

Home-Start Worldwide

Annual Report and Accounts 2022

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

Registered charity in England and Wales number 1139678

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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> <table> <tr> <td>Sheena Stewart</td><td>Chair (resigned 30th June 2023)</td></tr> <tr> <td>Jean van Niekerk</td><td>Chair (appointed 30th June 2023)</td></tr> <tr> <td>Tony Philip</td><td>Treasurer (resigned 27th September 2023)</td></tr> <tr> <td>Ricky Maloney</td><td>Treasurer (appointed 27th September 2023)</td></tr> <tr> <td>Cornelia de Bruijn</td><td></td></tr> <tr> <td>Oliver J. Hickson</td><td></td></tr> <tr> <td>Anthonius G. Kragten*</td><td></td></tr> <tr> <td>Joan van Niekerk</td><td></td></tr> <tr> <td>Yukie Yamada*</td><td></td></tr> <tr> <td>Craig M Whelan</td><td>Appointed March 2022</td></tr> <tr> <td>Reka Hegedus</td><td>Appointed June 2022</td></tr> <tr> <td>Remenda Grech</td><td>Appointed December 2022</td></tr> </table>	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
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**Indicates a member representative*

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

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. Premiers 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 - Adequate Nutrition and SDG 5 - Gender Equality. Those working closely with municipalities may refer to SDG 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 Alapítvány 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 Nîmes
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

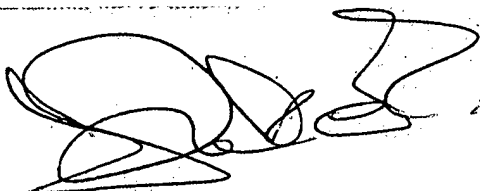
The Trustees are responsible for keeping accounting records which disclose with reasonable accuracy at any time the financial position of the charity and which enable them to ensure that the financial statements comply with applicable law and regulations. They are also responsible for safeguarding the 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

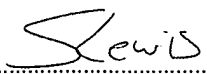
Nordens Farrington Ltd

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>73,784</u>	<u>77,539</u>
The funds of the charity:			
Unrestricted income funds	16	62,887	68,490
Restricted income funds	16	<u>10,897</u>	<u>9,049</u>
Total charity funds		<u>73,784</u>	<u>77,539</u>

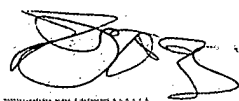
For the year ending 31 December 2022, the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

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
	52,505	34,050

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 2022	Total 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:	
	498
At 31 December 2022	<u>748</u>
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.