

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
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Bankers	National Westminster Bank Sloane Square Branch Unit 5, The Willett Building 2 Sloane Gardens London SW1W 8DL
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Independent Examiner	Sian Lewis FCA 8 Coldbath Square, London EC1R 5HL
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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 Giritanyu 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 Wiradjuri 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

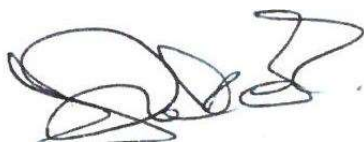
The Trustees are responsible for keeping accounting records which disclose with reasonable accuracy at any time the financial position of the charity and which enable them to ensure that the financial statements comply with applicable law and regulations. They are also responsible for safeguarding the 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
		85,251	77,844
Current liabilities			
Sundry creditors and accruals	12	(1,897)	(4,558)
Net current assets		83,603	73,784
Total assets less current liabilities		83,603	73,784
The funds of the charity:			
Unrestricted income funds	16	67,228	62,887
Restricted income funds	16	16,375	10,897
Total charity funds		83,603	73,784

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 2023	Total 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
	2,031	1,423

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