

HOME-START HAMPSHIRE

England & Wales · Charity number 1144661

Details

Status	Registered
Legal form	Charitable company
Company number	07295751
Registered	2011-11-15
Register	View on the Charity Commission register

Contact

Address	Wickham Community Centre Mill Lane Wickham Fareham Hampshire PO17 5AL
Phone	0330 1242 095
Email	clare.kennedy@hshants.org.uk
Website	https://www.home-starthampshire.org.uk

Activities

Objects: A. TO SAFEGUARD, PROTECT AND PRESERVE THE GOOD HEALTH, BOTH MENTAL AND PHYSICAL OF CHILDREN AND PARENTS OF CHILDREN;B. TO PREVENT CRUELTY TO OR MALTREATMENT OF CHILDREN;C. TO RELIEVE SICKNESS, POVERTY AND NEED AMONGST CHILDREN AND PARENTS OF CHILDREN;D. TO PROMOTE THE EDUCATION OF THE PUBLIC IN BETTER STANDARDS OF CHILD CARE.E. TO PROMOTE AND DEVELOP THE PROFILE, EFFICIENCY AND EFFECTIVENESS OF HOME-START CHARITIES IN HAMPSHIRE F. TO PREPARE AND PRESENT FUNDING BIDS WHERE COLLECTIVE APPLICATIONS ARE APPROPRIATE G. TO ADVANCE PUBLIC EDUCATION ABOUT THE WORK OF HOME-START CHARITIES; PRINCIPALLY BUT NOT EXCLUSIVELY WITHIN THE AREA OF HAMPSHIRE AND ITS ENVIRONS

Activities: Home-Start Hampshire's Key Activities are: A. to safeguard, protect and preserve the good health, both mental and physical of children and parents of children; B. to prevent cruelty to or maltreatment of children; C. to relieve sickness, poverty and need amongst children and parents of children; D. to promote the education of the public in better standards of child care;

Classification

- **How:** Provides Advocacy/advice/information, Acts As An Umbrella Or Resource Body
- **What:** General Charitable Purposes
- **Who:** Children/young People, People With Disabilities, Other Charities Or Voluntary Bodies

Geography

- Hampshire

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£245,058	£302,419	-	-
2024-03-31	£287,170	£438,582	-	-
2023-03-31	£510,074	£712,370	£390,756	28
2022-03-31	£666,237	£573,858	£593,052	15
2021-03-31	£662,612	£574,236	£500,672	17

Trustees

Name	Role	Appointed
CLARE KENNEDY		
Eileen Ball		2020-09-16
Ian Wollam		2018-10-17
Karen Cracknell		2023-01-23
LYNN LUDFORD		
Professor Jane Katherine Payler		2024-11-27

HOME-START HAMPSHIRE

England & Wales - Charity number 1144661

Accounts

HOME-START HAMPSHIRE

DIRECTORS' AND TRUSTEES' REPORT

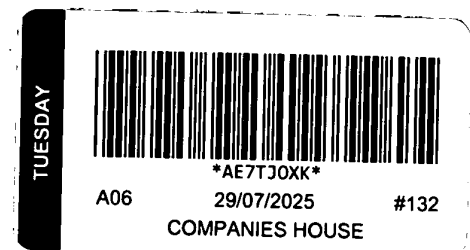
AND

FINANCIAL STATEMENTS

FOR THE YEAR ENDED

31ST MARCH 2025

Charity No. 1144661
Company No. 07295751
(Registered in England and Wales)



HOME-START HAMPSHIRE

Company No. 07295751 (Registered in England and Wales)

Charity No. 1144661

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HOME-START HAMPSHIRE

OFFICERS AND PROFESSIONAL ADVISERS

Directors and trustees :

Lynn Ludford - (Chair to 23/07/2024)

Paul Rann (Vice-Chair to 23/07/2024) (Co-Chair appointed 23/07/2024) (Resigned 11/03/2025)

Fiona Keyzor (Co-Chair Appointed 23/07/2024) (Resigned 18/03/2025)

Clare Kennedy (Company Secretary) (Treasurer - appointed 24/03/2025)

Ian Wollam - (Treasurer (until 24/03/2025)) (Co-Chair - appointed 17/03/2025)

Eileen Ball

Karen Cracknell (Co-Chair appointed 17/03/2025)

Professor Jane Payler (Appointed 27/11/2024)

Members	The trustees are the only members.
Company Secretary	Clare Kennedy
Head of Services	Amy Williams
Company number	07295751 (Registered in England and Wales)
Charity number	1144661
Registered Office	Wickham Community Centre Mill Lane Wickham Hampshire PO17 5AL
Bankers	Lloyds Bank plc, Blackheath, London
Independent Examiner	Mark Dickinson FCA Shaw Gibbs (Audit) Limited, Chartered Accountants & Statutory Auditors Wey Court West Union Road Farnham Surrey GU9 7PT

HOME-START HAMPSHIRE

REPORT OF THE TRUSTEES

FOR THE YEAR ENDED

31ST MARCH 2025

Over the past twelve months we have continued to see a high demand for support from families across Hampshire; in many areas referrals have exceeded our capacity to support based on staff hours and volunteer availability. We have, with consent, held families on wait lists, ensuring we communicate with them regularly to let them know we still have their details and find out if their circumstances have changed. We have been fortunate to have a number of volunteers supporting us with 'wait list management', which has been beneficial for us but also offered an alternative volunteering opportunity to those unable to commit to supporting a family each week.

We have continued to receive referrals from a variety of sources, with Health Visitors remaining our leading referral partner. Self-referrals have increased across all areas, which is reflective of an increased awareness of our service, and we hope, a step away from asking for help being stigmatised. We have seen an increase in families being referred to us by statutory services; sadly, this has increasingly included families with circumstances beyond our remit and families being referred as part of a step-down process. Managing these referrals can be time consuming for staff; families do not always understand the support we can offer, or they do not want to engage. It's also disheartening for volunteers who expect to be matched with a family, only for support to be rejected.

Volunteer recruitment and retention continues to be a challenge. Although we are fortunate to have a strong network of volunteers who support us with home-visiting, at groups and as members of our community teams who help raise awareness and fundraise, we have said farewell to many volunteers this year. This has been mostly due to their own circumstances changing, including returning to work or taking on more paid work and volunteers taking on more caring responsibilities for their own family members.

Home-visiting remains our core method of support; however, we have also increased our group provision, with new groups in Gosport, Weywater, Rushmoor and most recently, Meon Valley. One of the key challenges families are experiencing is isolation and loneliness; groups offer an excellent opportunity for families to socialise in a safe environment, whilst also receiving tailored support. Volunteering at groups has also been popular with existing and new volunteers – the opportunity to work as part of a team and with less pressure to commit weekly has been welcomed.

We were pleased to receive funding from Hampshire County Council Connect 4 Communities project, to once again be able to provide supported families with immediate financial support in the form of grocery vouchers, support with utility bills, white goods and other essential furniture. Support like this makes a huge difference to families and creates breathing space for them to make longer term changes for the benefit of the whole family unit.

HOME-START HAMPSHIRE

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HAVANT

Home-Visiting	Home-visiting remains steady, and we are working closely with our local referral partners to ensure they are aware of the support we are able to offer families and to share our processes. We hope that by working together we can reduce the number of unsuitable referrals and families being referred to us that do not engage, both of which can be time consuming for us to manage.																																							
Groups	<p>Family numbers are currently low at our family support group in Havant, despite having made connections with health visiting teams and the local community to offer group for families who need support. In the last 3-6 months we have changed the format of the group and recognise it will take time for the new programme to gain momentum.</p> <p>The group aim is for families with their children to meet other parents and give their children the opportunity to play, learn and develop alongside their peers whilst their parents have the opportunity to seek support and advice for any challenges they may be facing, such as cost-of-living support or mental health challenges with signposting to other agencies for further support when needed. The group offers peers support and helps reduce social isolation.</p> <p>The group is managed by an experienced member of staff, supported by two trained volunteers.</p> <table border="1" data-bbox="469 1087 1143 1703"> <thead> <tr> <th>Date</th> <th>Topic</th> <th>Activity</th> </tr> </thead> <tbody> <tr> <td>24/10/24</td> <td>Welcome</td> <td>Welcome / getting to know each other / expectations /boundaries (group rules)</td> </tr> <tr> <td>31/10/24</td> <td>Barnardo's visit</td> <td>Input from Barnardo's on nutrition / wellbeing / staying active / positive choices for a healthy lifestyle</td> </tr> <tr> <td>07/11/24</td> <td>Managing stress</td> <td>Looking after you – stress busters / positive thinking meditation / low cost & no cost treats</td> </tr> <tr> <td>14/11/24</td> <td>Health visitor advice & support</td> <td>Health Visitor visit session</td> </tr> <tr> <td>21/11/24</td> <td>Home management</td> <td>DIY / cleaning hacks / organising / decluttering</td> </tr> <tr> <td>28/11/24</td> <td>Money management</td> <td>Household budgeting / shopping smart / recipe sharing</td> </tr> <tr> <td>05/12/24</td> <td>No Group</td> <td>Christmas Part week – 03/12/24</td> </tr> <tr> <td>12/12/24</td> <td>Let's play together</td> <td>Mid way 'chill week' – arts / crafts / seasonal stuff (Xmas, Easter, summer holiday activity ideas, rainy day ideas) – parents to lead this session</td> </tr> <tr> <td>19/12/24</td> <td>Arts & crafts</td> <td>Christmas Arts and crafts</td> </tr> <tr> <td>09/01/25</td> <td>Debts & finance advice</td> <td>Finance / debt management (CAB or similar)The money charity advice</td> </tr> <tr> <td>16/01/25</td> <td>Behaviour management</td> <td>Managing difficult behaviour – sharing experiences / boundary setting / discipline</td> </tr> <tr> <td>23/01/25</td> <td>Reflection</td> <td>Reflecting on learning & coping skills/tools gained. Celebrate time together / explore future plans & goals</td> </tr> </tbody> </table>	Date	Topic	Activity	24/10/24	Welcome	Welcome / getting to know each other / expectations /boundaries (group rules)	31/10/24	Barnardo's visit	Input from Barnardo's on nutrition / wellbeing / staying active / positive choices for a healthy lifestyle	07/11/24	Managing stress	Looking after you – stress busters / positive thinking meditation / low cost & no cost treats	14/11/24	Health visitor advice & support	Health Visitor visit session	21/11/24	Home management	DIY / cleaning hacks / organising / decluttering	28/11/24	Money management	Household budgeting / shopping smart / recipe sharing	05/12/24	No Group	Christmas Part week – 03/12/24	12/12/24	Let's play together	Mid way 'chill week' – arts / crafts / seasonal stuff (Xmas, Easter, summer holiday activity ideas, rainy day ideas) – parents to lead this session	19/12/24	Arts & crafts	Christmas Arts and crafts	09/01/25	Debts & finance advice	Finance / debt management (CAB or similar)The money charity advice	16/01/25	Behaviour management	Managing difficult behaviour – sharing experiences / boundary setting / discipline	23/01/25	Reflection	Reflecting on learning & coping skills/tools gained. Celebrate time together / explore future plans & goals
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Seasonal Events	We held a family Christmas party, supported by our volunteers with thanks to some funding from Havant Rotary in December 2024. The event was well received. We were also supported by Hart Plain Church with their Christmas toy donations to support families to ensure every child supported by us had a gift under the tree.																																							

HOME-START HAMPSHIRE

REPORT OF THE TRUSTEES

FOR THE YEAR ENDED

31ST MARCH 2025

	<p>Purbrook Park School once again provided hampers, with toys and Christmas treats for each Home-Start Family in the area, which staff and volunteers delivered in the week leading up to Christmas. The hampers were gratefully received.</p> <p>We had a visit from Father Christmas with a small gift for each child.</p>
Volunteers	<p>We have recruited six volunteers in the Havant area over the last year. Social media, attending events and the local voluntary organisations, such as Community First has been our main source of new volunteers over the last year, we recently attended the Havant Volunteer Fair at the Pallant Centre, which we hope will become a regular event.</p> <p>We have developed good relationships with other charity organisations locally, such as Havant Lions and The Rotary Club. Havant Rotary kindly donated a giant Easter Egg, which we used for a raffle at the volunteer fair, which helped draw in a crowd.</p> <p>We continue to work on building a supportive community team in the Havant area.</p>
Projects & Key Funders	<p>HSUK Pears Breathing Space Havant Community Lottery Havant Rotary</p>
Summary	<p>We have lots to celebrate this year – we've helped many families make positive progress, meaning they no longer need our support including helping a Mum who was too anxious to leave home build up her confidence to start attending our group and she now attends regularly.</p> <p>Engagement has been a challenge in the area; we are seeing a high number of referrals for both group and home visiting support but finding often families were unaware of the referral being made or not engaging with our service.</p>
Quotes	<p><i>"Thank you so much for the help you have given me, I really do feel the benefit of visits, I don't know where I would have been if I hadn't been referred to Home-Start. It really felt like professionals were telling me what I had to do but no one was willing to help me practically, this has made such a huge difference"</i></p>

HOME-START HAMPSHIRE

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GOSPORT & FAREHAM


Home-Visiting	<p>We have been limited in our home visiting offering over the last year due to low volunteer numbers; however, this is something we are focusing on changing with targeted volunteer recruitment. Recently we have only been able to accept RNRMC families for home-visiting support.</p> <p>The main areas of need for families in Gosport and Fareham have been feeling isolated, limited support network, well-being and cost of living.</p>
Groups	<p>Crossley Community Centre Family Group Our Gosport family support group has undergone a re-structure over the last year with a 12-week focused support programme, the change in structure has gone well with a continued interest and attendance at the group. Outside agencies visit to deliver specific programmes, such as Barnardo’s Hampshire Healthy Families, the local library and health visiting teams, parents also have the opportunity to develop skills, with a baby and toddler first aid with a through First Steps First Aid. We have also had a Therapy dog visit, which one family reported they found helpful as their child was afraid of dogs.</p> <p>The group aim is for families with their children to meet other parents and give their children the opportunity to play, learn and develop alongside their peers with whilst their parents have the opportunity to seek support and advice for any challenges they may be facing, such as cost-of-living support or mental health challenges with signposting to other agencies for further support when needed. The group offers peer support and helps reduce social isolation.</p> <p>The group is managed by an experienced member of staff, supported by up to five trained volunteers.</p> <p>RNRMC Mindfulness for Children group The RNRMC group has been slow to gain traction, however, a recent deployment has taken place and is hoped the group may gain more interest as a consequence. We will be attending local Naval welfare events in the coming months and aim to promote the group as far as possible at the events.</p>
Seasonal Events	<p>We held a family’s Christmas party, supported by our volunteers with thanks to funding from Gosport Rotary in December 2024. The event was well received. We also had Jiggly Wrigglers sensory play at the Christmas event. We had a visit from Father Christmas with a small gift for each child.</p> <p>Our wonderful volunteers also arranged collections from the Women’s Institute, friends and family to create some Christmas treat hampers for all of our local families.</p>
Volunteers	<p>We currently have four new volunteers in prep stages; we also have one new volunteer who is now supporting family’s and at group. The new volunteers have mainly been recruited through social media. We have had volunteer enquiries through Gosport Voluntary Action; however, none have engaged so far.</p> <p>Volunteer recruitment has and continues to be the biggest challenge locally. We are recruiting for home-visiting and Community Team volunteers, as we do not currently have a local Community Team.</p>

HOME-START HAMPSHIRE

REPORT OF THE TRUSTEES

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<p>Projects & Key Funders</p>	<p>RNRMC Gosport Rotary</p> 
<p>Summary</p>	<p>The highlight of the year was working with the RNRMC on our local project, getting to know the RNRMC project and building Naval networks. We have a great relationship with all involved in supporting serving personnel and their families which continues to grow to ensure the Naval community are well supported, particularly throughout deployments.</p> <p>Group re-structure – moving to a 12-week programme of support has been very successful with families engaging well and giving useful constructive feedback to continue to make improvements. We are now seeing much improvement in attendance and local knowledge of the group and what group offers to family's facing challenges.</p>
<p>Quotes</p>	<p>Quote from a Naval family <i>"I am so thankful for the Home-Start support. I think I would still be stuck in the home unsure where to start meeting new people and not know where everything is in the area"</i></p>

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MEON VALLEY

Home-Visiting	We continue to have a steady flow of referrals for home-visiting support in the Meon Valley area, with families engaging well with support.
Groups	In February 2025 we set up a family support group in Wickham Community Centre. The group delivers a 12-week programme of support for up to 12 families. The group provides an opportunity for parents to meet others locally, for peer support and for children to play, learn and socialise. Parents have the opportunity to seek support and advice from staff or volunteers for any challenges they may be facing, such as cost-of-living support or mental health challenges, with signposting to other agencies for further support when needed. The group continues to grow and gain interest with positive progress being seen as families begin making connections and building friendships.
Seasonal Events	In December we held a Christmas Party for families, supported by our volunteers with thanks to funding from Meon Valley Lions in early December 2024. The event was well received, the highlight being a visit from Father Christmas with a small gift for each child.
Volunteers	Two new volunteers have joined the team this year, one via a local parish publication and the second via social media. Our existing volunteers continue to work tirelessly to support families, raise awareness and fundraise locally. We are fortunate to have a very active Community Team in Meon Valley who have been involved in a number of local events, including a film night, quiz night, parish fetes, seasonal fayres and coffee mornings.
Projects & Key Funders	James Tuttle Charitable Trust – supporting our group in Wickham. Winchester City Council. Meon Valley Lions – funded our seasonal party and provided festive hampers for local families at Christmas.
Summary	The highlight of the last year has been starting the family group in Wickham; its popularity confirms there was a gap in provision locally and we are delighted to have been able to fill it. The biggest challenge has been due to the cuts in other services locally, we have less options for signposting families to specialist support. The needs of families are increasing but the support available is decreasing.
Quotes	<i>"I honestly wouldn't have been able to do all of this without the volunteer; I was so surprised to learn the support that is available to help people like me. I really will miss the volunteer, but I understand the need to move on independently. I can't thank Home-Start enough, I have learnt so much over these last 6 months"</i>

HOME-START HAMPSHIRE
REPORT OF THE TRUSTEES
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31ST MARCH 2025

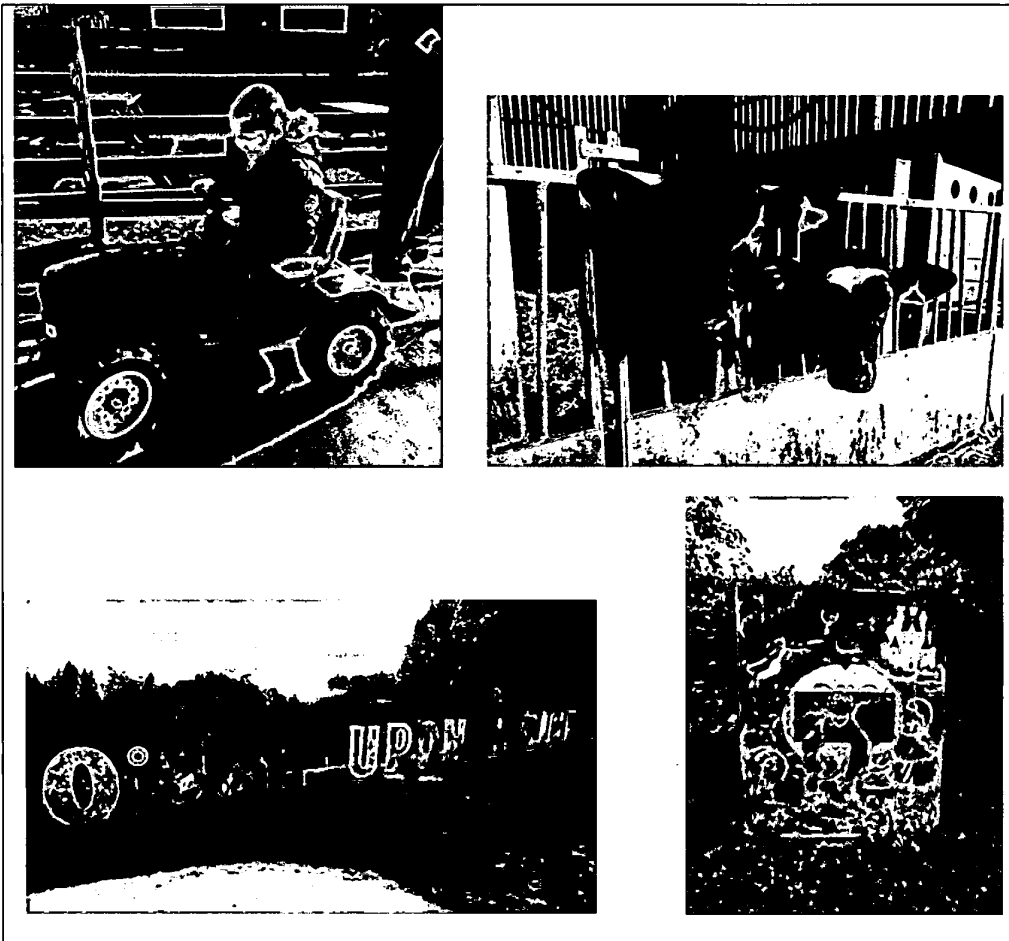


HOME-START HAMPSHIRE
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NEW FOREST

Home-Visiting	<p>Over the past year we have supported 29 families through home-visiting, made possible by our 12 home-visiting volunteers.</p> <p>Our home-visiting service continues to provide support to families who are experiencing challenging or overwhelming times due to mental health, social isolation, housing; and supporting families with neurodivergence.</p>
Groups	We do not currently run any groups in the New Forest.
Seasonal Events	<p>We delivered two days out for families throughout the year: a Summer and Christmas outing funded by Tesco Groundworks and John Lewis.</p> <p>Families and their volunteers enjoyed a day out at Furzey Gardens at our summer event in July, giving everyone a chance to spend quality time together, enjoy a picnic; and explore the parks and trails.</p> <p>Our Christmas event saw families and volunteers enjoy a day at Longdown Activity Farm, seeing the animals and visiting Father Christmas. We also distributed Christmas food parcels and gifts to our supported families.</p>
Volunteers	<p>We welcomed four new volunteers in the New Forest and celebrated the long service of four volunteers.</p> <p>We are currently re-building our Community Team locally and are actively recruiting new members to help with events and fundraising.</p>
Projects & Key Funders	<p>HIWCF; Charles Burnett Memorial Fund John Lewis Tesco Groundworks Local Parish & Town Councils</p>
Summary	<p>Time and resources continue to be a challenge, but we have still had a great year.</p> <p>We are incredibly thankful to our amazing volunteers, local supporters and team who continue to help us deliver our Home-Start service and events.</p>
Quotes	<p><i>'It's been lovely and really helped me feel less alone'</i> <i>'Having friendly support and someone my children enjoyed too was very appreciated, we're better for having Home-Start involved'</i> <i>'The team tailored themselves to my time – I didn't feel a burden'</i> <i>'I wouldn't be where I am without [volunteer] and [coordinator]'</i> <i>'Having support from [volunteer] and building confidence and motivation for my health'</i></p>

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HOME-START HAMPSHIRE

REPORT OF THE TRUSTEES

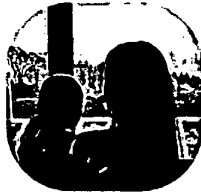
FOR THE YEAR ENDED

31ST MARCH 2025

RUSHMOOR & HART

Home-Visiting	We have continued to provide home-visiting support to families across Rushmoor & Hart, with the main focus of support being parental mental health, isolation, children with additional needs and cost of living.
Groups	<p style="text-align: center;">HOME START Hampshire</p> <p style="text-align: center;">WELLBEING GROUP</p> <p style="text-align: center;">COME ALONG TO OUR WEEKLY WELLBEING GROUP IN ALDERSHOT FOR AN OPPORTUNITY TO TALK WITH OTHER PARENTS AND SUPPORT EACH OTHER.</p> <p style="text-align: center;">WE WILL SUPPORT YOU TO:</p> <ul style="list-style-type: none">• FOCUS ON SELF-CARE AND YOUR OWN WELLBEING• MAKE A 'WELLBEING ACTION PLAN'• RELAX AND BE MINDFUL <p>We were successful in securing new funding from the National Lottery Awards 4 All Community Fund to continue our much-valued well-being group held at the Aldershot Garrison Community Hub. The service delivers a 12-week programme for up to 20 families at a time, offering emotional and practical support, including activities for parents and children to build their confidence, resilience and manage their well-being. Children are given opportunities to socialise with others their own age through guided play. Supported by experienced staff and a team of volunteers, mothers are able to share common experiences in a safe non-judgemental space, enabling them to build lasting support networks in the local community to reduce their feelings of isolation.</p> <p><i>"Thank you so much for the kindness and support you have shown me and x. You really have made a difference to my family and given me the confidence to continue with all the skills and strategies you have helped support us with."</i></p>

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Are you feeling
overwhelmed, anxious or
lonely?
Would you like a safe place
to express how you feel and
meet other Mums?

**MUMS
MATTER**
Group
Can help you



- Make new friends
- Support your wellbeing
- Help with parenting

Wednesdays
10-11.30am
Elizabeth Hall
Hook RG27 9HH

Your babies & pre-schoolers are
welcome too!

Contact us to register*

**HOME
START**
Hampshire


home-starthampshire.org.uk
0330 124 2095
info@hshants.org.uk

* Open to families in Hook, Odiham & H. Wintoney Charity No: 1144661

Funded by Odiham Cottage Hospital our Mums Matter Group focused on supporting Mums with feelings of overwhelm, anxiety and isolation. 12 families and 20 children were supported during the year with 83% of families making progress in three or more outcome areas.

"Myself and my daughter look forward to attending the Home-Start sessions. It is a space where we feel comfortable to speak with other parents which helps my mental wellbeing as before attending this group I felt alone and isolated. It is great to be able to share daily thoughts and I leave the group feeling uplifted. My daughter gets excited to see everyone and the interaction is beneficial for her"

HOME-START HAMPSHIRE
REPORT OF THE TRUSTEES
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31ST MARCH 2025

	
<p>Seasonal Events</p>	<p>Thanks to the Rushmoor Community Lottery Fund and our local Waitrose Stores we were able to offer fantastic Christmas parties to all our families and volunteers. The children were entertained by Boogie Babies and Father Christmas. Children received a gift, and parents went away with a wellbeing kit to help them through the Christmas period. Thanks to a generous donation from Cowshed, our volunteers enjoyed a pampering kit and some Christmas goodies.</p>
<p>Volunteers</p>	<p>With targeted social media advertising and partnering with local voluntary services organisation we fulfilled our volunteer recruitment needs for the year. We have been successful in building strong volunteer teams to support our group work, many of whom have enjoyed taking extra responsibilities.</p> <p>We were able to supplement our volunteer team and peak activity periods by partnering with local organisations such as Discover Financial Services in Farnborough. We were very grateful for their support with wrapping nearly 170 Christmas gifts!</p>

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Our volunteer team are extremely important to us. We've continued to work hard this year to create a vibrant community using tools such as social media groups, coffee mornings, increasing our training offer, peer support and our volunteer of the month scheme to ensure our volunteers commitment and care is recognised.

Projects & Key Funders

National Lottery, Awards 4 All
 Armed Forces Covenant
 Hampshire County Council, Whole Systems Approach - a 12-week walking group to parents and their children. Encouraging a focus on the benefits of physical health and increasing parental confidence in exploring the local environment with their children.
 Odiham Cottage Hospital

Summary

Meeting a demand for support in areas where deprivation is high is a constant challenge; receiving feedback like this helps us know we are making a positive difference:

HOME-START HAMPSHIRE

REPORT OF THE TRUSTEES

FOR THE YEAR ENDED

31ST MARCH 2025

What I was thinking/feeling was ok
 This group has helped me realise that I am not just a Mum, I am also human and need to make time for myself.

To Sarah, the wonderful Volunteers and everyone at home start

This group, I believe has helped me become a better happier mum to [redacted] and I will forever be grateful for all your support

Back in June, I never knew I was struggling until the health visitor picked up I was ok. When I was first referred to home-start I was SO MUCH SO nervous and scared. I was nervous as it was new and scared because I generally thought I was going to be accused of being a bad mum and judged for how I was feeling. But in reality I had nothing to worry about. Everyone was so welcoming & friendly. Not once did I actually feel judged, it was the opposite you made me realise that being a mum is extremely hard work and that

I know I will have bad days like any normal mum, but you have given me the skills to cope.
 I will miss each and every one of you.
 Thank you
 [redacted]

Quotes

See group content and

"I can't thank you and (the volunteer) enough. I have needed something like the walking group for along time but my confidence wouldn't allow me to branch out. I appear to be chatty and confident but I am a normal Mum who has her insecurities and struggles. You have helped me through a challenging time with my relocation."



HOME-START HAMPSHIRE

REPORT OF THE TRUSTEES

FOR THE YEAR ENDED

31ST MARCH 2025

WEYWATER

Home-Visiting	<p>We have continued to support families through home-visiting, but reduced volunteer numbers have impacted how many families we have been able to support.</p> <p>We hope with targeted recruitment we can build this back up in the future as know families need our support.</p>
Groups	<p>This year, with support from Abri Housing we ran a 12-week pilot group for new parents in Bordon.</p> <p>We learnt a lot and feedback was very useful and complimentary. The group ran for 12 weeks and had a different theme each week introducing parents to new things such as Baby Yoga and they were learning new things through the First Aid Session.</p> <p><i>"Loved it – the group of people made it."</i></p> <p><i>"Meeting new mums helps and talking thing through if I was struggling."</i></p> <p><i>"Enjoyed the baby yoga and sensory sessions."</i></p> <p><i>"Socialising and doing different things each week was great."</i></p> <p><i>"Feeling more comfortable with breast feeding in public."</i></p> <p><i>"Great to get out of the house and be with other mums."</i></p>
Seasonal Events	<p>We were pleased to once again run a Christmas Party for families and a range of summer events, which we ran in partnership with the Whitehill and Bordon Community Trust.</p> <p>Our Christmas Party was held at the Beehive and those who attended had a great time with everyone leaving with a present from Father Christmas – all presents were obtained through the Tesco Toy Appeal, and we worked alongside Whitehill & Bordon Community Trust and Bordon Foodbank. The Tantum Trust gave us vouchers for every family were supporting to help them with Christmas food.</p>
Volunteers	<p>The biggest challenge this year has been volunteer recruitment and capacity; we are lucky to have lots of wonderful volunteers that support with home-visiting, community events and in our group – but we need more!</p> <p>We have received several positive enquiries, but they do not always engage, which is disappointing.</p>
Projects & Key Funders	<p>Alton Town Council Whitehill & Bordon Town Council Abri Housing East Hants Community Chest East Hants District Council Various Town and Parish Councils</p>
Summary	<p>The biggest challenge this year has been volunteer recruitment and capacity; we are lucky to have lots of wonderful volunteers that support with home-visiting, community events and in our group – but we need more!</p> <p>We have continued to collaborate with other local community organisations, which is always a pleasure, and we were also delighted to be selected as Coomers Chairty of the year, which was a boost to everyone!</p>

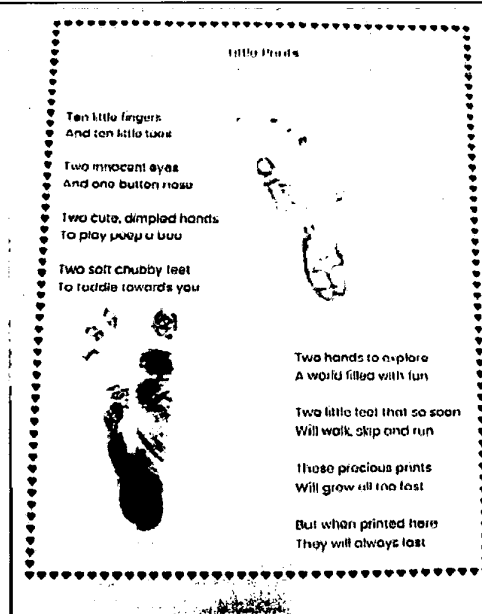
HOME-START HAMPSHIRE

REPORT OF THE TRUSTEES

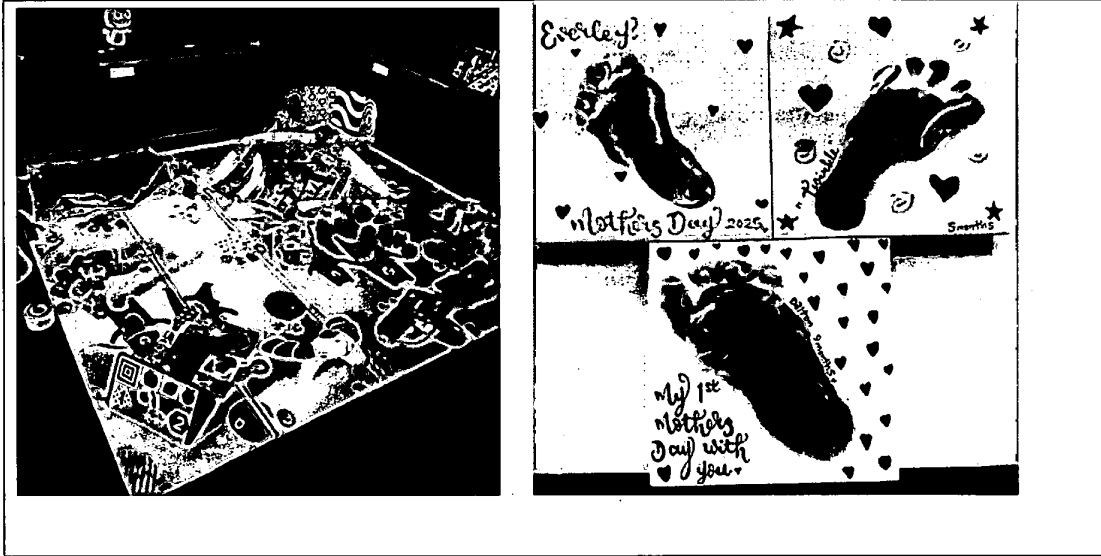
FOR THE YEAR ENDED

31ST MARCH 2025

	<p>Positive Highlights: Community Team still very pro-active within the community and because of their enthusiasm people come back to us to support our work, even those who moved back from Cornwall and wants to do it all over again!</p> <p>Other charities being so supportive of us and offering a VIP hour of activities during August summer holidays:</p> <p>Alton Lions offering families a day out at Marwell Zoo.</p> <p>Alton Lions and Tantum Trust giving families vouchers at Christmas for treats.</p> <p>Whitehill & Bordon Community Trust including us in the toy appeal driven by Tesco.</p>
Quotes	See group



HOME-START HAMPSHIRE
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED
31ST MARCH 2025



ALL IMAGES IN PREVIOUS PAGES HAVE CONSENT

HOME-START HAMPSHIRE

REPORT OF THE TRUSTEES

FOR THE YEAR ENDED

31ST MARCH 2025

The trustees, who are also directors of the charity for the purpose of the Companies Act, present their annual report and the financial statements for the year ended 31st March 2025. The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and 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 SORP (FRS 102).

OBJECTS OF THE CHARITY, PRINCIPAL ACTIVITIES AND ORGANISATION OF OUR WORK

The charity is registered as a charity with the Charity Commission and constituted as a company limited by guarantee, registered in England and Wales, and governed by a memorandum and articles of association.

The charity's objects are to safeguard, protect and preserve the good health, both mental and physical of children and parents of children, to prevent cruelty or maltreatment of children, to relieve sickness poverty and need amongst children, and to promote the education of the public in better standards of childcare within the areas of Hampshire covering Rushmoor and Hart, part of East Hampshire including Alton, Bordon and Liphook, Havant, Gosport and Fareham, the Meon Valley and the New Forest and its environs.

Its principal activity is the recruiting and training of volunteers who then offer confidential and informal support to families in need.

The board of trustees, who meet monthly, are responsible for the governance of the charity, setting and monitoring the charity's strategy for both the year and longer term. The leadership team are responsible for the day-to-day delivery of the operational activity.

Public Benefit

The charity acknowledges its requirement to demonstrate clearly that it must have charitable purposes or 'aims' that are for the public benefit. Details of how the charity has achieved this are provided in the trustees report. The trustees confirm that they have paid due regard to the Charity Commission guidance on public benefit before deciding what activities the charity should undertake.

Recruitment and appointment of new trustees

The charity regularly reviews the skills of trustees/directors, and any needs that are not being met by the current membership are filled through recruitment of new trustees/directors. Recruitment is through a combination of:

- Direct approach to suitably qualified individuals known to the existing trustees/directors.
- Advertising for applicants through the media and other outlets; and
- Using board 'banks', etc. maintained by support bodies.

The board of trustees/directors has established procedures for recruiting and appointing trustees/directors, including identification of potential candidates, informal visits or discussions, formal application and interview, consideration by the full board of trustees/directors, and finally election by a majority of votes.

Home-Start Hampshire is committed to safeguarding and promoting the welfare of children and vulnerable adults and our Safe Recruitment Policy is an important part of safeguarding and protecting children and vulnerable adults and it is essential that the assessment and selection of all persons within the charity is

**HOME-START HAMPSHIRE
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED
31ST MARCH 2025**

Recruitment and appointment of new trustees (cont.)

robust. Checks at an appropriate level will be undertaken prior to anyone taking up an employed or volunteer role within the charity.

This policy with supporting procedures outlines the steps we take to ensure that our staff members, volunteers and trustees are safe to work with children and vulnerable adults.

New Trustees undergo a comprehensive induction on the charity's work, policies and key issues. They have individual meetings with existing trustees, have a trustee mentor and serve a six-month probation period. In addition, they spend time meeting with operational staff to develop relationships and observe firsthand the work our team is undertaking, the challenges they face and the positive outcomes we support families to make.

Home-Start UK

Although autonomous under the Memorandum and Articles, the charity is affiliated to Home-Start UK. Under its Agreement with Home-Start UK, the charity submits to review and monitoring, and receives training, information and guidance as well as a Handbook. This Handbook provides, in one easy-to-access place, an overview of the different aspects of running a local Home-Start and is a companion to the Home-Start Agreement.

Home-Start UK also operates a Quality Assurance Scheme which ensures best standards are maintained.

HOME-START HAMPSHIRE

REPORT OF THE TRUSTEES

FOR THE YEAR ENDED

31ST MARCH 2025

FINANCIAL REVIEW AND RESERVES POLICY

2024/2025 has once again been a very challenging year. The economic climate has not improved, and funding and fundraising has continued to be extremely difficult.

We evaluated our traditional income streams and continued to strive to diversify our income in line with our funding strategy. The board remain committed to the continued consolidation of our operations.

Staff are fully aware of the financial situation and all trustees and staff are notified of our weekly and monthly income. All are aware that further cost savings including redundancies may occur if income is insufficient to continue operations as they exist. Vacancies arising from resignation will continue to be evaluated and, wherever possible, adjustments to our operation or staff activities/hours will be made to enable our unrestricted reserves to be maintained as far as possible.

The trustees have established a policy of both unrestricted or free reserves and restricted reserves. Restricted reserves are made up of any funding received in the current financial year that is for a specific project or work to be delivered in a future financial year.

As of 31 March 2025, we held total reserves of £181,983. Of these, restricted reserves amounted to £61,540 for use in financial year 2025/2026 with additional designated reserves of £101,819 and further unrestricted reserves of £18,624.

Unrestricted or free reserves come from unutilised donations and surplus funds and the trustees established that the free reserves of the charity should be sufficient to cover the costs for a designated period of operation and allow for an orderly wind down of the charity, if necessary.

Unrestricted reserves at the end of the financial year 2024/2025 were £120,443.

Pay and Remuneration of Staff

The pay and remuneration of all staff is based on pay rates in similar charities by size and operation and is reviewed annually. Our pay and remuneration policy are not linked to any national body's pay structure.

Reserves Policy

The trustees have set a reserves policy which requires:

- reserves are maintained at a level which ensures core activity could continue during a period of unforeseen difficulty
- a proportion of reserves are maintained in a readily realisable form.

The calculation of the level of reserves is an integral part of the charity's planning, budget and forecast cycle and considers the:

- risks associated with each stream of income & expenditure being different from budget planned activity level and the
- charity's commitments.

Having considered the risk, activity and commitments of the organisation, the trustees have agreed that the scheme aims to retain a level of reserves of between 3 - 6 months running costs.

HOME-START HAMPSHIRE

REPORT OF THE TRUSTEES

FOR THE YEAR ENDED

31ST MARCH 2025

Risk Management

The trustees actively review the major risks which the charity faces monthly and believe that maintaining the free reserves stated above, combined with the annual review of the controls over key financial systems carried out on an annual basis will provide sufficient resources in the event of adverse conditions. The trustees have also examined other operational and business risks which they face and confirm that they have established systems to mitigate the significant risks.

GOING CONCERN

As trustees, we have assessed the charity's ability to continue as a going concern for at least 12 months from the date of the financial statements. We have considered all available information about the future, including:

- **Financial Position:** from reviewing the charity's assets, liabilities, income, and future expenditure
- **Cash Flow:** to ensure inflows and outflows provide sufficient funds for operations.
- **Reserves and Funding:** analysis of the charity's reserves and the sustainability of its funding sources.
- **External Factors:** by assessing potential risks to the charity from economic, social, or political changes.
- **Other Relevant Information** that may affect the charity's ability to continue as a going concern.

While we have assessed the charity's ability to continue as a going concern, we have identified certain uncertainties that could potentially impact its ability to continue as a going concern. These uncertainties include potential impact of further economic downturns, reduction in levels of grants from trusts and other grant funders, increased competition for grants.

We are taking steps to mitigate these uncertainties, including diversifying funding sources, and considering implementing cost-saving measures including potential temporary closure of some areas. We believe that these steps will enable the charity to continue its operations for at least 12 months from the date of these financial statements.

HOME-START HAMPSHIRE

REPORT OF THE TRUSTEES

FOR THE YEAR ENDED

31ST MARCH 2025

ACHIEVEMENTS AND PERFORMANCE

In 2024/25 381 families received support from Home-Start Hampshire; a combined total of 650 children are facing brighter futures because their parent(s) / carer(s) have been able to access early support to improve their wellbeing, strengthen family relationships, build a network of support and enhance their parenting skills.

Please refer to our Area Reports.

2024/2025 was another busy year for the charity, despite staff changes and a reduction in volunteer numbers. The ongoing cost of living crisis created an increase in the demand for our services as well as presented more complex issues for our teams to support. There seems to be no signs of the cost-of-living pressure abating and we know that 2025/2026 will be another busy and complex year.

We have continued to use tools developed during the Covid pandemic to support families, especially with the management of referrals and post support monitoring with specially trained, digitally confident volunteers helping to manage waitlists through telephone calls and signposting as well as group registration online.

Referrals relating to isolation and anxiety; many associated with the cost-of-living crisis were once again, the issue most often occurring. Families continue to struggle with establishing connections with others and thus enabling children to gain the important social interactions required at the early stages of development.

We maintained our focus on supporting as many families as we could; but this was only possible through the passion, enthusiasm and commitment of our amazing volunteers, supported by a dedicated staff team. Our volunteers are the heartbeat of our charity, and we continue to explore ways to engage and develop them, to ensure we can better support them so they, in turn, may support more families in the future. The charity places much reliance on the services of unpaid volunteers. This includes the time provided by the trustees.

In the last financial year, we continued to run our mandatory Volunteer Preparation Training courses as a mixture of in person and remote sessions and added 19 new volunteers to our team. This was sadly a drop of 41% on volunteer recruitment from 2023/2024.

In 2024/2025, our **113** Volunteers donated over 12,500 hours via home-visiting, group support, administration and governance roles.

Families recorded excellent and improving outcomes with:

- 100% made progress in at least one area
- 96% of families made progress in at least two areas
- 93% of families made progress in at least three areas; an increase on previous year

On average, families made positive progress in 5.6 of the outcome areas

Family Groups continued to complement our core home-visiting service. In 2024/2025, we ran six groups across our areas, and we are looking at increasing group provision, funds permitting.

Our Community Teams were successful in securing local funding through events and activities and we continue to work with them to review our community fundraising and ambassadorial work to further enhance their

HOME-START HAMPSHIRE

REPORT OF THE TRUSTEES

FOR THE YEAR ENDED

31ST MARCH 2025

contribution to the charity for the future. Each Trustee is now a member of a Community Team to enhance communication.

Throughout 2024-2025, Home-Start Hampshire has continued to provide the core service of volunteer led emotional and practical support to families with children aged 0-11 years across Hampshire via 1-1 support in the home. This has been enhanced by projects, some of which have been county wide where others have been location specific.

Projects include our ongoing work with the Royal Navy Royal Marines Charity (RNRMC) in Gosport, work with the Armed Forces Covenant in Rushmoor and Hart and a project in the New Forest focused on mental health for children and young people. We also commenced a new group in Weywater and delivered a Walking for Health group in Rushmoor & Hart.

During the year, recognised as a leader in our field and nominated by a referrer, we assisted with the University College of London's early years research. We look forward to the results of this research.

Activity and educational packs, food parcels and extras at Christmas and Easter donated by our supporters, both individuals, group or corporate are very much appreciated by our families.

Funding continued, albeit a lesser amount, from Hampshire County Council to support families with targeted funding to help address specific issues related to child poverty was well received by our families.

Our representation on the Local Children's Partnerships within each of the areas we support enables us to be recognised as a key provider of family support services across Hampshire.

We would also like to thank all our supporters throughout the year. Our existing funders, such as Odiham District Hospital, Royal Naval Royal Marines Charity, Hampshire County Council and the National Lottery via Awards 4 All have remained extremely supportive. We have also welcomed three new corporate supporters this year, Elliotts, Coomers and YEM Theatre school, all of whom selected us as their Charity of the Year with relationships continuing into 2025- 2026.

Volunteers

Without our volunteers; as home -visitors, group support, administration and as trustees; we could not function and thus we cannot thank them enough. Their commitment is a lifeline for families struggling to cope with life's challenges, especially during the current difficult time. They are most assuredly 'helping turn tough days into better tomorrows'.

We have welcomed new volunteers across all areas and continued to work with our existing volunteers to expand the opportunities available to them to meet their goals as a volunteer. This has included providing mental health, first aid unconscious bias and gender awareness training and exploring opportunities outside of our traditional volunteer roles; we now have a volunteer supporting us with group registrations, input of other volunteers' expenses and so much more. We have also been hosting regular in-person volunteer meetings, which has seen firm friendships form within our volunteer groups and given us the opportunity to celebrate our volunteers even more.

**HOME-START HAMPSHIRE
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED**

31ST MARCH 2025

Directors and Trustees

All directors of the company are also trustees and members of the charity, and there are no other trustees or members.

All of the trustees are named on page 1.

Every member promises, if the charity is dissolved while he, she or it remains a member or within 12 months afterwards, to pay up to £1 towards the costs of dissolution and the liabilities incurred by the charity while the contributor was a member.

Trustees' Responsibilities in Relation to the Financial Statements

The directors are responsible for preparing the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice.

The Companies Act 2006 requires the directors to prepare financial statements for each financial year which give a true and fair view of the state of the company and of the profit and loss of the company for that period.

In preparing those financial statements the directors are required to:

- (i) select suitable accounting policies and then apply them consistently;
- (ii) observe the methods and principles of the Charities SORP (FRS 102);
- (iii) make judgements and estimates that are reasonable and prudent;
- (iv) state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- (v) prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business

The directors are responsible for keeping proper accounting records which disclose, with reasonable accuracy any time the financial position of the company. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Small company exemption

This report has been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

By order of the Board

Director: 
Ian Wollam (Co-Chair)

Date: 12/7/25

Director: 
Karen Cracknell (Co-Chair)

Date: 12/7/25

Home-Start Hampshire

REPORT OF THE INDEPENDENT EXAMINER

FOR THE YEAR ENDED

31ST MARCH 2025

I report to the charity Trustees on my examination of the accounts of the Charity for the year ended 31 March 2025.

Responsibilities and basis of report

As the Trustees of the Charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 (the 2011 Act).

I report in respect of my examination of the Charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Your attention is drawn to the fact that the Charity has prepared the accounts 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) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has been withdrawn.

I understand that this has been done in order for the accounts to provide a true and fair view in accordance with the Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

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 130 of the 2011 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 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.

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 accounts to be reached.

This report is made solely to the Charity's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the Charity's Trustees those matters I am required to state to them in an independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the Charity and the Charity's Trustees as a body, for my work or for this report.

M. Dickinson

Mark Dickinson, FCA

Date: 24/01/2025

Shaw Gibbs (Audit) Limited
Wey Court West
Union Road
Farnham
Surrey
GU9 7PT

STATEMENT OF FINANCIAL ACTIVITIES

FOR THE YEAR ENDED

31ST MARCH 2025

	Notes	<u>Unrestricted</u>	<u>Restricted</u>	<u>Total</u>	<u>Unrestricted</u>	<u>Restricted</u>	<u>Total</u>
		<u>Funds</u>	<u>Funds</u>	<u>Funds</u>	<u>Funds</u>	<u>Funds</u>	<u>Funds</u>
		2025	2025	2025	2024	2024	2024
		£	£	£	£	£	£
Incoming resources							
Grants received	2/3	31,127	173,635	204,762	69,361	165,902	235,262
Donations/fundraising	4	17,337	1,800	19,137	31,816	1,000	32,816
Events		7,490		7,490	5,363		5,363
Other income		13,669		13,669	13,729		13,729
Total incoming resources		69,624	175,435	245,058	120,268	166,902	287,170
Resources expended							
<u>Direct charitable expenditure</u>							
Salary costs		116,538	118,359	234,898	168,260	144,882	313,142
Pension costs		5,026	5,478	10,504	7,298	6,497	13,795
Redundancy & recruitment		-	-	-	14,181	-	14,181
Family group & project costs		1,882	9,135	11,016	2,869	31,411	34,280
Operational phone costs		1,534	525	2,059	2,668	310	2,979
Volunteer training		34	2,313	2,347	22	1,780	1,802
Staff training		216	1,200	1,416	90	640	730
CRB checks for staff		615	68	683	1,035	125	1,160
Staff travel & expenses		2,857	2,205	5,062	4,200	2,914	7,114
Volunteer travel & expenses		2,470	4,500	6,970	3,108	3,573	6,681
				-			-
		131,172	143,783	274,955	203,730	192,132	395,862
<u>Governance costs</u>							
Rent, rates & Property costs		3,562	2,283	5,845	6,897	6,859	13,756
IT & communication costs		1,169	8,699	9,869	5,824	7,167	12,991
Office costs		331	285	616	295	449	744
Home Start fees		13	3,319	3,332	(3,112)	6,000	2,888
Marketing & advertising		23	809	832	100	268	368
Fundraising & event costs		1,475	429	1,904	481	135	616
Depreciation		485	-	485	3,615	504	4,119
Bank fees		457	-	457	365	-	365
Independent Examiner Fees		2,330	-	2,330	2,205	-	2,205
Other professional fees		700	(513)	186	2,574	380	2,954
Insurance		423	1,185	1,608	1,095	620	1,715
		10,969	16,495	27,464	20,338	22,382	42,720
Total resources expended		142,141	160,278	302,419	224,068	214,514	438,582
Transfers		2,842	(2,842)	-	(5,750)	5,750	-
Net incoming resources for the year		(72,518)	15,156	(57,361)	(103,800)	(47,612)	(151,411)
Balance brought forward at 1st April 2024		190,119	49,226	239,344	299,668	91,087	390,756
Balance carried forward at 31st March 2025		120,443	61,540	181,983	190,119	49,226	239,344

Home-Start Hampshire
 Company No. 07295751
 Charity No. 1144661

BALANCE SHEET

AS AT 31ST MARCH 2025

	Notes	2025	2024
		£	£
Fixed Assets	5	122	607
Current Assets			
Debtors	6	21,117	8,498
Cash at bank and in hand		189,407	259,873
		<u>210,525</u>	<u>268,371</u>
Creditors: amounts falling due within one year	7	<u>28,664</u>	<u>29,634</u>
Net current assets		181,983	239,344
Creditors: amounts falling due after more than one year	14	-	-
Net assets	8	<u>181,983</u>	<u>239,344</u>
Capital Funds			
Unrestricted Funds	9a	120,443	190,119
Restricted Funds	9b	61,540	49,226
Total funds		<u>181,983</u>	<u>239,344</u>

Approval

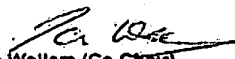
The directors are satisfied that the company is entitled to exemption from the provisions of the Companies Act 2006 (the Act) relating to the audit of the financial statements for the year by virtue of section 477, and that no member or members have requested an audit pursuant to section 476 of the Act.

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

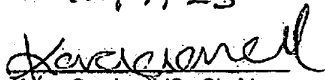
These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

These financial statements were approved by the directors on

signed by:


 Ian Wollam (Co-Chair)

Date 12/7/25


 Karen Cracknell (Co-Chair)

Date 12/7/25

Home-Start Hampshire

Company No. 07295751

Charity No. 1144661

**STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED
31ST MARCH 2025**

	Total Funds 2024	Prior Year Funds	Note
	£	£	
Cash flows from operating activities:	(77,563)	(146,244)	18
Cash flows from investing activities:			
Purchases of Fixed Assets	2,634	958	
Net cash provided by (used in) investing activities:	2,634	958	
Cash flows from financing activities:			
Interest Income	4,464	5,825	
Net cash provided by (used in) financing activities	4,464	5,825	
Change in cash and cash equivalents in the reporting period	(70,466)	(139,461)	
Cash and cash equivalents at the beginning of the reporting period	259,873	399,334	
Total cash and cash equivalents at the end of the year	189,407	259,873	

HOME-START HAMPSHIRE

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED

31ST MARCH 2025

1 Accounting policies

The principal accounting policies are summarised below. The accounting policies have been applied consistently throughout the year and in the preceding year.

a Basis of accounting

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing accounts in accordance with the Financial Reporting Standard applicable in the UK (FRS 102) (Charities SORP (FRS102), the Financial Reporting applicable in the UK (FRS102) and the Companies Act 2006.

b Fund accounting

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity.

Restricted funds are subjected to restrictions on their expenditure imposed by the donor.

c Incoming resources

Voluntary income, donations and grants are accounted for on an accruals basis.

d Resources expended

Expenditure is recognised on an accrual basis as a liability is incurred. Expenditure includes any VAT that cannot be fully recovered, and is reported as part of the expenditure to which it relates.

Direct charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the independent examiner's fee and costs linked to the strategic management of the charity.

e Retirement benefits

Payments to both the defined contribution retirement benefit scheme and the defined benefit retirement scheme are charged as an expense as they fall due.

The charity's defined benefit retirement scheme is The Pension Trust employee's personal Pension Fund and it contributes it contributes at rates set by the Scheme Actuary and advised to the board by the Scheme Administrator. The scheme is a multi employer pension scheme and it is not possible to identify the assets and liabilities of the scheme attributable to the charity. In accordance with FRS17 therefore, the scheme is accounted for as a defined contribution scheme. See Note 14.

f Fixed Assets

Fixed assets costing £300 or more are capitalised at cost and depreciated on a straight line basis over 3 years.

2 Grants received - unrestricted funds	2025	2024	Comments
	£	£	
CAF - Anonymous Donation	1,000		
CAF - Sarah Broadbent Charity Trust	1,000		
Martlett Trust	250		
The Russell Family Charitable Trust		4,000	
The Richard Kirkman Trust	1,000		
Various Corporate Retailers	14,521	28,496	
Various Local, Parish & District Council	13,325	11,850	
Various Trusts & Foundations	31	25,015	
	<u>31,127</u>	<u>69,361</u>	

Unrestricted funds can be used across any function/any area for the purpose of the Charity.

Any unrestricted grants more than £5,000 are itemised.

Any unrestricted grants less than £5,000 are aggregated.

Home-Start Hampshire

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED

31ST MARCH 2025

10 Trustees' Remuneration and Expenses

No remuneration or expenses were paid to any Trustees during the year, except to re-imburse them for purchases made on behalf of the charitable company. Total amount for year was £0.

11 Unrestricted funds

All unrestricted funds held are unrestricted and available to be applied in furtherance of Home-Start Hampshire charitable objectives at the discretion of the Trustees.

12 Related Party Transactions

No trustees made donations to the charity during the year.

13 Post Balance Sheet Event

None

14 THE PENSIONS TRUST - DEFINED BENEFIT RETIREMENT SCHEME

Withdrawal from Group Pension Plan

As a result of the last member of staff to leave the scheme, Home-Start Hampshire triggered a section 75 withdrawal from this specific defined benefit pension scheme.

There is a case continuing at the High Court to check that the changes the administrators have made to the benefits provided to members from the Schemes are as required by the Scheme's documentation and thus Section 75 debts cannot be certified until after the court case has concluded.

Home-Start Hampshire entered into a side agreement with The Pension Scheme administrators in early 2022 to acknowledge that the Section 75 debt payment will be treated as an "on account" payment until the Scheme Actuary is able to formally certify the payment after the Court ruling, which may take up to two years.

Home-Start Hampshire has, thus, been invoiced (and paid) for 90% of the withdrawal debt as calculated under the present method employed by the scheme administrators. The balance will be invoiced after the Court ruling.

Home-Start Hampshire is aware that the balancing payment may be higher or lower than the current 10% outstanding. We have, therefore, included a provision of £10,000 for this balancing payment.

Home-Start Hampshire

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED

31ST MARCH 2025

	2025	2024	Function
	£	£	
3 Grants received - restricted funds			
Abri Group Ltd	2,610		Supporting families in Weywater area
Alice Ellen		5,000	Training of volunteers in West Hampshire
Alton Town Council	5,000		Supporting local families
Armed Forces Covenant Fund Trust	8,000	7,500	Supporting military families in Rushmoor & Hart
Awards For All	19,990		Family Group in R&H
Barker Mills Foundation		1,000	Recruit, train and supervise volunteers
Calleva Foundation			Supporting families and volunteers in Havant
Communities First LCP		500	Supporting Travel for families in the Havant Area
Communities First Your Choice	1,300		Supporting families in NF
Communities First Winchester	500		Supporting families
East Hants District Council	960	3,405	Supporting local families
Edward Gostling - Gosport Group		7,000	Family Group in Gosport
Edward Gostling - Havant Group		5,000	Family Group in Havant
Garfield Weston Foundation	15,000		Supporting families across Hampshire
G&R Williams	300		Supporting families in RH
Hampshire County Council		4,921	Connect4Communities fund
Hampshire County Council	14,124	15,500	Supporting families across Hampshire
Hampshire County Council - WSA		4,999	Supporting families across Hampshire
Havant Borough Council	1,973		Supporting local families
Havant Lions	500		Supporting local families
Hedley		2,000	Supporting families
HIWCF - Cost of Living		3,250	We are all together
HIWCF - Charles Burnett	10,482		Supporting families in the New Forest Area
HS UK - Military Funding	3,000		Supporting military families across Hampshire
HS UK - Pears	9,000	10,500	Supporting families
HS UK - Rushmoor Wellbeing * Note		4,805	Supporting military families in Rushmoor & Hart
HS UK - SGN Partnership	8,604		Supporting families across Hampshire
James Tuttle Charitable Trust	5,000		Supporting families in MV
National Lottery		30,763	Mental Health project
Odiham Cottage Hospital	16,250	13,000	Supporting via Groups
Parish/local/district councils	1,750	5,750	Supporting families across Hampshire
Reta Lila Howard Foundation		8,000	Supporting families
RNRMC	25,000	22,500	Supporting naval families
Sovereign NetNG MHD		876	Supporting families
Swanmore Parish Council	650		Supporting local families
VIVID Housing	8,750		Supporting families in RH
Whitehill Town Council	9,051	3,063	Supporting families in Weywater area
Winchester City Council	5,840	6,570	Supporting families in South Winchester District
	<u>173,635</u>	<u>165,902</u>	

Restricted income is specifically restricted by function where the funds could be recalled if not used for its purpose
 Any restricted grants more than £5,000 are itemised.
 Any restricted grants less than £5,000 are aggregated.

	2025	2024
	£	£
4 Restricted Donations		
Restricted by function - Tesco Groundworks		1,000
Restricted by function - John Lewis	1,800	
All donations received were less than £5000		

	IT Equipment	CRM System	Total
5 Fixed Assets			
Cost:			
As at 1 April 2024	23,125	2,488	25,613
Additions			-
Disposals	(2,634)		(2,634)
As at 31 March 2025	<u>20,491</u>	<u>2,488</u>	<u>22,979</u>
Depreciation:			
As at 1 April 2024	22,518	2,488	25,006
Charge for year	485		485
Disposals	(2,634)		(2,634)
As at 31 March 2025	<u>20,369</u>	<u>2,488</u>	<u>22,856</u>
Net Book Value:			
As at 1 April 2024	607	-	607
As at 31 March 2025	<u>122</u>	<u>-</u>	<u>122</u>

Home-Start Hampshire

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED

31ST MARCH 2025

6 Debtors	2025	2024
	£	£
Due within one year:		
Accounts receivable	18,601	8,750
Prepayments	2,518	1,748
	<u>21,117</u>	<u>8,488</u>

7 Creditors: amounts falling due within one year	2025	2024
	£	£
Due within one year:		
Creditors Control account	8,881	8,519
Accruals	8,815	8,205
PAYE payable	3,352	3,525
Pension control account	1,818	1,385
Short Term Pension Liability	10,000	10,000
Proxy Holding Account		
Student loan payable		
	<u>28,864</u>	<u>29,834</u>

See note 14

8 Analysis of Net Assets Between Funds

	Unrestricted / Designated Funds * Note 1	Restricted Funds	Total Funds
	£	£	£
Fixed Assets		122	122
Current Assets	91,779	81,418	153,197
Current Liabilities	28,864		28,864
Net Assets	<u>120,443</u>	<u>81,540</u>	<u>181,983</u>

9 Analysis of charitable funds

Analysis of funds movement		Balance b/fwd	Income	Expenditure	Transfers	Funds c/fwd
		£	£	£	£	£
a)	Unrestricted funds * Note 1	190,119	69,824	(142,141)	2,842	<u>120,443</u>
	Unrestricted funds - Available for use	139,888	69,824	(138,141)	(52,528)	<u>18,824</u>
	Designated funds - Business contingency	46,451	-	-	55,368	<u>101,819</u>
	Designated funds - R&H Project	4,000	-	(4,000)	-	-
b)	Restricted funds by function	49,226	175,435	(160,278)	(2,842)	<u>61,540</u>
	Supporting families	49,226	175,435	(160,278)	(2,842)	<u>61,540</u>
Total		<u>239,344</u>	<u>245,058</u>	<u>(302,419)</u>	-	<u>181,983</u>

*Note 1 from 2023/24 accounts: Unrestricted funds have £139,888 of available funds, £46,451 allocated as designated costs for business contingency and £4,000 for Rushmoor and Hart project

Analysis of charitable funds - previous year

Analysis of funds movement		Balance b/fwd	Income	Expenditure	Transfers	Funds c/fwd
		£	£	£	£	£
a)	Unrestricted funds	299,888	120,268	(229,818)	-	<u>190,119</u>
	Unrestricted funds - Available for use	299,888	116,288	(229,818)	(48,451)	<u>139,888</u>
	Designated Funds - Business Contingency				46,051	<u>46,051</u>
	Designated Funds - R&H Project		4,000			<u>4,000</u>
b)	Restricted funds by function	91,087	168,902	(208,764)	-	<u>49,226</u>
	Supporting families	91,087	168,902	(208,737)	-	<u>49,226</u>
Total		<u>390,756</u>	<u>287,170</u>	<u>(438,582)</u>	-	<u>239,344</u>

Home-Start Hampshire

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED

31ST MARCH 2025

15 Staff costs - salaries, social security costs, employer's contribution to pension, also any redundancy payments.

	2025 £'000	2024 £'000
Salaries & Wages (Gross)	224	296
Redundancy	-	14
Social Security Costs (ER NI)	11	17
Pension Costs (ER)	11	14
	<u>245</u>	<u>341</u>

No employees who received total employee benefits (excluding employer pension costs) of more than £60,000

16 Staff Numbers

	2025 Number	2024 Number
Average number of staff employed (part time)	11	16
FTE average number of staff for year	7	10

17 Members Guarantee

The company is a registered charity and a company limited by guarantee with liability of each of the members being limited to £1.

18 Reconciliation of net movement in funds to net cash flow from operating activities

	2025	2024
Net Movement in Funds	(57,361)	(151,411)
Add back depreciation charge	(2,150)	2,729
Defined benefit pension scheme finance cost		
Deduct interest income shown in investing activities	(4,464)	(5,825)
Prepayments movement	(768)	2,363
Decrease (increase) in stock		
Decrease (increase) in debtors	(11,851)	32,423
Increase (decrease) in creditors	(970)	(26,522)
	<u>(77,563)</u>	<u>(146,244)</u>

HOME-START HAMPSHIRE

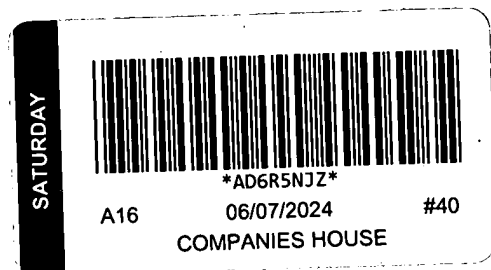
England & Wales - Charity number 1144661

Accounts

HOME-START HAMPSHIRE
DIRECTORS' AND TRUSTEES' REPORT
AND
FINANCIAL STATEMENTS
FOR THE YEAR ENDED
31ST MARCH 2024

Charity No. 1144661

Company No. 07295751
(Registered in England and Wales)



HOME-START HAMPSHIRE

Company No. 07295751 (Registered in England and Wales)
Charity No. 1144861

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HOME-START HAMPSHIRE

OFFICERS AND PROFESSIONAL ADVISERS

Directors and trustees	Lynn Ludford (Chair) Paul Rann (Vice-Chair) Clare Kennedy (Company Secretary) Rachel Swan (Resigned 28/04/2023) Ian Wollam (Treasurer) Eileen Ball Karen Cracknell (Appointed 23/01/2023) Fiona Keyzor (Appointed 01/01/2024)
Members	The trustees are the only members.
Company Secretary	Clare Kennedy
Chief Executive Head of Services	Glen Mallen (Resigned 31/08/2023) Amy Williams (Appointed 1 September 2023)
Company number	07295751 (Registered in England and Wales)
Charity number	1144661
Registered Office	Wickham Community Centre Mill Lane Wickham Hampshire PO17 5AL
Bankers	Lloyds Bank plc Blackheath, London
Independent Examiner	Mark Dickinson FCA Shaw Gibb (Audit) Limited Chartered Accountants & Statutory Auditors Wey Court West Union Road Farnham Surrey GU9 7PT

HOME-START HAMPSHIRE

REPORT OF THE TRUSTEES

FOR THE YEAR ENDED

31ST MARCH 2024

The trustees, who are also directors of the charity for the purpose of the Companies Act, present their annual report and the financial statements for the year ended 31st March 2024. The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and 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 SORP (FRS 102).

OBJECTS OF THE CHARITY, PRINCIPAL ACTIVITIES AND ORGANISATION OF OUR WORK

The charity is registered as a charity with the Charity Commission and constituted as a company limited by guarantee, registered in England and Wales, and governed by a memorandum and articles of association.

The charity's objects are to safeguard, protect and preserve the good health, both mental and physical of children and parents of children, to prevent cruelty or maltreatment of children, to relieve sickness poverty and need amongst children, and to promote the education of the public in better standards of childcare within the areas of Hampshire covering Rushmoor and Hart, part of East Hampshire including Alton, Bordon and Liphook, Havant, Gosport and Fareham, the Meon Valley and the New Forest and its environs.

Its principal activity is the recruiting and training of volunteers who then offer confidential and informal support to families in need.

The board of trustees, who meet at least 6 times a year, are responsible for the governance of the charity, setting and monitoring the charity's strategy for both the year and longer term. The leadership team are responsible for the day-to-day delivery of the operational activity.

To ensure that the services delivered meet the requirements of the charity's objectives as well as the families we are here to support the following two sub-committees met on a monthly basis to discuss, address, and resolve any issues presented. If required any approvals needed are taken to the bi-monthly board meeting:

- *Service, People and Performance Committee*
Corporate risk register, policies, HR, L&D, performance concerns

- *Funding and Income Committee*
Financial projection, income generation, fundraising and funding opportunities.

This sub-committees ceased in September 2023 when the charity returned to longer monthly Board Meetings.

Public Benefit

The charity acknowledges its requirement to demonstrate clearly that it must have charitable purposes or 'aims' that are for the public benefit. Details of how the charity has achieved this are provided in the trustees report. The trustees confirm that they have paid due regard to the Charity Commission guidance on public benefit before deciding what activities the charity should undertake.

Recruitment and appointment of new trustees

The charity regularly reviews the skills of trustees/directors, and any needs that are not being met by the current membership are filled through recruitment of new trustees/directors. Recruitment is through a combination of:

- Direct approach to suitably qualified individuals known to the existing trustees/directors.
- Advertising for applicants through the media and other outlets; and
- Using board 'banks', etc. maintained by support bodies.

The board of trustees/directors has established procedures for recruiting and appointing trustees/directors, including identification of potential candidates, informal visits or discussions, formal application and interview, consideration by the full board of trustees/directors, and finally election by a majority of votes.

Home-Start Hampshire is committed to safeguarding and promoting the welfare of children and vulnerable adults and our Safe Recruitment Policy is an important part of safeguarding and protecting children and vulnerable adults and it is essential that the assessment and selection of all persons within the charity is robust. Checks at an appropriate level will be undertaken prior to anyone taking up an employed or volunteer role within the charity.

This policy with supporting procedures outlines the steps we take to ensure that our staff members, volunteers and trustees are safe to work with children and vulnerable adults.

Home-Start UK

Although autonomous under the Memorandum and Articles, the charity is affiliated to Home-Start UK. Under its Agreement with Home-Start UK, the charity submits to review and monitoring, and receives training, information and guidance as well as a Handbook. This Handbook provides, in one easy-to-access place, an overview of the different aspects of running a local Home-Start and is a companion to the Home-Start Agreement.

Home-Start UK also operates a Quality Assurance Scheme which ensures best standards are maintained.

HOME-START HAMPSHIRE

REPORT OF THE TRUSTEES (continued)

FOR THE YEAR ENDED

31ST MARCH 2024

Financial Review and Reserves Policy

2023/2024 has been a very challenging year. The economic climate means that funding and fundraising has been extremely difficult and income on previous years reduced by half. The impact of this required us to take steps to, once again, reduce our costs, including a further reduction in staff and some of the services we are able to provide.

We continue to evaluate the income streams and strive to diversify our income in line with our funding strategy. The board remain committed to the continued consolidation of our operations.

Income and expenditure are monitored monthly by the Board and the trustees & all staff receive notification of income weekly. Staff are fully aware that further cost savings including redundancies may occur if income is insufficient to continue operations as they exist. Vacancies arising from resignation will continue to be evaluated and, wherever possible, adjustments to continuing staff activities or hours are made to enable savings to be secured.

The trustees have established a policy of both unrestricted or free reserves and restricted reserves. Restricted reserves are made up of any funding received in the current financial year that is for a specific project or work to be delivered in a future financial year.

As at 31 March 2024, restricted reserves amounted to £49,226 for use in financial year 2024/2025 with a further £46,451 as Designated Reserves for business contingency. In addition, there is £4,000 unrestricted funds to be allocated to a specific contract in Rushmoor and Hart.

Unrestricted or free reserves come from unutilized donations and surplus funds and the trustees established that the free reserves of the charity should be sufficient to cover the costs for a designated period of operation and allow for an orderly wind down of the charity, if necessary.

Un-Restricted reserves at the end of the financial year 2023/2024 were £139,668.

The trustees have set a reserves policy which requires:

- a) reserves are maintained at a level which ensures core activity could continue during a period of unforeseen difficulty
- b) a proportion of reserves are maintained in a readily realisable form.

The calculation of the level of reserves is an integral part of the charity's planning, budget and forecast cycle and takes into account the:

- risks associated with each stream of income & expenditure being different from budget planned activity level and the
- charity's commitments.

Having considered the risk, activity and commitments of the organisation, the trustees have agreed that the scheme aims to retain a level of reserves of between 3 and 6 months running costs.

Pay and Remuneration of Staff

The pay and remuneration of all staff is based on pay rates in similar charities by size and operation and is reviewed annually. Home-Start Hampshire pay and remuneration policy is not linked to any national body's pay structure.

Risk Management

The trustees actively review the major risks which the charity faces monthly and believe that maintaining the free reserves stated above, combined with the annual review of the controls over key financial systems carried out on an annual basis will provide sufficient resources in the event of adverse conditions. The trustees have also examined other operational and business risks which they face and confirm that they have established systems to mitigate the significant risks.

HOME-START HAMPSHIRE

REPORT OF THE TRUSTEES (continued)

FOR THE YEAR ENDED

31ST MARCH 2024

ACHIEVEMENTS AND PERFORMANCE

The charity places much reliance on the services of unpaid volunteers. This includes the time provided by the trustees.

2023/2024 was very busy year for the charity, despite staff redundancies and a decrease in volunteer numbers we supported 598 families. The ongoing cost of living crisis created an increase in the demand for our services as well as presented more complex issues for our teams to support. There seems to be no signs of the cost-of-living pressure abating and we know that 2024/2025 will be another busy and complex year.

Our COVID development of tools to support families in new and innovative ways has continued to assist us with management of referrals and post support monitoring with specially trained, digitally confident volunteers helping to manage waitlists through telephone calls and signposting as well as group registration via video calls.

Referrals relating to isolation and anxiety; many associated with the cost of living crisis were once again, the issue most often occurring. Families continue to struggle with establishing connections with others and thus enabling children to gain the important social interactions required at the early stages of development.

We maintained our focus on supporting as many families as we could; but this was only possible through the passion, enthusiasm and commitment of our amazing volunteers, supported by a dedicated staff team. Our volunteers are the heartbeat of our charity, and we continue to explore ways to engage and develop them, to ensure we can better support them so they, in turn, may support more families in the future.

During 2023/2024, we ran our mandatory Volunteer Preparation Training courses as a mixture of in person and remote sessions and added 32 new volunteers to our team.

Between April 2023 and March 2024, 132 Volunteers had helped us to support 891 children in 598 families, donating over 14,500 hours of through home-visiting or group support.

Families recorded excellent and improving outcomes with:

- 99% made progress in at least one area
- 96% of families made progress in at least two areas; an increase on 2022/2023
- 91% of families made progress in at least three areas; again, an increase on previous year

Family Groups continued to supplement our core home visiting service. During 2023/2024, we ran 5 groups across our areas and we are looking at increasing group provision funds permitting.

Our Community Teams were successful in securing some local funding through events and activities and we continue to work with them to review our community fundraising and ambassadorial work to further enhance their contribution to the charity for the future.

Throughout the year we have been able to deliver a variety of much appreciated activity and educational packs to families, food parcels and extras at Christmas and Easter. We are grateful to all the supporters and benefactors that support these initiatives.

Funding continued, albeit a lesser amount, from Hampshire County Council to support families with targeted funding to help address specific issues related to child poverty was well received by our families.

Our representation on the Local Children's Partnerships within each of the areas we support enables us to be recognised as a key provider of family support services across Hampshire.

Our project funded by seed funding to start offering family support in Southampton where there had never previously been a Home-Start presence was a success but we were unable to secure funds to continue so this has paused until funds specifically for that area become available.

Without our volunteers; as home-visitors, group support, administration and as trustees; we could not function and thus we cannot thank them enough. Their commitment is a lifeline for families struggling to cope with life's challenges, especially during the current difficult time. They are most assuredly 'helping turn tough days into better tomorrows'.

We would also like to thank all our supporters throughout the year. Our existing funders, such as the National Lottery, Odiham District Hospital, Royal Naval Royal Marines Charity and Hampshire County Council have remained extremely supportive. Details of our funders can be found on Pages 14 - 18 of these accounts.

HOME-START HAMPSHIRE

REPORT OF THE TRUSTEES (continued)

FOR THE YEAR ENDED

31ST MARCH 2024

ACHIEVEMENTS AND PERFORMANCE (cont.)

Throughout 2023-2024, Home-Start Hampshire has continued to provide the core service of volunteer led emotional and practical support to families with children aged 0-11 years across Hampshire via 1-1 support in the home. This has been enhanced by projects, some of which have been county wide where others have been location specific.

Projects include our ongoing work with the Royal Navy Royal Marines Charity (RNRMC) in Gosport, work with the Armed Forces Covenant in Rushmoor and Hart and a project in the New Forest focused on mental health for children and young people.

Volunteers

We have welcomed new volunteers across all areas and continued to work with our existing volunteers to expand the opportunities available to them to meet their goals as a volunteer. This has included providing mental health and first aid training and exploring opportunities outside of our traditional volunteer roles; we now have a volunteer supporting us with group registrations, input of other volunteers' expenses and so much more. We have also been hosting regular in-person volunteer meetings, which has seen firm friendships form within our volunteer groups and given us the opportunity to celebrate our volunteers even more.



Volunteer of the Month (Rushmoor & Hart)

-Thank you all for being so welcoming and lovely. I was feeling a bit nervous to attend but I'm glad I did and got to meet

Hampshire County Council Connect 4 Communities, Household Support Fund

Over the past 12-months we have been in receipt of a Household Support Grant from Hampshire County Council Connect 4 Communities. The grant has enabled us to work with our families, via our volunteers to identify need to and provide immediate relief to families experiencing financial hardship, whilst working with the families to explore longer term options. We have done this through grocery vouchers, support with utility payments and the provision of other essentials such as clothing and white goods

"Thanks for the voucher, I've been able to sort out food for this week now which feels like a life saver!"

HOME-START HAMPSHIRE

REPORT OF THE TRUSTEES (continued)

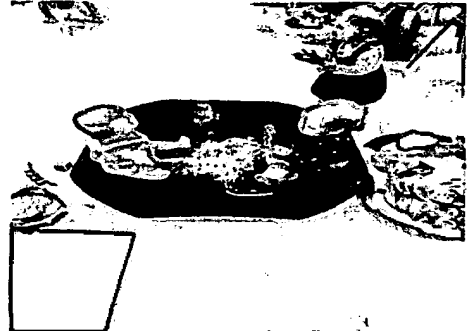
FOR THE YEAR ENDED

31ST MARCH 2024

ACHIEVEMENTS AND PERFORMANCE (cont.)

Groups

Groups continue to be a significant part of our work at Home-Start Hampshire, five family groups across the county, all of which are led by an experienced member of staff supported by trained volunteers. The groups offer families (parents and children) the opportunity to meet others in the local area in a safe space, with children able to play with their peers and parents able to meet new people and receive focused support on specific topics.



Our group in Rushmoor, which to date has been funded as part of our National Lottery Mental Health project in partnership with Home-Start Northwest Hampshire offers families a 12-week programme to support their wellbeing and has received positive feedback from families, volunteers and our referral partners, with one referrer saying, "the wellbeing group is a lifeline to us as a team. To know we are referring parents to a trusted source of mental health and peer support, allows us to feel we are doing the best to support families and children within our community. As many as one in five women develop a mental illness the first year after birth, and if not given the space to talk, reflect and open up then this impacts on their children. As health visitors we bring awareness to this, but groups like these put in the action and time into helping these families be more stable units."

"We really enjoy coming to the group, it gives a routine... at times I don't know what I would do without the support from the group, especially



HOME-START HAMPSHIRE

REPORT OF THE TRUSTEES (continued)

FOR THE YEAR ENDED

31ST MARCH 2024

ACHIEVEMENTS AND PERFORMANCE (cont.)

Seasonal Events

Over the past year we have held seasonal events for families across the county, including Christmas Parties, a trip to the Farm to see Father Christmas in the New Forest and a series of summer outings in partnership with other community organisations in the Weywater area.

Our seasonal events are planned to offer families and volunteers the opportunity to come together in an informal setting and enjoy being a family. We have also, with support from partners such as Waitrose and John Lewis, been able to provide families with festive gifts, including presents for children and hampers of food for the whole family. As always, these activities have been supported by our network of trained volunteers.



Over the Summer we held a Community Event at Bucklers Hard in the New Forest; this has become an annual event for us in partnership with The Villagers Open Air Shakespeare Group and we look forward to working together in 2024 and beyond



HOME-START HAMPSHIRE

REPORT OF THE TRUSTEES (continued)

FOR THE YEAR ENDED

31ST MARCH 2024

FUTURE PLANS

During 2024/2025, we must focus on securing income to enable us to deliver services not only in the year but for the long term. We must diversify our income sources, retain and increase our volunteer base as well as develop volunteer skills and roles even further; ensuring that we have 'the right people, with the right skills in the right places to cope with the

Our core services will:

- be delivered through our volunteers as we empower families to provide the best start in life for children (0 – 11yrs)
- be tailored for the demand, utilising innovation and technology to reach more families
- continue to support a range of families including those with complex needs

To achieve our vision of 'making a lasting difference to families and children in Hampshire' and deliver on our ambitious plans, to the standard of excellence expected, it is essential that the charity is financially sustainable with a more diverse income model and is structured effectively for the future.

We are revising our strategy, focussing on ensuring our core values are embedded and on how we can grow and improve awareness of our charity and its valuable work.

We will continue to work collaboratively with our partners, our communities and of course our fantastic, committed, and passionate volunteers to support families and children to grow, thrive and '*have better tomorrows*'.

HOME-START HAMPSHIRE

REPORT OF THE TRUSTEES (continued)

FOR THE YEAR ENDED

31ST MARCH 2024

Directors and Trustees

All directors of the company are also trustees and members of the charity, and there are no other trustees or members.

All of the trustees are named on page 1.

Every member promises, if the charity is dissolved while he, she or it remains a member or within 12 months afterwards, to pay up to £1 towards the costs of dissolution and the liabilities incurred by the charity while the contributor was a member.

Trustees' Responsibilities in Relation to the Financial Statements

The directors are responsible for preparing the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice.

The Companies Act 2006 requires the directors to prepare financial statements for each financial year which give a true and fair view of the state of the company and of the profit and loss of the company for that period.

In preparing those financial statements the directors are required to:

- (i) select suitable accounting policies and then apply them consistently;
- (ii) observe the methods and principles of the Charities SORP (FRS 102);
- (iii) make judgements and estimates that are reasonable and prudent;
- (iv) state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- (v) prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business

The directors are responsible for keeping proper accounting records which disclose, with reasonable accuracy any time the financial position of the company. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Small company exemption

This report has been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

By order of the Board

Director: 
Lynn Ludford (Chair)

Date: 26th June 2024

HOME-START HAMPSHIRE

REPORT OF THE INDEPENDENT EXAMINER

FOR THE YEAR ENDED

31ST MARCH 2024

I report to the trustees on my examination of the accounts of Home-Start Hampshire for the year ended 31st March 2024.

Responsibilities and basis of report

As the charity trustees of the Charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Charities accounts carried out under section 145 of the 2011 Act and 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.

Basis of independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of ICAEW, which is one of the listed bodies.

My examination was carried out in accordance with General Directions given by the Charity Commissioners. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently I do not express an audit opinion on the accounts.

Independent examiner's statement

I have completed my examination. I confirm that no material 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 130 of the 2011 Act; or
- 2) the accounts do not accord with those records; or
- 3) the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that accounts give a 'true and fair view', which is not a matter considered as part of an independent examination.

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 accounts to be reached.

This report is made solely to the charity's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the charity's Trustees those matters I am required to state to them in an Independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity and the charity's Trustees as a body, for my work or for this report.

M. Dickinson

Mark Dickinson, Shaw Gibbs (Audit) Limited, Statutory Auditors

Date:

28/06/2024

Way Court West, Union Road, Farnham, Surrey, GU9 7PT.

HOME-START HAMPSHIRE

Company No. 07295751
Charity No. 1144661

STATEMENT OF FINANCIAL ACTIVITIES

FOR THE YEAR ENDED

31ST MARCH 2024

	Notes	<u>Unrestricted</u>	<u>Restricted</u>	<u>Total</u>	<u>Unrestricted</u>	<u>Restricted</u>	<u>Total</u>
		<u>Funds</u>	<u>Funds</u>	<u>Funds</u>	<u>Funds</u>	<u>Funds</u>	<u>Funds</u>
		2024	2024	2024	2023	2023	2023
		£	£	£	£	£	£
Incoming resources							
Grants received	2/3	69,361	165,902	235,262	80,795	355,318	436,113
Donations/fundraising	4	31,816	1,000	32,816	28,945	1,000	29,945
Events		5,363		5,363	16,109		16,109
Other income		13,729		13,729	27,907		27,907
Total Incoming resources		120,268	166,902	287,170	153,756	356,318	510,074
Resources expended							
<u>Direct charitable expenditure</u>							
Salary costs		168,260	144,882	313,142	259,352	201,084	460,437
Pension costs		7,298	6,497	13,795	10,853	9,061	19,914
Redundancy & recruitment		14,181	-	14,181	1,258	151	1,407
Family group & project costs		2,869	31,411	34,280	1,747	47,682	49,428
Operational phone costs		2,668	310	2,979	3,722	712	4,434
Volunteer training		22	1,780	1,802	12	419	431
Staff training		90	640	730	812	523	1,335
CRB checks for staff		1,035	125	1,160	804	910	1,714
Staff travel & expenses		4,200	2,914	7,114	6,998	4,374	11,372
Volunteer travel & expenses		3,108	3,573	6,681	4,846	5,372	10,218
Grants Payable on merger				-			-
		203,730	192,132	395,862	290,403	270,286	560,689
<u>Governance costs</u>							
Rent, rates & Property costs		6,897	6,859	13,756	11,167	11,081	22,248
IT & communication costs		5,824	7,167	12,991	10,795	81,400	92,194
Office costs		295	449	744	754	3,158	3,912
Home Start fees		(3,112)	6,000	2,888	3,660	8,340	12,000
Marketing & advertising		100	268	368	-	2,540	2,540
Fundraising & event costs		481	135	616	-	819	819
Depreciation		3,615	504	4,119	5,057	1,715	6,773
Bank fees		365	-	365	600	86	687
Independent Examiner Fees		2,205	-	2,205	797	1,363	2,160
Other professional fees		2,574	380	2,954	4,852	2,125	6,777
Insurance		1,095	620	1,715	1,339	232	1,570
		20,338	22,382	42,720	38,821	112,860	151,681
Total resources expended		224,068	214,514	438,582	329,224	383,146	712,370
Transfers		(5,750)	5,750	-	-	-	-
Net incoming resources for the year		(103,800)	(47,612)	(151,411)	(175,469)	(28,828)	(202,296)
Balance brought forward at 1st April 2023		299,668	91,087	390,756	475,137	117,915	593,052
Balance carried forward at 31st March 2024		190,118	49,226	239,344	299,668	91,087	390,756

The notes on pages 11 to 15 form part of these financial statements.

HOME-START HAMPSHIRE

Company No. 07295751

Charity No. 1144661

BALANCE SHEET**AS AT 31ST MARCH 2024**

	Notes	£	2024 £	£	2,023 £
Fixed Assets	5	607		4,294	
Current Assets					
Debtors	6	8,498		43,284	
Cash at bank and in hand		259,873		399,334	
		<u>268,371</u>		<u>442,618</u>	
Creditors: amounts falling due within one year	7	<u>29,634</u>		<u>56,156</u>	
Net current assets			239,344		390,756
Creditors: amounts falling due after more than one year	14		-		-
Net assets	8		<u>239,344</u>		<u>390,756</u>
Capital Funds					
Unrestricted Funds	9a		190,119		299,668
Restricted Funds	9b		49,226		91,087
Total funds			<u>239,344</u>		<u>390,756</u>

Approval

The directors are satisfied that the company is entitled to exemption from the provisions of the Companies Act 2006 (the Act) relating to the audit of the financial statements for the year by virtue of section 477, and that no member or members have requested an audit pursuant to section 476 of the Act.

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

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

These financial statements were approved by the directors on 26th June 2024 signed by:



Lynn Ludford (Chair)

The notes on pages 11 to 15 form part of these financial statements.

HOME-START HAMPSHIRE

Company No. 07295751

Charity No. 1144661

**STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED
31ST MARCH 2024**

	Total Funds 2024	Prior Year Funds	Note
	£	£	
Cash flows from operating activities:	<u>(146,244)</u>	<u>(212,364)</u>	18
Cash flows from investing activities:			
Purchases of Fixed Assets	958	1,105	
Net cash provided by (used in) investing activities:	<u>958</u>	<u>1,105</u>	
Cash flows from financing activities:			
Interest Income	5,825	2,307	
Net cash provided by (used in) financing activities	<u>5,825</u>	<u>406</u>	
Change in cash and cash equivalents in the reporting period	(139,461)	(208,953)	
Cash and cash equivalents at the beginning of the reporting period	399,334	608,287	
Total cash and cash equivalents at the end of the year	<u>259,873</u>	<u>399,334</u>	

The notes on pages 11 to 15 form part of these financial statements.

HOME-START HAMPSHIRE

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED

31ST MARCH 2024

1 Accounting policies

The principal accounting policies are summarised below. The accounting policies have been applied consistently throughout the year and in the preceding year.

a Basis of accounting

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing accounts in accordance with the Financial Reporting Standard applicable in the UK (FRS 102) (Charities SORP (FRS102), the Financial Reporting applicable in the UK (FRS102) and the Companies Act 2006.

b Fund accounting

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity.

Restricted funds are subjected to restrictions on their expenditure imposed by the donor.

c Incoming resources

Voluntary income, donations and grants are accounted for on an accruals basis.

d Resources expended

Expenditure is recognised on an accrual basis as a liability is incurred. Expenditure includes any VAT that cannot be fully recovered, and is reported as part of the expenditure to which it relates.

Direct charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the independent examiner's fee and costs linked to the strategic management of the charity.

e Retirement benefits

Payments to both the defined contribution retirement benefit scheme and the defined benefit retirement scheme are charged as an expense as they fall due.

The charity's defined benefit retirement scheme is The Pension Trust employee's personal Pension Fund and it contributes at rates set by the Scheme Actuary and advised to the board by the Scheme Administrator. The scheme is a multi employer pension scheme and it is not possible to identify the assets and liabilities of the scheme attributable to the charity. In accordance with FRS17 therefore, the scheme is accounted for as a defined contribution scheme. See Note 14.

f Fixed Assets

Fixed assets costing £300 or more are capitalised at cost and depreciated on a straight line basis over 3 years.

2 Grants received - unrestricted funds	2024 £	2023 £	Comments
Anonymous Foundation			
Calleva Foundation			
Childwick Trust		7,500	
Garfield Weston Foundation		30,000	
Reta Lila Howard Foundation		5,000	
The Alice Ellen Cooper Dean Charitable Foundation			
The Russell Family Charitable Trust *Note 1	4,000		
Various Corporate Retailers	28,496		
Various Local, Parish & District Council	11,850		
Various Trusts & Foundations	25,015	38,295	
	<u>69,361</u>	<u>80,795</u>	

Unrestricted funds can be used across any function/any area for the purpose of the Charity.

Any unrestricted grants more than £5,000 are itemised.

Any unrestricted grants less than £5,000 are aggregated.

*Note 1: The Russell Family Charitable Trust internally designated £4,000 to RH Rushmoor WellBeing

HOME-START HAMPSHIRE

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED

31ST MARCH 2024

10 Trustees' Remuneration and Expenses

No remuneration or expenses were paid to any Trustees during the year, except to re-imburse them for purchases made on behalf of the charitable company. Total amount for year was £0.

11 Unrestricted funds

All unrestricted funds held are unrestricted and available to be applied in furtherance of Home-Start Hampshire charitable objectives at the discretion of the Trustees.

12 Related Party Transactions

No trustees made donations to the charity during the year.

13 Post Balance Sheet Event

None

14 THE PENSIONS TRUST - DEFINED BENEFIT RETIREMENT SCHEME

Withdrawal from Group Pension Plan

As a result of the last member of staff to leave the scheme, Home-Start Hampshire triggered a section 75 withdrawal from this specific defined benefit pension scheme.

There is a case continuing at the High Court to check that the changes the administrators have made to the benefits provided to members from the Schemes are as required by the Scheme's documentation and thus Section 75 debts cannot be certified until after the court case has concluded.

Home-Start Hampshire entered into a side agreement with The Pension Scheme administrators in early 2022 to acknowledge that the Section 75 debt payment will be treated as an "on account" payment until the Scheme Actuary is able to formally certify the payment after the Court ruling, which may take up to two years.

Home-Start Hampshire has, thus, been invoiced (and paid) for 90% of the withdrawal debt as calculated under the present method employed by the scheme administrators. The balance will be invoiced after the Court ruling.

Home-Start Hampshire is aware that the balancing payment may be higher or lower than the current 10% outstanding. We have, therefore, included a provision of £10,000 for this balancing payment.

HOME-START HAMPSHIRE

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED

31ST MARCH 2024

	2024	2023	Function
	£	£	
3 Grants received - restricted funds			
Alton Town Council			Supporting families
Alice Ellen	6,000		Training of volunteers in West Hampshire
Armed Forces Covenant Fund Trust	7,500	9,500	Supporting military families in Rushmoor & Hart
Barker Mills Foundation	1,000		Recruit, train and supervise volunteers
Calleva Foundation		5,000	Supporting families and volunteers in Havant
Communities First LCP	500		Supporting Travel for families in the Havant Area
East Hants District Council	3,405		Supporting local families
Edward Gostling - Gosport Group	7,000		Family Group in Gosport
Edward Gostling - Havant Group	5,000		Family Group in Havant
Hampshire County Council	4,921	30,000	Connect4Communities fund
Hampshire County Council	15,500	10,788	Supporting families across Hampshire
Hampshire County Council - WSA	4,989		Supporting families across Hampshire
Hedley	2,000		Supporting families
HIWCF - Cost of Living	3,250		We are all together
HIWCF - Charles Burnett		11,714	Supporting families in the New Forest Area
HS UK - BT		73,530	IT equipment giveaway
HS UK - Pears	10,500		Supporting families
HS UK - Rushmoor Wellbeing * Note	4,805		Supporting military families in Rushmoor & Hart
National Lottery		55,209	Pyramid Project
National Lottery	30,763	30,124	Mental Health project
NHS Hampshire & IOW - CYP Mental Health		19,555	Mental Health Training for volunteers & staff
NHS Hampshire & IOW - No Wrong Door		7,975	Supporting families in New Forest area
Odiham Cottage Hospital	13,000	11,000	Supporting via Groups
Other small grants for supporting families		22,376	Supporting families
Parish/local/district councils	5,750	33,747	Supporting families across Hampshire
Reta Lila Howard Foundation	8,000		Supporting Families
RNRMC	22,500	27,500	Supporting naval families
Sovereign NetNG MHD	876		Supporting families
Whitehill Town Council	3,063		Supporting families in Weywater area
Winchester City Council	6,570	7,300	Supporting families in South Winchester District
	<u>165,902</u>	<u>385,318</u>	

Restricted income is specifically restricted by function where the funds could be recalled if not used for its purpose

Any restricted grants more than £5,000 are itemised.

Any restricted grants less than £5,000 are aggregated.

*Note: An additional £4,000 unrestricted income has been internally designation to Rushmoor Wellbeing

	2024	2023	
	£	£	
4 Restricted Donations			
Restricted by function	1,000	1,000	Tesco Groundworks
All donations received were less than £5000			

	IT	CRM	Total
	Equipment	System	
5 Fixed Assets			
Cost:			
As at 1 April 2023	24,083	2,488	26,571
Additions	504		504
Disposals	(1,462)		(1,462)
As at 31 March 2024	<u>23,125</u>	<u>2,488</u>	<u>25,613</u>
Depreciation:			
As at 1 April 2023	19,789	2,488	22,277
Charge for year	4,119		4,119
Disposals	(1,380)		(1,380)
As at 31 March 2024	<u>22,518</u>	<u>2,488</u>	<u>25,006</u>
Net Book Value:			
As at 1 April 2023	4,294	-	4,294
As at 31 March 2024	<u>607</u>	<u>-</u>	<u>607</u>

HOME-START HAMPSHIRE
 NOTES TO THE FINANCIAL STATEMENTS (continued)
 FOR THE YEAR ENDED
 31ST MARCH 2024

6 Debtors

	2024	2023
Due within one year:		
Accounts receivable	8,760	39,173
Prepayments	1,748	4,111
	<u>8,688</u>	<u>43,284</u>

7 Creditors: amounts falling due within one year

	2024	2023
Due within one year:		
Créditons Control account	8,518	21,877
Accounts PAYE payable	8,205	13,070
Pension credit account	3,225	8,104
Short Term Pension Liability	1,285	3,108
Other Payables	10,000	10,000
Student loan payable		188
	<u>26,633</u>	<u>66,119</u>

See note 14

8 Analysis of Net Assets Between Funds

	Unrestricted / Designated Funds - Note 1	Restricted Funds	Total Funds
Fixed Assets			
Current Assets	180,485	607	607
Current Liabilities	29,854	48,618	208,103
Net Assets	<u>150,631</u>	<u>48,226</u>	<u>239,344</u>

9 Analysis of charitable funds

Analysis of funds movement

	Balance b/w/d	Income	Expenditure	Transfers	Funds c/w/d
a) Unrestricted funds - Note 1					
Unrestricted funds - Available for use	289,698	120,248	(228,818)	(48,481)	139,688
Designated funds - RHM Project	289,698	118,268	(229,818)	46,531	139,688
Designated funds - RHM Project		4,000	-	-	4,000
b) Restricted funds by function					
Supporting services	91,027	168,892	(208,784)	-	49,228
	91,027	168,892	(208,784)	-	49,228
Total	380,726	287,140	(438,602)	-	239,344

Note 1: Unrestricted funds have £139,688 of available funds, £46,461 allocated as designated funds for business contingency and £4,000 for Rulmeur and Heat project.

Analysis of distributable funds - previous year

Analysis of funds movement

	Balance b/w/d	Income	Expenditure	Transfers	Funds c/w/d
a) Unrestricted funds					
Unrestricted funds	473,197	163,766	(328,224)	-	298,688
b) Restricted funds by function					
Supporting services	117,818	358,318	(383,148)	-	91,987
	117,818	358,318	(383,148)	-	91,987
Total	591,015	522,084	(711,372)	-	390,675

HOME-START HAMPSHIRE

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED

31ST MARCH 2024

- 15 Staff costs - salaries, social security costs, employer's contribution to pension, also any redundancy payments.

	2024 £'000	2023 £'000
Salaries & Wages (Gross)	296	435
Redundancy	14	1
Social Security Costs (ER NI)	17	25
Pension Costs (ER)	14	20
	<u>341</u>	<u>482</u>

No employees who received total employee benefits (excluding employer pension costs) of more than £60,000

- 16 Staff Numbers

	2024 Number	2023 Number
Average number of staff employed (part time)	16	28
FTE average number of staff for year	10	15

- 17 Members Guarantee

The company is a registered charity and a company limited by guarantee with liability of each of the members being limited to £1.

- 18 Reconciliation of net movement in funds to net cash flow from operating activities

	2024	2023
Net Movement in Funds	(151,411)	(202,296)
Add back depreciation charge	2,729	4,566
Defined benefit pension scheme finance cost		
Deduct interest income shown in investing activities	(5,825)	(2,307)
Prepayments movement	2,363	177
Decrease (increase) in stock		
Decrease (increase) in debtors	32,423	(15,163)
Increase (decrease) in creditors	(26,522)	2,658
	<u>(148,244)</u>	<u>(212,364)</u>

HOME-START HAMPSHIRE

England & Wales - Charity number 1144661

Accounts

**HOME-START HAMPSHIRE
DIRECTORS' AND TRUSTEES' REPORT
AND
FINANCIAL STATEMENTS
FOR THE YEAR ENDED
31ST MARCH 2023**

Charity No. 1144661

Company No. 07295751
(Registered in England and Wales)



HOME-START HAMPSHIRE

Company No. 07295751 (Registered in England and Wales)
Charity No. 1144661

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HOME-START HAMPSHIRE

OFFICERS AND PROFESSIONAL ADVISERS

Directors and trustees	Lynn Ludford (Chair) Paul Rann (Vice-Chair) Clare Kennedy (Company Secretary) Rachel Swan Ian Wollam (Treasurer) Tina Daniel (Resigned 03/10/2022) Eileen Ball Nikki Newman (Appointed 16/11/2022 – Ended 01/03/2023) Karen Cracknell (Appointed 23/01/2023)
Members	The trustees are the only members.
Company Secretary	Clare Kennedy
Chief Executive	Glen Mallen
Company number	07295751 (Registered in England and Wales)
Charity number	1144661
Registered Office	Wickham Community Centre Mill Lane Wickham Hampshire PO17 5AL
Bankers	Lloyds Bank plc Blackheath, London
Independent Examiner	Mark Dickinson FCA Shaw Gibb (Audit) Limited Statutory Auditors Wey Court West Union Road Farnham Surrey GU9 7PT

HOME-START HAMPSHIRE

REPORT OF THE TRUSTEES

FOR THE YEAR ENDED

31ST MARCH 2023

The trustees, who are also directors of the charity for the purpose of the Companies Act, present their annual report and the financial statements for the year ended 31st March 2023. The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and 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 SORP (FRS 102).

OBJECTS OF THE CHARITY, PRINCIPAL ACTIVITIES AND ORGANISATION OF OUR WORK

The charity is registered as a charity with the Charity Commission and constituted as a company limited by guarantee, registered in England and Wales, and governed by a memorandum and articles of association.

The charity's objects are to safeguard, protect and preserve the good health, both mental and physical of children and parents of children, to prevent cruelty or maltreatment of children, to relieve sickness poverty and need amongst children, and to promote the education of the public in better standards of childcare within the areas of Hampshire covering Rushmoor and Hart, part of East Hampshire including Alton, Bordon and Liphook, Havant, Gosport and Fareham, the Meon Valley and the New Forest and its environs.

Its principal activity is the recruiting and training of volunteers who then offer confidential and informal support to families in need.

The board of trustees, who meet at least 6 times a year, are responsible for the governance of the charity, setting and monitoring the charity's strategy for both the year and longer term. The leadership team are responsible for the day-to-day delivery of the operational activity.

To ensure that the services delivered meet the requirements of the charities objectives as well as the families we are here to support the following two sub-committees meet on a month basis to discuss, address, and resolve any issues presented. If required any approvals needed are taken to the bi-monthly board meeting:

- *Service, People and Performance Committee*
Corporate risk register, policies, HR, L&D, performance concerns
- *Funding and Income Committee*
Financial projection, income generation, fundraising and funding opportunities.

Public Benefit

The charity acknowledges its requirement to demonstrate clearly that it must have charitable purposes or 'aims' that are for the public benefit. Details of how the charity has achieved this are provided in the trustees report. The trustees confirm that they have paid due regard to the Charity Commission guidance on public benefit before deciding what activities the charity should undertake.

Recruitment and appointment of new trustees

The charity regularly reviews the skills of trustees/directors, and any needs that are not being met by the current membership are filled through recruitment of new trustees/directors. Recruitment is through a combination of:

- Direct approach to suitably qualified individuals known to the existing trustees/directors.
- Advertising for applicants through the media and other outlets; and
- Using board 'banks', etc. maintained by support bodies.

The board of trustees/directors has established procedures for recruiting and appointing trustees/directors, including identification of potential candidates, informal visits or discussions, formal application and interview, consideration by the full board of trustees/directors, and finally election by a majority of votes.

HOME-START HAMPSHIRE
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED

31ST MARCH 2023

Recruitment and appointment of new trustees *continued*

Home-Start Hampshire is committed to safeguarding and promoting the welfare of children and vulnerable adults and our Safe Recruitment Policy is an important part of safeguarding and protecting children and vulnerable adults and it is essential that the assessment and selection of all persons within the charity is robust. Checks at an appropriate level will be undertaken prior to anyone taking up an employed or volunteer role within the charity.

This policy with supporting procedures outlines the steps we take to ensure that our staff members, volunteers and trustees are safe to work with children and vulnerable adults.

Home-Start UK

Although autonomous under the Memorandum and Articles, the charity is affiliated to Home-Start UK. Under its Agreement with Home-Start UK, the charity submits to review and monitoring, and receives training, information and guidance as well as a Handbook. This Handbook provides, in one easy-to-access place, an overview of the different aspects of running a local Home-Start and is a companion to the Home-Start Agreement.

Home-Start UK also operates a Quality Assurance Scheme which ensures best standards are maintained.

FINANCIAL REVIEW AND RESERVES POLICY

2022/23 has been a challenging year. The economic climate means that funding and fundraising has been most difficult and income on previous years significantly reduced. The impact of this required us to take steps to reduce our costs, including a reduction in staff and some of the services we are able to provide. We continue to evaluate the income streams and strive to diversify our income in line with our new funding strategy. The board remain committed to the continued consolidation of our operations.

Our income and expenditure are monitored monthly by the Finance & Income Sub-Committee, the trustees & all staff receive notification of income weekly and cost saving measures are in place. Staff are fully aware that further cost savings including redundancies may occur if income is insufficient to continue operations as they exist. Vacancies arising from resignation are carefully evaluated and, wherever possible, adjustments to continuing staff activities or hours are made to enable savings to be secured.

The trustees have established a policy of both unrestricted or free reserves and restricted reserves. Restricted reserves are made up of any funding received in the current financial year that is for a specific project or work that will be delivered in a future financial year. As at 31 March 2023, restricted reserves amounted to £91,087 for use in financial year 2023/2024.

Unrestricted or free reserves come from unutilized donations and surplus funds and the trustees established that the free reserves of the charity should be sufficient to cover the costs for a designated period of operation and allow for an orderly wind down of the charity. Unrestricted reserves at the end of the financial year 2022/2023 were £299,688.

The trustees have set a reserves policy which requires:

- a) reserves are maintained at a level which ensures core activity could continue during a period of unforeseen difficulty
- b) a proportion of reserves are maintained in a readily realisable form.

The calculation of the level of reserves is an integral part of the charity's planning, budget and forecast cycle and takes into account the:

- risks associated with each stream of income & expenditure being different from budget planned activity level and the
- charity's commitments.

Having considered the risk, activity and commitments of the organisation, the trustees have agreed that the scheme aims to retain a level of reserves of between 3 and 6 months running costs.

HOME-START HAMPSHIRE

REPORT OF THE TRUSTEES (continued)

FOR THE YEAR ENDED

31ST MARCH 2023

Pay and Remuneration of Staff

The pay and remuneration of all staff is based on pay rates in similar charities by size and operation and is reviewed annually. Home-Start Hampshire pay and remuneration policy is not linked to any national body's pay structure.

Risk Management

The trustees actively review the major risks which the charity faces monthly and believe that maintaining the free reserves stated above, combined with the annual review of the controls over key financial systems carried out on an annual basis will provide sufficient resources in the event of adverse conditions. The trustees have also examined other operational and business risks which they face and confirm that they have established systems to mitigate the significant risks.

ACHIEVEMENTS AND PERFORMANCE

The charity places much reliance on the services of unpaid volunteers. This includes the time provided by the trustees.

2022/2023 was an incredibly busy year for the charity as we supported nearly 784 families. The ongoing impact of the Coronavirus pandemic and cost of living crisis created an increase in the demand for our services as well as presented more complex issues for our teams to support. There seems to be no signs of the cost-of-living pressure abating and we know that 2023/2024 will be another busy and complex year.

COVID enabled us to develop tools to support families in new and innovative ways and we have continued with such tools, assisting us with management of referrals and post support monitoring.

We noticed a growing number of issues relating to isolation and anxiety created from the control measures put in place to reduce the spread of the COVID virus continue. Families continue to struggle with re-establishing connections with others and thus enabling children to gain the important social interactions required at the early stages of development.

We directed our energy and resource to supporting as many families as we could; but this was only possible through the passion, enthusiasm and commitment of our amazing volunteers, supported by a dedicated staff team. Our volunteers are the heartbeat of our charity, and we continue to explore ways to engage and develop them, to ensure we can better support them so they, in turn, may support more families in the future.

During 2022/2023, we ran our mandatory Volunteer Preparation Training courses as a mixture of in person and remote sessions and added 32 new volunteers to our team.

At year end, 165 Volunteers had helped us to support an incredible 1641 children within a total of 784 families (532 new and 152 carried forward), donating an astounding 17,000+ hours of support to families in their own homes.

We recorded excellent and improving outcomes with our families with:

- 97% made progress in at least one area
- 94% of families made progress in at least two areas; an increase on 2021/2022
- 90% of families made progress in at least three areas; again, an increase on previous year

We continued to develop our Family Group offerings to supplement our core home visiting service. We ended the year with 6 groups running across our areas.

Despite some measures being lifted, COVID continued to impact and restrict our Community Action teams but thankfully they were successful in securing some local funding through alternate sources. We continue to work with them to review our community fundraising and ambassadorial work to further enhance their contribution to the charity for the future.

HOME-START HAMPSHIRE

REPORT OF THE TRUSTEES (continued)

FOR THE YEAR ENDED

31ST MARCH 2023

ACHIEVEMENTS AND PERFORMANCE *continued*

Throughout the year we have been able to deliver a variety of much appreciated activity and educational packs to Families, food parcels and extras at Christmas and Easter. We are grateful to all the supporters and benefactors that support these initiatives.

During 2021/2022 we helped to develop and pioneer a new Back to Basics approach to family support in partnership with Hampshire County Council (HCC). This continued in 2022/2023 and funding from Southern Health CCG will help avoid inappropriate Mental Health referrals for children as well as help families cope with issues whilst waiting for symptom diagnosis or support plans being put in place.

Funding from Hampshire County Council to support families with targeted funding to help address specific issues related to child poverty was well received by our families and we look forward to continuing this initiative when it becomes available once more.

Our representation on the Local Children's Partnerships within each of the areas we support enables us to be recognised as a key provider of family support services across Hampshire.

We secured some seed funding to enable us to start offering family support in Southampton where there has never previously been a Home-Start presence. We have initially commenced a Group facility and hope to develop our service to provide home visiting services across Southampton in the coming months; subject to funding becoming available.

Without our volunteers; as home -visitors, group support, administration and as trustees; we could not function and thus we cannot thank them enough. Their commitment is a lifeline for families struggling to cope with life's challenges, especially during the current difficult time. They are most assuredly 'helping turn tough days into better tomorrows'.

We would also like to thank all our supporters throughout the year. Our existing funders, such as the National Lottery, Odiham District Hospital, RNRMC and Hampshire County Council have remained extremely supportive. Details of our funders can be found on Pages 11 & 12 of these accounts.

FUTURE PLANS

2023/2024 will focus on ensuring that we grow our income sources, increase our volunteer base as well as develop volunteer skills and roles even further; ensuring that we have 'the right people, with the right skills in the right places to cope with the increasing and changing demands.

Our core services will:

- be delivered through our volunteers as we empower families to provide the best start in life for children (0 – 11yrs)
- be tailored for the demand, utilising innovation and technology to reach more families
- continue to support a range of families including those with complex needs

To achieve our vision of 'making a lasting difference to families and children in Hampshire' and deliver on our ambitious plans, to the standard of excellence expected, it is essential that the charity is financially sustainable with a more diverse income model and is structured effectively for the future.

We have established a new 3-year strategy, with 6 clear success statements and are now focussing on ensuring our core values are embedded and on how we can grow and improve awareness of our charity and its valuable work.

We will continue to work collaboratively with our partners, our communities and of course our fantastic, committed, and passionate volunteers to support families and children to grow, thrive and 'have better tomorrows'.

HOME-START HAMPSHIRE

REPORT OF THE TRUSTEES (continued)

FOR THE YEAR ENDED

31ST MARCH 2023

Directors and Trustees

All directors of the company are also trustees and members of the charity, and there are no other trustees or members.

All of the trustees are named on page 1.

Every member promises, if the charity is dissolved while he, she or it remains a member or within 12 months afterwards, to pay up to £1 towards the costs of dissolution and the liabilities incurred by the charity while the contributor was a member.

Trustees' Responsibilities in Relation to the Financial Statements

The directors are responsible for preparing the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice.

The Companies Act 2006 requires the directors to prepare financial statements for each financial year which give a true and fair view of the state of the company and of the profit and loss of the company for that period.

In preparing those financial statements the directors are required to:

- (i) select suitable accounting policies and then apply them consistently;
- (ii) observe the methods and principles of the Charities SORP (FRS 102);
- (iii) make judgements and estimates that are reasonable and prudent;
- (iv) state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- (v) prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The directors are responsible for keeping proper accounting records which disclose, with reasonable accuracy any time the financial position of the company. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Small company exemption

This report has been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

By order of the Board

Director: 
Lynn Ludford (Chair)

Date: 19th September 2023

HOME-START HAMPSHIRE

REPORT OF THE INDEPENDENT EXAMINER

FOR THE YEAR ENDED

31ST MARCH 2023

I report to the trustees on my examination of the accounts of Home-Start Hampshire for the year ended 31st March 2023.

Responsibilities and basis of report

As the charity trustees of the Charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Charities accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable directions given by the Charity Commission under section 145(5)(b) of the Act.

Basis of independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of ICAEW, which is one of the listed bodies.

My examination was carried out in accordance with General Directions given by the Charity Commissioners. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently I do not express an audit opinion on the accounts.

Independent examiner's statement

I have completed my examination. I confirm that no material 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 130 of the Act; or
- 2) the accounts do not accord with those records; or
- 3) the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that accounts give a 'true and fair view', which is not a matter considered as part of an independent examination.

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 accounts to be reached.

This report is made solely to the charity's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the charity's Trustees those matters I am required to state to them in an Independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity and the charity's Trustees as a body, for my work or for this report.

M. Dickinson

Mark Dickinson FCA, Shaw Gibb (Audit) Limited, Statutory Auditors

Date: 20/9/2023

Wey Court West, Union Road, Farnham, Surrey, GU9 7PT.

HOME-START HAMPSHIRE

Company No. 07295751

Charity No. 1144661

STATEMENT OF FINANCIAL ACTIVITIES

FOR THE YEAR ENDED

31ST MARCH 2023

	Notes	Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
		Funds	Funds	Funds	Funds	Funds	Funds
		2023	2023	2023	2022	2022	2022
		£	£	£	£	£	£
Incoming resources							
Grants received	2/3	80,795	355,318	436,113	110,861	484,278	595,139
Donations/fundraising	4	28,945	1,000	29,945	51,925	244	52,168
Events		16,109		16,109	7,767		7,767
Legacies				-			-
Furlough Income				-			-
Other income		27,907		27,907	11,163		11,163
Total incoming resources		153,756	356,318	510,074	181,716	484,521	666,237
Resources expended							
<u>Direct charitable expenditure</u>							
Salary costs		259,352	201,084	460,437	109,679	344,938	454,617
Pension costs		10,853	9,061	19,914	(10,926)	10,846	(80)
Redundancy & recruitment		1,256	151	1,407	976	570	1,546
Family group & project costs		1,747	47,682	49,428	1,015	3,626	4,642
Operational phone costs		3,722	712	4,434	1,979	2,056	4,035
Volunteer training		12	419	431	-	270	270
Staff training		812	523	1,335	-	2,350	2,350
Staff travel & expenses		6,998	4,374	11,372	4,881	6,471	11,353
Volunteer travel & expenses		4,846	5,372	10,218	1,733	6,232	7,965
		290,403	270,286	560,689	109,338	377,360	486,698
<u>Governance costs</u>							
Rent, rates & Property costs		11,167	11,081	22,248	2,793	25,224	28,018
IT & communication costs		10,795	81,400	92,194		25,478	25,478
Office costs		754	3,158	3,912	85	4,772	4,857
Home Start fees		3,660	8,340	12,000	264	10,800	11,064
Marketing & advertising		-	2,540	2,540		2,954	2,954
Fundraising & event costs		-	819	819		370	370
Depreciation		5,057	1,715	6,773	942	8,312	9,254
Other asset movement				-			-
Bank fees		600	86	687	429	50	479
Independent Examiner Fees		797	1,363	2,160		1,920	1,920
Other professional fees		4,652	2,125	6,777	192	1,167	1,359
Insurance		1,339	232	1,570		1,407	1,407
		38,821	112,860	151,681	4,705	82,455	87,160
Total resources expended		329,224	383,146	712,370	114,043	459,815	573,858
Net incoming resources for the year		(175,469)	(26,828)	(202,296)	67,673	24,706	92,380
Balance brought forward at 1st April 2022		475,137	117,915	593,052	407,463	93,209	500,672
Balance carried forward at 31st March 2023		299,668	91,087	390,756	475,137	117,915	593,052

The notes on pages 11 to 15 form part of these financial statements.

HOME-START HAMPSHIRE

Company No. 07295751

Charity No. 1144661

BALANCE SHEET

AS AT 31ST MARCH 2023

	Notes	£	2023 £	£	2022 £
Fixed Assets	5	4,294		9,965	
Current Assets					
Debtors	6	43,284		28,299	
Cash at bank and in hand		399,334		608,287	
		<u>442,618</u>		<u>636,585</u>	
Creditors: amounts falling due within one year	7	<u>56,156</u>		<u>53,498</u>	
Net current assets			390,756		593,052
Creditors: amounts falling due after more than one year	14		-		-
Net assets	8		<u>390,756</u>		<u>593,052</u>
Capital Funds					
Unrestricted Funds	9a		299,668		475,137
Restricted Funds	9b		91,087		117,915
Total funds			<u>390,756</u>		<u>593,052</u>

Approval

The directors are satisfied that the company is entitled to exemption from the provisions of the Companies Act 2006 (the Act) relating to the audit of the financial statements for the year by virtue of section 477, and that no member or members have requested an audit pursuant to section 476 of the Act.

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

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

These financial statements were approved by the directors on 14th September 2023 signed by:



Lynn Ludford (Chair)

The notes on pages 11 to 15 form part of these financial statements.

HOME-START HAMPSHIRE

Company No. 07295751

Charity No. 1144661

**STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED
31ST MARCH 2023**

	Total Funds	Prior Year Funds Note	
	£	£	
Cash flows from operating activities:	<u>(212,364)</u>	<u>36,770</u>	18
Cash flows from investing activities:			
Purchases of Fixed Assets	1,105	(535)	
Net cash provided by (used in) investing activities:	<u>1,105</u>	<u>(535)</u>	
Cash flows from financing activities:			
Interest Income	2,307	406	
Net cash provided by (used in) financing activities	<u>2,307</u>	<u>406</u>	
Change in cash and cash equivalents in the reporting period	(208,953)	36,641	
Cash and cash equivalents at the beginning of the reporting period	608,287	571,646	
Total cash and cash equivalents at the end of the year	<u>399,334</u>	<u>608,287</u>	

The notes on pages 11 to 15 form part of these financial statements.

HOME-START HAMPSHIRE

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED

31ST MARCH 2023

1 Accounting policies

The principal accounting policies are summarised below. The accounting policies have been applied consistently throughout the year and in the preceding year.

a Basis of accounting

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing accounts in accordance with the Financial Reporting Standard applicable in the UK (FRS 102) (Charities SORP (FRS102)), the Financial Reporting applicable in the UK (FRS102) and the Companies Act 2006.

b Fund accounting

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity.

Restricted funds are subjected to restrictions on their expenditure imposed by the donor.

c Incoming resources

Voluntary income, donations and grants are accounted for on an accruals basis.

d Resources expended

Expenditure is recognised on an accrual basis as a liability is incurred. Expenditure includes any VAT that cannot be fully recovered, and is reported as part of the expenditure to which it relates.

Direct charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the independent examiner's fee and costs linked to the strategic management of the charity.

e Retirement benefits

Payments to both the defined contribution retirement benefit scheme and the defined benefit retirement scheme are charged as an expense as they fall due.

The charity's defined benefit retirement scheme is The Pension Trust employee's personal Pension Fund and it contributes at rates set by the Scheme Actuary and advised to the board by the Scheme Administrator. The scheme is a multi employer pension scheme and it is not possible to identify the assets and liabilities of the scheme attributable to the charity. In accordance with FRS17 therefore, the scheme is accounted for as a defined contribution scheme. See Note 14.

f Fixed Assets

Fixed assets costing £300 or more are capitalised at cost and depreciated on a straight line basis over 3 years.

2 Grants received - unrestricted funds	2023	2022
	£	£
Anonymous Foundation		72,500
Calleva Foundation		5,000
Childwick Trust	7,500	
Garfield Weston Foundation	30,000	
Reta Lila Howard Foundation	5,000	7,500
The Alice Ellen Cooper Dean Charitable Foundation		10,000
Various Trusts & Foundations	38,295	15,861
	<u>80,795</u>	<u>110,861</u>

Unrestricted funds can be used across any function/any area for the purpose of the Charity.

Any unrestricted grants more than £5,000 are itemised.

Any unrestricted grants less than £5,000 are aggregated.

HOME-START HAMPSHIRE

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED

31ST MARCH 2023

	2023	2022	Function
	£	£	
3 Grants received - restricted funds			
Alton Town Council		12,000	Supporting families
Armed Forces Covenant Fund Trust	9,500		Supporting military families in Rushmoor & Hart Group in Southampton
Awards for All		9,500	Supporting families for starting school
Big Hopes, Big Futures		15,000	Supporting families and volunteers in Havant
Calleva Foundation	5,000		Supporting families across Hampshire
Children in Need		38,953	Supporting families in the Meon Valley Area
Denmead Parish Council		5,200	Supporting local families
East Hants District Council		14,000	Family Group in Gosport
Edward Gostling		5,000	Connect4Communities fund
Hampshire County Council	30,000	30,000	Supporting families across Hampshire
Hampshire County Council	10,788		Supporting families across Hampshire
Hampshire County Council - SFP		35,000	Supporting families across Hampshire
HIWCF		5,000	We are all together
HIWCF - Charles Burnett	11,714		Supporting families in the New Forest Area
HS UK - BT	73,530		IT equipment giveaway
HS UK - John Lewis Supercharge		5,403	Southampton Development
National Lottery	55,209	159,177	Pyramid Project
National Lottery	30,124	29,500	Mental Health project
New Forest District Council		10,000	Supporting families in New Forest area
NHS		20,000	Supporting families with mental health needs
NHS Hampshire & IOW - CYP Mental Health	19,555		Mental Health Training for volunteers & staff
NHS Hampshire & IOW - No Wrong Door	7,975		Supporting families in New Forest area
Odiham Cottage Hospital	11,000	11,000	Supporting via Groups
Other small grants for supporting families	22,376	48,773	Supporting families.
Parish/local/district councils	33,747		Supporting families across Hampshire
RNRMC	27,500	10,500	Supporting naval families
Russell Family Trust		5,000	Supporting families
Whitehill Town Council		7,272	Supporting families in Weywater area
Winchester City Council	7,300	8,000	Supporting families in South Winchester District
	<u>355,318</u>	<u>484,278</u>	

Restricted income is specifically restricted by function where the funds could be recalled if not used for its purpose

Any restricted grants more than £5,000 are itemised.

Any restricted grants less than £5,000 are aggregated.

	2023	2022	
	£	£	
4 Restricted Donations			
Restricted by function	1,000	244	Volunteer Training for R&H
All donations received were less than £5000			

	IT	CRM	Total
	Equipment	System	
5 Fixed Assets			
Cost:			
As at 1 April 2022	25,188	2,488	27,676
Additions	1,102		1,102
Disposals	(2,206)		(2,206)
As at 31 March 2023	<u>24,083</u>	<u>2,488</u>	<u>26,571</u>
Depreciation:			
As at 1 April 2022	15,499	2,211	17,710
Charge for year	6,496	276	6,773
Disposals	(2,206)		(2,206)
As at 31 March 2023	<u>19,789</u>	<u>2,488</u>	<u>22,277</u>
Net Book Value:			
As at 1 April 2022	9,689	276	9,965
As at 31 March 2023	<u>4,294</u>	<u>-</u>	<u>4,294</u>

HOME-START HAMPSHIRE

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED

31ST MARCH 2023

6 Debtors

	2023	2022
Due within one year:	£	£
Accounts receivable	39,173	24,010
Prepayments	4,111	4,289
	<u>43,284</u>	<u>28,299</u>

7 Creditors: amounts falling due within one year

	2023	2022
Due within one year:	£	£
Creditors Control account	21,677	21,526
Accruals	13,070	14,230
PAYE payable	8,104	6,691
Pension control account	3,108	-
Short Term Pension Liability <i>See note 14</i>	10,000	10,000
Proxy Holding Account		1,000
Student loan payable	198	51
	<u>56,156</u>	<u>53,498</u>

8 Analysis of Net Assets Between Funds

	Unrestricted Funds	Restricted Funds	Total Funds
	£	£	£
Fixed Assets		4,294	4,294
Current Assets	339,441	103,177	442,618
Current Liabilities	(10,000)	(46,156)	(56,156)
Net Assets	<u>329,441</u>	<u>61,314</u>	<u>390,756</u>

9 Analysis of charitable funds

Analysis of funds movement		Balance b/fwd	Income	Expenditure	Funds c/fwd
		£	£	£	£
a)	Unrestricted funds	475,137	153,756	(329,224)	299,668
b)	Restricted funds by function	117,915	356,318	(383,146)	91,087
	Supporting families	117,915	356,318	(383,146)	91,087
	Total	593,052	510,074	(712,370)	390,756

Analysis of charitable funds - previous year

Analysis of funds movement		Balance b/fwd	Income	Expenditure	Funds c/fwd
		£	£	£	£
a)	Unrestricted funds	407,463	181,716	(114,043)	475,136.75
b)	Restricted funds by function	93,209	484,521	(459,815)	117,915
	Supporting families	93,209	484,521	(459,815)	117,915
	Total	500,672	666,237	(573,858)	593,052

HOME-START HAMPSHIRE

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED

31ST MARCH 2023

10 Trustees' Remuneration and Expenses

No remuneration or expenses were paid to any Trustees during the year, except to re-imburse them for purchases made on behalf of the charitable company. Total amount for year was £0.

11 Unrestricted funds

All unrestricted funds held are unrestricted and available to be applied in furtherance of Home-Start Hampshire charitable objectives at the discretion of the Trustees.

12 Related Party Transactions

No trustees made donations to the charity during the year.

13 Post Balance Sheet Event

None

14 THE PENSIONS TRUST - DEFINED BENEFIT RETIREMENT SCHEME

Withdrawal from Group Pension Plan

As a result of the last member of staff to leave the scheme, Home-Start Hampshire triggered a section 75 withdrawal from this specific defined benefit pension scheme.

There is a case continuing at the High Court to check that the changes the administrators have made to the benefits provided to members from the Schemes are as required by the Scheme's documentation and thus Section 75 debts cannot be certified until after the court case has concluded.

Home-Start Hampshire entered into a side agreement with The Pension Scheme administrators in early 2022 to acknowledge that the Section 75 debt payment will be treated as an "on account" payment until the Scheme Actuary is able to formally certify the payment after the Court ruling, which may take up to two years.

Home-Start Hampshire has, thus, been invoiced (and paid) for 90% of the withdrawal debt as calculated under the present method employed by the scheme administrators. The balance will be invoiced after the Court ruling.

Home-Start Hampshire is aware that the balancing payment may be higher or lower than the current 10% outstanding. We have, therefore, included a provision of £10,000 for this balancing payment.

HOME-START HAMPSHIRE

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED

31ST MARCH 2023

15 Staff costs - salaries, social security costs, employer's contribution to pension, also any redundancy payments.

	2023 £'000	2022 £'000
Salaries & Wages (Gross)	435	431
Redundancy	1	
Social Security Costs (ER NI)	25	23
Pension Costs (ER)	20	-0
	<u>482</u>	<u>455</u>

No employees who received total employee benefits (excluding employer pension costs) of more than £60,000

16 Staff Numbers

	2023 Number	2022 Number
Average number of staff employed (part time)	28	30
FTE average number of staff for year	15	15

17 Members Guarantee

The company is a registered charity and a company limited by guarantee with liability of each of the members being limited to £1.

18 Reconciliation of net movement in funds to net cash flow from operating activities

	2023	2022
Net Movement in Funds	(202,296)	92,380
Add back depreciation charge	4,566	5,906
Defined benefit pension scheme finance cost		(21,778)
Deduct interest income shown in investing activities	(2,307)	(406)
Prepayments movement	177	1,044
Decrease (increase) in stock		
Decrease (increase) in debtors	(15,163)	(19,640)
Increase (decrease) in creditors	2,658	(20,735)
	<u>(212,364)</u>	<u>36,770</u>

HOME-START HAMPSHIRE

England & Wales - Charity number 1144661

Accounts

HOME-START HAMPSHIRE
DIRECTORS' AND TRUSTEES' REPORT
AND
FINANCIAL STATEMENTS
FOR THE YEAR ENDED
31ST MARCH 2022

Charity No. 1144661

Company No. 07295751
(Registered in England and Wales)



HOME-START HAMPSHIRE

Company No. 07295751 (Registered in England and Wales)

Charity No. 1144661

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HOME-START HAMPSHIRE

OFFICERS AND PROFESSIONAL ADVISERS

Directors and trustees	Lynn Ludford (Chair) Paul Rann (Vice-Chair) Clare Kennedy Rachel Swan Ian Wollam (Treasurer) Tina Daniel Eileen Ball
Members	The trustees are the only members.
Company Secretary	Clare Kennedy
Chief Executive	Maurice Tutty - left 31 March 2022 Glen Mallen - appointed 28 March 2022
Company number	07295751 (Registered in England and Wales)
Charity number	1144661
Registered Office	Wickham Community Centre Mill Lane Wickham Hampshire PO17 5AL
Bankers	Lloyds Bank plc Blackheath, London
Independent Examiner	Mark Dickinson FCA Wise & Co Chartered Accountants & Statutory Auditors Wey Court West Union Road Farnham Surrey GU9 7PT

HOME-START HAMPSHIRE
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED
31ST MARCH 2022

The trustees, who are also directors of the charity for the purpose of the Companies Act, present their annual report and the financial statements for the year ended 31st March 2022. The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and 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 SORP (FRS 102).

OBJECTS OF THE CHARITY, PRINCIPAL ACTIVITIES AND ORGANISATION OF OUR WORK

The charity is registered as a charity with the Charity Commission and constituted as a company limited by guarantee, registered in England and Wales, and governed by a memorandum and articles of association.

The charity's objects are to safeguard, protect and preserve the good health, both mental and physical of children and parents of children, to prevent cruelty or maltreatment of children, to relieve sickness poverty and need amongst children, and to promote the education of the public in better standards of childcare within the areas of Hampshire covering Rushmoor and Hart, part of East Hampshire including Alton, Bordon and Liphook, Havant, Gosport and Fareham, the Meon Valley and the New Forest and its environs.

Its principal activity is the recruiting and training of volunteers who then offer confidential and informal support to families in need.

The board of trustees, who meet at least 6 times a year, are responsible for the governance of the charity. The charity has an appointed CEO who, with a leadership team, is responsible for the day-to-day leadership and delivery of the operational activity.

Recruitment and appointment of new trustees

The charity regularly reviews the skills of Trustees/Directors, and any needs that are not being met by the current membership are filled through recruitment of new Trustees/Directors. Recruitment is through a combination of:

- Direct approach to suitably qualified individuals known to the existing Trustees/Directors;
- Advertising for applicants through the media and other outlets; and
- Using Board 'banks', etc. maintained by support bodies.

The Board of Trustees/Directors has established procedures for recruiting and appointing Trustees/Directors, including identification of potential candidates, informal visits or discussions, formal application and interview, consideration by the full Board of Trustees/Directors, and finally election by a majority of votes. 2022 will see an innovative and collaborative approach taken to Trustee membership with a working group made up of staff and volunteers supporting the Trustees in these most important appointments.

Home-Start Hampshire is committed to safeguarding and promoting the welfare of children and vulnerable adults and our Safe Recruitment Policy is an important part of safeguarding and protecting children and vulnerable adults and it is essential that the assessment and selection of all persons within the charity is robust. Checks at an appropriate level will be undertaken prior to anyone taking up an employed or volunteer role within the charity.

This policy with supporting procedures outlines the steps we take to ensure that our staff members, volunteers and trustees are safe to work with children and vulnerable adults.

Service Delivery and Assurance

To ensure that the services delivered meet the requirements of the charities objectives as well as the families we are here to support the following two sub-committees meet on a month basis to discuss, address, and resolve any issues presented. If required any approvals needed are taken to the bi-monthly board meeting:

Service, People and Performance Committee

Corporate risk register, policies, HR, L&D, performance concerns

Funding and Income Committee

Financial projection, income generation, fundraising and funding opportunities.

The day-to-day management is delegated to the Chief Executive Officer who is responsible for the line management of the senior management team who are in turn responsible for the line management of all other staff.

The charity places much reliance on the services of unpaid volunteers. This includes the time provided by the trustees.

Home-Start UK

Although autonomous, under the Memorandum and Articles, the Charity does belong to an umbrella organisation, Home-Start UK. Under its Agreement with Home-Start UK the Charity submits to review and monitoring, and receives training, information and guidance. In particular Home-Start operates a Quality Assurance Scheme which ensures best standards are maintained.

HOME-START HAMPSHIRE

REPORT OF THE TRUSTEES (continued)

FOR THE YEAR ENDED

31ST MARCH 2022

FINANCIAL REVIEW

The financial year to 31st March 2022, represented the fourth full year of the Charity's operations. The Statement of Financial Activities shows a net surplus in funds of £92,380 for the year, which thanks to the brought forward funds of £500,672, it means that we carry forward into the next financial year, a balance of £593,052.

Once again, we faced continuing difficult times. Along with the rest of the world, we sought ways of working which protected all involved, families, volunteers and staff. Training and Meetings continued, often as a hybrid between face to face and remotely via Zoom and Microsoft Teams.

Throughout the lockdowns and subsequent easing, however, we continued to deliver services to our beneficiaries using telephone, online media, outdoor meetings and, when those involved were comfortable, face to face once more.

Whilst we expected to return to working with families and children in their own homes as well as expanding our group work this year, COVID restrictions allowing, we continued to offer a hybrid support model to families, enabling support to be delivered face to face and digitally where appropriate. Our target to support 515 families in the year was amazingly, exceeded by 213; our total families supported by March 2022 being 718.

During the year, we were pleased receive additional grant funding from The National Lottery, Awards for All and a number of other sources to help us maintain our work when events and face to face fundraising could not take place. Such funding also provided for equipment and IT facilities to enable our staff and volunteers to work remotely with families, meetings and for training, including Preparation Courses for new volunteers.

The largest component in our total expenditure are our Staff Costs at £454,617 (79% of total costs) with the next largest being those connected with Rent, Rates and Property costs at £28,018 (5%) and IT & Communications costs at £25,478 (4%)

The Trustees / Directors remain confident that there are sufficient funds, both available and due to be received, to support the services being delivered by Home-Start Hampshire through to the end of the next financial year on 31st March 2023.

The charity's current policy concerning the payment of trade creditors is to:

- settle the terms of payment with suppliers when agreeing the terms of each transaction;
- ensure that suppliers are made aware of the terms of payment by inclusion of the relevant terms in contracts; and
- pay in accordance with the charity's contractual and other legal obligations.

Reserves Policy

The Trustees have set a reserves policy which requires:

- a) reserves are maintained at a level which ensures that Home-Start Hampshire's core activity could continue during a period of unforeseen difficulty
- b) a proportion of reserves are maintained in a readily realisable form.

The calculation of the required level of reserves is an integral part of the scheme's planning, budget and forecast cycle and takes into account:

- risks associated with each stream of income & expenditure being different from budget
- planned activity level
- organisation's commitments.

Having considered the risk, activity and commitments of the organisation, Trustees have agreed that the scheme need to retain a level of reserves of 6 months running costs. This statement will be reviewed in Quarter 3 year end 2023.

Pay and remuneration of key management

When determining the salaries for key management posts, Trustees collect information about comparable roles in other organisations, preferably within the voluntary sector. This information is used to benchmark the charity's salaries, normally aiming to set them at a level that appears to represent the market average. Advice is also sought from colleagues within other organisations which employ people in similar roles. All salaries are reviewed annually. In reviewing the charity's remuneration policy, and annual increments, the Trustees will consider available advice and best practice, including, but not limited to the NCVO's guidance on "Setting and Communicating Remuneration Policies".

Risk Management

The trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error. A risk register is in place, updated as a minimum monthly and is visible to all Trustees and Senior Management. In addition any changes in the risk profile, control performance or events and the associated actions are reviewed at each Board Meeting.

The risk register is compiled and managed by reference to the strategic plan together with day to day operational performance.

The trustees have assessed the major risks to which the charity is exposed through its risk management strategy, and are satisfied that systems are in place to mitigate exposure to the major risks.

HOME-START HAMPSHIRE

REPORT OF THE TRUSTEES (continued)

FOR THE YEAR ENDED

31ST MARCH 2022

ACHIEVEMENTS AND PERFORMANCE

Chief Executive Statement

I am extremely delighted to have been appointed as the new Chief Executive of Home-Start Hampshire. Since joining the charity I have witnessed the dedication and kindness shown by our staff and volunteers as they support families and children to grow and thrive.

2021/22 was an incredibly busy year for the charity as we supported 718 families. The Coronavirus pandemic and financial crisis created an increase in the demand for our services as well as presented more complex issues for our teams to support. Unfortunately, this shows no immediate sign of abating any time soon and we are preparing ourselves for another incredibly busy and complex year.

2022 will focus on growing our volunteer base and ensuring that we have the right people, with the right skills, in the right places to cope with ever increasing and changing demands.



2021 started in lockdown as the COVID virus remained in circulation. We gradually learnt to live with the virus and sought new and innovative ways to continue our support for the families and children across Hampshire.

We are yet to truly understand the true impact of this pandemic and what it means for our families and us as a charity. However, we are already starting to see growing number of issues relating to isolation and anxiety created from the control measures put in place to reduce the spread of the COVID virus.

Parents and children were not afforded the normal opportunities to connect with others and gain the important social interactions required at the early stages of development. Parents felt isolated and were unable to access support.

Despite the difficulties, we continued to deliver support to families throughout the year while we adjusted our operational activity in line with prevailing Government advice.

We saw record levels of demand for our support services sustained throughout the year and in response we directed all our energy and resource to supporting as many families as we could.

This was only possible through the passion, enthusiasm and commitment of our amazing volunteers, supported by a dedicated staff team. Our volunteers form the heartbeat of our charity, and we continue to explore ways to engage and develop them, to ensure we can better support them, to support more families in the future. We truly wish to be a volunteer lead charity.

As part of this ambition, we ran 5 Volunteer Training courses and added 48 new volunteers to our team.

By close of year, 177 Volunteers had helped us to support an incredible total of 718 families and 2,284 children. Our volunteers donated an incredible 2,224 hours of support to families in their own homes.

We recorded fantastic outcomes with our families with:

- 93% of families made progress in at least two areas
- 89% of families made progress in at least three areas
- On average, families made progress in 5.3 areas

COVID continued to impact and restrict our Community Action teams. Despite this, the Community Team members have all stayed with us and have been successful securing some local funding through alternate sources. We have taken the opportunity to review the future objectives of our community fundraising and ambassadorial work to allow it to be better supported and generate income as it starts to resume in earnest next year.

Throughout the year we have been able to deliver a variety of much appreciated activity and educational packs to Families, food parcels and extras at Christmas and Easter. We are grateful to all the supporters and benefactors that support these initiatives. During the year we helped to develop and pioneer a new Back to Basics approach to family support in partnership with Hampshire County Council (HCC). This led to new funding being agreed with Southern Health CCG to help avoid inappropriate Mental Health referrals for children and helped families to cope with issues whilst waiting for symptom diagnosis or support plans being put in place. We were also awarded funding from HCC to support families under Family Support Services care along with targeted funding to help address specific issues related to child poverty.

We are represented on the Local Children's Partnerships within each of the areas we support, and we are now more strategically positioned and recognised as a key provider of family support services across Hampshire.

HOME-START HAMPSHIRE

REPORT OF THE TRUSTEES (continued)

FOR THE YEAR ENDED

31ST MARCH 2022

Chief Executive Statement (continued)

During the year we were able to develop a view of need, build relationships with related service agencies and secure some seed funding to enable us to start offering family support in Southampton where there has never previously been a Home-Start presence. We will start by offering a Group facility and expect to consolidate and develop this service expansion to provide home visiting services across Southampton in the coming months.

We would like to say a huge thank you to all of our volunteers who are the lifeblood of our organisation and who continued to provide outstanding support during some very difficult times this year.

We would also like to thank all of our supporters throughout the year. Our existing funders, such as the National Lottery and Children in Need have remained extremely supportive and flexible around re-provisioning of funding and reporting requirements.

The Board remain committed to the continued consolidation of our operations and controlled expansion of our services.

What's next?

To achieve our vision of 'making a lasting difference to families and children in Hampshire' and deliver on our ambitious plans, to the standard of excellence expected, it is essential that the charity is financially sustainable with a more diverse income model and is structured effectively for the future.

To set out our plans we have been working hard at developing a new 3-year strategy, with 6 clear success statements. We have reviewed and updated our core values and are also looking at how we can grow and improve our brand awareness. We will continue to work collaboratively with our partners, our communities and of course our fantastic, committed, and passionate volunteers to support families and children to grow and thrive.

Public Benefit

In setting its plans and priorities for areas of work, the trustees of Home-Start Hampshire have regard to the guidance from the Charity Commission on a public statement of benefit.

Our business plan and the analysis of achievements against that plan, demonstrates how the charity has set out to fulfil its principal charitable objectives.

The charity currently provides services at no cost to beneficiaries, funded through applications to major grant providers such as The National Lottery, trusts and grant making charities and public sector bodies and through individual giving and sponsorship.

We are most grateful to our funders who enabled us to continue our work supporting families throughout the financial year, 2021/2022.

HOME-START HAMPSHIRE

REPORT OF THE TRUSTEES (continued)

FOR THE YEAR ENDED

31ST MARCH 2022

Directors and Trustees

All directors of the company are also trustees and members of the charity, and there are no other trustees or members.

All of the trustees are named on page 1.

Every member promises, if the Charity is dissolved while he, she or it remains a member or within 12 months afterwards, to pay up to £1 towards the costs of dissolution and the liabilities incurred by the Charity while the contributor was a member.

Trustees' Responsibilities in Relation to the Financial Statements

The directors are responsible for preparing the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice.

The Companies Act 2006 requires the directors to prepare financial statements for each financial year which give a true and fair view of the state of the company and of the profit and loss of the company for that period.

In preparing those financial statements the directors are required to:

- (i) select suitable accounting policies and then apply them consistently;
- (ii) observe the methods and principles of the Charities SORP (FRS 102);
- (iii) make judgements and estimates that are reasonable and prudent;
- (iv) state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- (v) prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business

The directors are responsible for keeping proper accounting records which disclose, with reasonable accuracy any time the financial position of the company. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Small company exemption

This report has been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

By order of the Board

Director: 
Lynn Ludford (Chair)

Date: 25th July 2022

HOME-START HAMPSHIRE

REPORT OF THE INDEPENDENT EXAMINER

FOR THE YEAR ENDED

31ST MARCH 2022

I report to the trustees on my examination of the accounts of Home-Start Hampshire for the year ended 31st March 2022.

Responsibilities and basis of report

As the charity trustees of the Charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Charities accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable directions given by the Charity Commission under section 145(5)(b) of the Act.

Basis of independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of ICAEW, which is one of the listed bodies.

My examination was carried out in accordance with General Directions given by the Charity Commissioners. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently I do not express an audit opinion on the accounts.

Independent examiner's statement

I have completed my examination. I confirm that no material 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 130 of the Act; or
- 2) the accounts do not accord with those records; or
- 3) the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that accounts give a 'true and fair view', which is not a matter considered as part of an independent examination.

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 accounts to be reached.

This report is made solely to the charity's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the charity's Trustees those matters I am required to state to them in an Independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity and the charity's Trustees as a body, for my work or for this report.

M. Dickinson

Mark Dickinson FCA, Wise & Co., Chartered Accountants & Statutory Auditors

Date: *26 July 2022*

Wey Court West, Union Road, Farnham, Surrey, GU9 7PT.

HOME-START HAMPSHIRE

Company No. 07295751

Charity No. 1144661

STATEMENT OF FINANCIAL ACTIVITIES

FOR THE YEAR ENDED

31ST MARCH 2022

	Notes	Unrestricted	Designated	Restricted	Total	Unrestricted	Designated	Restricted	Total
		Funds	Funds	Funds	Funds	Funds	Funds	Funds	Funds
		2022	2022	2022	2022	2021	2021	2021	2021
		£	£	£	£	£	£	£	£
Incoming resources									
Grants received	2/3	110,861		484,278	595,139	84,870		495,880	580,750
Donations/fundraising	4	51,925		244	52,168	44,104		2,310	46,414
Events		7,767			7,767	7,585			7,585
Legacies					-				-
Furlough Income					-			18,031	18,031
Other income		11,163			11,163	9,832			9,832
Total incoming resources		181,716	-	484,521	666,237	146,391	-	516,221	662,612
Resources expended									
<u>Direct charitable expenditure</u>									
Salary costs		109,679		344,938	454,617			388,727	388,727
Pension costs		(10,926)		10,846	(80)	40,000		18,409	58,409
Redundancy & recruitment		976		570	1,546			865	865
Family group & project costs		1,015		3,626	4,642			11,985	11,985
Operational phone costs		1,979		2,056	4,035			2,799	2,799
Volunteer training		-		270	270			78	78
Staff training		-		2,350	2,350			1,363	1,363
Staff travel & expenses		4,881		6,471	11,353			11,579	11,579
Volunteer travel & expenses		1,733		6,232	7,965			1,598	1,598
		109,338	-	377,360	486,698	40,000	-	437,403	477,403
<u>Governance costs</u>									
Rent, rates & Property costs		2,793		25,224	28,018			29,544	29,544
IT & communication costs				25,478	25,478			29,476	29,476
Office costs		85		4,772	4,857			4,972	4,972
Home Start fees		264		10,800	11,064			9,776	9,776
Marketing & advertising				2,954	2,954			3,443	3,443
Fundraising & event costs				370	370			3,075	3,075
Depreciation		942		8,312	9,254			6,289	6,289
Other asset movement					-				-
Bank fees		429		50	479			379	379
Independent Examiner Fees				1,920	1,920			1,560	1,560
Other professional fees		192		1,167	1,359			6,446	6,446
Insurance				1,407	1,407			1,291	1,291
<u>Defined Benefit Pension Scheme</u>					-				-
Interest Expense					-			254	254
Impact of any change in assumptions					-			327	327
Amendments to the contributions schedule					-				-
		4,705	-	82,455	87,160	-	-	96,833	96,833
Total resources expended		114,043	-	459,815	573,858	40,000	-	534,236	574,236
Net incoming resources for the year		67,673	-	24,706	92,380	106,391	-	(18,015)	88,376
Balance brought forward at 1st April 2021		407,463	-	93,209	500,672	68,297	232,775	111,224	412,295
Transfer of designated reserves		-	-	-	-	232,775	(232,775)	-	-
Balance carried forward at 31st March 2022		475,137	-	117,915	593,052	407,463	-	93,209	500,672

The notes on pages 11 to 15 form part of these financial statements.

HOME-START HAMPSHIRE

Company No. 07295751

Charity No. 1144661

BALANCE SHEET

AS AT 31ST MARCH 2022

	Notes	2022		2021	
		£	£	£	£
Fixed Assets	5	9,965		15,336	
Current Assets					
Debtors	6	28,299		9,703	
Cash at bank and in hand		608,287		571,646	
		<u>636,585</u>		<u>581,348</u>	
Creditors: amounts falling due within one year	7	<u>53,498</u>		<u>96,012</u>	
Net current assets			593,052		500,672
Creditors: amounts falling due after more than one year	14		-		-
Net assets	8		<u>593,052</u>		<u>500,672</u>
Capital Funds					
Unrestricted Funds	9a		475,137		407,463
Restricted Funds	9b		117,915		93,209
Total funds			<u>593,052</u>		<u>500,672</u>

Approval

The directors are satisfied that the company is entitled to exemption from the provisions of the Companies Act 2006 (the Act) relating to the audit of the financial statements for the year by virtue of section 477, and that no member or members have requested an audit pursuant to section 476 of the Act.

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

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

These financial statements were approved by the directors on 25 July 2022 signed by:


Lynn Ludford (Chair)

The notes on pages 11 to 15 form part of these financial statements.

HOME-START HAMPSHIRE

Company No. 07295751

Charity No. 1144661

**STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED
31ST MARCH 2022**

	Total Funds	Prior Year Funds Note	
	£	£	
Cash flows from operating activities:	<u>36,770</u>	<u>146,258</u>	18
Cash flows from investing activities:			
Purchases of Fixed Assets	(535)	(15,629)	
Net cash provided by (used in) investing activities:	<u>(535)</u>	<u>(15,629)</u>	
Cash flows from financing activities:			
Interest Income	406	271	
Net cash provided by (used in) financing activities	<u>406</u>	<u>271</u>	
Change in cash and cash equivalents in the reporting period	36,641	130,900	
Cash and cash equivalents at the beginning of the reporting period	571,646	440,746	
Total cash and cash equivalents at the end of the year	<u><u>608,287</u></u>	<u><u>571,646</u></u>	

The notes on pages 11 to 15 form part of these financial statements.

HOME-START HAMPSHIRE

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED

31ST MARCH 2022

1 Accounting policies

The principal accounting policies are summarised below. The accounting policies have been applied consistently throughout the year and in the preceding year.

a Basis of accounting

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing accounts in accordance with the Financial Reporting Standard applicable in the UK (FRS 102) (Charities SORP (FRS102)), the Financial Reporting applicable in the UK (FRS102) and the Companies Act 2006.

b Fund accounting

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity.

Restricted funds are subjected to restrictions on their expenditure imposed by the donor.

c Incoming resources

Voluntary income, donations and grants are accounted for on an accruals basis.

d Resources expended

Expenditure is recognised on an accrual basis as a liability is incurred. Expenditure includes any VAT that cannot be fully recovered, and is reported as part of the expenditure to which it relates.

Direct charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the independent examiner's fee and costs linked to the strategic management of the charity.

e Retirement benefits

Payments to both the defined contribution retirement benefit scheme and the defined benefit retirement scheme are charged as an expense as they fall due.

The charity's defined benefit retirement scheme is The Pension Trust employee's personal Pension Fund and it contributes it contributes at rates set by the Scheme Actuary and advised to the board by the Scheme Administrator. The scheme is a multi employer pension scheme and it is not possible to identify the assets and liabilities of the scheme attributable to the charity. In accordance with FRS17 therefore, the scheme is accounted for as a defined contribution scheme. See Note 14.

f Fixed Assets

Fixed assets costing £300 or more are capitalised at cost and are depreciated on a straight line basis over 3 years.

2 Grants received - unrestricted funds	2022	2021
	£	£
Garfield Weston Foundation		30,000
Anonymous Foundation	72,500	25,000
Clara Burgess		5,000
Jurgens Charitable Trust		5,000
The Alice Ellen Cooper Dean Charitable Foundation	10,000	
Reta Lila Howard Foundation	7,500	
Calleva Foundation	5,000	
Various Trusts & Foundations	15,861	19,870
	<u>110,861</u>	<u>84,870</u>

Unrestricted funds can be used across any function/any area for the purpose of the Charity.

Any unrestricted grants more than £5,000 are itemised.

Any unrestricted grants less than £5,000 are aggregated.

HOME-START HAMPSHIRE

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED

31ST MARCH 2022

	2022	2021	Function
	£	£	
3 Grants received - restricted funds			
Awards for All	9,500		Group in Southampton
Awards for All		9,707	Covid 19 - group support
Alton Town Council	12,000	5,000	Supporting families
Big Hopes, Big Futures	15,000	15,000	Supporting families for starting school
Calleva		5,000	Supporting families in the Havant Area
Centre for the Explore		5,000	Explore Programme
Children in Need		4,984	Supporting families in the Havant Area
Children in Need	38,953	42,291	Supporting families across Hampshire
Denmead Parish Council	5,200		Supporting families in the Meon Valley Area
Edward Gosling	5,000		Family Group in Gosport
EHDC	14,000	10,985	Supporting local families
Sports England (Energise Me)		6,012	Sports Packs
NHS	20,000		Supporting families with mental health needs
HCC	30,000		Hardship Fund for families
HCC - SFP		8,554	Covid 19 Emergency Grant
HCC - SFP	35,000		Supporting families across Hampshire
HIWCF	5,000		We are all together
HIWCF		9,266	Home-Visiting & NET DCMS
HS UK - John Lewis Supercharge	5,403		Southampton Development
HS UK Loneliness		10,000	Covid19 Support
INEOS		10,000	Covid19 Support
Loadbalancer		7,000	Supporting families - family group
National Lottery	159,177	191,963	Pyramid Project
National Lottery	29,500	7,184	Mental Health project
National Lottery		47,760	Covid Support
New Forest District Council	10,000		Supporting families in New Forest area
Odiham Cottage Hospital	11,000	9,000	Group supports
Parish/local/district councils		29,267	Supporting families
RNRMC	10,500	5,000	Supporting naval families
Russell Family Trust	5,000		Supporting families
Whitehill Town Council	7,272		Supporting families in Weywater area
Vivid		9,820	Supporting families
Winchester City Council	8,000	9,000	Supporting families in South Winchester District
Anonymous Foundation		15,000	Supporting families
Other small grants for supporting families	48,773	23,088	Supporting families, IT equipment, Craft packs during COVID19, consultancy.
	484,278	495,880	

Restricted income is specifically restricted by function where the funds could be recalled if not used for its purpose

	2022	2021	
	£	£	
4 Restricted Donations			
Restricted by function	244		Specific aspects of family support
All donations received were less than £5000			

5 Fixed Assets

	IT Equipment	CRM System	Total
Cost:			
As at 1 April 2021	24,653	2,488	27,141
Additions	3,914	-	3,914
Disposals	(3,379)		(3,379)
As at 31 March 2022	<u>25,188</u>	<u>2,488</u>	<u>27,676</u>
Depreciation:			
As at 1 April 2021	10,423	1,382	11,805
Charge for year	8,425	829	9,254
Disposals	(3,349)		(3,349)
As at 31 March 2022	<u>15,499</u>	<u>2,211</u>	<u>17,710</u>
Net Book Value:			
As at 1 April 2021	14,230	1,106	15,336
As at 31 March 2022	<u>9,689</u>	<u>276</u>	<u>9,965</u>

HOME-START HAMPSHIRE

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED

31ST MARCH 2022

6 Debtors		
	2022	2021
Due within one year:	£	£
Accounts receivable	24,010	4,370
Prepayments	4,289	5,333
	<u>28,299</u>	<u>9,703</u>
7 Creditors: amounts falling due within one year		
	2022	2021
Due within one year:	£	£
Creditors Control account	21,526	14,017
Accruals	14,230	22,503
PAYE payable	6,691	6,808
Pension control account	-	3,083
Short Term Pension Liability	10,000	49,554
Proxy Holding Account	1,000	
Student loan payable	51	46
	<u>53,498</u>	<u>96,012</u>

8 Analysis of Net Assets Between Funds

	Unrestricted Funds £	Restricted Funds £	Total Funds £
Fixed Assets		9,965	9,965
Current Assets	486,062	150,523	636,585
Current Liabilities	(10,926)	(42,573)	(53,498)
Net Assets	<u>475,137</u>	<u>117,915</u>	<u>593,052</u>

9 Analysis of charitable funds

Analysis of funds movement		Balance b/fwd	Income	Expenditure	Transfers	Funds c/fwd
		£	£	£	£	£
a)	Unrestricted funds	407,463	181,716	(114,043)		475,137
b)	Restricted funds by Supporting families	93,209 93,209	484,521 484,521	(459,815) (459,815)	-	117,915 117,915
	Total	500,672	666,237	(573,858)	-	593,052

Analysis of charitable funds - previous year

Analysis of funds movement		Balance b/fwd	Income	Expenditure	Transfers	Funds c/fwd
		£	£	£	£	£
a)	Unrestricted funds	68,297	146,391	(40,000)	232,774	407,463
b)	Designated funds	232,774	-	-	(232,774)	-
	Gosport & Fareham	111,546			(111,546)	-
	Havant	30,449			(30,449)	-
	Meon Valley	50,932			(50,932)	-
	New Forest	2,425			(2,425)	-
	Rushmoor & Hart	11,609			(11,609)	-
	Weywater	25,813			(25,813)	-
c)	Restricted funds by Supporting families Training Other activities	111,224 91,522 19,702 -	516,221 516,221	(534,236) (514,533) (19,702)	-	93,209 93,209 -
	Total	412,295	662,612	(574,236)	-	500,672

HOME-START HAMPSHIRE

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED

31ST MARCH 2022

10 Trustees' Remuneration and Expenses

No remuneration or expenses were paid to any Trustees during the year, except to re-imburse them for purchases made on behalf of the charitable company. Total amount for year was £0.

11 Unrestricted funds

All unrestricted funds held are unrestricted and available to be applied in furtherance of Home-Start Hampshire charitable objectives at the discretion of the Trustees.

12 Related Party Transactions

No trustees made donations to the charity during the year.

13 Post Balance Sheet Event

None

14 THE PENSIONS TRUST - DEFINED BENEFIT RETIREMENT SCHEME

Withdrawal from Group Pension Plan

As a result of the last member of staff to leave the scheme, Home-Start Hampshire triggered a section 75 withdrawal from this specific defined benefit pension scheme.

There is currently a case at the High Court to check that the changes the administrators have made to the benefits provided to members from the Schemes are as required by the Scheme's documentation and thus Section 75 debts cannot be certified until after the court case has concluded.

Home-Start Hampshire has entered into a side agreement with The Pension Scheme administrators to acknowledge that the Section 75 debt payment will be treated as an "on account" payment until the Scheme Actuary is able to formally certify the payment after the Court ruling, which may take up to two years.

Home-Start Hampshire has, thus, been invoiced (and paid) for 90% of the withdrawal debt as calculated under the present method employed by the scheme administrators. The balance will be invoiced after the Court ruling.

Home-Start Hampshire is aware that the balancing payment may be higher or lower than the current 10% outstanding. Therefore we have included a provision of £10,000 for this balancing payment.

HOME-START HAMPSHIRE

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED

31ST MARCH 2022

15 Staff costs - salaries, social security costs, employer's contribution to pension, also any redundancy payments.

	2022 £'000	2021 £'000
Salaries & Wages (Gross)	431	369
Redundancy		
Social Security Costs (ER NI)	23	19
Pension Costs (ER)	-0	58
	<u>455</u>	<u>447</u>

No employees who received total employee benefits (excluding employer pension costs) of more than £60,000

16 Staff Numbers

	2022 Number	2021 Number
Average number of staff employed (part time)	30	27
FTE average number of staff for year	15	17

17 Members Guarantee

The company is a registered charity and a company limited by guarantee with liability of each of the members being limited to £1.

18 Reconciliation of net movement in funds to net cash flow from operating activities

	2022	2021
Net Movement in Funds	92,380	88,376
Add back depreciation charge	5,906	6,289
Defined benefit pension scheme finance cost	(21,778)	38,234
Deduct interest income shown in investing activities	(406)	(271)
Prepayments movement	1,044	(1,963)
Decrease (increase) in stock		
Decrease (increase) in debtors	(19,640)	(4,333)
Increase (decrease) in creditors	(20,735)	19,925
	<u>36,770</u>	<u>146,258</u>

HOME-START HAMPSHIRE

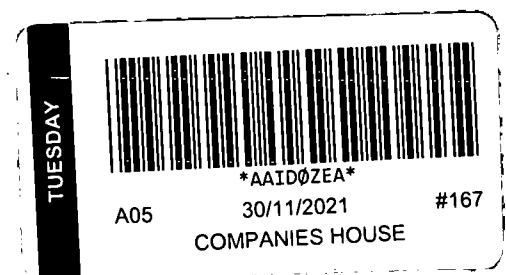
England & Wales - Charity number 1144661

Accounts

HOME-START HAMPSHIRE
DIRECTORS' AND TRUSTEES' REPORT
AND
FINANCIAL STATEMENTS
FOR THE YEAR ENDED
31ST MARCH 2021

Charity No. 1144661

Company No. 07295751
(Registered in England and Wales)



HOME-START HAMPSHIRE

Company No. 07295751 (Registered in England and Wales)

Charity No. 1144661

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HOME-START HAMPSHIRE

OFFICERS AND PROFESSIONAL ADVISERS

Directors and trustees	Lynn Ludford (Chair) Helen Horn (Vice-Chair retired 19 May 2021) Paul Rann (Vice-Chair appointed 19 May 2021) Clare Kennedy Rachel Swan Ian Wollam (Treasurer - appointed 19 May 2021) Tina Daniel Eileen Ball (appointed 16 September 2020)
Members	The trustees are the only members.
Company Secretary	Clare Kennedy
Chief Executive	Maurice Tutty
Company number	07295751 (Registered in England and Wales)
Charity number	1E+06
Registered Office	Arena Business Centre Lancaster Court Barnes Wallis Road Segensworth Fareham PO15 5TU
Bankers	Lloyds Bank plc Blackheath, London
Independent Examiner	Mark Dickinson FCA Wise & Co Chartered Accountants & Statutory Auditors Wey Court West Union Road Farnham Surrey GU9 7PT

HOME-START HAMPSHIRE

REPORT OF THE TRUSTEES

FOR THE YEAR ENDED

31ST MARCH 2021

The trustees, who are also directors of the charity for the purpose of the Companies Act, present their annual report and the financial statements for the year ended 31st March 2021. The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and 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 SORP (FRS 102).

OBJECTS OF THE CHARITY, PRINCIPAL ACTIVITIES AND ORGANISATION OF OUR WORK

The charity is registered as a charity with the Charity Commission and constituted as a company limited by guarantee, registered in England and Wales, and governed by a memorandum and articles of association.

The charity's objects are to safeguard, protect and preserve the good health, both mental and physical of children and parents of children, to prevent cruelty or maltreatment of children, to relieve sickness poverty and need amongst children, and to promote the education of the public in better standards of childcare within the areas of Hampshire covering Rushmoor and Hart, part of East Hampshire including Alton, Bordon and Liphook, Havant, Gosport and Fareham, the Meon Valley and the New Forest and its environs.

Its principal activity is the recruiting and training of volunteers who then offer confidential and informal support to families in need.

The board of trustees, who meet at least 6 times a year, are responsible for the administration and governance of the charity.

During this unprecedented year, although The Trustee Board continued to meet bi monthly throughout the year, we devolved decision making to a group of three trustees and the CEO in response to the need for fast decision making. This group met weekly throughout the lockdown and the subsequent slow unlocking.

Recruitment and appointment of new trustees

The charity regularly reviews the skills of Trustees/Directors, and any needs that are not being met by the current membership are filled through recruitment of new Trustees/Directors. Recruitment is through a combination of:

- Direct approach to suitably qualified individuals known to the existing Trustees/Directors;
- Advertising for applicants through the media and other outlets; and
- Using Board 'banks', etc. maintained by support bodies.

The Board of Trustees/Directors has established procedures for recruiting and appointing Trustees/Directors, including identification of potential candidates, informal visits or discussions, formal application and interview, consideration by the full Board of Trustees/Directors, and finally election by a majority of votes.

Home-Start Hampshire is committed to safeguarding and promoting the welfare of children and vulnerable adults and our Safe Recruitment Policy is an important part of safeguarding and protecting children and vulnerable adults and it is essential that the assessment and selection of all persons within the charity is robust. Checks at an appropriate level will be undertaken prior to anyone taking up an employed or volunteer role within the charity.

This policy with supporting procedures outlines the steps we take to ensure that our staff members, volunteers and trustees are safe to work with children and vulnerable adults.

Induction and training of new Trustees/Directors

Home-Start Hampshire is committed to full induction and ongoing training of Trustees/Directors. A comprehensive Induction Pack and Code of Conduct is provided to all Trustees/Directors. New trustees have a six month probationary period and during that time have the support of a mentor who is an experienced trustee. New trustees meet with the CEO and members of the Senior Management team and attend meetings of staff and volunteers in their local area to gain an understanding of the way the organisation is run. In addition, all new trustees attend an induction course or webinar delivered by HSUK. In the absence of a suitable course being available within the timescale this will be delivered locally. Furthermore, all trustees undertake local Safeguarding training specifically developed for trustees. The Chair meets regularly with fellow Trustees/Directors and discusses trustees roles in support of the organisation.

The day to day management is delegated to the Chief Executive Officer who is responsible for the line management of the senior management team who are in turn responsible for the line management of all other staff.

The charity places much reliance on the services of unpaid volunteers. This includes the time provided by the trustees.

Home-Start UK

Although autonomous under the Memorandum and Articles, the Charity does belong to an umbrella organisation, Home-Start UK. Under its Agreement with Home-Start UK the Charity submits to review and monitoring, and receives training, information and guidance. In particular Home-Start operates a Quality Assurance Scheme which ensures best standards are maintained.

HOME-START HAMPSHIRE

REPORT OF THE TRUSTEES

FOR THE YEAR ENDED

31ST MARCH 2021

FINANCIAL REVIEW

The financial year to 31st March 2021, represented the third full year of the Charity's operations. The Statement of Financial Activities shows a net surplus in funds of £88,376 for the year, which thanks to the brought forward funds of £412,296, it means that we carry forward into the next financial year, a balance of £500,672.

In only the third year after merger, we have faced unprecedented times when, along with the rest of the world, we grappled with the Coronavirus pandemic. We started the year in lockdown. All staff were working from home, adjusting to a new way of working. Meetings were held remotely via Zoom and Microsoft Teams.

Throughout the lockdowns and subsequent easing, we continued to deliver services to our beneficiaries via telephone, online media and when allowed outdoor meetings.

In 2021-2022, we expect to return to working with families and children in their own homes as well as expanding our group work. COVID restrictions allowing, we are also offering a hybrid support model to families, enabling support to be delivered face to face and digitally where appropriate. Our target is to support 515 families and their children by the end of March 2022.

To do that we will need to meet our income targets, work smartly and flexibly. We will need to work collaboratively with other organisations. As we move out of the Pandemic our emphasis must move from an internal to an external focus and our sustainability for the future.

During the year, we were pleased receive additional grant funding from The National Lottery, Awards for All and a number of other sources to help us maintain our work when events and face to face fundraising could not take place. Such funding also provided for equipment and IT facilities to enable our staff and volunteers to work remotely with families, meetings and for training, including Preparation Courses for new volunteers.

The support offered by the Furlough Scheme was a lifeline, enabling us to manage our cost base whilst continuing our work supporting families, albeit in different ways. New group work staff who joined in March 2020 did not meet the furlough scheme criteria and we had to lay them off until late August 2020. We were extremely fortunate that they wished to return to work with us.

As always, by far the largest component in our total expenditure are our Staff Costs at £448,001 (76% of total costs, up on the previous year as more staff employed to meet increasing numbers of families supported), with the next largest being those connected with premises costs at £29,544 (5%) and IT & Communications costs at £29,476 (5%).

The Trustees / Directors remain confident that there are sufficient funds, both available and due to be received, to support the services being delivered by Home-Start Hampshire through to the end of the next financial year on 31st March 2022.

The charity's current policy concerning the payment of trade creditors is to:

- settle the terms of payment with suppliers when agreeing the terms of each transaction;
- ensure that suppliers are made aware of the terms of payment by inclusion of the relevant terms in contracts; and
- pay in accordance with the charity's contractual and other legal obligations.

Pay and remuneration of key management

When determining the salaries for key management posts, Trustees collect information about comparable roles in other organisations, preferably within the voluntary sector. This information is used to benchmark the charity's salaries, normally aiming to set them at a level that appears to represent the market average. Advice is also sought from colleagues within other organisations which employ people in similar roles. All salaries are reviewed annually. In reviewing the charity's remuneration policy, and annual increments, the Trustees will consider available advice and best practice, including, but not limited to the NCVO's guidance on "Setting and Communicating Remuneration Policies".

Risk Management

The trustees have a risk management strategy which looks at the risks to the charity on an ongoing basis. A corporate risk register is maintained by the management team and is reviewed at each Board meeting and at sub-committee meetings.

The reviews also check that the systems and procedures are in place to mitigate risks identified as well as action that would be needed should those risks materialise.

Ongoing financial security is always a risk and thus the reserves are reviewed monthly and new projects are required to be self-funding. The risk register is compiled and managed by reference to the strategic plan together with day to day operational performance.

Home-Start Hampshire has adopted the quality assurance framework established by Home-Start UK. Thus, we are subject to external review by HSUK every 4 years and Home-Start Hampshire were reviewed in February 2020 achieving 100% compliance.

The Trustees have assessed the major risks to which the charity is exposed through its risk management strategy, and are satisfied that systems are robust and in place to mitigate exposure to the major risks.

HOME-START HAMPSHIRE
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED

31ST MARCH 2021

Reserves Policy

The Trustees have set a reserves policy which requires:

a) reserves are maintained at a level which ensures that Home-Start Hampshire's core activity could continue during a period of unforeseen difficulty

b) a proportion of reserves are maintained in a readily realisable form.

The calculation of the required level of reserves is an integral part of the scheme's planning, budget and forecast cycle and takes into account:

- risks associated with each stream of income & expenditure being different from budget
- planned activity level
- organisation's commitments.

Having considered the risk, activity and commitments of the organisation, Trustees have agreed that the scheme need to retain a level of reserves of 6 months running costs.

ACHIEVEMENTS AND PERFORMANCE

It is an understatement to say that April 2020 to March 2021 has been a very peculiar year.

Together, however, with our amazing volunteers we continued to support families throughout the year.

Through the charity's work, the Trustees/Directors are pleased to report the following Outputs and Outcomes as highlights for the financial year to 31 March 2021:

During the year, we invested in our systems, our technical infrastructure and CRM systems, providing improved operational support, management information and outcome reporting to enable effective and supportive remote working for both staff and volunteers.

We trained existing and a number of new volunteers to provide remote support during this period.

Our Group work continued online and gradually moved to outside venues, observing social distancing protocols.

Overall, a total of 146 volunteers helped us to support 881 children across 394 families throughout the year. In the first half of the year, we were all focused on dealing with the pandemic and associated impacts on family life.

In the second half of the year, we saw the benefits of our work with families and we recorded extremely positive results against our targeted outcomes with families across the County.

Although all the volunteer Community Action teams had to substantially reduce their activity, they have all stayed with us and have been successful securing some local funding.

We have been able to deliver a variety of much appreciated activity and educational packs to families, food parcels and extras at Christmas and Easter.

We have benefitted from the strategic partnership with John Lewis/Waitrose which continues in 2021/2022.

Our existing funders, such as the National Lottery and Children in Need have been extremely supportive. We were able to re-purpose funding and received further support through a range of COVID 19 related emergency funding.

Staff costs were managed via the furlough scheme flexibility where COVID 19 imposed constraints on support activities.

We consolidated premises to reduce our accommodation costs and have adopted flexible working across the workforce.

Overall, we ended the year with our workforce intact and in a healthy financial position.

During the year we took the opportunity to revise our organisational structure. We redistributed our workforce to increase our front line family support capacity and introduced some new posts to address areas where we believed we needed to strengthen, notably our Project and Volunteer coordination activity.

We have seen the evidence of additional need driven by COVID 19 related impacts on families and, as a result, we anticipate demand for our services will increase significantly next year.

We believe the changes we implemented in 2020/2021 will help us to cope with this increased demand and have, therefore, set aspirational targets for 2021/2022.

We would like to say a huge thank you to all of our volunteers who continued to provide whatever support they could during the very difficult circumstances over the year.

HOME-START HAMPSHIRE

REPORT OF THE TRUSTEES (continued)

FOR THE YEAR ENDED

31ST MARCH 2021

Future Plans

We aim to increase the number of families and children we support and will continue to seek improvements to our engagement model to increase the effectiveness of our interventions with families.

We plan to continue to digitise our services to improve our operational flexibility and resilience. Capabilities to support marketing and fundraising activities will also be a focus during the year.

We will continue to secure strategic funding support from key partners and will be looking to build on this success with additional sponsors and improved local community engagement. Whilst plans to explore new business initiatives which will help to diversify our income streams and improve our longer term sustainability had to be put on hold, we intend to develop such work in 2021/2022.

The Board seeks, long term, to be able to provide services in areas of Hampshire currently without a Home-Start scheme presence. Such service, however, will have to be fully funded from new grants and fundraising.

Public Benefit

In setting its plans and priorities for areas of work, the trustees of Home-Start Hampshire have regard to the guidance from the charity commission on public statement of benefit. Our business plan and the analysis of achievements against that plan, demonstrates how the

Our business plan and the analysis of achievements against that plan demonstrates how the charity has set out to fulfil its principal charitable objective that is: the relief of children or parents in despair or distress and the prevention of physical or mental abuse of such children.

The charity currently provides services at no cost to beneficiaries, funded through applications to major grant funders such as the National Lottery, public sector bodies, trusts and charities, and through individual giving and sponsorship.

We are extremely grateful to our funders who enabled us to continue our work unceasingly to families throughout 2020/2021.

HOME-START HAMPSHIRE

REPORT OF THE TRUSTEES (continued)

FOR THE YEAR ENDED

31ST MARCH 2021

Directors and Trustees

All directors of the company are also trustees and members of the charity, and there are no other trustees or members. All of the trustees are named on page 1.

Every member promises, if the Charity is dissolved while he, she or it remains a member or within 12 months afterwards, to pay up to £1 towards the costs of dissolution and the liabilities incurred by the Charity while the contributor was a member.

Trustees' Responsibilities in Relation to the Financial Statements

The directors are responsible for preparing the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice.

The Companies Act 2006 requires the directors to prepare financial statements for each financial year which give a true and fair view of the state of the company and of the profit and loss of the company for that period.

In preparing those financial statements the directors are required to:

- (i) select suitable accounting policies and then apply them consistently;
- (ii) observe the methods and principles of the Charities SORP (FRS 102);
- (iii) make judgements and estimates that are reasonable and prudent;
- (iv) state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- (v) prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The directors are responsible for keeping proper accounting records which disclose, with reasonable accuracy any time the financial position of the company. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Small company exemption

This report has been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

By order of the Board

Director, 
Lynn Ludford (Chair)

Date: 26th November 2021

HOME-START HAMPSHIRE

REPORT OF THE INDEPENDENT EXAMINER

FOR THE YEAR ENDED

31ST MARCH 2021

I report to the trustees on my examination of the accounts of Home-Start Hampshire for the year ended 31st March 2021.

Responsibilities and basis of report

As the charity trustees of the Charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Charities accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable directions given by the Charity Commission under section 145(5)(b) of the Act.

Basis of independent examiner's statement

My examination was carried out in accordance with General Directions given by the Charity Commissioners. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently I do not express an audit opinion on the accounts.

Independent examiner's statement

I have completed my examination. I confirm that no material 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 130 of the Act; or
- 2) the accounts do not accord with those records; or
- 3) the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that accounts give a 'true and fair view', which is not a matter considered as part of an independent examination.

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 accounts to be reached.

M. Dickinson

Mark Dickinson FCA, Wise & Co., Chartered Accountants & Statutory Auditors

Date: 29/11/2021

Wey Court West, Union Road, Farnham, Surrey, GU9 7PT.

HOME-START HAMPSHIRE

Company No. 07295751

Charity No. 1144661

STATEMENT OF FINANCIAL ACTIVITIES

FOR THE YEAR ENDED

31ST MARCH 2021

Notes	Unrestricted	Designated	Restricted	Total	Unrestricted	Designated	Restricted	Total
	Funds	Funds	Funds	Funds	Funds	Funds	Funds	Funds
	2021	2021	2021	2021	2020	2020	2020	2020
	£	£	£	£	£	£	£	£
Incoming resources								
Grants received	2/3	84,870	495,880	580,750	1,500	44,978	376,575	423,053
Donations/fundraising	4	44,104	2,310	46,414	12,394	16,965	1,680	31,039
Events		7,585		7,585	5,181	14,248		19,429
Legacies				-				-
Furlough Income			18,031	18,031				-
Other income		9,832		9,832	17,703	1,977		19,679
Total incoming resources		146,391	516,221	662,612	36,777	78,168	378,255	493,200
Resources expended								
<u>Direct charitable expenditure</u>								
Salary costs			388,727	388,727		119,622	259,568	379,189
Pension costs	40,000		18,409	58,409		4,222	10,475	14,696
Redundancy & recruitment			865	865		85	832	917
Family group & project costs			11,985	11,985		2,376	2,656	5,032
Operational phone costs			2,799	2,799		227	1,177	1,404
Volunteer training			78	78		-	1,619	1,619
Staff training			1,363	1,363		684	5,414	6,098
Staff travel & expenses			11,579	11,579		7,210	14,079	21,289
Volunteer travel & expenses			1,598	1,598		4,487	12,916	17,402
	40,000	-	437,403	477,403	-	138,912	308,735	447,646
<u>Governance costs</u>								
Rent, rates & Property costs			29,544	29,544		8,506	19,256	27,762
IT & communication costs			29,476	29,476		9,618	18,790	28,409
Office costs			4,972	4,972		947	4,078	5,025
Home Start fees			9,776	9,776		4,240	13,702	17,942
Marketing & advertising			3,443	3,443		233	3,309	3,542
Fundraising & event costs			3,075	3,075		3,549	3,257	6,806
Depreciation			6,289	6,289		1,691	1,759	3,450
Other asset movement				-				-
Bank fees			379	379		342	310	652
Audit & accountancy			1,560	1,560		2,863	6,531	9,394
Other professional fees			6,446	6,446		1,122	3,743	4,865
Insurance			1,291	1,291		383	386	769
<u>Defined Benefit Pension Scheme</u>								
Interest Expense			254	254		174		174
Impact of any change in assumptions			327	327		(307)	0	(307)
Amendments to the contributions schedule				-				-
			96,833	96,833		33,363	75,121	108,484
Total resources expended		40,000	534,236	574,236	-	172,275	383,856	556,130
Net incoming resources for the year		106,391	(18,015)	88,376	36,777	(94,107)	(5,600)	(62,930)
Balance brought forward at 1st April 2020		68,297	232,775	412,295	31,520	326,881	116,824	475,226
Transfer of designated reserves		232,775	(232,775)	-				-
Balance carried forward at 31st March 2021		407,463	-	93,209	500,672	68,297	232,775	412,296

The notes on pages 10 to 14 form part of these financial statements.

HOME-START HAMPSHIRE

Company No. 07295751

Charity No. 1144661

BALANCE SHEET**AS AT 31ST MARCH 2021**

	Notes	2021		2020	
		£	£	£	£
Fixed Assets	5	15,336		5,996	
Current Assets					
Debtors	6	9,703		3,407	
Cash at bank and in hand		571,646		440,746	
		<u>581,348</u>		<u>444,153</u>	
Creditors: amounts falling due within one year	7	96,012		<u>26,533</u>	
Net current assets			500,672		423,616
Creditors: amounts falling due after more than one year	14	-	-		11,320
Net assets	8		<u>500,672</u>		<u>412,296</u>
Capital Funds					
Unrestricted Funds	9a		407,463		68,298
Designated Funds	9b				232,775
Restricted Funds	9c		93,209		111,223
Total funds			<u>500,672</u>		<u>412,296</u>

Approval

The directors are satisfied that the company is entitled to exemption from the provisions of the Companies Act 2006 (the Act) relating to the audit of the financial statements for the year by virtue of section 477, and that no member or members have requested an audit pursuant to section 476 of the Act.

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

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

These financial statements were approved by the directors on 11th November 2021 signed by:


Lynn Ludford (Chair)

The notes on pages 10 to 14 form part of these financial statements.

HOME-START HAMPSHIRE

Company No. 07295751

Charity No. 1144661

**STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED
31ST MARCH 2021**

	Total Funds	Prior Year Funds	Note
	£	£	
Cash flows from operating activities:	27,548	(22,169)	18
Cash flows from investing activities:			
Purchases of Fixed Assets	(4,628)	(3,308)	
Net cash provided by (used in) investing activities:	(4,442)	(3,308)	
Cash flows from financing activities:			
Interest Income	311,574	177,764	
Net cash provided by (used in) financing activities	311,574	177,764	
	334,680	152,287	
Change in cash and cash equivalents in the reporting period	334,680	152,287	
Cash and cash equivalents at the beginning of the reporting period	181,314	29,027	
Total cash and cash equivalents at the end of the year	515,994	181,314	
	515,994	181,314	

HOME-START HAMPSHIRE

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED

31ST MARCH 2021

1 Accounting policies

The principal accounting policies are summarised below. The accounting policies have been applied consistently throughout the year and in the preceding year.

a Basis of accounting

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing accounts in accordance with the Financial Reporting Standard applicable in the UK (FRS 102) (Charities SORP (FRS102)), the Financial Reporting applicable in the UK (FRS102) and the Companies Act 2006.

b Fund accounting

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity.

Restricted funds are subjected to restrictions on their expenditure imposed by the donor.

c Incoming resources

Voluntary income, donations and grants are accounted for on an accruals basis.

d Resources expended

Expenditure is recognised on an accrual basis as a liability is incurred. Expenditure includes any VAT that cannot be fully recovered, and is reported as part of the expenditure to which it relates.

Direct charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the independent examiner's fee and costs linked to the strategic management of the charity.

e Retirement benefits

Payments to both the defined contribution retirement benefit scheme and the defined benefit retirement scheme are charged as an expense as they fall due.

The charity's defined benefit retirement scheme is The Pension Trust employee's personal Pension Fund and it contributes it contributes at rates set by the Scheme Actuary and advised to the board by the Scheme Administrator. The scheme is a multi employer pension scheme and it is not possible to identify the assets and liabilities of the scheme attributable to the charity. In accordance with FRS17 therefore, the scheme is accounted for as a defined contribution scheme. See Note 14.

f Fixed Assets

Fixed assets costing £300 or more are capitalised at cost and are depreciated on a straight line basis over 3 years.

2

Grants received - unrestricted funds	2021	2020
	£	£
Garfield Weston Foundation	30,000	
Anonymous Foundation	25,000	
Clara Burgess	5,000	
Jurgens Charitable Trust	5,000	
Various Trusts & Foundations	19,870	1,500
	<u>84,870</u>	<u>1,500</u>

Unrestricted funds can be used across any function/any area for the purpose of the Charity.

Any unrestricted grants more than £5,000 are itemised.

Any unrestricted grants less than £5,000 are aggregated.

Grants received - designated funds	2021	2020
	£	£
Winchester City Council		10,000
The Alice Ellen Cooper Dean Charitable Foundation		5,000
Other Grants received below £5,000		29,978
	<u>-</u>	<u>44,978</u>

No funds were designated during financial year 20/21.

HOME-START HAMPSHIRE

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED

31ST MARCH 2021

	#REF1	£	#REF1	£	Function
3 Grants received - restricted funds					
ABF The Soldiers			13,654		Forces Families Matter
Awards for All			9,771		Ambassador program/NF Family Group
Awards for All	9,707				Covid 19 - group support
Alton Town Council	5,000				Supporting families
Big Hopes, Big Futures	15,000				Supporting families for starting school
Calleva	5,000				Supporting families in the Havant Area
Centre for the Explore	5,000				Explore Programme
Children in Need	4,984		9,967		Supporting families in the Havant Area
Children in Need	42,291		37,721		Supporting families across Hampshire
EHDC	10,985				Supporting local families
Sports England (Energise Me)	6,012				Sports Packs
Garfield Weston Foundation			25,000		Supporting families
HCC			32,700		Supporting families
HCC - SFP	8,554				Covid 19 Emergency Grant
HCC Troubled Families			2,800		Supporting families within the Troubled Families Initiative
HIWCF			9,989		Mums Matter
HIWCF			5,000		A Better Start
HIWCF	9,266				Home-Visiting & NET DCMS
HS UK Loneliness	10,000				Covid19 Support
INEOS	10,000				Covid19 Support
Loadbalancer	7,000		7,000		Supporting families - family group
National Lottery	191,963		102,419		Pyramid Project
National Lottery	7,184		68,054		Mental Health project
National Lottery	47,760				Covid Support
Odiham Cottage Hospital	9,000				Group supports
Parish/local/district councils	29,267		5,000		Supporting families
Anonymous Foundation	15,000		22,000		Supporting families
RNRMC	5,000				Supporting naval families
The Big Salute			5,000		Supporting families
The Cross Trust			5,000		Training
Vivid	9,820				Supporting families
Winchester City Council	9,000				Supporting families in South Winchester District
Other small grants for supporting families	23,088		6,500		Supporting families, IT equipment, Craft packs during COVID19, consultancy.
Other small grants for training			9,000		Training
		<u>495,880</u>		<u>376,575</u>	

Restricted income is specifically restricted by function where the funds could be recalled if not used for its purpose

4 Donations					
Restricted by function	2,310		1,680		Specific aspects of family support
All donations received were less than £5000					

5 Fixed Assets

	IT Equipment	CRM System	Total
Cost:			
As at 1 April 2020	9,024	2,488	11,511
Additions	15,629		15,629
As at 31 March 2021	<u>24,653</u>	<u>2,488</u>	<u>27,141</u>
Depreciation:			
As at 1 April 2020	4,963	553	5,515
Charge for year	5,460	829	6,289
As at 31 March 2021	<u>10,423</u>	<u>1,382</u>	<u>11,805</u>
Net Book Value:			
As at 1 April 2020	4,061	1,935	5,996
As at 31 March 2021	<u>14,230</u>	<u>1,106</u>	<u>15,336</u>

HOME-START HAMPSHIRE

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED

31ST MARCH 2021

6 Debtors

	#REF1 £	#REF1 £
Due within one year:		
Accounts receivable	4,370	38
Prepayments	5,333	3,370
	<u>9,703</u>	<u>3,408</u>

7 Creditors: amounts falling due within one year

	#REF1 £	#REF1 £
Due within one year:		
Creditors Control account	14,017	12,500
Accruals	22,503	5,230
PAYE payable	6,808	5,984
Pension control account	3,083	2,820
Short Term Pension Liability	See note 14 49,554	-
Student loan payable	46	-
	<u>96,012</u>	<u>26,533</u>

8 Analysis of Net Assets Between Funds

	Unrestricted Funds £	Restricted Funds £	Total Funds £
Fixed Assets		15,336	15,336
Current Assets	473,120	108,229	581,348
Current Liabilities	(40,000)	136,012	96,012
Net Assets	<u>433,120</u>	<u>259,576</u>	<u>692,696</u>

9 Analysis of charitable funds

Analysis of funds movement		Balance b/fwd	Income	Expenditure	Transfers	Funds c/fwd
		£	£	£	£	£
a)	Unrestricted funds	68,297	146,391	(40,000)	232,774	407,463
b)	Designated funds	232,774	-	-	(232,774)	-
	Gosport & Fareham	111,546			(111,546)	-
	Havant	30,449			(30,449)	-
	Meon Valley	50,932			(50,932)	-
	New Forest	2,425			(2,425)	-
	Rushmoor & Hart	11,609			(11,609)	-
	Weywater	25,813			(25,813)	-
c)	Restricted funds by	111,224	516,221	(534,236)	-	93,209
	Supporting families	91,522	516,221	(514,533)	-	93,209
	Training	19,702		(19,702)	-	-
Total		412,295	662,612	(574,236)	-	500,672

Note:

During the year the trustees agreed that post-merger funds are no longer to be designated by area. A transfer has therefore been made of £232,774 from designated funds to general unrestricted funds.

Analysis of charitable funds - previous year

Analysis of funds movement		Balance b/fwd	Income	Expenditure	Transfers	Funds c/fwd
		£	£	£	£	£
a)	Unrestricted funds	31,520	36,777	-		68,297
b)	Designated funds	326,881	78,168	(172,275)	-	232,774
	Gosport & Fareham	152,906	543	(41,903)		111,546
	Havant	46,894	6,091	(22,536)		30,449
	Meon Valley	58,376	28,119	(35,563)		50,932
	New Forest	18,243	17,097	(32,915)		2,425
	Rushmoor & Hart	20,924	4,067	(13,382)		11,609
	Weywater	29,538	22,251	(25,976)		25,813
c)	Restricted funds by	116,824	378,255	(383,855)	-	111,224
	Supporting families	47,195	364,255	(319,928)		91,522
	Training	42,720	14,000	(37,018)		19,702
	Other activities	26,909	-	(26,909)		-
Total		476,226	493,200	(568,130)	-	412,296

HOME-START HAMPSHIRE

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED

31ST MARCH 2021

10 Trustees' Remuneration and Expenses

No remuneration or expenses were paid to any Trustees during the year, except to re-imburse them for purchases made on behalf of the charitable company. Total amount for year was £0.

11 Unrestricted funds

All unrestricted funds held are unrestricted and available to be applied in furtherance of Home-Start Hampshire charitable objectives at the discretion of the Trustees.

12 Related Party Transactions

No trustees made donations to the charity during the year.

13 Post Balance Sheet Event

None

14 THE PENSIONS TRUST - DEFINED BENEFIT RETIREMENT SCHEME

Home-Start Hampshire participates in The Pensions Trust (TPT) - Defined Benefit Scheme, a multi-employer scheme which provides benefits to some 950 non-associated participating employers in the UK.

It is not possible for Home-Start Hampshire to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore it accounts for the scheme as a defined contribution scheme.

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

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

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

(a) Deficit contributions for the whole scheme

From 1 April 2019 to 31 January 2025: £11,243,000 pa (payable monthly, increasing by 3% each on 1st April)

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

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

Prior Valuation Deficit contributions for the whole scheme

From 1 April 2016 to 30 September 2025: £12,945,440 pa (payable monthly, increasing by 3% each on 1st April)

From 1 April 2016 to 30 September 2028: £54,560 pa (payable monthly, increasing by 3% each on 1st April)

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

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

(b) Growth Plan 4 Withdrawal

At the time of our merger into Home-Start Hampshire (HSH), we still had some employees on what was understood to be one pension scheme with TPT. When one employee moved to Home-Start Hampshire's standard T&C's and pension scheme, they triggered a withdrawal fee as they were actually the last remaining person in one of the schemes. HSH were only informed of the need to settle the liability in July 2021 and we are awaiting final calculation of the amount by the Scheme Actuary. Once estimation is received, we wish to make settlement immediately after.

The value of the withdrawal debt is currently being calculated by the Scheme Actuary. Current estimate for this to be completed is 8th December 2021.

The current estimate included in the accounts has been provided by TPT Retirement Solutions and is based on 2017 valuation plus expected increases since this time.

The commitment will be funded from our unrestricted reserves.

HOME-START HAMPSHIRE PRESENT VALUES OF PROVISION

	31-Mar-21 (£s)
Provision at start of period	11,320
Unwinding of the discount factor	254
Deficit contribution paid	(2,347)
Impact of any change in assumptions	327
Estimate of additional liability on withdrawal	40,000
Provision at end of period	49,554

HOME-START HAMPSHIRE

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED

31ST MARCH 2021

15 Staff costs - salaries, social security costs, employer's contribution to pension, also any redundancy payments.

	2021	2020
	£'000	£'000
Salaries & Wages (Gross)	369	360
Redundancy		
Social Security Costs (ER NI)	19	19
Pension Costs (ER)	58	15
	<u>447</u>	<u>394</u>

No employees who received total employee benefits (excluding employer pension costs) of more than £60,000

16 Staff Numbers

	2021	2020
	Number	Number
Average number of staff employed (part time)	27	25
FTE average number of staff for year	17	17

17 Members Guarantee

The company is a registered charity and a company limited by guarantee with liability of each of the members being limited to £1.

18 Reconciliation of net movement in funds to net cash flow from operating activities

	2021	2020
Net Movement in Funds	88,376	(62,930)
Add back depreciation charge	6,289	3,450
Defined benefit pension scheme finance cost	38,234	(2,412)
Deduct interest income shown in investing activities	(271)	(1,271)
Grants payable on merger		
Prepayments movement	(1,963)	(2,191)
Decrease (increase) in stock		
Decrease (increase) in debtors	(4,333)	455
Increase (decrease) in creditors	19,925	(8,047)
	<u>146,258</u>	<u>(72,945)</u>