 6 independent experts in equal balance. Member representatives ensure a continuing focus on network needs.

Member Representatives are nominated by the Home-Start national associations. Expert roles will normally be advertised. All are then subject to interview and assessment by the Board Nominations Committee, and approval by the HSW Board. However, Trustee appointments and resignations are finally approved by Members at the AGM.

The Trustees serve for three years, after which they may be put forward for re-appointment for a second term and, exceptionally, a third. The HSW Member's Charter develops the board role in detail. All Trustees complete a Register of Interests and sign the HSW Child Protection Policy.

The HSW Board seeks diversity in terms of trustee profile, skills and location. International experience is important, given the nature of the work. The basic diversity is assured by the member representatives, many of whom hold continuing roles in their local HS operations. They can also bring special skills of their own accord.

Board composition was stable after resignations during lockdown and the balance of member representatives was successfully maintained in 2023. The nine trustees at year-end included six different nationalities, a good gender balance and the age range had improved over previous years.

The Chair stepped down on completion of 9-years and the position was filled internally, to ensure continuity. The Treasurer did not stand for re-election and the position was filled externally, but all 2022 filings were completed before he stepped down.

The HSW Office and Volunteers

Office leadership has remained contracted on two days a week since inception in 2020. The CEO has shown exceptional commitment to serving the network and finding support. With long experience as a Home-Start UK scheme leader, she is also ideally placed to ensure an effective team. Despite some turnover, the team remained strong thanks to specialist board skills, dedicated volunteers, and valuable support from a staff secondment from Denmark to advance the communications role. In 2023, three volunteers assisted with office work, with one eventually transitioning to a paid role, while a fourth contributed to the essential work of the Board Research Committee.

Trustee Meetings

Meetings are held online due to the international composition of the board. There were four full Trustee Meetings in 2023 and attendance was strong. Board work is led by four main committees, namely Nominations, Membership, Fundraising and Communications, who submit board briefings to each Trustee Meeting and draft HSW policy where needed. The Trustees also form work groups as needed. The most committed board group in 2023 was undoubtedly formed for QA, which was initially led by the Chair plus three other Trustees. A second group helped the CEO progress the assignment of the trade name while the Data Expert made substantial progress on building documentation storage helped by a skilled volunteer.

The 2023 AGM

There were 29 participants at the December AGM, including 4 chairs, 9 national heads, 8 trustees, guest speakers, friends of Home-Start, and staff. The HSW office reviewed key activities and presented future plans. Outgoing Chair Sheena Stewart and Treasurer Tony Philip were thanked for their service, while Ricky Maloney was elected to the board. Aurelia Lange from Amsterdam University shared research on new tools for volunteer support. Clare Johnson, daughter of founder Margaret Harrison, closed by marking Home-Start's 50th anniversary.

Fundraising

HSW Funding is largely secured from Trust and Foundations. There is the occasional personal donation, but these are not actively solicited. HSW has signed with the Fundraising Regulator and the ICO and is a member of the Chartered Institute of Fundraising. There is occasional work with professional fundraisers on one-off projects, but these do not involve public donations. While African members were helped to better formulate urgent project proposals, HSW rarely supports member projects financially, and made no such commitments in 2023. The charity received no government or local authority grants, and no funding was received from outside the UK, other than membership fees. No fundraising complaints were received.

Finance Policies and Financial Controls

HSW has a simple structure. There are no trading subsidiaries, and the charity does not make grants. Financial management is handled by the Board Treasurer, with the HSW CEO as a second signatory, and governed by the HSW Finance Policies and Procedures developed in December 2021. The HSW Investment Policy is reviewed annually, in line with the latest board risk assessment, and was updated in March 2023. All assets have so far been held in cash, with due regard to the counterparty risk. Since 2021, the minimum reserve requirement has been set at 6 months of planned outgoings. Finance Policies require the use of the regulated banking system for transfers outside England and Wales.

Equality, Diversity and Inclusion

The HSW values and principles are listed in the HSW Members Charter to which members commit in writing. Respect is regularly tested through the Quality Assurance reviews. They are also enshrined in the UN and EU Principles to which most countries accede, The HSW model, which ensures local leadership and staffing, results in real and effective diversity across the network. All leadership roles are locally staffed and schemes must ensure equal access to all who request help. There was a noticeable greater focus on fathers following the HSW presentations this year, and members have adjusted rapidly to serving more immigrant families post-Ukraine.

Safeguarding and DBS checks

Safeguarding is of primary importance due to the focus of the Home-Start work. The Board has a designated Safeguarding champion who also handles complaints. While many countries set high standards already, all Members are required to sign the Home-Start Worldwide Child and Vulnerable Persons Safeguarding and Protection Policy and ensure that all schemes, at minimum, meet the standards set down there. The HSW policy was updated in March 2023 to include the inappropriate use of the internet and digital devices, and all Trustees and Members were asked to sign acceptance.

While HSW has no ultimate legal authority over members and few visits are made to the field, these

policies are central to the Home-Start ethos. DBS checks or similar police checks are required of all those associated with Home-Start, including HSW Board Members, in those countries which operate such systems.

Complaints and Serious Incidents

No serious incidents were reported for the duration of the year and none were brought to our attention from the network. HSW has an approved Complaints Policy, last updated in March 2023, and an effective complaints procedure is also required in the terms of the HSW Safeguarding Policy. The HSW Trustees are asked to report on any complaints received at the start of each Trustee Meeting. The 2023 HSW QA asked all members to evidence a complaints button on their websites.

Conflicts of Interest

The avoidance of conflicts is covered in detail in the Declaration of Willingness to serve as a Trustee and in the HSW Conflict of Interest Policy. Trustees also sign a Register of Interests, which covers connected persons and is regularly updated. Trustees are asked to table a potential conflict at the start of each Trustee Meeting and to advise of other board positions offered. The HSW Conflict of Interest Policy was updated in March 2023, which also prompted small changes to the Register. The 2023 annual update of the Registers of Interest was launched on April 30th.

Risk Management

The HSW Trustees acknowledge their responsibility to identify, assess and manage risks to the operation of the Charity and to the reputation of the network worldwide. There is an approved Risk Management Policy and an active Risk Register to which all Trustees are asked to contribute. A UK Regulatory Update is circulated before each board meeting to help Board members located overseas. The triennial QA audits assess members respect of key standards.

How our Activities Deliver Public Benefit

The Trustees confirm that in exercising their powers, they have complied with the guidance on public benefit and that all activities are undertaken to further our charitable purpose for the public benefit. Although Home-Start Worldwide itself does not provide direct services to beneficiaries, we set minimum standards of practice for member organisations worldwide. Such standards require that core services are provided free of charge and that they ensure respect of key principles, including non-discrimination, equal opportunity, confidentiality and impose HSW standards of child protection and safeguarding, for children and vulnerable persons.

Financial Review

The strong 2022 revenue was secured again this year. While there was no increase in external funding, a careful management of expenses allowed an increase in reserves.

Principal Funding Sources

Home-Start Worldwide has a continuing source of income from Member Fees, which are levied based on Member size as detailed in the Members' Charter. Otherwise, Trusts and Foundations continued as the principal source of funds. These had been secured by the HSW Office, with support from a Board Committee.

Income

Total Income was £74,619 in 2023, up £1,388 on the previous year. Member fee income increased £1,939, due to a catch-up payment post-lockdown. The office billed a further £1,950 from member training and support, but this was down on the previous year as no new members were onboarded. Otherwise, three core donors renewed a total £55,500 in restricted grants. These comprise £33,000 from the Joffe Charitable Trust, allocated to fund the CEO, £10,000 to support the office from the Tedworth Charitable Trust, and £12,500 from the Alchemy Foundation to fund a dedicated HSW Fundraiser. The Joffe Trust generously increased their funding to allow for the recent inflation.

Expenditure

After the high costs of conference in 2022, expenditure fell to £64,800 in 2023. This allowed a healthy £9,819 growth in reserves. Office staff costs were £34,655. Exceptional items included £2,129 in legal costs to progress the assignment of the use of the Trade Name outside the UK. The £224 transferred to the Burundi national office was their share of a 2022 Just Giving campaign to alleviate hunger across the African schemes.

Current Investment Overview

Reserves had grown strongly to £83,603 at year-end 2023, up from £73,784 the previous year. Balances were held in cash and deposits throughout the year, with a maturity of three months or less and there was no foreign currency exposure at year-end.

Investment Policy

The Home-Start Worldwide Investment Policy permits a wide range of investments and is reviewed annually by the Board. However, capital preservation and liquidity remain the major objectives. Should funding materially increase, the Investment policy will be reviewed. The international work of the Charity sometime results in some foreign exchange exposure, especially in a Conference year. While the Articles are silent on foreign currency, the Board allows the Charity to both raise and disburse funds, and hold bank accounts in foreign currencies, where justified, provided that sovereign and currency risks have been thoroughly assessed.

Reserves Policy and Going Concern

The Trustees hold reserves in order to protect the continuity of the Charity's work, manage fluctuations in income and provide capital to finance expansion. In 2022 the Board approved Operating Cost Reserves sufficient to meet six months' operating expenditure, including inflation. This will be actively managed as funding becomes more diversified. The Board also approved the constitution of an annual £4,000 conference reserve. The decision was taken to reserve an additional £6,000 which now totals £14,000 as of year-end 2024, and in 2022 £5,000 one-off reserve towards the one-off costs for the redevelopment of the HSW website and legal and registration costs for the assignment of the Home-Start trade name, the balance is now £2,057. The designated reserves are reviewed as plans change.

Statement of Trustee Responsibilities

The Trustees, who are also the directors of the charity for the purposes of company law, are

responsible for preparing an annual report and 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 charity and of the incoming resources and application of resources, including income and expenditure of the charity for that period. In preparing the financial statements, the trustees are required to:

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

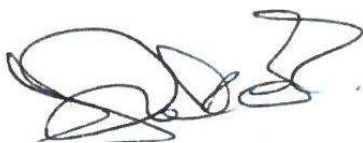
The Trustees are responsible for keeping accounting records which disclose with reasonable accuracy at any time the financial position of the charity and which enable them to ensure that the financial statements comply with applicable law and regulations. They are also responsible for safeguarding the assets of the charity and hence for taking responsible steps for the prevention and detection of fraud and other irregularities. The trustees are responsible for the maintenance and integrity of the charity and financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Disclosure of Information to Independent Examiner

The Annual Report has been prepared in accordance with the provisions applicable to companies subject to the small companies' regime. So far as each trustee is aware, there is no relevant information, being information needed by the independent examiner in connection with preparing their report, of which the independent examiner is unaware, and each trustee has taken all steps that s/he ought to have taken to make her/himself aware of any relevant matters and to ensure that the company's independent examiner is aware of such information. Such steps include making inquiries of other trustees and the independent examiner and other steps required by the trustees' duty to exercise due care and skill.

Approval

This report was approved by the Trustees on 30 October 2024 and signed on their behalf by the Chair.



Joan Van Niekerk

Chair and Trustee/Director

**Independent Examiner's Report
To The Trustees of Home-Start Worldwide
Year Ended 31 December 2023**

I report to the trustees on my examination of the financial statements of Home-Start Worldwide (the charity) for the year ended 31 December 2023.

Responsibilities and basis of report

As the trustees of the charity (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 (the 2006 Act).

Having satisfied myself that the financial statements of the charity are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's financial statements carried out under section 145 of the Charities Act 2011 (the 2011 Act). In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

- 1 accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
- 2 the financial statements do not accord with those records; or
- 3 the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
- 4 the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the financial statements to be reached.

Sian Lewis
Independent Examiner
8 Coldbath Square
London
EC1R 5HL

Dated: 30 October 2024

Signed: 

Statement of Financial Activities For the year ended 31 December 2023

	Note	Unrestricted Funds 2023 £	Restricted Funds 2023 £	Total Funds 2023 £	Total Funds 2022 £
Income:					
Donations and grants	3	790	55,500	56,290	52,505
Income from charitable activities	4	18,329	-	18,329	20,726
Total incoming resources		19,119	55,500	74,619	73,231
Expenditure:					
Costs of raising funds	5	14,441	-	14,441	19,682
Expenditure on charitable activities	6	609	49,750	50,359	57,304
Total expenditure		15,050	49,750	64,800	76,986
Net income (expenditure) and net movement in funds for the year		4,069	5,750	9,819	(3,755)
Reconciliation of funds:					
Total funds brought forward at 1 January 2023		63,159	10,625	73,784	77,539
Total funds carried forward at 31 December 2023	16	67,228	16,375	83,603	73,784

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The notes on pages 21 to 27 form part of these financial statements.

Balance Sheet

At 31 December 2023

Company number: 07371168

	Note	2023 £	2022 £
Fixed assets	9	249	498
Current assets			
Cash at bank	10	85,251	76,844
Sundry debtors	11	-	1,000
		<u>85,251</u>	<u>77,844</u>
Current liabilities			
Sundry creditors and accruals	12	<u>(1,897)</u>	<u>(4,558)</u>
Net current assets		<u>83,603</u>	<u>73,784</u>
Total assets less current liabilities		<u>83,603</u>	<u>73,784</u>
The funds of the charity:			
Unrestricted income funds	16	67,228	62,887
Restricted income funds	16	<u>16,375</u>	<u>10,897</u>
Total charity funds		<u>83,603</u>	<u>73,784</u>

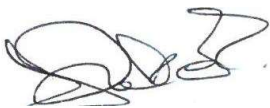
For the year ending 31 December 2023, the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

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

The directors 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 special provisions applicable to small companies subject to the small companies regime and in accordance with FRS 102 SORP.

Approved by the Trustees on 30 October 2024



Joan Van Niekerk
Chair and Trustee Director



Ricky Maloney
Treasurer and Trustee Director

The notes on pages 21 to 27 form part of these financial statements

Notes to the accounts

1 Accounting policies

The principal accounting policies adopted, judgements and key sources of estimation and uncertainty in the preparation of the financial statements are as follows:

a) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) – (Charities SORP (FRS 102)), the Financial Reporting Standard applicable to the UK and the Republic of Ireland (FRS 102) and the Companies Act 2006.

Home-Start Worldwide meets the definition of a public benefit entity under FRS 102.

The financial statements are prepared in sterling which is the functional currency of the Charity.

Assets and liabilities are initially recognised at historical cost or transaction value.

b) Preparation of the accounts on a going concern basis

Home-Start Worldwide recorded a surplus of £9,819 (2022: £3,775 loss) for the year and have net assets at the end of the year of £83,603 (2022: £73,784) including unrestricted income funds of £67,228 (2022: £62,887). The trustees are of the view that the level of income and assets of the company is sufficient for it to carry on its activities for the foreseeable future and that on this basis the company is a going concern.

c) Income

Income is recognised once the charity has entitlement to the funds, it is probable that the income will be received and the monetary value of the incoming funds can be measured with sufficient reliability.

Grant income is recognised in accordance with the terms of the grant and is included in the financial statements in the year received.

Donations are credited to income when receivable. Gift aid in respect of donations is credited to the year in which the donation was receivable.

d) Expenditure and irrecoverable VAT

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. All expenditure is recognised once there is a legal or constructive obligation committing the charity to the expenditure, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds comprise the salary cost of a part-time employed fundraiser
- Expenditure on charitable activities comprise costs incurred in the pursuit of the charitable objectives of the charity.
- Governance costs comprise all costs involving the public accountability of the charity and its compliance with regulation and good practice including costs associated with the strategic management of the charity's activities.

Where costs cannot be directly attributed to specific headings they have been allocated to activities on a basis consistent with the use of resources.

Value added tax is not recoverable by the charity, and as such is included as a cost against the activity for which the expenditure was incurred

e) Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes or objectives of the charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund.

f) Cash at bank and in hand

Cash at bank and in hand includes cash and short term highly liquid investments with a short maturity of three months or less.

g) Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are recognised at their settlement amount.

h) Fixed assets

Computers are capitalised at cost and written off over their estimated useful life, four years.

2. Legal status of the company

The charity is a company limited by guarantee and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

3 Income from donations and grants

	2023	2022
	£	£
Restricted donations and grants	55,500	52,500
Unrestricted donations and grants	790	5
	56,290	52,505

The income from donations and grants was £56,290 (2022: £52,505) of which £790 was unrestricted (2022: £5) and £55,500 was restricted (2022 :£52,500).

Restricted donations received in the year 2023 consisted of an award from The Alchemy Foundation of £12,500 to support the cost of a fundraiser, £10,000 from the Tedworth Charitable Trust was used to support the Communications and Network Development Lead. A grant of £33,000 for the CEO's time and organisational development came from the Joffe Charitable Trust

4 Income from charitable activities

	2023	2022
	£	£
Just Giving	-	1,034
Training Courses	1,950	5,292
Network contributions – membership fees and other contributions	16,379	14,400
	18,329	20,726

Network contributions are annual membership fees paid by member organisations of the Home-Start network and are unrestricted. In 2023 they include catch-up payment post-lockdown.

5 Costs of raising funds

	2023	2022
	£	£
Costs of raising funds	14,441	19,682
	14,441	19,682

Costs of raising funds are the salary cost of a part-time employed fundraiser

6 Analysis of expenditure on charitable activities

	Total	Total
	2023	2022
	£	£
Grants	224	-
Subscriptions	269	375
Malta Conference	-	17,978
Bank charges	413	506
Member training costs	2,095	1,456
Staff costs	34,655	27,618
Office costs	810	-
Trademark	2,128	-
IT costs (principally website)	2,226	1,564
Governance costs (note 7)	2,031	1,423
Marketing and comms	4,772	5,800
Depreciation	250	250
Sundry expenses	486	334
	50,359	57,304

7 Analysis of governance costs

	2023	2022
	£	£
Insurance	358	703
Professional charges	1,028	240
Cost of trustee meetings	165	-
Independent examination fee	480	480
	<u>2,031</u>	<u>1,423</u>

8 Staff numbers, staff costs and trustee remuneration and expenses

Total employment costs for the year including employer pension contributions, were £56,791 (2022: £48,705).

The average number of employees during the year was 2 (2022: 2). During the year ended 31 December 2023 there were two part time employees (2022: two part time).

The key management personnel comprise the trustees and the Chief Executive Officer. The total employee benefits of the key management personnel of the charity were £35,272 (2022: £32,877)

The Trustees received no remuneration for their services, and no travel expenses for Board meetings were reimbursed (2022:nil)

9 Fixed Assets

	£
COST:	
At 1 January 2023	998
Additions in the year	-
At 31 December 2023	<u>998</u>
DEPRECIATION:	
At 1 January 2023	500
Charge for the period	250
At 31 December 2023	<u>750</u>
NET BOOK VALUE:	
At 31 December 2023	<u>248</u>
At 31 December 2022	<u>498</u>

10 Cash at Bank

	2023	2022
	£	£
Bank account	85,158	76,844
PayPal	93	-
	85,251	76,619

11 Debtors

	2023	2022
	£	£
Debtors	-	1,000
	-	1,000

12 Creditors: amounts falling due within one year

	2023	2022
	£	£
Malta Conference costs reimbursed in 2023	-	4,078
Sundry creditors and accruals	1,897	480
	1,897	4,558

13 Related Party transactions

The charity trustees were not paid nor received any other benefits from employment with the Charity in the year (2022: £nil). Three reimbursements to two trustees amounting to £960 were made during the year in respect of expenses incurred by the trustees for the benefit of the charity, alternative methods such as a company debit card not being available (2022: Twelve reimbursements to eight trustees amounting to £8,208, the majority of this reimbursement was in respect of a subsidy for travel expenses to Executive Committee Trustees and distant member organisations to attend the Malta Conference).

14 Corporation tax

The charity is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

15 Post-balance sheet events

There are no reportable post-balance sheet events.

16 Analysis of charitable funds

Analysis of movements in unrestricted funds

	Balance at 1.1.2023	Incoming resources	Transfer from General Fund	Resources expended	Balance at 31.12.2023
	£	£	£	£	£
Designated Fund: Operating Cost Reserve	41,000	-	-	-	41,000
Designated Fund: Conference	4,000	-	10,000	-	14,000
Designated Fund: Development	5,000	-	-	(2,943)	2,057
General Fund	13,159	19,119	(10,000)	(12,107)	10,171
	63,159	19,119	-	(15,050)	67,228

Analysis of movements in unrestricted funds – previous year

	Balance at 1.1.2022	Incoming resources	Transfer from General Fund	Resources expended	Balance at 31.12.2022
	£	£	£	£	£
Designated Fund: Operating Cost Reserve	-	-	41,000	-	41,000
Designated Fund: Conference	-	-	4,000	-	4,000
Designated Fund: Development	-	-	5,000	-	5,000
General Fund	68,490	20,731	(50,000)	(26,062)	13,159
	68,490	20,731	-	(26,062)	63,159

Our reserves policy is to maintain 6-months operational running costs, equating to £41,000. This is for the unlikely event of having to wind-up the charity. We have also allocated £14,000 to the cost of our next tri-annual conference in 2025, the remainder will cover our planned 2024 website development costs.

Analysis of movements in restricted funds 2023

	Balance at 1.1.2023	Incoming resources	Resources expended	Balance at 31.12.2023
	£	£	£	£
The Tedworth Charitable Trust	-	10,000	(5,000)	5,000
Joffe Charitable Trust	7,500	33,000	(32,250)	8,250
The Alchemy Foundation	3,125	12,500	(12,500)	3,125
	10,625	55,500	(49,750)	16,375

Analysis of movements in restricted funds – previous year

	Balance at 1.1.2022	Incoming resources	Resources expended	Balance at 31.12.2022
	£	£	£	£
The Tedworth Charitable Trust	5,818	10,000	(15,818)	-
Joffe Charitable Trust	-	30,000	(22,500)	7,500
The Alchemy Foundation	3,231	12,500	(12,606)	3,125
	9,049	52,500	(50,924)	10,625

The restricted funds received are in respect off:

Tedworth Charitable Trust to employ Comms support and Learning & Development Lead

Joffe Charitable Trust to employ CEO for organisational development

Alchemy Foundation to employ Fundraising Manager/Support

HOME-START WORLDWIDE

England & Wales - Charity number 1139678

Accounts

Home-Start Worldwide

Annual Report and Accounts 2022

www.homestartworldwide.org

info@homestartworldwide.org

Home-Start Worldwide
63/66 Hatton Garden
Fifth Floor Suite 23
London
EC1N 8LE
United Kingdom

Home-Start Worldwide, a company Limited by Guarantee, company number 07371168

Registered charity in England and Wales number 1139678

WEDNESDAY



A35 *ACCX8QMO* #131
27/09/2023
COMPANIES HOUSE

Reference and Administrative Information

Company number	07371168 (England and Wales)
Charity number	1139678 (England and Wales)
Registered office	63/66 Hatton Garden, Fifth Floor Suite 23, London, EC1N 8LE
Trustees	The Trustees, who are also directors under company law, were: Sheena Stewart Chair (resigned 30 th June 2023) Jean van Niekerk Chair (appointed 30 th June 2023) Tony Philip Treasurer (resigned 27 th September 2023) Ricky Maloney Treasurer (appointed 27 th September 2023) Cornelia de Bruijn Oliver J. Hickson Anthonius G. Kragten* Joan van Niekerk Yukie Yamada* Craig M Whelan Appointed March 2022 Reka Hegedus Appointed June 2022 Remenda Grech Appointed December 2022

**Indicates a member representative*

CEO	Kirpal Dhadda
Bankers	National Westminster Bank Sloane Square Branch Unit 5, The Willett Building 2 Sloane Gardens London SW1W 8DL
Independent examiner	Sian Lewis ACA 8 Coldbath Square London EC1R 5HL

Members

The Members of Home-Start Worldwide were as follows:

Accredited Members:

Home-Start National Inc., Australia
Home-Start Domo vzw, Belgium
HoST Home-Start Czech Republic z.u.
Home-Start Familiekontakt, Denmark
Association Paseo, Nimes, France
Home-Start Hellas, Greece
Otthon Segitunk Alapitvány, Hungary
Home-Start Blanchardstown, Ireland
Home-Start Japan
The Foundation for Social Welfare Services, Malta
The Humanitas Association, The Netherlands
Home-Start Familiekontakten, Norway
Empowering Children Foundation, Poland
Premiers Pas Quebec, Canada
Fundatia Adina Stiftelsen, Romania
Home-Start South Africa
Home-Start Uganda
Home-Start UK

Associate Members

Asociación Nieru, Oviedo, Spain
Home-Start Girwanyu A.S.B.L, Burundi
Home-Start Morogoro Municipal, Tanzania
Home-Start Zambia - suspended

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Report of the Trustees for the year ending 31 December 2022

The Trustees present their Report and Financial Statements for the year ended 31 December 2022. The Financial Statements have been prepared in accordance with the accounting policies set out in Note 1 on page 28 and comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and Accounting and Reporting by Charities and the Statement of Recommended Practice - Accounting and Reporting by Charities (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard for Smaller Entities.

Home-Start

Home-Start is an evidence-based charity in parental support, early years development and nurturing care, an area increasingly recognised for its crucial importance to a child's life-chances.

The work is focused on informal home-visiting of families who have at least one child of pre-school age. This is led by trained volunteers, who are usually parents themselves, who offer friendship, encouragement and guidance to the family.

First launched in the UK in 1973, it is now established in 22 countries, on all five continents of the world. The simple formula has proved universally applicable. And timeless. As lockdown and its aftermath have proved.

The network is profoundly decentralized, through a system of largely autonomous local schemes, fully centred on local needs and their community role. The key support is always in the home, as this shows the real needs of the family.

Scheme structure and funding varies, as does the degree of government and municipal involvement. There is extensive work with partner NGOs. However, all schemes respect the same core model and basic standards, and use the Home-Start name in their work

Home-Start Worldwide

Home-Start Worldwide coordinates the international network through a UK company limited by guarantee. All Home-Start countries are represented as Members, including Home-Start UK on an honorary basis.

The central mission is to promote and protect the Home-Start name, define core principles and strategy, ensure effective practice and success transfer and lead on quality assurance and safeguarding as set down in the HSW Members' Charter.

All fully accredited Members of Home-Start Worldwide must be properly constituted and must have passed the Home-Start Worldwide Quality Assurance Standards. They usually act as the National Office in the countries which they represent.

While Home-Start Worldwide has no financial or legal responsibility for the Member operations, except where they might, exceptionally, extend a guarantee, members share a mission to facilitate the development and sustainability of the Home-Start services, acting together to achieve it.

The Board reopened an office in late 2020, to more effectively help members. This was backed by a 3-year Strategic Plan, covering 2022-2024, which defined the initial strategy. In 2022, all staff worked part time, and from home, as the office progressed.

Despite decentralization, most Home-Start schemes are fully aware of the international community of which they form a part, as are their volunteers, if that should interest them. They continue to be inspired by the Founder and in that respect respond readily to UK-based leadership.

Home-Start Scheme Structure

Home-Start support is open to all and free of charge. Families receive a weekly visit, for two or three hours, by a suitable, trained volunteer.

Schemes must be professionally managed, by qualified, paid directors, usually reporting to a local board. The coordinators and the volunteers live, and are recruited, in the same community they serve.

Professional supervision ensures effective volunteer training, careful matching with families, close volunteer guidance and support, liaison with municipal services and the development of service needs.

Parents self-refer, or are referred by local agencies. This requires effective marketing and communication and the briefing of potential referrers. Families must personally accept the visits, even when referred by others.

Many enrol with Home-Start soon after the birth of their child. Others come following a setback. The duration of family visiting varies, depending on need. The average is 6 to 12 months.

All operations respect the Home-Start Values and Principles and all schemes must at minimum meet the Home-Start Quality Assurance Standards.

That being said, local conditions, funding and scheme structure can make for different levels of service. There are different degrees of alternative support between countries, from the social services and others. The degree of digital exclusion, of both families and volunteers, was a key factor in lockdown. A municipal funder may require certain services as a condition of their support.

Independent schemes, reporting to their own, autonomous board, generally have more latitude to add and adapt new services than those run by partner organizations, where other parts of their organization may already offer or be engaged in the same.

Home-Start Services

Family needs vary widely, as do their levels of income or marital status. Many families struggle and need a listening ear. Some are lonely or seek guidance. In some countries a key service need can shape the whole Home-Start programme.

The needs will range from personal wellbeing, parenting skills or better family management to the basics of health and nutrition. There are increasing calls for help for fathers. Volunteers must be open and flexible and build friendship and trust.

The ultimate objective is to help parents enhance their capacity, grow in confidence, strengthen their relationships with their children and widen their links with their community. The focus is on outcomes and prevention, and optimal early childhood development.

In Japan, there has been little professional antenatal help, and many, from all backgrounds, feel alone and confused at this time. As a result, 42% of the Home-Start families have children under the age of 6 months and most parents self-refer.

Elsewhere, Home-Start may see more exceptional cases like multiple births, disability, or recent migrants who need help in settling. In 2022, almost half the families in Norway had one or both parents born abroad. Many families there would be referred by municipal and other specialists.

In Burundi, the prime focus has been family health, adequate nutrition, access to family planning and ensuring medical supervision in pregnancy, to make sure the bases are covered.

Home-Start UK offers a host of programmes in addition to home-visiting, some in partnership with other organizations. Internationally, most help is still offered through home-visits. Although we are all trying to diversify, other services may depend on an expert in the local team, a critical local need or funding for a particular project.

The Czech Republic is licensed by the social services to support higher-risk families. They also developed a package around Learning through Play, with full professional input.

Australia offers a full range of parent effectiveness courses. The South Africa national coordinator is a certified PET instructor. South Africa has also run child bereavement counselling for those orphaned by HIV.

There has been increasing attention to literacy and learning. Premier Pas Champlain, Quebec, trains in language development from an early age and continued this online through lockdown. Denmark has an extensive library lending programme. Hungary and Australia hold community story-reading sessions. HSUK has run pre-school programmes.

Home-Start Uganda developed a project, together with a hospital in Kabarole, to improve maternal nutrition and prevent stunting. Families are taught about dietary needs and how to grow the right food, and the volunteers get specialized training. The first tranche concluded in 2022 and was renewed for a further two years.

Home-Start Volunteering

Volunteering is the essence of Home-Start. Volunteers are trained to high standards from inception and there is a high level of commitment.

While Home-Start has flourished in countries with long traditions of volunteering, Home-Start Japan has developed across 118 locations in a country with very little. The case was simply compelling.

There has been research on the benefits to the Home-Start volunteers themselves, where building skills and confidence, and contributing to the community, has been identified as a route to work.

This is reinforced by the quality of the Home-Start training, the ongoing coordinator support, the great group spirit at volunteer meetings and the evident impact on families.

Many say that it can bring new purpose to their lives, even open their eyes to new cultures. In Uganda, our largest rural operation, their new skills in health and nutrition raise their profile and standing in the village.

The volunteers are also recognized on social media and through the community and Home-Start honours which they receive. Home-Start UK made extensive volunteer awards in 2022.

Most volunteers home visit but some will join the office in other roles. Student interns can build links with a local University, or with schools and hospitals once they start to work. Home-Start Familiekontakt Denmark found volunteers under their Pede the Tortoise library programme, to bring books to families from the library.

However, most volunteers are focused on home-visiting, where much scheme effort is spent on their recruitment, training and supervision.

Members profile their volunteers by gender, age group and background and these span the range. Male volunteers predominate in Uganda but are rather more sparse elsewhere, although the numbers are definitely growing. Some professionals take up the role on retirement, but there is always wide diversity.

The volunteer journeys are frequently documented on social media, both to promote recruitment and encourage parents to seek support. In lockdown, several Members attracted new volunteers online.

A surprising number of Home-Start coordinators, and even two current National Chairs, first found Home-Start as volunteers. More surprising, this was also the case with both the winner and the runner-up for the

2022 Long Service Awards made to serving senior staff.

The 2022 winner, who leads Home-Start Bendigo, Australia, and who had also served in the UK, had volunteered for 16 of her 29 years with Home-Start, some in parallel to her work as a coordinator. She said this in response to the award:

'From my first moments in my volunteering role back in 1992, I believed completely in what this model could and did achieve. It has been an absolute honour to have found my true calling and to have been given the opportunity to serve.'

The Home-Start Impact

Home-Start makes a compelling story with its history, footprint and evidence base.

In 2022, across the 22 countries, 500 local Home-Start schemes and nearly 20,000 volunteers supported 47,000 families and 83,000 children.

There has been extensive academic evidence. In 2014, based on research by the University of Amsterdam, Home-Start was rated "best practice" for "evidence of effectiveness, transferability, and enduring impact" by the EU-EPIC Platform for Investing in Children.

To this day we remain one of only two organisations to be assessed as best practice amongst the 76 on the EPIC list.

Member countries also make their own assessments of the impact of their work. There are serious research projects currently underway in the Netherlands, Norway and Belgium and plans for an international effort to introduce research work to others.

Some Members have an impressive footprint. Home-Start UK work in 70% of local authority areas. The Netherlands have schemes in 160 of the 352 municipalities. They also have more trained volunteers per capita than does HSUK. Norway, with 46 schemes, has more Home-Start schemes per capita than either.

Another strong factor is staying power and the long service of key staff. Home-Start has been present in 6 countries for 30 years or more and a further for 20 years in 5 others, which adds invaluable presence and experience.

While this is a challenge to ascertain, the combined 2022 income of the HSW Member schemes and national offices was at least £56m, Home-Start UK included. Where this did not include several large partners, and most of the Japan schemes, the real number would be higher. With the extensive reliance on volunteers, the model is also cost-effective.

2022 Developments

This was undoubtedly the year where our work came into its own. While clearly prompted by the crises caused by lockdown, there was major endorsement, at the highest international level, of the importance of effective parenting and the need to work in partnerships to ensure it.

Following the June 2021 approval of the EU Child Guarantee, the 2022 Tashkent Declaration confirmed the right to early education and nurturing care from birth to 8 years of age. It set the principles for the urgent transformation of ECCE services and was approved by 150 countries.

Then UNICEF, the World Health Organization, ECDAN, PLH and others formed the Global Initiative to Support Parents (GISP), and launched an interagency Call to Action for a coordinated, global effort to promote universal access to evidence-based parenting support.

This prompted much national focus on parenting and a search for appropriate solutions. Some HSW Members participated in the debates which ensued. Indeed, their strong national advocacy and involvement showed growing and considerable confidence in the importance of their work.

In January 2022, Home-Start Domo, Belgium, was a member of a working party to help develop the Belgium National Plan to access funds under the EU Child Guarantee.

In the Netherlands, the 4th Year of Promising Start, the national 1001 day initiative, is focused entirely on informal support. As this launched in June, in the presence of the Secretary of State, Home-Start featured straight after the keynote speaker. The team also met with the Minister to outline their future plans.

In August, Home-Start Familiekontakten Norway participated on a high level panel at the Arendal Democracy Conference on mental health in lockdown, and stressed the need for meaningful partnerships between Government and NGOs.

In October, Norway were invited to present to a parliamentary working party on preventative parental support in the first 1000 days, ahead of a formal Parliament motion on the topic.

Home-Start Japan ran a symposium on perinatal support, to secure more professional help for mothers. This focused on the increase in post-partum depression, feelings of isolation, and an increase in child abuse during lockdown.

Home-Start UK saw a 38% rise in families served and a huge surge in their facebook followers, following a sharp rise in corporate sponsors and high profile, national campaigns..

This notwithstanding, it was a challenging year. Smaller members faced uneven recovery from the pandemic. Then came a confluence of crises, from the rising cost of living to the conflict in Ukraine, and the fall in key funding, especially in the Global South.

Families had seen the disruption of basic services in health, education and child protection during Covid 19, and much challenge to effective parenting. Many faced economic vulnerability, and loneliness took its toll.

This has prompted more focus on perinatal support, parent and child mental health and a better involvement of fathers, with a need to build services there.

Then, while family demand increased, some online volunteers dropped away. Others were reluctant to resume home-visiting. This required much effort to recruit and train replacements. Including in the UK. Norway ran no less than 77 new volunteer courses for 365 newcomers.

Ukraine added to the needs. Norway opened 4 new schemes and revamped 5 others to welcome Ukraine families. Other Members faced the dispersion of Ukrainian families across the country, requiring greater scheme coordination.

A few members faced serious problems. The National Office in Quebec failed to reopen, which left us to build relations with the largest of their schemes, pending a final decision. South Africa failed to find funding.

Our Polish partners delayed the resumption of their Home-Start visiting to better focus on Ukraine. Several Hungary branches were slow to resume.

Sadly, Home-Start Lanka were forced to close in 2022, after 20 years of operation. They had ceased operations in lockdown and there was no chance of finding funding with the acute financial problems which followed.

However, most HSW members had faced the pandemic with a resilience which only raised their profile. Numbers were firmly back to pre- pandemic levels except, marginally, with numbers of volunteers.

Home-Start UK excepted, Members served a creditable 8.9% more families in 2022 and 8% more children, and their social media profiles continued to soar.

Vision, Mission and Values

Vision

Home-Start Worldwide wants to see a world where vulnerable families receive the help which they need to give their children a safe and healthy start in life.

Mission

To help families and children by facilitating the growth, development and sustainability of the Home-Start family support service worldwide.

Values

Members commit to the Vision and Values set down in the HSW Members' Charter, the HSW Operating Principles and the UN Convention on the Rights of the Child. All Members strongly align with the Universal Call to Action and the UN Goals that no man should be left behind. They are fully committed to the Safeguarding of Children and Vulnerable Adults.

Purpose

- Safeguard and preserve the good health, mental and physical, of children, young persons, parents or primary carers
- Relieve sickness, poverty and need among children, their families or carers
- Prevent cruelty to or maltreatment of children
- Advance the education of parents and the public in better standards of childcare

Core Values - The HSW Members' Charter requires respect of the following...

- The UN SDGs, their interconnection and education as a driver of change
- The UN Convention of the Rights of the Child
- Promoting local community development and building communities through volunteering
- Building effective partnerships with government, community, NGO and corporate partners with the same vision and objectives
- Promoting diversity, inclusion, equity, gender equality in all aspects of our work

Standards of Practice: The HSW Members' Charter requires all Members to...

- Be flexible, responsive and sympathetic to the needs of families and children
- Support families through friendship, care, time and attention and always be non judgemental
- Work in the spirit of prevention, to build confidence, strength and empowerment
- Respect the identity and rights of each person and family served
- Respect all confidential information received unless a child's safety is at risk
- Ensure child protection and the safeguarding of vulnerable persons
- Ensure no discrimination based on ethnic origin, religion, culture, physical condition, gender identity, secular orientation of any other factor and respect of the respect of gender equality within the family
- Equal opportunity, fairness and diversity in all spheres of activity

Standards of Operation: To enforce the values above, members are expected to...

- Set standards in all aspect of their work
- Ensure transparency and accountability, respect and mutual co-operation
- Fully respect local law and regulations
- Refrain from political activity, beyond advocacy for children

The UN Sustainable Development Goals 2030

The UN SDG goals are a universal language to which Members increasingly refer to help frame their future. These can also reflect their work and impact and their mission and goals.

Following the international; setbacks during lockdown, it is critical to revitalize the Global Goals and evidence any contribution to doing so. Reference to the goals will be essential going forward, with all key partnerships we form.

Although countries may face specific challenges, our work undoubtedly contributes to the following goals and these were central to the Strategic Plan::

- SDG 3: Healthy lives and wellbeing for all
- SDG 4.2: Access to quality early childhood development
- SDG 16.2: The end of abuse and all forms of violence against children
- SDG 17 Strong global partnerships and cooperation

There has been more focus on SDG 3 after lockdown. However, Taskent and GISP takes us firmly back to SDG 4.2.

SDG 17.17 promotes effective public, public-private and civil society partnerships. These are a major HSW strength. The HSW partnerships range from local community funding to partner sponsorship of the Home-Start work, as well as work with local volunteers. Currently, five Home-Start national offices are run by partner organizations and we are looking to find more.

Members also respect SDG 1 - No Poverty, SDG 2 2 - Adequate Nutrition and SDG 5 -Gender Equality, Those working closely with municipalities may refer to SGD 11. Equal Opportunity and Strong Institutions and Transparency form part of our Quality Assurance standards.

SDG 2 and SDG 3 have always been priorities in Africa. The Uganda stunting project is firmly focused on nutrition and effective monitoring through pregnancy. The first priority in Burundi has been to ensure SDG 3.7 and 3.8.

Members tend to respect local policy space in their adoption of the SDGs. Home-Start Domo, Belgium, refers to the UN goals throughout, as these are widely used, even by municipal councils.

One clear 2022 objective was to help Members follow the new UNICEF, WHO or World Bank initiatives, to form appropriate local partnerships, and to map the data and impact standards required under the local frameworks set up.



Home-Start Worldwide Overview 2022

2022 marked the first full year of HSW office operation, and the first year of the current HSW Strategic Plan. The Strategic Plan forms part of a 10-year commitment to markedly expand the Home-Start footprint, both in existing and new countries, to help more parents worldwide.

The 2022-2024 Strategic Plan focused on three key areas, which were to:

- Strengthen network membership to support more families and children
- Raise awareness and promote the impact of Home-Start support globally
- Build an effective and sustainable HSW organisation

The HSW Charter sets clear obligations on the HSW Board to focus on helping Members, and the Charity is member-led. An office clearly helps progress this, but it has to be sustained.

This was an ambitious plan, as there was everything to build at office level, from relations with potential funders to basic office process. All with little staff cover at inception.

Further, the financial history of the charity bore little relation to the scale and complexity of the network and network needs, and a strongly decentralized structure does not of itself build a name.

To secure support, it was essential to showcase member work and achievements and the role of Home-Start Worldwide, build data and evidence and seriously raise awareness. In addition to strengthening the membership.

In 2022, there was significant progress on footprint with the accession of Spain and 10 new schemes in Europe. This prompted a new Learning and Development function.

New Member Work Groups encouraged greater member involvement. The Research Group mapped the first international research project.

In November, the HSW Triennial Conference was superbly hosted by the Foundation for Social Welfare Services who run the two Home-Start schemes in Malta. This continued the focus on member support.

However, with all the upheavals post lockdown, further funding remained work in progress at the end of the year, meaning little addition to the office help.

We owe our deep gratitude to the Joffe Charitable Trust, the Alchemy Foundation and the Tedworth Charitable Trust for their foresight and continuing support, and to the Government of Malta for their welcome.

We also note the generosity of the Headley Trust who funded the stunting project in Uganda. This has since brought our first major step towards effective government partnerships in Africa and is thus a clear model for the future.

Plan Progress

There was strong and effective Plan progress in 2022, with a high degree of professionalism. The momentum at the end of lockdown also raised energy levels and the degree of Member involvement.

As this was also a Conference year, there was much focus on the membership and overall Charter goals, which further raised Member support for the development of the HSW Office. There must now be greater focus on ensuring the longer-term viability of the office.

While the three areas of the Plan overlap, they are presented separately below.

Strengthening the Network

The primary focus of the office is to add value in supporting Members and help all grow stronger together. The office should help harness opportunities, pilot new services, develop partnerships, build the data and research and help with organizational effectiveness. Also better mentor new members

The Strategic Plan also mentioned the need to harness digital solutions, encourage more local research and help with organizational effectiveness, especially in the Global South.

The Monthly HSW Newsletter helped Members share ideas on best practice and celebrate their achievements. The Global Call to Action and new service needs were reinforced at Conference. Otherwise, there were big developments on the footprint and with training, and focused work on regional partnerships.

In June, HSW welcomed Asociacion Nieru para el Estudio y Promocion del Bienestar as a new Associate Member to bring Home-Start to Spain. This proved the perfect example of a sustainable new country launch and an effective government partnership.

While Spain has little tradition of volunteering, the plans were backed by a two-year commitment from the provincial Government of Castilla La Mancha to fund up to four schemes. Progress was meticulously mapped by a practiced team from the University of Oviedo, with extensive support from the social services.

Four Members also strengthened their local networks. Norway added 7 new schemes, of which 4 to help Ukraine families. Belgium and Denmark brought 3 more. Tanzania was restructured from Morogoro.

The accession of Spain prompted the creation of a Learning and Network Development function, to train and mentor their team. This marked the first central coordinator training since HSW was set up, and raised a £7,000 commitment for the office.

This position has since been maintained, for one day a week, to head a Network L + D Group, to accelerate Member learning and delivery and guide funding proposals where needed.

The use of Member Work Groups allowed for flexibility across varying member needs. It was also hoped that regional groups would help raise Member profiles and perhaps make a case for joint projects.

We ensured a rapid response on Ukraine, convening a first Member Group Meeting on March 5th. This brought much sharing of tools and advice. Empowering Children, the Home-Start sponsors in Poland, posted extensive materials online.

Norway and the Czech Republic took immediate action to open their doors to Ukraine families. Arrivals were more dispersed elsewhere, but Members had been better prepared through the group discussions. Japan ran two large events, both oversubscribed, for immigrant families, and raised funds for Home-Start in Poland.

There was much office focus on Africa, as a second regional partnership, to help raise awareness, build their profile and reach adequate scale.

All five countries received guidance on project development, data analysis and impact assessment from a UK volunteer with knowledge of the region. This undoubtedly helped secure the two-year £20,000 renewal of the Ugandan Stunting facility and served as the model to which all should aim.

We investigated the work of Parenting for Lifelong Health, sponsored by the WHO, who also presented at Conference. Members were asked to promote our presence, focus on national and international developments and adopt local data requirements.

There was little success with funding applications for either Africa or Ukraine. However, an emergency Just Giving appeal raised £1,000 to relieve hunger for some Home-Start families in Africa, and was shared between the four largest countries.

A first international research project was mapped in time to present at Conference. The objective being to involve members who might not have previously funded research and help build ties to local universities. The office also investigated Norway's CRM data system, as a possible option for a wider roll-out.

Communications and Promotion

The promotion of the Home-Start name, role and presence and building professional communications formed a separate section of the Strategic Plan and included member contribution to the effort.

The key aims were to better standardize branding, pool resources, promote wider local advocacy and encourage more local media contact. Special initiatives include better connecting volunteers across the network, and developing marketing materials and resource libraries for member use.

Concerted branding is a challenge where some older members have different logos. We secured the permanent use of the HSW Friendship logo and worked to upgrade the design, colour palette and key materials in anticipation of an eventual member roll-out.

There was consistent freelance staffing of the HSW Communications role, to maintain the HSW social media postings. The HSW LinkedIn site attracted an increasing number of followers. We secured bids for an upgrade of the HSW website.

The Monthly Member Communications Meetings ran all year, to help share good practice. By 2022 year - end, Member followers on facebook were up 30% overall from the level in March 2021. Members helped build a central photobank, which all can access as needed to use on pamphlets or to post online.

Online reporting of the Conference was particularly effective and prompted the hosts, our members and even the outside speakers, to follow suit, ensuring broad overall cover and important international endorsement.

The office produced a compelling HSW Impact Report to better inform potential funders of both member achievements and the Home-Start work.

Five members helped make a five-minute film on Home-Start volunteering across the world, under the leadership of a professional director who worked pro-bono. This can be edited and used in a variety of ways. It was shortlisted for the diversity and inclusion category of the 2023 EVCOM Clarion Awards and was widely posted by members to mark International Volunteer Day. It has also been used in training and for local promotion, especially in Australia, Japan, Tanzania, Greece and Denmark where it was filmed..



Celebrating our Volunteers – The Essence of Home-Start

Building Sustainability

This section of the Plan covered the role of the central organization in meeting Charter obligations and promoting the whole. Namely to build a stronger and more viable membership, better evidence our presence and success and ensure the ability of the office to sustain this.

There was much focus on organizing the November HSW Conference, in which most of the board engaged. Conference is a Charter obligation and a high point of the network calendar. It was long overdue after two years' delay and was widely supported by the network. It also strongly helped advance the Plan.

Core standards across the network are managed through Quality Assurance audits. A Trustee Work Group mapped the 2023 QA questions and submitted the revisions for approval at the 2022 AGM. The Board also helped restructure the Associate Members in Africa who had struggled with accreditation during lockdown, although this will need longer-term focus.

There was clear progress in securing an assignment of the Home-Start trade name for its use overseas, but this did not complete in the year. The rights to the name and the logo will eventually be registered at EU level, and through WIPO.

Direct international advocacy was limited, as most meetings remained online, but there was a sustained international focus. The Eurochild, ECDAN, Bond and similar meetings were closely followed, and members updated on developments, as future Home-Start participation will be critical to building our name.

We made initial contacts with potential partners to further expand the footprint. A partner network also helps build our profile, as the 2022 Conference showed.

The office clearly established a presence. There was broad support of the office communications, member and regional work, and IT skills were secured at Board level. The office made astute use of volunteers. They also earned their first independent income from training, and must expand this effort going forward. However, no new funding came through, and this despite serious effort.

There were multiple reasons, and not least that international interest had waned. We were largely calling cold after a 10-year absence, and needed to rebuild relations. We were frequently shortlisted, and learnt extensively in the process. But adequate office funding is clearly critical to effective member support and must be the focus of attention going forward.



The Netherlands team at Conference

The HSW Global Conference - *Leave No Child Behind*

The HSW Triennial Conference was held in Malta from November 7-11th, under the byline 'Leave no Child Behind'. It was enthusiastically received.

Fully 44 Member representatives attended. from 15 member countries, including Spain, and 5 more attended online. Many sessions were led by the Members themselves and HSUK gave full support.

Home-Start Malta and Home-Start Ghawdex were superlative hosts and we learnt extensively from their broader mandate, which includes children in alternative care.

The Board was most generously received by the Malta First Lady. The Hon. Minister for Social Justice and Solidarity, the Family and Children's Rights attended the first day of Conference.

The conference programme focused on 4 key areas:

- New Perspectives on Service Needs
- The International focus on Parenting
- Upgrading Research and Evidence
- Fundraising and Communication Strategies

There were also one on one meetings between Members and HSW board teams, and plenty of time to network during the wonderful visits round Malta.

The first theme was Mental Health and the need to improve outcomes. The Network Director, Home-Start UK, showed the importance from the earliest age. The CEO, Home-Start Czech Republic, described their work with high-risk families. The key Open Day speaker, a Consultant Paediatrician, stressed the need for socio-medical teamwork with children at risk.

Fathers and effective co-parenting made a second key theme. The COO of Dad Matters UK spoke of the need to support and engage fathers in the perinatal period. A Malta family therapist addressed the importance of healthy co-parenting, which volunteers must be sure to encourage. Home-Start Blanchardstown, Ireland, presented their course on effective parenting for parents living apart.

International Initiatives proved the highlight of Conference. The two sessions were led by outside speakers, who we were honoured to secure in person. Sabine Rakatomalala, of the World Health Organization in Geneva, presented the Global Initiative to Support Parents (GISP). Next day, Jamie Lachman, the founder and Director of the programme, presented Parenting for Lifelong Health. PLH operate in East Africa, Romania and Western Europe, for our countries, but also work online.

The Plan had called for more focus on volunteering. The Chair, Home-Start Hungary and the Chair Home-Start Greece presented plans for the international research project on the Volunteer experience. HSW premiered the Volunteer Film. The Communications lead for the Denmark National Office showed how she profiles their stories online.

Fundraising and Communications are always a key concern at conference. The HSW Office led these sessions on the final day. The deputy CEO, Home-Start UK, described the work of their corporate fundraising team, which has seen significant and high-profile success.

Conference is a considerable outlay and this on both sides, as the host will also contribute. This time, the uncertainty over the final dates precluded the usual fundraising, but Malta were exceptionally generous.

However, cost what it might, Conference presents an exceptional opportunity to enhance member relations, secure feedback, perfect member induction and even more so with the Office involved.

Member Update

While the largest and most experienced Members emerged strongest and fastest from lockdown, there was plenty to learn and share.

Japan, Norway, Denmark and Belgium made the greatest progress. Their exceptional activity in lockdown had kept them in touch with families. A second factor was their energy in recruiting volunteers. By year-end, Danish volunteer numbers were up 32% over 2018, and their families up 27%. Norway volunteers were up 7%.

During lockdown, Denmark had had big success recruiting online volunteers and then recruited a further 100 in 2022. Norway added a net 175 active volunteers over 2021 and Belgium trained 94. In contrast, the Netherlands were still visiting 4% fewer families than in 2018, as their volunteer numbers had not recovered from pre-pandemic levels.

Otherwise there was progress across the board.. First stop was to promote our cause. Home-Start Netherlands formed the 'Collectief Informele Steun Kind + Gezin', with three other NGOs, to plead the case for informal child and family support with municipalities and others. As in embracing volunteers not as cheap professionals but as the core of what we want as a society.

Support clearly widened as Members built their presence, including interest in funding research. In a fantastic vote of corporate confidence in Norway, the Sparebankstiftelsen DNB gave NOK 11.9m to support 4 new schemes for Ukrainian families, a new National Office department and a major research project.

In terms of research, Norway launched a 3-year research project at the VID Specialized University on their cost-effectiveness and social impact, especially with families at risk. The Flemish government is funding a Domo project to research the role of fathers and equal parenting in the Home-Start work, through the Odisee University Centre for Family Studies.

The research session at Conference was supported by an Assistant Professor from the University of Amsterdam who is leading a large project, to complete in 2024, on the effectiveness of the informal Home-Start support in the Netherlands

The Danish National Research Center, Analysis Centre for Welfare, Vive, completed a qualitative evaluation of volunteering at Home-Start Tonder, Denmark, backed by the A.P. Møller Fonden, with positive results.

The efficiency of online training has not been lost. Denmark secured funding from the Ole Kirk Foundation to convert their volunteer training to a radical new digital platform, with the help of Serious Games Interactive.

Members continued their support of families in the worsening digital divide. Home-Start Domo was one of 6 partners for the Leuven municipal AllDigitaal project, which allowed HS families to borrow a laptop, get guidance, access cheap repairs and information about cheap providers.

The Netherlands arranged a webinar, part-funded by two specialist NGOs, on Media Education, to help teach children to be media literate and technically skilled.

The first interest in Fathers came from Home-Start Assen, where the coordinator set up a Dad's Café and contacted the Dad Matters UK team. Then, in August, Denmark introduced paternity leave and Home-Start was straight on the case. Two schemes set up playrooms for dads with children.

In 2022 we marked some exceptional years of service for those still serving in leadership roles. Three Member countries are still run by their founders, almost 20 years on. In addition, no less than 8 Coordinators, from 6 different countries, and the Australia Chair, had more than 20 years of Home-Start service, including the CEO Home-Start Australia with 25 years, the deputy CEO Home-Start UK with 24 and the Coordinator of Home-Start Apeldoorn in the Netherlands, also at 24.

Member Achievements

Anniversaries

HSF Bergen and HSF OS, the first scheme in Oslo, celebrated their 20th Anniversaries
Otthon Segitunk Alapitvány produced a 59-page album on their 20 years in Hungary

National Awards

Four HSUK schemes secured the prestigious Queen's Award for Voluntary Service, raising the total to 14 schemes since the award was founded in 2002

Appointments

The CEO Denmark was appointed to the board of the Danish Association of Social Workers

Community Recognition

The Chair, Paseo, France was awarded the medal of the town of Nimes
Budapest Capital II. awarded their 2022 Prize for Children to a Budapest Scheme Coordinator

Business and Charity Awards

HSUK was on the 2022 shortlist of the Business Charity Awards, for their Behind the Mask campaign, run in conjunction with the ITV programme 'The Masked Singer', which encouraged parents to share their difficulties and find support

Key Funding

British Telecom donated digital devices, connectivity and a social tariff to 2500 Home-Start families, in a deal worth £1.3m to help access to educational resources and job opportunities online

In Norway, the generous Sparebankstiftelsen DNB grant was equivalent to £920,000

Diversity

HSF Norway received the final report of a 15- year study, 'Traces of Golden Moments', written by a former Home-Start Coordinator, on their work with families with children with special needs

Domo Belgium secured government funding to research the impact of fathers and equal parenting through the work of Home-Start, led by the Odisee Uni. Centre for Family Sciences

Structure, Governance and Management

Home-Start Worldwide is a charity registered with the Charities Commission in England and Wales, Charity Number 1139678. It is also a company limited by guarantee, incorporated under the Companies Act 2006 as a private company in England & Wales, Company Number 07371168.

The company was incorporated on 9 September 2010 and registered with the Charities Commission on 4 January 2011. At that time the assets of Home-Start International (HSI) (charity number 1076991) were transferred to Home-Start Worldwide.

In late 2017, membership of Home-Start Worldwide was extended to a representative of each of the countries where Home-Start operates, usually the national office, subject to terms set down in the Home-Start Worldwide Members' Charter. Member Associations guarantee to contribute an amount not exceeding £1 in the event of a winding down.

Members become fully accredited, with the right to vote, provided they are structured as independent,

locally-registered, voluntary organisations and meet Quality Assurance standards. Associate Members have a maximum 3 years to become accredited. All Members Organizations sign a Statement of Acceptance of the Terms of the Members' Charter.

The Board of Trustees assumes the strategic direction and leadership of the Charity, subject to the terms of the Members Charter. However, the Charter confers significant responsibility on the Members to participate in projects, policy development and decision-making.

Membership allows Home-Start countries to help develop and share the standards of practice they must follow and to raise their profile through their association with a worldwide group. They are asked to subscribe to the Core HSW Principles and HSW Child Protection and Safeguarding Standards. Otherwise, they retain complete control of their local finances and scheme management.

At year-end 2022, there were 18 HSW Accredited members and 4 Associate Members, the arrival of Spain in June 2022 having made up for the loss of Sri Lanka at year end.. While members may work with partner associations locally, they must run their Home-Start operation only within their country of incorporation.

The three-year maximum as an associate member had caused problems, especially through lockdown. Three members were granted exceptional 12-month extensions through 2022. Tanzania restructured their national office, but Sri Lanka failed to make the grade and had to step down. Likewise Zambia was in suspension pending the registration of their company structure at home.

Trustee Composition and Recruitment

The Articles of Association envisage a board of a maximum 15 people. These may include up to 6 Member Representatives and 6 Independent Experts provided this works in proportion. This ensures a continuing focus on the very direct needs of the network. The HSW Member's Charter develops the board role in detail.

The board seeks diversity in terms of trustee profile, skills and location. International experience is important, given the scope of the work. Much of the basic diversity is brought by the Member Representatives, but they can also bring special skills. The Trustees serve for three years, after which they may be put forward for re-appointment for a second term and, in exceptional circumstances, for a third.

Following the recruitment of a UK-based IT specialist in February, and two further member representatives, Board Membership stood at 9 by year-end 2022. This restored the necessary quota of member representatives after the unexpected resignations during lockdown, and improved regional representation to include both Eastern and Southern Europe. It also improved diversity in terms of gender, nationality and overall age range, and substantially increased the number of years of Home-Start experience on the board.

Board experts included a former President of ISPCAN, a communications and fundraising expert with extensive UK government experience, and a former international banker, with a UK governance qualification. The Treasurer spent his career with a leading MNE, including several years in Africa, plus long leadership of a social enterprise in Ghana. The IT specialist had worked with extensive large corporations before founding his own business in IT consulting.

One Member Representative has led Home-Start Japan, the largest and fastest-growing HSW member, almost since inception in 2009. The second spent his career with the Municipality of Rotterdam, including a time as Head of Youth Affairs, where he worked directly with local Home-Start schemes. He currently leads on Quality Assurance across the 78 Home-Start schemes in the Netherlands. The third first worked on a research project with Home-Start Hungary, as early as 2002, and subsequently joined their Board. A fourth is the Director of Alternative Care in Malta and serves as proxy chair of the two Home-Start schemes.

Member Representatives are nominated by the Home-Start national associations. Expert roles will normally be advertised. All are then subject to interview and assessment. While recruitment is led by the Board Nominations Committee, Trustee appointments and resignations are finally approved by Members at the AGM. All Trustees sign to commit to the Home-Start Worldwide Child Protection Policy and sign the Register of Interests. The recruitment of Member Reps and younger Trustees was a priority for 2022.

Trustee Meetings

There were four full Trustee meetings and one Exceptional Meeting in 2022. Meetings are held online due to the international composition of the board. Attendance was consistent all year except for a slight fall for the December meeting held only three weeks after Conference. Board work was led by three main board Committees, namely Nominations, Membership and Fundraising and Communications. The working groups hold meetings as required but usually work online, with briefings submitted at each Trustee Meeting.

The 2022 AGM

This 2022 AGM was held at the close of the Malta Conference. Five of the twenty-two Chairs attended in person and the others were represented.. The meeting approved the updates to the Quality Assurance Standards, which must all be submitted to member vote, and changes to the Members Charter itself, including the reformulation of values and standards of practice and the removal of provisions for an International Policy Committee which had failed to get off the ground.

Fundraising

Consistent, specialist focus was provided for two days a week, all year, backed by the generosity of the Alchemy Foundation. HSW has signed with the fundraising regulator and the ICO, and is a member of the Chartered Institute of Fundraising. All applications were to Trusts and Foundations pending the development of adequate systems to support retail fundraising. However, one campaign on Just Giving raised £1000 to relieve hunger amongst the families that Home-Start was supporting in Africa. The team also helped Uganda with data tracking and presentation in support of the renewal of a £20,000 facility to combat maternal malnutrition in Kabarole, but this did not involve a commitment or guarantee from HSW. No funding was received from outside the UK, and no fundraising complaints were received in the year.

Finance Policies

HSW has a simple structure. There are no trading subsidiaries. In 2022, the financial management of the Office was handled by the Board Treasurer, with the HSW CEO as a second signatory, and governed by the HSW Financial Policies and Procedures developed in December 2021. The HSW Investment Policy is reviewed annually, in line with the latest business risk assessment. All assets have so far been held in cash, with due regard to the counterparty risk. Given the increased office activity, and the new hires planned, the Board had increased the minimum reserve requirement from 3 months to 6 months of planned outgoings in early 2021. In addition, considerable reserves were held to fund the 2022 Triennial Conference, for which fundraising had been curtailed by the continuing uncertainty during lockdown over when the event would be held.

Quality Assurance

Meeting Quality Assurance is the key condition for Home-Start Worldwide Membership and the right to use the Home-Start name, and there is strong commitment to this process throughout the network. The Charter requires that Members comply with the requirements, apply Quality Assurance to local schemes, participate in all Home-Start Worldwide Quality Assurance Reviews and meet any corrections identified. The 2021 Committee which updated the HSW Values and Principles included a QA specialist and also made recommendations for QA changes. Accredited Members are audited every 3 years through a Quality Assurance evaluation. Associate Members are reviewed annually and only become Accredited Members once they pass QA. The last full QA assessment was held in late 2019. Changes to the QA Form were submitted for approval to the November 2022 AGM, in anticipation of a new assessment in early 2023.

Safeguarding and DBS checks

Safeguarding is of primary importance, due to the work at home with parents, children and vulnerable persons. While many countries set high standards already, all HSW Members are required to sign the Home-Start Worldwide Child and Vulnerable Persons Safeguarding and Protection Policy, and ensure that all schemes, at minimum, meet these standards. DBS checks or similar police checks are required of all

persons associated with Home-Start including the HSW Board Members.

Equality, Diversity and Inclusion

These values have long been central to the HSW Principles. They are also enshrined in the UN Principles to which most countries accede. The HSW model, which ensures local leadership and staffing, brings real diversity across the network. However, schemes must also respect the diversity of their local communities. Accordingly these, and other core values, feature in the HSW Members Charter, to which each member commits in writing, and the HSW Quality Assurance requires written policies to uphold these values at work.

Risk Management

The Home-Start Worldwide Trustees acknowledge their responsibility to identify, assess and manage risks both to the operation of the Charity and to the reputation of the network worldwide.

The Charity has a Risk Management Policy and maintains a Risk Register to which all Trustees contribute. A Regulatory Update is circulated before each board meeting to help Board members located overseas. The Quality Assurance framework is always in mind as we assess feedback on member activities.

The Risk Register has focused largely on the sustainability of the office since this reopened in late 2020. This tracks both the progress against the Strategic Plan and the fundraising which supports it. Continued active board participation is required for the duration of the current plan, but this should reduce as the office grows. The spirit and commitment of members, strong ethical and QA standards and the very long service of key leaders ensures limited reputational risk.

With good specialist skills, a cautious office roll out, and strong reserves, basic continuity was not at risk. The higher financial exposure was capably managed by strong Treasury leadership and the core finance policies are in place. The previous key man risk has certainly been defrayed by the opening of the office

However, you are always at risk of staff turnover where positions are only part-time and the complexity of the roles have proved a challenge, especially to those without former experience of Home-Start or little international experience. The current task is to further diversify office funding, build solid relationships with donors and ensure a permanent office team.

How our Activities Deliver Public Benefit

The Trustees confirm that in exercising their powers, they have complied with the guidance on public benefit and that all activities are undertaken to further our charitable purpose for the public benefit. Although Home-Start Worldwide itself does not provide direct services to beneficiaries, we set minimum standards of practice for member organisations worldwide. Such standards require that core services are provided free of charge and that they ensure respect of key principles including non-discrimination, equal opportunity, confidentiality and child protection.

Financial Review

There was marked improvement in the financial strength of the company over 2021, and a considerable growth in activity. Total income was £73,231 in 2022, up from £47,550 in 2021 and £73,784 was carried forward at year end.

Principal Funding Sources

Home-Start Worldwide has a continuing source of income from Member Fees, which are levied based on member size, as detailed in the Members' Charter. These yielded £14,400 in 2022. Otherwise, Trusts and Foundations were the principal source of funds.

The Tedworth Charitable Trust has long supported HSW. and immediately backed the CEO hire from September 2020. Then in April 2021 we were honoured to secure a critical six months' funding from the Joffe Charitable Trust to help plan and set up the office. This was followed by a three- year commitment

from The Alchemy Foundation. These three funders continued their support through 2022 and 2023.

Income

Member Fee income increased by £900 in 2022, due to catch up payments post- lockdown. The office also earned a first £5,260 contribution towards member training and network development. However, the large part of 2022 income came from donations and grants.

This increase in income comprised £30,000 in restricted funding from the Joffe Charitable Trust, which was allocated to fund the CEO, a renewal of the Tedworth Charitable Trust funding of £10,000 to support the office, and a second £12,500 disbursement from The Alchemy Foundation under a three-year commitment to fund a dedicated HSW Fundraiser.

Lockdown revealed some issues with member fees, where three members faced funding problems. While members have the obligation to pay fees, and non- payment is fully reported, this reinforces the need to build funding from diversified sources.

Expenditure

Total expenditure doubled to £76,986 in 2022 and there was a net loss of £3,755. Of this, £53,100 covered the cost of Fundraising, Communications and CEO time in the office, which was up £19,398 on prior year. Most of the remainder comprised the HSW share of costs for the Malta Triennial Conference.

HSW is committed to holding conference under the terms of the Members' Charter and to funding most of the costs of one participant per member. The total costs of conference are usually shared with the host country. Malta were exceptionally generous, covering all food and evening entertainment, and flight costs from Europe to Malta were generally low.

In the event, HSW covered four hotel nights for each member delegate, subsidies for the longer-distance member flights, various incidentals for communications and similar and full costs for all trustees, office staff and speakers, for a total cost of £17,978. Due to the uncertainty of dates with lockdown, there was no fundraising for conference as is usually the case. However, due to the two years of delay in holding conference, the costs had been largely covered by a surplus on member fees.

Current Investment Overview

Reserves of £77,539 were brought forward from 2021 and dropped to £73,784 by year-end, of which £63,159 was unrestricted. Balances were held in cash and deposits throughout the year, with a maturity of three months or less, and there was no foreign currency exposure.

Investment Policy

The HSW Investment Policy permits a wide range of investments and is reviewed annually by the Board. However, capital preservation and liquidity have been the major objectives. Should funding materially increase, the Investment policy will be reviewed. The international work of the Charity sometimes results in some foreign exchange exposure, especially in a Conference year. While the Articles are silent on foreign currency, the Board allows the Charity to both raise and disburse funds, and hold bank accounts in foreign currencies, where justified, provided that sovereign and currency risks have been properly assessed.

Reserves Policy and Going Concern

The Charity held £63,159 in unrestricted funds at year-end 2022, over and above the £10,625 remaining under the prepayment of donations restricted to paying the costs of employing the CEO and a fundraiser. However, all but £113,159 of these unrestricted funds had been reserved.

The Trustees hold reserves in order to protect the continuity of the Charity's work, manage fluctuations in income and provide capital to finance expansion. It is stated policy to ensure that the charity has sufficient reserves to meet six months' operating expenditure, including inflation. This was actively managed in 2022 as the office grew in size and conference expenses were finalized. Also, office activity could mean the

occasional guarantee of member funding or the training of new member staff. Accordingly, the Board opted for caution in the management of unrestricted reserves until the office reaches full potential.

For 2023, the Board identified three key risk areas where designated funds would protect the plans. These were the Operating Cost Reserve sufficient to meet six months of costs, including inflation, to cover the unlikely event of having to restructure or wind-up the charity. This equated to £41,000 at year-end 2022. The Board also designated £4,000 to be put aside annually towards the cost of the next triennial conference in 2025, to help bolster additional fundraising and a further £5,000 will cover one-off 2023 expenses for the redevelopment of the HSW website and legal and registration costs associated with the assignment of the Home-Start trade name from HSUK. The designated reserves will be reviewed as plans change.

Statement of Trustee Responsibilities

The Trustees, who are also the directors of the charity for the purposes of company law, are responsible for preparing an annual report and 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 charity and of the incoming resources and application of resources, including income and expenditure of the charity for that period. In preparing the financial statements, the trustees are required to:

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

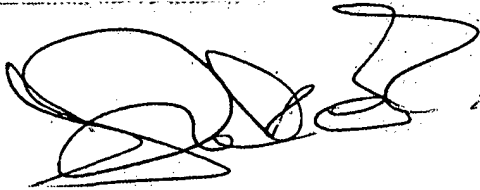
The Trustees are responsible for keeping accounting records which disclose with reasonable accuracy at any time the financial position of the charity and which enable them to ensure that the financial statements comply with applicable law and regulations. They are also responsible for safeguarding the assets of the charity and hence for taking responsible steps for the prevention and detection of fraud and other irregularities. The trustees are responsible for the maintenance and integrity of the charity and financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Disclosure of Information to Independent Examiner

The Annual Report has been prepared in accordance with the provisions applicable to companies subject to the small companies' regime. So far as each trustee is aware, there is no relevant information, being information needed by the independent examiner in connection with preparing their report, of which the independent examiner is unaware, and each trustee has taken all steps that s/he ought to have taken to make her/himself aware of any relevant matters and to ensure that the company's independent examiner is aware of such information. Such steps include making inquiries of other trustees and the independent examiner and other steps required by the trustees' duty to exercise due care and skill.

Approval

This report was approved by the Trustees on 26th September 2023.



Joan van Niekerk
Chair and Trustee/Director

**Independent Examiner's Report
To The Trustees of Home-Start Worldwide
Year Ended 31 December 2022**

I report to the trustees on my examination of the financial statements of Home-Start Worldwide (the charity) for the year ended 31 December 2022.

Responsibilities and basis of report

As the trustees of the charity (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 (the 2006 Act).

Having satisfied myself that the financial statements of the charity are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's financial statements carried out under section 145 of the Charities Act 2011 (the 2011 Act). In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

- 1 accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act;
- 2 the financial statements do not accord with those records; or
- 3 the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
- 4 the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the financial statements to be reached.

Sian Lewis

Independent Examiner

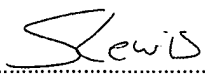
Nordens Farringdon Ltd

8 Coldbath Square

London

EC1R 5HL

Dated: 26 September 2023

Signed 

**Statement of Financial Activities
For the year ended 31 December 2022**

	Note	Unrestricted Funds 2022 £	Restricted Funds 2022 £	Total Funds 2022 £	Total Funds 2021 £
Income:					
Donations and grants	3	5	52,500	52,505	34,050
Income from charitable activities	4	20,726	-	20,726	13,500
Total incoming resources		20,731	52,500	73,231	47,550
Expenditure:					
Costs of raising funds	5	-	19,682	19,682	7,018
Expenditure on charitable activities	6	26,062	31,242	57,304	31,288
Total expenditure		26,062	50,924	76,986	38,306
Net income (expenditure) and net movement in funds for the year		(5,331)	1,576	(3,755)	9,244
Reconciliation of funds:					
Total funds brought forward at 1 January 2022		68,490	9,049	77,539	68,295
Total funds carried forward at 31 December 2022	16	63,159	10,625	73,784	77,539

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The notes on pages 28 to 34 form part of these financial statements.

Balance Sheet

At 31 December 2022

Company number: 07371168

	Note	2022 £	2021 £
Fixed assets	9	498	748
Current assets			
Cash at bank	10	76,844	76,619
Sundry debtors	11	1,000	1,432
		<u>77,844</u>	<u>78,051</u>
Current liabilities			
Sundry creditors and accruals	12	<u>(4,558)</u>	<u>(1,260)</u>
Net current assets		<u>73,286</u>	<u>76,791</u>
Total assets less current liabilities		<u><u>73,784</u></u>	<u><u>77,539</u></u>
The funds of the charity:			
Unrestricted income funds	16	62,887	68,490
Restricted income funds	16	10,897	9,049
Total charity funds		<u><u>73,784</u></u>	<u><u>77,539</u></u>

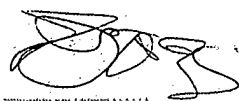
For the year ending 31 December 2022, the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

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

The directors 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 special provisions applicable to small companies subject to the small companies regime and in accordance with FRS 102 SORP.

Approved by the Trustees on 26th September 2023 and signed on their behalf.



Joan van Niekerk
Chair and Trustee Director



Tony Philip
Treasurer and Trustee Director

The notes on pages 28 to 34 form part of these financial statements

Notes to the accounts

1 Accounting policies

The principal accounting policies adopted, judgements and key sources of estimation and uncertainty in the preparation of the financial statements are as follows:

a) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) – (Charities SORP (FRS 102)), the Financial Reporting Standard applicable to the UK and the Republic of Ireland (FRS 102) and the Companies Act 2006.

Home-Start Worldwide meets the definition of a public benefit entity under FRS 102.

The financial statements are prepared in sterling which is the functional currency of the Charity.

Assets and liabilities are initially recognised at historical cost or transaction value.

b) Preparation of the accounts on a going concern basis

Home-Start Worldwide recorded a net loss of £3,755 (2021: £9,244 gain) for the year and have net assets at the end of the year of £73,784 (2021: £77,539) including unrestricted income funds of £63,159 (2021: £68,490). The trustees are of the view that the level of income and assets of the company is sufficient for it to carry on its activities for the foreseeable future and that on this basis the company is a going concern.

c) Income

Income is recognised once the charity has entitlement to the funds, it is probable that the income will be received and the monetary value of the incoming funds can be measured with sufficient reliability.

Grant income is recognised in accordance with the terms of the grant and is included in the financial statements in the year received.

Donations are credited to income when receivable. Gift aid in respect of donations is credited to the year in which the donation was receivable.

d) Expenditure and irrecoverable VAT

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. All expenditure is recognised once there is a legal or constructive obligation committing the charity to the expenditure, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds comprise the administrative costs of online donation platforms.
- Expenditure on charitable activities comprise costs incurred in the pursuit of the charitable objectives of the charity.
- Governance costs comprise all costs involving the public accountability of the charity and its compliance with regulation and good practice including costs associated with the strategic management of the charity's activities.

Where costs cannot be directly attributed to specific headings they have been allocated to activities on a basis consistent with the use of resources.

Value added tax is not recoverable by the charity, and as such is included as a cost against the activity for which the expenditure was incurred

e) Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes or objectives of the charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund.

f) Cash at bank and in hand

Cash at bank and in hand includes cash and short term highly liquid investments with a short maturity of three months or less.

g) Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are recognised at their settlement amount.

h) Fixed assets

Computers are capitalised at cost and written off over their estimated useful life, four years.

2. Legal status of the company

The charity is a company limited by guarantee and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

3 Income from donations and grants

	2022	2021
	£	£
Restricted donations and grants	52,500	19,211
Unrestricted donations and grants	5	14,839
	<u>52,505</u>	<u>34,050</u>

The income from donations and grants was £52,505 (2021: £34,050) of which £5 was unrestricted (2021: £14,839) and £52,500 was restricted (2021: £19,211).

Restricted donations received in the year 2022 consisted of an award from The Alchemy Foundation of £12,500 to support the cost of a fundraiser, £10,000 from the Tedworth Charitable Trust was used to support the Communications and Network Development Lead. A grant for the CEO's time and organisational development came from the Joffe Charitable Trust (£30,000 for 2022/23 with a further £33,000 for 2023/24).

4 Income from charitable activities

	2022	2021
	£	£
Just Giving	1,034	-
Training Courses	5,292	-
Network contributions – membership fees and other contributions	14,400	13,500
	<u>20,726</u>	<u>13,500</u>

Network contributions are annual membership fees paid by member organisations of the Home-Start network and are unrestricted. All income from charitable activities is unrestricted.

5 Costs of raising funds

	2022	2021
	£	£
Costs of raising funds	19,682	7,018
	<u>19,682</u>	<u>7,018</u>

Costs of raising funds are the gross employment cost of a part-time employed fundraiser and a share of the gross salary of the CEO.

6 Analysis of expenditure on charitable activities

	Total	Total
	2022	2021
	£	£
Consultancy charges	-	1,500
Subscriptions	375	410
Malta Conference	17,978	-
Bank charges	506	313
Member training costs	1,456	-
Staff costs	27,618	25,744
IT costs (principally website)	1,564	683
Governance costs (note 7)	1,423	1,094
Marketing and comms	5,800	940
Depreciation	250	250
Sundry expenses	334	354
	57,304	31,288

7 Analysis of governance costs

	2022	2021
	£	£
Insurance	703	295
Professional charges	240	336
Independent examination fee	480	460
	1,423	1,094

8 Staff numbers, staff costs and trustee remuneration and expenses

Total employment costs for the year including employer pension contributions, were £48,705 (2021: £29,931).

The average number of employees during the year was 2 (2021: 2). During the year ended 31 December 2022 there were two part time employees (2021: two part time).

The key management personnel comprise the trustees and the Chief Executive Officer. The total employee benefits of the key management personnel of the charity were £32,877 (2021: £29,931)

The Trustees received no remuneration for their services, and no travel expenses for Board meetings were reimbursed (2021:nil). However, as specified in note 13 twelve reimbursements to eight trustees amounting to £8,028 were made during the year in respect of expenses incurred by the trustees for the benefit of the charity.

9 Fixed Assets

	£
COST:	
At 1 January 2022	998
Additions in the year	-
At 31 December 2022	<u>998</u>
DEPRECIATION:	
At 1 January 2022	250
Charge for the period	250
At 31 December 2022	<u>500</u>
NET BOOK VALUE:	
At 31 December 2022	498
At 31 December 2021	<u>748</u>

10 Cash at Bank

	2022	2021
	£	£
Bank account	76,844	76,619
	<u>76,844</u>	<u>76,619</u>

11 Debtors

	2022	2021
	£	£
Debtors	1,000	1,432
	<u>1,000</u>	<u>1,432</u>

12 Creditors: amounts falling due within one year

	2022	2021
	£	£
Malta Conference costs reimbursed in 2023	4,078	-
Sundry creditors and accruals	480	1,260
	<u>4,558</u>	<u>1,260</u>

13 Related Party transactions

The charity trustees were not paid nor received any other benefits from employment with the Charity in the year (2021: £nil). Twelve reimbursements to eight trustees amounting to £8,028 were made during the year in respect of expenses incurred by the trustees for the benefit of the charity, alternative methods such as a company debit card not being available (2021: £nil). The majority of this reimbursement was in respect of a subsidy for travel expenses to Executive Committee Trustees and distant member organisations to attend the Malta Conference.

14 Corporation tax

The charity is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

15 Post-balance sheet events

There are no reportable post-balance sheet events.

16 Analysis of charitable funds

Analysis of movements in unrestricted funds

	Balance at 1.1.2022	Incoming resources	Transfer from General Fund	Resources expended	Balance at 31.12.2022
	£	£	£	£	£
Designated Fund: Operating Cost Reserve	-		41,000	-	41,000
Designated Fund: Conference	-		4,000	-	4,000
Designated Fund: Development			5,000		5,000
General Fund	68,490	20,731	(50,000)	(26,062)	13,159
	68,490	20,731	-	(26,062)	63,159

Incoming resources

Analysis of movements in unrestricted funds – previous year

	Balance at 1.1.2021	Incoming resources	Resources expended	Balance at 31.12.2021
	£	£	£	£
General fund	61,428	28,339	(21,277)	68,490
	61,428	28,339	(21,277)	68,490

Our reserves policy is to maintain 6-months operational running costs, including inflation which equates to £41,000. This is for the unlikely event of having to wind-up the charity. We have also allocated £4,000 to the cost of our next tri-annual conference in 2025, the remainder will cover our planned 2023 website development costs and legal costs in 2023 for transferring the Home-Start Worldwide name and logo from the UK to Europe (£5,000).

Analysis of movements in restricted funds 2022

	Balance at 1.1.2022	Incoming resources	Resources expended	Balance at 31.12.2022
	£	£	£	£
The Tedworth Charitable Trust	5,818	10,000	(15,818)	-
Joffe Charitable Trust	-	30,000	(22,500)	7,500
The Alchemy Foundation	3,231	12,500	(12,606)	3,125
	9,049	52,500	(50,924)	10,625

Analysis of movements in restricted funds – previous year

	Balance at 1.1.2021	Incoming resources	Resources expended	Balance at 31.12.2021
	£	£	£	£
The Tedworth Charitable Trust	6,867	12,000	(13,049)	5,818
The Alchemy Foundation	-	7,211	(3,980)	3,231
	6,867	19,211	(17,029)	9,049

The balance of restricted funds as at 31 December 2022 of £10,625 (2021: £9,049) represents funds received from The Alchemy Foundation to be applied in the first quarter of 2023, and from Joffe Charitable Trust, also to be applied in the first quarter of 2023. The funds from Alchemy are applied to the employment costs of a Fundraiser. The funds from Joffe are applied towards organizational development though support for the CEO role in developing projects and building the organization. The funds received from the Tedworth Charitable Trust are applied towards the employment of a Network Development Lead and Communications Support.

HOME-START WORLDWIDE

England & Wales - Charity number 1139678

Accounts



Home-Start Worldwide

Annual Report and Accounts 2021

www.homestartworldwide.org

info@homestartworldwide.org

Home-Start Worldwide
63/66 Hatton Garden
Fifth Floor Suite 23
London
EC1N 8LE
United Kingdom

Home-Start Worldwide, a company Limited by Guarantee, company number 07371168

Registered charity in England and Wales number 1139678



Reference and Administrative Information

Company number	07371168 (England and Wales)
Charity number	1139678 (England and Wales)
Registered office	63/66 Hatton Garden, Fifth Floor Suite 23, London, EC1N 8LE
Trustees	<p>The Trustees, who are also directors under company law, were:</p> <p>Sheena Stewart Chair</p> <p>Tony Philip Treasurer, appointed September 2021</p> <p>Yukie Yamada*</p> <p>Anthonius G. Kragten*</p> <p>Joan van Niekerk</p> <p>Oliver Hickson</p> <p>Cornelia de Bruijn</p> <p><i>*Indicates a member representative</i></p>
CEO	Kirpal Dhadda
Bankers	<p>National Westminster Bank</p> <p>Sloane Square Branch</p> <p>Unit 5, The Willett Building</p> <p>2 Sloane Gardens</p> <p>London</p> <p>SW1W 8DL</p>
Independent examiner	<p>Sian Lewis ACA</p> <p>8 Coldbath Square</p> <p>London</p> <p>EC1R 5HL</p>



Members

The Members of Home-Start Worldwide were as follows:

Accredited Members:

Home-Start National Australia
Domo vzw, Belgium
Home-Start Czech Republic
Home-Start Familiekontakt, Denmark
Association Paseo, France
Home-Start Hellas, Greece
Otthon Segitunk Alapitvány, Hungary
Home-Start Blanchardstown, Ireland
Home-Start Japan
Foundation for Social Welfare Services, Malta
Humanitas, The Netherlands
Home-Start Familiekontakten, Norway
Empowering Children Foundation, Poland
Premiers Pas Quebec, Canada
Fundatia Adina Stiftelsen, Romania
Home-Start South Africa
Home-Start Uganda
Home-Start UK

Associate Members:

Home-Start Giriwanyu A.S.B.L, Burundi
Home-Start Tanzania
Home-Start Lanka, Sri Lanka
Home-Start Zambia



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Report of the trustees for the year ending 31 December 2021

The Trustees present their Report and Financial Statements for the year ended 31 December 2021. The Financial Statements have been prepared in accordance with the accounting policies set out in Note 1 on page 24 and comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and Accounting and Reporting by Charities and the Statement of Recommended Practice - Accounting and Reporting by Charities (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard for Smaller Entities.

Home-Start Overview

Home-Start is a leading charity in parental support and early years development, an area increasingly recognised for its crucial importance to a child's life-chances. It also promotes volunteering. First launched in the UK in 1973 it is now established in 22 countries, on all five continents of the world.

Home-Start provides support and friendship to families with at least one pre-school child, through regular home-visiting, free of charge, by trained volunteers, who are usually parents themselves. The families may face a variety of problems, but the objective is to help parents enhance their capacity, grow in confidence, strengthen their relationships with their children and widen their links with their community.

The network is profoundly decentralized, and local community based, and there is extensive work with partners. The simple formula is universally applicable. Prevention is a consistent theme. There is a clear belief that a happy childhood allows the young to develop their full potential.

In 2021, 502 local Home-Start schemes and 19,000 trained volunteers supported 37,000 families and 73,000 children, across the 22 countries, and this despite the problems of lockdown.

Some of the longest established members have an impressive footprint. The Netherlands works in 160 of the 352 municipalities in the country. In 2019, Home-Start UK estimated that they work in 71% of the Local Authority areas in the UK. On a per capita basis, the 38 schemes in Norway have an even higher national footprint.

There has been extensive academic evidence. In 2014, based on research by the University of Amsterdam, Home-Start was rated "best practice" for "evidence of effectiveness, transferability, and enduring impact" by the EU-EPIC Platform for Investing in Children. To this day, we remain one of only two organisations to be assessed as best practice amongst the 76 on the EPIC list.

First launched in 1999, Home-Start Worldwide oversees and coordinates the international network. Home-Start Worldwide licenses and approves member countries, defines core principles and strategy, sets and leads the Quality Assurance audit and sets the Safeguarding standards which all members must respect. Home-Start UK is an honorary member

While each country is represented as a Member, Home-Start Worldwide has no legal or financial responsibility for the members themselves, except where we might, exceptionally, extend a guarantee. However, members share a mission to facilitate the growth, development and sustainability of the Home-Start support service, acting together to achieve it.

With the reopening of an HSW office in 2020, there will be greater central support with learning and development, ensuring member success transfer, promoting the Home-Start name and expanding the global footprint. There was great progress this year in mapping this out.



Home-Start Services

Volunteer home-visiting of families with young children is always the primary activity and most support is offered in that context. All schemes are totally community -based, often reporting to a local board, with deep community links.

All core work is delivered by volunteers after considerable basic training and a careful matching with families. The pattern is a weekly visit for two or three hours, where the volunteer calls alone. However, all schemes are professional managed, by a qualified, paid director, to ensure volunteer guidance and support, liaison with municipal services, and development of the service needs.

Family needs and problems differ widely. and the impact is at two levels. Volunteers will guide families with their immediate worries, be they practical or emotional. But the ultimate focus is ensuring that they fully support their children.

Many parents self-refer, or are referred by local agencies, but they must all accept the visits. Volunteers must be flexible and responsive to family needs, show understanding and empathy and be non-judgemental. Unless a child's safety is at risk, all information stays strictly confidential. Visits vary from country to country but the average length of support by a volunteer for a family is usually from 6 to 12 months depending on the severity of the problem.

There is increasing focus on particular groups of parents: single parents, fathers and even grandparents. Uganda saw a sharp rise in teenage pregnancies after lockdown. The work with municipalities in Norway has brought them extensive experience with immigrants. Denmark has worked a lot with the disability.

Japan developed perinatal counselling due to the absence of social support and are now much in demand by first-time families. Half the children they supported in 2021 were under 12 months. In 2020, the Netherlands named Home-Start to the national coalition, Promising Start, to serve as national ambassadors for the role of volunteers and NGOs for the First 1000 Days.

Many Home-Start Schemes run play groups to encourage parent- child socialization. They can also arrange outings and parties. Other additional services may depend on an expert in the local team, a critical local need or funding for a particular project. Some members team up with a local charity to offer specialized help, like the advice on breastfeeding in Quebec.

The Czech Republic is, exceptionally, licensed by the social services to support families at higher risk. They also run professional Learning through Play at their centre. South Africa offers PET parent effectiveness courses and child bereavement counselling for those orphaned by HIV.

There is increasing attention to literacy and learning. Champlain, Quebec teaches parents on language development from a very early age. Denmark has a library programme. There is extensive preparation for school, if only in ensuring that children attend playgroups to learn to socialize with their peers. Tanzania ran a small school half- day, while the mothers earned a living at the market.

There has also been research on the benefits to the Home-Start volunteers themselves, where building skills and confidence, and contributing to the community, has been identified as a route to work. This is reinforced by the high quality of the Home-Start training, the ongoing coordinator support, the great group spirit at the regular volunteer meetings and the evident impact on families. They are also widely recognized on social media and through the community honours they receive



Vision, Mission and Values

Vision

Home-Start Worldwide wants to see a world where vulnerable families receive the help which they need to give their children a safe and healthy start in life.

Mission

To help families and children by facilitating the growth, development and sustainability of the Home-Start family support service worldwide.

Values

Members commit to the Vision and Values set down in the HSW Members' Charter, the HSW Operating Principles and the UN Convention on the Rights of the Child. All Members strongly align with the Universal Call to Action and the UN Goals that no man should be left behind. They are fully committed to the Safeguarding of Children and Vulnerable Adults.

Purpose

The basic remit covers the following areas

- Safeguard and preserve the good health, mental and physical, of children, young persons, parents or primary carers
- Relieve sickness, poverty and need among children, their families or carers
- Prevent cruelty to or maltreatment of children
- Advance the education of parents and the public in better standards of childcare

Core Values – HSW Members' Charter

The Charter requires the respect of the following values

- All rights established under the UN Convention of the Rights of the Child
- Child protection and the safeguarding of vulnerable persons
- Equal opportunity, fairness and diversity in all spheres of activity
- Respect for the identity and rights of each person and family that we serve
- Respect of confidential information
- Being flexible and responsive to family needs and supporting families through friendship.
- No discrimination based on ethnic origin, religion, culture, physical condition, gender identity, secular orientation of any other factor and respect of gender equality within the family.

Standards of Operation

To enforce the values above members are expected to

- Serve all families equally, irrespective of their origin, faith and structure.
 - Refrain from political activity, beyond advocacy for children and families
 - Set standards in all aspect of their work
 - Be accountable and fully transparent
 - Fully respect local law and regulations
-



The 2030 UN Social Development Goals

The SDG goals are a universal language to which we all increasingly refer to evidence our work and impact. They aptly convey both the focus of our work and how we deliver the services.

All members are committed to ending poverty (SDG1) and reducing inequality (SDG10). Individual members may promote a range of goals in the context of specific projects, from Resilient Cities (SDG11) to Gender Equality (SDG5). However, all have the following key objectives:

- SDG 3: Healthy lives and wellbeing for all
- SDG 4.2: Access to quality early childhood development
- SDG 16.2: The end of abuse and all forms of violence against children
- SDG 17: Strong global partnerships and cooperation

While SDG 4.2 is clearly the ultimate goal, this must be tackled from several angles, of which ending all forms of violence is of course the first priority.

SDGs 1 and 3 have been central to support in less advantaged communities, focused on basic health and nutrition and helping parents earn a minimal wage. However, lockdown has prompted increasing debate on general mental health and wellbeing. Parental isolation can be a major issue. Some families struggle with disabilities.

It is critical to collaborate to meet the Goals amongst the private, public and no-profit sectors. SDG 17 Partnerships is a major strength, through the focus on volunteering and local community involvement, our extensive NGO partners and the network we form across the world... We work extensively with municipalities and the local social services, or on one-off government sponsored projects. NGO partner organizations will themselves sponsor Home-Start schemes or help deliver specialized services. The work with volunteers defines us.

These partnerships are also key to the growing international commitment to the importance of ECD, and the role of home-visiting in promoting it. Where much of the work is informal, especially for the first 1000 days, NGOs have a real role in supporting families directly, liaising with the social services, helping build the necessary evidence with university research teams.

One small Danish scheme, unprompted, posted to social media about their pride in meeting SDG17 through their membership of the Home-Start network.



2021 Overview

This was a formative year, following the appointment of an HSW CEO in September 2020. The focus was on building the HSW Office and developing a Strategic Plan to map the future role of the office/

There was major progress on communications, where we launched the first HSW social media presence and regular member communications meetings. A fundraiser was hired by September 2021, backed by generous three-year funding and the CEO funding was raised to two days a week.

While the triennial conference was cancelled for yet another year, a two-day session was held online. We were honoured that this was opened by Maria Colero Preca, Emeritus President of Malta and Current President of Eurochild. It met with enthusiastic response.

This also marked a turnaround for most HSW members from the 2020 Covid setbacks. A story of immense creativity and resilience, helped, not least, by their local community positioning and unfailing volunteer commitment. This also developed new angles to the services they provide.

We received extensive member support despite their distractions with lockdown. They actively participated in the development of the Strategic Plan and the potential office role. Home-Start Hellas led a member review of the HSW Values and Principles. The Chair of Home-Start Hungary offered to lead the new member Research Committee.

While the pandemic put pay to new member interest, Home-Start Domo, Belgium, became a fully accredited member in September 2021. Their 11 local schemes and their Brussels partner served 300 families in 2021.

The HSW Office

The overriding 2021 HSW objective was to launch an HSW office to better drive the development of the network and lay down the office work plan for the next three years.

This met with spectacular progress thanks to the foresight and generosity of the Joffe Charitable Trust, who provided £15,000 of critical funding, for 26 weeks, from April 1st, to raise the CEO cover to two days, help piece the office together and develop the Strategic Plan.

A Communications Consultant was secured in May 2021, through open competition, to work six hours a week to develop the HSW social media presence. This considerably raised our profile.

A key hire was the appointment of a Strategy Consultant in early June to help test ideas for the Plan. She ran two independent meetings to secure member feedback, tested the core objectives and wrote a first draft of the strategy. This allowed us to define a 10-year vision and submit the 2022-2024 Strategic Plan before year-end.

By June, there was a major breakthrough in securing three-year funding from The Alchemy Foundation, totalling £37,500, for a dedicated HSW Fundraiser for two days a week. This position was also filled by open recruitment with the donor participating in the interviews. It was followed by the renewal of the £12,000 grant from the Tedworth Charitable Trust which had supported the CEO salary and permitted this to continue until 2021 year-end.

The office also secured pro bono support from a digital charity - CITA, to define and launch critical office systems. CITA connected HSW to Craig Whelan of Grey Triangle in establishing a digital network that will



grow with the organisation. Craig has given his time not only in developing the digital strategy but also in helping HSW move to the cloud. His expertise has been invaluable for the Board and has been elected to join the trustee board.

The Board also committed to help where they could. This included the development of a Board Fundraising and Communications Committee, led by a specialist Trustee, who worked extensively with the office and helped develop key policies.

While a central HSW office had existed for the first 10 years of operation, this was largely a clean slate as no staff or relationships, systems or policies remained.

A part-time team can be challenged by a lack of effective data and gaps in operations policies, and processes. Here they must also track and follow 22 members worldwide across considerable language barriers. Further, Member needs were changing due to the impact of lockdown. We were fortunate to have the services of a CEO with extensive Home-Start experience and UK fundraising experience.

By September there was a cohesive office team, with job descriptions in place, and a very clear vision for the future. The Communications lead was retained, funded from HSW reserves. We also covered a second day for the CEO from September 2021. HSW joined the Chartered Institute of Fundraising and had signed with the Fundraising Regulator. More importantly, we had secured invaluable help from three prominent funders, and brought the breakthrough in gross income so critical to evidence effective capacity.

Learning and Development

The online Conference “Home-Start Worldwide Practice in a Time of Change” was held for two days in November 2021 with full member participation. Conference builds member cohesion but also serves as the exchange of best practice and further coordinator training.

HE Marie Louise Coleiro Preca, President of Eurochild and Emeritus President of Malta honoured us as an opening speaker. She emphasised the need for awareness and adaptation to the current challenges that children face and the importance of maternal mental health as a building block for stable happy families.

Both Home-Start Worldwide and Home-Start Malta have long been members of Eurochild, who do quite exceptional work at EU level and for the promotion of NGOs.

The conference sessions included speakers from eight member countries. Topics ranged from the changes brought by the pandemic to presentations of exceptional services. The latter included the focus on child language development in Champlain, Quebec, which was delivered digitally during lockdown.

Conferences are always well received, and the online version was no exception. It allows members to showcase their best and connect directly with other teams. Members included pictures of the final farewell photo not only on social media but also in their Annual Reports.

During the year, the board ran member webinars on better promoting research at local level, and Parent Effectiveness training.



The 2022-2024 Strategic Plan

The Strategic Plan is based on a 10 -year vision to double the international footprint and connect more Home-Starts globally to promote their work and grow the number of families supported. There are many clear ways how this can be helped through greater added value from the centre.

The Strategic Plan 2022-24 lays the foundations for these ambitious goals by mapping the office role and key priorities. It was developed with full awareness of the change in pace, responsibilities and commitment that this would all entail until the office capacity builds up.

The priorities for the first three years were defined as follows and received full member support:

1. Strengthen network membership to support more families and children
2. Raise awareness and promote the impact of Home-Start support globally
3. Build an effective and sustainable HSW organisation

The Plan objectives were attributed between three different groups pending the further development of the office:

Objective A: Strengthen Network Membership

The office will be primarily focused on member promotion and development, and better international coordination of the Home-Start intervention. This all with the objective of growing the number of families supported, the positive outcomes for their children, and the number of new volunteers across the world.

The goals include harnessing opportunities to benefit members and contribute our experience, scaling up strategies and success transfer, helping develop partnerships, piloting new services and developing training where needed. HSW can help access international projects, ensure quick wins and lower costs.

While Member needs will vary, all can benefit from efforts to build the evidence, better define impact, harness digital solutions for data collection and better monitoring and evaluation of services. New members need stronger mentoring as they launch. Some Members need help with organizational effectiveness or fundraising support.

A major effort will be made in updating training and ensuring adequate staff and board induction. There are plans to develop regional leadership, especially to strengthen support in Africa. Members should better promote their skills in recruiting and training volunteers.

Objective B: Communications

The promotion of the Home-Start name, role and presence and formed a separate section of the strategy. While this is central to the HSW needs, it is also critical at local level, not only to attracting funding but also to forming partnerships, finding volunteers, attracting talent.

Decentralization can dilute a message at national and international level. Accordingly, a large part of the new Plan was focused on ensuring professional communications across all Home-Start work and effectively reaching out to stakeholders.

The key objectives identified were to better standardize branding, pool and share materials. promote wider local advocacy and encouraging more local media contact. Special initiatives include better connecting volunteers across the network, especially those from countries where there is less volunteering, and developing marketing materials and resource libraries for member use.



There was considerable progress on the groundwork in 2021. This included securing specialist communications skills part-time, the launch of HSW on three social media channels and some updates to the website. A member group was formed to share communications best practice and to encourage members to build more. HSW began monthly newsletters to keep all members in touch and to better share best practice.

The Board established a distinct Fundraising and Communications Committee, chaired by a Trustee who is expert in these fields. He will be actively engaged with the office on policy development and liaison with member groups.

Objective C: Building an Effective Organization

The Board continues strong oversight for the duration of the Plan, to ensure sustainable HSW funding, a strong office infrastructure, the maintenance of Home-Start standards in member work and sponsoring member cooperation.

The special plan objectives are to ensure the effective registration of the trade mark, promote HSW research and work more closely with regional and international organizations to help promote the name. The Member Research Committee was launched this year. The Board can also help facilitate regional cooperation and member support. Trustee specialists can complement office skills. The 2022 triennial conference will also be board-led.

While the Plan may appear ambitious, the first 1000 days, and home -visiting, are increasingly in focus internationally. There is thus every opportunity to contribute and share the Home-Start skills, and better promote volunteering to the benefit of all HSW Members.

Member Update

This was critical year to assess the impact of the pandemic. The Home-Start response was truly inspiring, and that at every level, from scheme staff to the trained volunteers. They showed incredible commitment to families.

This success is reflected in the 2021 Data. There was a marked upturn from 2020 in the number of families covered and volunteers recruited and trained. Not quite to pre-pandemic levels but not far off. Several members received national commendations for the excellence of their work.

While a few schemes had suspended activity, there were only two outright closures worldwide: the Czech Republic lost one of their five schemes due to a loss of government funding and the Quebec national office laid off all staff due to the protracted lockdown in Canada.

The turnaround was led by the larger members with adequate resources to fund the switch to online training and family contact. Digital exclusion proved a major issue for some of the smaller schemes. But generous local community support and a rapid staff response were hallmarks throughout. Communities generously provided food parcels or children's presents for families, or made unsolicited donations to schemes.

The pandemic took an emotional toll and was a stressful time, especially with vulnerable families. It was important to ensure wellbeing. There were health risks with older volunteers and some have been reluctant to re-engage. Digital competence and insufficient equipment affected both volunteers and families alike. Australia hired three digital specialists in the Melbourne office and set up a laptop lending library. The Czech Republic funded phone cards,

On the other hand, some countries saw unprecedented interest in virtual volunteering. People felt an



increased sense of duty, they had more time available and a desperate need for greater social interaction. Denmark faced more enquiries than they could possibly train online and volunteer numbers rose by 100 in a lockdown year.

While there has been universal agreement that face to face is essential to supporting families, there were some undoubted longer-term benefits. Members markedly increased their social media presence. Some forms of online training will undoubtedly continue.

Members were soon assessing the impact of lockdown, and the issues to be addressed in the future. Lockdown undoubtedly prompted the greater involvement of fathers. It also saw an increase in parental loneliness, their children's lack of socialization, an increase in child violence at home. HSUK received a 6 month grant from the Government's lockdown Loneliness Fund and gave all of it to BAME families, but not all countries gave support. Uganda saw a marked increase in teenage pregnancies from lockdown, an issue which they had never had to face before.

But much of the success was due to the exceptional Home-Start staff commitment in understanding the changing needs, ensuring continued support and providing online stimulation for children. The challenge was at every level, including respecting changing regulations, watching the health of older volunteers, ensuring sufficient staff, facing the problems of recruiting and matching families digitally and monitoring developments online. Many coordinators found themselves helping families when a volunteer was not available. This notwithstanding, Norway launched four new schemes in the year. A truly commendable effort.

Member Achievements

Anniversaries

Home-Start Champlain, Quebec, made their first family visit in October 1991

Home-Start Hungary celebrated their 20th Anniversary in June 2021

Home-Start Benoni, South Africa marked 20 years in 2021

National Recognition

- Norway's exceptional support of high-risk families during lockdown prompted a government offer to fund four new HS schemes for three full years.
- Denmark received the Conservative People's Party Community Award 2021. Also, four-year government funding to help support the national office.
- Greece was certified as a primary social care service provider in August 2021.
- The Netherlands were re-assessed and rated effective, for a second five years, by the Independent Evaluation Committee for Interventions, National Youth Institute.
- Home-Start schemes was praised by individual MPs from Ireland, Scotland and Wales during a UK Parliamentary debate in Nov 2021 on how to give babies the best start in life.

Corporate Awards

- HSUK was named a charity partner of both British Telecom and Studio.co.uk
- Hungary was one of 15 non-profits selected for the PWC Civil Mentoring Class of 2021
- Norway received three months' help from six professionals, through the Global Network Members / Global Pro Bono Support, to formulate a national communications strategy.



Community Contribution

- Australia developed the Weddin, Wiradjuri Story Poles Project, to teach children about their Aboriginal culture and promote inclusion. This was part-funded by the NSW government.
- HS Trondheim gave a talk at the local teacher training college about the problems of children growing up in low -income families
- HS Aarhus received Euro 150,000 from the Tryg Foundation for a 'New Start for Abused Mothers and their Children' to raise awareness of violence and the need for support.

Digital Inclusion

- HSUK was named best stakeholder by the Interact Excellence Awards 2021 for weekly CEO video updates to help guide the network during lockdown.
- HS Domo, Belgium, distributed laptops to 50 families in Aarschot, Leuven and Aalst. Digi-volunteers showed families how to use them. The scheme volunteers were also trained in digital inclusion and media literacy.

Research and Training

- HS Netherlands launched a 3-year research project with the University of Amsterdam on 'What works best to support parents and children informally' with HS parenting support '
- HS Hellas organized 4.5 hours of accredited training on Transcultural Competence and Empowerment of Users, led by Prof. Rena Papadopoulos of the Research Centre for Transcultural Studies, Middlesex University.
- The first volunteer training in Morogoro was featured on www.tanzaniakidstime.org



Structure, Governance and Management

Home-Start Worldwide is a charity registered with the Charities Commission in England and Wales, Charity Number 1139678. It is also a company limited by guarantee, incorporated under the Companies Act 2006 as a private company in England & Wales, Company Number 07371168.

The company was incorporated on 9 September 2010 and registered with the Charities Commission on 4 January 2011. At that time the assets of Home-Start International (HSI) (charity number 1076991) were transferred to Home-Start Worldwide.

In late 2017, membership of Home-Start Worldwide was extended to a representative of each of the countries where Home-Start operates, usually the national office, subject to terms set down in the Home-Start Worldwide Members' Charter. Member Associations guarantee to contribute an amount not exceeding £1 in the event of a winding down.

At 31 December 2021 there were 22 Member Associations. Members become fully accredited, with the right to vote, provided they are structured as independent, locally-registered voluntary organisations and meet Quality Assurance standards. Associate members have a maximum 3 years to become accredited. All Members Organizations sign a Statement of Acceptance of the Terms of the Members' Charter.

Membership allows Home-Start countries to help develop and share the standards of practice they must follow and to raise their profile through their association with a worldwide group. They are asked to subscribe to the Core HSW Principles and HSW Child Protection and Safeguarding Standards. Otherwise, they retain complete control of their local finances and scheme management, and none have a beneficial interest in the Charity.

The Board of Trustees assumes the strategic direction and leadership of the Charity subject to the terms of the Members Charter. However, the Charter confers significant responsibility on the Members to participate in projects, policy development and decision making.

At year-end 2021, there were 18 HSW Accredited members and 4 Associate Members. In 2020, Members approved exceptional 12-month extensions in their associated status to three of the four Associates due to the problems they had faced with lockdown.

Trustee Composition and Recruitment

The Articles of Association envisage a board of a maximum 15 people. These may include up to 6 Member Representatives and 6 Independent Experts provided this works in proportion. This ensures a continuing focus on the very direct needs of the network. The HSW Member's Charter develops the board role in detail.

The board seeks diversity in terms of trustee profile, skills and location. International experience is important, given the scope of the work. Much of the basic diversity is brought by the Member Representatives, but they can also bring special skills. The Trustees serve for three years, after which they may be put forward for re-appointment for a second term and, in exceptional circumstances, for a third.

The Board composition took a hit in lockdown. Two Member Representative Trustees resigned in mid-2020, due to the challenges they faced at home. They were also the youngest trustees. A new Treasurer was successfully recruited in 2021, and the Member Representative from Japan was elected to a second term, but there was no new member interest. Accordingly, there were just 7 Trustees at year end 2021, and the age range had narrowed from 30 to 20 years.



This notwithstanding, there were broad skills and diversity on the Board, including Trustees based in Asia, Africa and Western Europe, as well as two in the UK, and an equal gender balance. Moreover, Trustees boasted 36 years of Home-Start experience between them, at board or scheme level, with a further 16 years for the CEO.

Board experts included a child violence expert, a former President of ISPCAN, a communications and fundraising expert with extensive UK government experience, and a former international banker, with a UK governance qualification. The Treasurer spent his career with a leading MNE, including several years in Africa, plus long leadership of a social enterprise in Ghana.

One Member Representative has led Home-Start Japan, the largest and fastest-growing HSW member, almost since inception in 2009. The second spent his career with the Municipality of Rotterdam, including a time as Head of Youth Affairs. He currently leads on Quality Assurance across the 80 Home-Start schemes in the Netherlands.

Member Representatives are nominated by the Home-Start national associations. Expert roles will normally be advertised. All are then subject to interview and assessment. While recruitment is led by the Board Nominations Committee, Trustee appointments and resignations are finally approved by Members at the AGM. All Trustees sign to commit to the Home-Start Worldwide Child Protection Policy and sign the Register of Interests. The recruitment of Member Representatives and younger Trustees was set as a priority for 2022.

Trustee Meetings

There were four full meetings and one Exceptional Meeting in 2021. Meetings are held online due to the international composition of the board. Attendance was consistent all year. Board work was led by three main board committees, namely Nominations, Membership, Fundraising and Communications. The Board working groups hold personal meetings as required but usually work online.

Fundraising

The funding and staffing of a fundraising role was the key office focus this year. The money raised ensures consistent specialist cover for the next two years, for at least two full days a week. HSW has signed to the fundraising regulator and the ICO and joined the Chartered Institute of Fundraising. However, all funding was from Trusts and Foundations pending the development of adequate systems to support retail work. The Office helped two Members develop proposals, but none resulted in a commitment or guarantee from HSW. No funding was received from overseas. and no complaints were received in the year.

Finance Policies and Reserves

HSW has a simple structure. There are no trading subsidiaries. In 2021, the financial management of the Office was handled by the Board Treasurer, with the HSW CEO as a second signatory. A new Office Finance Policy was circulated by year-end. The HSW Investment Policy is reviewed annually, in line with the latest business risk assessment. All assets have so far been held in cash, with due regard to the counterparty risk. Given the increased office activity and the new hires planned, the Board increased the minimum reserve requirement from 3 months to 6 months of planned outgoings. In addition, considerable reserves were held over to fund the 2022 Malta conference.

Member Quality Assurance

There is a strong commitment to quality assurance throughout the Home-Start network and the standards are regularly updated. This is essential to ensuring the standards which underlie the family support and fundamental to the Home-Start structure Meeting and maintaining quality standards is the key condition for Home-Start Worldwide membership and the right to use the Home-Start name. The Charter requires that Members comply with the requirements, apply Quality Assurance to local schemes, participate in all Home-



Start Worldwide Quality Assurance Reviews and meet any corrections identified. Accredited Members are audited every 3 years through a Quality Assurance evaluation. The next triennial audit is scheduled for end 2022. Associate Members are reviewed annually and only become Accredited Members once they pass QA.

Quality Assurance

Accredited Members are audited every 3 years through a Quality Assurance evaluation. Meeting Quality Assurance is the key condition for Home-Start Worldwide Membership and the right to use the Home-Start name. The last triennial audit of Accredited Schemes took place in 2019 and will Committee on Values and Principals included a QA specialist team member and their conclusions includes recommendations for QA changes.

Safeguarding and DBS checks

Child protection is of primary importance to Home-Start schemes, National Offices and Home-Start Worldwide, due to the work at home with parents, children and vulnerable persons. While many countries set high standards, all HSW Members are required to sign the Home-Start Worldwide Child and Vulnerable Persons Safeguarding and Protection Policy and ensure that all schemes at minimum meet these standards. DBS checks or similar police checks are required of all persons associated with Home-Start. As of year-end 2021, DBS checks were held on the HSW CEO and the two UK -based Trustees. Police checks were held on all other Trustees except Japan, where there is no such process. However, the Japanese Trustee has signed the Safeguarding Policy, she acts as the Home-Start National coordinator in Japan and she did not travel to the UK in 2020. The importance of covering online risks was identified as a priority during lockdown and tabled for addition to the Policy in 2022.

Equality, Diversity and Inclusion

These values have long been central to the HSW Principles. They feature in the Members Charter, to which each member commit in writing. QA requires written policies to uphold the standards at work. Further, the HSW model, which ensures local leadership and staffing, means real, effective respect of core diversity. Many standards are enshrined in UN Principles to which most countries accede. However, we must also respect the diversity of local communities and tough to maintain the dialogue so essential to our work.

Risk Management

The Home-Start Worldwide Trustees acknowledge their responsibility to identify, assess and manage risk. The Charity has a Risk Management Policy and maintains an active Risk Register to which all Trustees contribute. A Regulatory Update is circulated before each board meeting.

The Risk Register assesses the probability of meeting plan, any operational risks identified and potential reputational risks, to ensure that the charity is fit for purpose. It also guides investment and reserves, and increasingly the activity of the office.

With good specialist skills and a cautious office roll out, basic continuity has not been at risk. The increasing financial exposure is capably managed by strong Treasury leadership and core investment policies are in place.

Continued active board participation is required for the duration of the next strategic plan with but this should gradually reduce as office raises. There has been extensive key man exposure, but the office presence will gradually defray that. The new challenge is to build office policies and control systems as operations continue to expand.

The spirit and commitment of members, and strong ethical standards, ensures limited reputational risk, although this is always tracked, especially with management turnover at office level.. The Safeguarding Policy extends this risk culture to members.



The 2021 AGM

This meeting had been scheduled to be held physically during the HSW Malta conference. Where it could not be accommodated at the online meeting it was held in early 2022. The main issues covered the approval of the revision of the Principles, and the future of Associate Members who had failed to meet accreditation within the limits set down. This led to the sad goodbyes to Sri Lanka until the organization can be restructured and their structuring of the membership had been scheduled to be held in person at the triennial conference, but where this finally had to be cancelled, the AGM was held online early in 2022.

How our Activities Deliver Public Benefit

The Trustees confirm that in exercising their powers, they have complied with the guidance on public benefit and that all activities are undertaken to further our charitable purpose for the public benefit. Although Home-Start Worldwide itself does not provide direct services to beneficiaries, we set minimum standards of practice for our member organisations worldwide. Such standards require that core services are provided free of charge and that they ensure respect of core principles including non-discrimination, equal opportunity, confidentiality and child protection.

Financial Review

The Statement of Financial Activities shows marked improvement in the financial strength of the company, along with a considerable growth in activity. Total income was £47,550 in 2021, up from, £13,999 in 2020, and there was an increase to £77,539 in funds carried forward by year end, due to funding commitments received.

Principal Funding Sources

Home-Start Worldwide has a continuing source of income from Member Fees, which are levied based on Member size, as detailed in the Members' Charter. Otherwise, Trusts and Foundations were the principal source of funds in 2021. This was secured by the office, with support from a Board Committee.

The Tedworth Charitable Trust has long supported HSW. and immediately backed the CEO hire from September 2020. Then in April 2021 we were honoured to secure a critical six months' funding from the Joffe Charitable Trust to help plan and set up the office. This was followed by a three- year commitment from The Alchemy Foundation.

Income

Member Fee income increased by £1,000 in 2021, due to the accession of Belgium. However, the large part on 2021 income was raised through the HSW office, where the income from donations and grants reached £34,000, all from high- profile names.

This increase in income comprised £15,000 in unrestricted funding from the Joffe Charitable Trust, to launch the development of an office, a renewal of the £12,000 Tedworth Charitable Trust funding to support the CEO, and a three-year commitment from The Alchemy Foundation to fund a dedicated HSW Fundraiser, of which £7,211 was disbursed before year- end.

Lockdown revealed some issues with member fees, where three members faced funding problems. While members have the obligation to pay fees, and non- payment is fully reported, this led to a 15% shortfall. This reinforces the need to build long-term relations with a diversified set of donors.

Expenditure

Total expenditure rose by £27,458 in 2021. With the cancellation of the HSW conference, and no member



training needs in 2021, this was focused on office activity. Salaries increased by £27,629 with a further £1500 spent on consultancy and £661 on IT. Governance costs were minimal as all communications was online and no Trustees billed training expenses. An effective management of expenses raised Net Income from £3,151 in 2020 to £9,244 in 2021.

Current Investment Overview

Reserves of £68,295 were brought forward from 2020 and had risen to £77,539 by year end, of which £68,490 was unrestricted. Of this, some £20,000 at least would be needed to fund Conference in 2022. Balances were held in cash and deposits throughout the year, with a maturity of three months or less and there was no foreign currency exposure.

The reserves were comparatively high with a one-man office. By year- end, the risks were mounting as office funding and staffing developed. Lockdown had prompted some shortfalls in member fees and restricted fundraising for conference. Office activity might mean the occasional guarantee of member funding or the training of new member staff. Accordingly, the Board opted for caution in the management of reserves until the office reaches full potential;

Investment Policy

The Home-Start Worldwide Investment Policy permits a wide range of investments and is reviewed annually by the Board. However, capital preservation and liquidity remain the major objectives. Should funding materially increase, the Investment policy will be reviewed.

The international work of the Charity sometime results in some foreign exchange exposure, especially in a Conference year. While the Articles are silent on foreign currency, the Board allows the Charity to both raise and disburse funds, and hold bank accounts in foreign currencies, where justified, provided that sovereign and currency risks have been thoroughly assessed.

Reserves Policy and Going Concern

The Trustees hold reserves in order to protect the continuity of the Charity's work, manage fluctuations in income or provide capital to finance expansion. It is stated policy to ensure that the charity has sufficient reserves to meet six months' operating expenditure, and reserves are reviewed at each Board meeting. Where reserves increased in a lockdown year, the Charity was clearly not much impacted by the pandemic. With limited office commitments, there was no risk to continuity in the period under review, nor for the year to follow.

Statement of Trustees' Responsibilities

The Trustees, who are also the directors of the charity for the purposes of company law, are responsible for preparing an annual report and 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 charity and of the incoming resources and application of resources, including income and expenditure of the charity for that period. In preparing the financial statements, the trustees are required to:

- Select suitable accounting policies and apply them consistently
- Observe the methods and principles of the Charities SORP
- Make judgments and estimates that are reasonable and prudent
- State whether applicable UK accounting standards and statements of recommended practice have been followed, subject to any departures disclosed and explained in the financial statements



- Prepare the financial statements on a going concern basis unless it is inappropriate to presume that the charity will continue in operation

The Trustees are responsible for keeping accounting records which disclose with reasonable accuracy at any time the financial position of the charity and which enable them to ensure that the financial statements comply with applicable law and regulations. They are also responsible for safeguarding the assets of the charity and hence for taking responsible steps for the prevention and detection of fraud and other irregularities. The trustees are responsible for the maintenance and integrity of the charity and financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Disclosure of Information to Independent Examiner

The Annual Report has been prepared in accordance with the provisions applicable to companies subject to the small companies' regime. So far as each trustee is aware, there is no relevant information, being information needed by the independent examiner in connection with preparing their report, of which the independent examiner is unaware, and each trustee has taken all steps that s/he ought to have taken to make her/himself aware of any relevant matters and to ensure that the company's independent examiner is aware of such information. Such steps include making inquiries of other trustees and the independent examiner and other steps required by the trustees' duty to exercise due care and skill.

Approval

This report was approved by the Trustees on September 26th 2022 and signed on their behalf by the Chair.

A handwritten signature in black ink, appearing to read 'S. Stewart'.

Sheena Stewart

Chair and Trustee/Director





Independent Examiner's Report To The Trustees of Home-Start Worldwide Year Ended 31 December 2021

I report to the trustees on my examination of the financial statements of Home-Start Worldwide (the charity) for the year ended 31 December 2021.

Responsibilities and basis of report

As the trustees of the charity (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 (the 2006 Act).

Having satisfied myself that the financial statements of the charity are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's financial statements carried out under section 145 of the Charities Act 2011 (the 2011 Act). In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

- 1 accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act;
- 2 the financial statements do not accord with those records; or
- 3 the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
- 4 the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the financial statements to be reached.

Sian Lewis
Independent Examiner
Lewis & Co Chartered Accountants
8 Coldbath Square
London
EC1R 5HL

Dated: 26th September 2022



**Statement of Financial Activities
For the year ended 31 December 2021**

	Note	Unrestricted Funds 2021 £	Restricted Funds 2021 £	Total Funds 2021 £	Total Funds 2020 £
Income:					
Donations and grants	3	14,839	19,211	34,050	1,499
Income from charitable activities	4	13,500	-	13,500	12,500
Total incoming resources		28,339	19,211	47,550	13,999
Expenditure:					
Costs of raising funds	5	2,830	4,188	7,018	-
Expenditure on charitable activities	6	18,447	12,841	31,288	10,848
Total expenditure		21,277	17,029	38,306	10,848
Net income (expenditure) and net movement in funds for the year		7,062	2,182	9,244	3,151
Reconciliation of funds:					
Total funds brought forward at 1 January 2021		61,428	6,867	68,295	65,144
Total funds carried forward at 31 December 2021	16	68,490	9,049	77,539	68,295

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The notes on pages 24 to 29 form part of these financial statements.



Balance Sheet

At 31 December 2021

Company number: 07371168

	Note	2021 £	2020 £
Fixed assets	9	748	-
Current assets			
Cash at bank	10	76,619	68,306
Sundry debtors	11	1,432	1,619
		<u>78,051</u>	<u>69,925</u>
Current liabilities			
Sundry creditors and accruals	12	<u>(1,260)</u>	<u>(1,630)</u>
Net current assets		<u>76,791</u>	<u>68,295</u>
Total assets less current liabilities		<u>77,539</u>	<u>68,295</u>
The funds of the charity:			
Unrestricted income funds	16	68,490	61,428
Restricted income funds	16	9,049	6,867
Total charity funds		<u>77,539</u>	<u>68,295</u>

For the year ending 31 December 2021, the 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 company to obtain an audit of its accounts for the year in question in accordance with section 476.

The directors 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 special provisions applicable to small companies subject to the small companies regime and in accordance with FRS 102 SORP.

Approved by the Trustees on 26th September 2022 and signed on their behalf.

Sheena Stewart
Chair and Trustee Director

Tony Philip
Treasurer and Trustee Director

The notes on pages 24 to 29 form part of these financial statements



Notes to the accounts

1 Accounting policies

The principal accounting policies adopted, judgements and key sources of estimation and uncertainty in the preparation of the financial statements are as follows:

a) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) – (Charities SORP (FRS 102)), the Financial Reporting Standard applicable to the UK and the Republic of Ireland (FRS 102) and the Companies Act 2006.

Home-Start Worldwide meets the definition of a public benefit entity under FRS 102.

The financial statements are prepared in sterling which is the functional currency of the Charity.

Assets and liabilities are initially recognised at historical cost or transaction value.

b) Preparation of the accounts on a going concern basis

Home-Start Worldwide recorded a net income of £9,244 (2020: £3,151) for the year and have net assets at the end of the year of £77,539 (2020: £68,295) including unrestricted income funds of £68,490 (2020: £61,428). The trustees are monitoring the impact of Covid-19 on the company's finances but are of the view that the level of income and assets of the company is sufficient for it to carry on its activities for the foreseeable future and that on this basis the company is a going concern.

c) Income

Income is recognised once the charity has entitlement to the funds, it is probable that the income will be received and the monetary value of the incoming funds can be measured with sufficient reliability.

Grant income is recognised in accordance with the terms of the grant and is included in the financial statements in the year received.

Donations are credited to income when receivable. Gift aid in respect of donations is credited to the year in which the donation was receivable.

d) Expenditure and irrecoverable VAT

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. All expenditure is recognised once there is a legal or constructive obligation committing the charity to the expenditure, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds comprise the administrative costs of online donation platforms.
- Expenditure on charitable activities comprise costs incurred in the pursuit of the charitable objectives of the charity.
- Governance costs comprise all costs involving the public accountability of the charity and its compliance with regulation and good practice including costs associated with the strategic management of the charity's activities.

Where costs cannot be directly attributed to specific headings they have been allocated to activities on a basis consistent with the use of resources.

Value added tax is not recoverable by the charity, and as such is included as a cost against the activity for which the expenditure was incurred.



e) Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes or objectives of the charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund.

f) Cash at bank and in hand

Cash at bank and in hand includes cash and short term highly liquid investments with a short maturity of three months or less.

g) Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are recognised at their settlement amount.

h) Fixed assets

Computers are capitalised at cost and written off over their estimated useful life, four years.

2 Legal status of the company

The charity is a company limited by guarantee and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

3 Income from donations and legacies

	2021	2020
	£	£
Donations	19,211	1,499
Grants	14,839	-
	34,050	1,499

The income from donations and grants was £34,050 (2020: £1,499) of which £19,211 was restricted (2020: £1,000) and £14,839 was unrestricted (2020: £499).

The restricted donations of £19,211 received in the year 2021 consisted of a £7,211 award from The Alchemy Foundation to support the cost of a fundraiser, and £12,000 from the Tedworth Charitable Trust which was used to pay for core costs including CEO time. The unrestricted donations were from the Joffe Charitable Trust (£15,000) plus some small donations amounting to £39, less a receivable of £200 from 2020 written off.



4 Income from charitable activities

	2021	2020
	£	£
Network contributions – membership fees and other contributions	13,500	12,500
	13,500	12,500

Network contributions are annual membership fees paid by member organisations of the Home-Start network and are unrestricted (2020: £12,500).

5 Costs of raising funds

	2021	2020
	£	£
Costs of raising funds	7,018	-
	7,018	-

Costs of raising funds are the gross employment cost of an employed fundraiser and the charges from a fundraiser contractor.

6 Analysis of expenditure on charitable activities

	2021	2021	Total	Total
	Unrestricted	Restricted	2021	2020
	£	£	£	£
Consultancy charges	1,500		1,500	-
Conferences & subscriptions	410		410	221
Bank charges	313		313	593
Support provided for member training costs	-		-	2,319
Staff costs	12,903	12,841	25,744	5,133
Grants and donations	-		-	1,252
IT costs (website, comms etc)	683		683	607
Governance costs (note 7)	1,094		1,094	650
Advertising and promotion	940		940	-
Depreciation	250		250	-
Sundry expenses	354		354	73
	18,447	12,841	31,288	10,848



7 Analysis of governance costs

	2021	2020
	£	£
Insurance	295	-
Professional charges	339	-
Cost of trustee meetings	-	170
Independent examination fee	460	480
	<u>1,094</u>	<u>650</u>

8 Staff numbers, staff costs and trustee remuneration and expenses

Total staff costs (including fundraising staff cost of £4,188) for the year including national insurance, employer pension, were £29,931 (2020: £5,133).

The average number of employees during the year was 2 (2020: nil). During the year ended 31 December 2021 there were two part time employees (2020: one part time).

The key management personnel comprise the trustees and the Chief Executive Officer. The total employee benefits of the key management personnel of the charity were £25,744 (2020: £5,133).

The charity trustees were not paid nor received any other benefits from employment with the Charity in the year (2020: £nil). No reimbursements to trustees were made during the year in respect of expenses incurred by the trustees in performance of their duties (2020: £nil).

9 Fixed Assets

	£
COST:	
At 1 January 2021	-
Additions in the year	998
At 31 December 2021	<u>998</u>
DEPRECIATION:	
At 1 January 2021	-
Charge for the period	250
At 31 December 2021	<u>250</u>
NET BOOK VALUE:	
At 31 December 2021	<u>748</u>
At 31 December 2020	<u>-</u>



10 Cash at bank

	2021	2020
	£	£
Bank account	76,619	68,306
	76,619	68,306

11 Debtors

	2021	2020
	£	£
Debtors	1,432	1,200
Prepayments	-	419
	1,432	1,619

12 Creditors: amounts falling due within one year

	2021	2020
	£	£
Trade creditors	720	880
Taxation and social security	-	66
Sundry creditors and accruals	540	684
	1,260	1,630

13 Related party transactions

The only related party transactions in 2021 and 2020 were in respect of reimbursement of company costs which were purchased with personal funds and then reimbursed. In 2021 this amounted to £1,053.

At the end of the year there were no amounts owed to trustees in respect of reimbursed travel and subsistence expenses (2020: £nil).

14 Corporation tax

The charity is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

15 Post-balance sheet events

There are no reportable post-balance sheet events.



16 Analysis of charitable funds

Analysis of movements in unrestricted funds

	Balance at 1.1.2021	Incoming resources	Resources expended	Balance at 31.12.2021
	£	£	£	£
General fund	61,428	28,339	(21,277)	68,490
	61,428	28,339	(21,277)	68,490

Analysis of movements in unrestricted funds – previous year

	Balance at 1.1.2020	Incoming resources	Resources expended	Balance at 31.12.2020
	£	£	£	£
General fund	53,144	12,999	(4,715)	61,428
	53,144	12,999	(4,715)	61,428

No unrestricted funds were designated at 31 December 2021 (2020: £nil)

Analysis of movements in restricted funds

	Balance at 1.1.2021	Incoming resources	Resources expended	Balance at 31.12.2021
	£	£	£	£
The Tedworth Charitable Trust	6,867	12,000	(13,049)	5,818
The Alchemy Foundation	-	7,211	(3,980)	3,231
	6,867	19,211	(17,029)	9,049

Analysis of movements in restricted funds – previous year

	Balance at 1.1.2020	Incoming resources	Resources expended	Balance at 31.12.2020
	£	£	£	£
The Tedworth Charitable Trust	12,000	-	(5,133)	6,867
Private donation for Uganda, including gift aid	-	1,000	(1,000)	-
	12,000	1,000	(6,133)	6,867

The balance of restricted funds as at 31 December 2021 of £9,049 (2020: £6,867) represents funds received from The Tedworth Charitable Trust and The Alchemy Foundation. These funds are to be applied towards the employment costs of a Chief Executive Officer and a Fundraiser respectively.