



# Family Based Solutions

*Moving Forward Together*

**FBS: Family Based Solutions**  
**(A company charity limited by guarantee)**

**Trustees Annual Report and Account for the year ended**  
**31st October 2022**

**Charity number: 1149383**  
**Company number: 8237225**



Family Based Solutions

*Moving Forward Together*

## **FBS: Family Based Solutions (A company charity limited by guarantee)**

### **Financial Statements for the Year Ended 31 October 2022**

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## Reference and Administrative Information

Charity Name:	Family Based Solutions
Centre Charity registration number:	1149383
Company registration number:	8237225
Registered Office and operational address:	5 Chase Side Crescent Enfield EN2 0JA

### Trustees/Directors

Judith Allen	Director/Secretary
Marilyn Griffith	Director/Chairperson
Loraine Hunte	Director/Treasurer
Perihan Mehmet	Director/Trustee
Panay Richards	Director/Trustee
Feliz Hassan	Director/Trustee
Aytac Mustafa	Director/Trustee

### Project Managers

Joseph Lettieri  
Ayse Adil  
Jason Phasouliotis  
Matthew Rider  
Veronika Radway

### Administration Manager

Dervise Atalay

**Accountant** --TACTS Accountant, 61 Fountains Cresc., London N14 6BD

**Bankers** -- HSBC, The Town, London, Enfield, EN2 6LD

**Solicitors** – Martin Shepherd 29 Southbury Road, Enfield, EN1 1YZ

## **Trustees report**

The trustees are pleased to present their annual directors' report together with the consolidated financial statements of the charity and its subsidiary for the year ending 31st October 2022 which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

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 and Republic of Ireland (FRS 102) (effective 1 January 2015).

## **Our Aims and objectives**

### Purposes and Aims

Our charity's purposes as set out in the objects contained in the company's memorandum of association are to:

- To relieve the needs of:
- Parent/carers abused by their children by the provision of therapy and practical support
- Families and individuals who are victims of domestic abuse providing therapeutic group sessions and practical support

The aims of our Charity are to support parents/carers in the Enfield, Barnet and Haringey area who are abused by their children. We aim to raise awareness of this mainly hidden form of abuse. We aim to support the whole family to end the abuse in the home and support parents/carers improve the communication within the family. In addition, we aim to support families who are survivors of domestic abuse once the perpetrator has left the home. Our aim is to rebuild relationships within the family and prevent the inter-generational cycle of abuse. In this reporting period we have added a new provision to our support services. The Family Based Relationships (FBR) programme was co-written with the Dr Kate Walker and Dr Emma Holdsworth from Coventry University who have written programmes for other third sector organisations. The FBR programme is unique to FBS and is aimed at working with low level adult perpetrators of domestic abuse to change problematic behaviours with more solution focused behaviours. We added this intervention due to the high level of domestic abuse in our child to parent abuse cases. Our aim is to end the abuse between the adult caregivers so that their children can live in a supportive and caring home environment and we see it as an early intervention into child to parent abuse.

### The Charities three outcomes:

- There will be improved parent/child relationship leading to the end of abuse in the home
- Families will have an increased understanding of the effects of domestic abuse on all family members
- Families will have wider support networks leading to less isolation and the need for intervention

### Ensuring our work delivers our aims:

The Charity is currently funded via the following grants. The Big Lottery (the national lottery community fund) grant began on the 1<sup>st</sup> August 2022 which has been awarded for four years. The grant will cover the running costs and salaries of two of the project managers until 31<sup>st</sup> July 2026. The second grant was awarded by Enfield Council on the 1<sup>st</sup> November 2019. The grant is part of the Nexus Project to cover the costs of a family support worker and was awarded for four years ending on the 31<sup>st</sup> March 2024. The third grant was awarded by The Henry Smith Charity in which we were successful in attaining continuation funding for a further three years. This grant will fund the salary of a full-time project manager for three years and associated running costs. The grant will end on the 31<sup>st</sup> December 2025. The fourth grant is funded by the Mayor of London as part of the Young Londoners Fund. This funding was awarded to Enfield Council who have commissioned Family Based Solutions to support families whose children are involved in or on the edge of gang related activity. The funding ended on the 31<sup>st</sup> August 2022. We were awarded extra funding by this funder due to some underspend in their budget. The extra funding will be awarded for a further six months until 1<sup>st</sup> June 2023. The grant will fund an administration post and associated running costs. We have funding from The City Bridge Trust which provides the salary of a family support worker and associated costs. The award ends on the 30<sup>th</sup> November 2023 this funding has run in total over five years and FBS will not be able to re-apply to the trust as they have a policy of leaving a gap of one year if funding has been awarded for five years. In this reporting period we have been successful in further grants which are of shorter duration. We have been awarded a grant for one year from the Garfield Weston Foundation which will end on the 31<sup>st</sup> August 2023. This funding covers part of the salary of our administrator and some running costs. The Charles Hayward Foundation awarded a grant for one year which part funds our paid for counselling services and volunteer expenses the grant ends on 31<sup>st</sup> July 2023. The Beacon Lodge Trust award is for one year and will fund counselling for our adults and support families with financial difficulties the grant ends on the 30<sup>th</sup> November 2023.

FBS has increased its reserves in this reporting period through fundraising events, earnings from the BOSS programme in schools, and we have also this year been commissioned by social services to work with families who do not meet our normal criteria. The charity is on a good financial footing compared to this time last year due

to the awarding of large grants and increased income from private and paid for services and are in a solid position for the next three years. This will give us the opportunity to increase our reserves in case of any shortfalls in income.

We report to our funders twice a year on the work we have conducted with our beneficiaries and the progress made towards the stated outcomes for each grant. This reporting period we have increased our staff to six which has allowed us to increase the number of clients we can provide a service to and reduce waiting times. We monitor all families progress from the initial assessment, halfway through the intervention and at the end of the intervention via client feedback, updating data regularly and sharing appropriate information with referrers. Our assessment paperwork allows us to clearly see if there has been a reduction in the abuse. All families are allocated two trained family support workers and are seen initially weekly then further apart when progress has been consistent. In the cases of families affected by domestic abuse we follow the DART (domestic abuse recovering together) programme, and the families complete an evaluation at the beginning and the end of the ten sessions. We meet regularly with volunteers and trustees to evaluate our service, where we can improve, and any further training required. At the beginning of October 2021, we began a new intervention working with adult perpetrators of domestic abuse. The FBR (family-based relationships) programme was developed by FBS managers in collaboration with Dr Emma Holdsworth and Dr Kate Walker from Coventry University. The FBR programme will work with both male and female perpetrators in groups or 1:1 the sessions will also be offered in an online format to reduce drop-out rates. We will have the FBR programme evaluated once we have sufficient numbers of delegates to make the research relevant. The B.O.S.S (building on strengths and solutions) schools programme allows us to work with students referred by the schools for various presenting problems. This is a paid for service and in this reporting period we have three further schools taking part increasing revenue. The increase in the numbers of students taking part in the BOSS programme means we will have more outcome evidence which we hope will encourage other schools to take part in the future. Our solution focused training days has given us the opportunity to raise income and to network with other agencies who we can approach to support our clients if they provide a service which would be useful.

#### Impact of Covid Pandemic on services:

We have seen an increase in young people suffering from anxiety and isolating themselves in the family home leading to less school attendance and incidents of conflict in the home. As the demand for CAMHS services have increased the waiting times have also gone up currently up to a year. This has led to CAMHS in Enfield referring more families to our service while they are waiting in turn increasing our waiting times. We continue to provide services to our clients via Zoom platform and also our training events. To reduce waiting times for clients we have been able to offer more parent/carers support groups via Zoom at times that suit clients this is

offered to all families as an initial intervention with the option of whole family support at the end of the 4-week groups if required. It has been successful in increasing uptake of the service and in many cases removed the need for family work so we can dedicate more time to the most complex cases. FBS Chat online interviews with solution focused experts from across the world has continued and we conducted 120 interviews to date. This has raised the profile of FBS in the solution focused community across the world and we have been able to secure training at reduced rates from experts who work in specific fields such as schools, trauma and family work. We continue to offer a hybrid way of engaging with clients which has allowed clients access to our service when they are unable to travel to us for reasons of distance or disability issues. The training events can be accessed by more people regardless of where they are located and because of the increased numbers attending we have been able to offer training at a reduced cost. The increase in numbers attending means we are still able to make this way of training very cost effective.

#### Referrals for this reporting period:

This reporting period has seen 179 families referred into our various services which amounted to 596 individuals this is an increase of 23% on the previous year. The majority of referrals are from schools, social services and self-referrals. The waiting times are still something we are aiming to reduce but is still something that needs to improve. The waiting times for CAMHS services and the increase in incidences of young people with mental health issues has meant the third sector in general is having to try and fill this shortage of support. We are being approached to work with families who do not meet our charitable criteria due to the lack of resources elsewhere. These are mainly through social services and we are through our paid for services seeing an increase in this work for the charity which is also increasing our reserves moving forward.

The focus of our work: The main objectives of our work are to support referred families to end the abuse in the home and raise awareness of parent abuse to fellow professionals and service users through training events, presentations to potential referrers, supporting academic research, media articles, website, and our You Tube channel, FBS Chat. We have modified our support offered to clients to reduce waiting times and increase our capacity. The three-weekly parent/carer support groups are offered online and varying times during the day, evenings and at weekends. Clients referred are offered the groups in the first instance which means they do not have to wait for whole family support before they receive assistance this also has led to some families not requiring any further support so we can focus on the more complex cases. Families can choose either to attend parent workshops or wait for whole family support at our office. We have a new member of staff which has also increased our capacity in supporting clients.

To support families affected by domestic abuse once the perpetrator has left the home. We continue to run the DART (domestic abuse recovering together) project, an NSPCC initiative which is aimed at rebuilding relationships within the family. The

incidence of previous domestic abuse between the caregivers in our child to parent abuse cases is very high currently at 76% of cases referred. The DART intervention has been difficult to implement due to the number of weeks the child has to miss school especially if the young person has poor attendance. We have had to offer the programme in the evenings so as to avoid the school times which has helped increase the numbers attending. In this reporting period our programme facilitator of the DART programme has been trained by the NSPCC to become a trainer for other services who wish to implement DART in their work with domestic abuse survivors. This will mean she will be an accredited trainer for DART and we will as a charity be earning an income from training others in it's use.

With the introduction of the adult perpetrators programme, we aim to reduce the abuse in the home which we know has a huge impact on the families and their children. We aim to work with the lower level of adult perpetrators who are motivated to make positive changes and improve relationships with their partners and children. The course runs for ten weeks and areas covered include, the effects of DA on family members, replacing unwanted behaviours with more positive interactions, how to cope with flashpoints in their relationships and how their behaviour has an influence of their children and wider family. The referrals have been slow onto this programme which is due in the main to referrers not putting forward the right candidates for the course. We have reiterated to referrers that this is aimed at low level perpetrators and hope this will become less of an issue.

In the past year it has become clear that many of our clients are having the added burden of increased cost of living which is having a detrimental effect on families and their relationships. We have seen an increase in families in need of this support and we were able to provide support in this area through our trained volunteer. Many families have been supported in applying for PIP claims, housing issues, debt management and budgeting advice.

The strategies we use to meet our objectives included: -

- Weekly office visits to carry out preventative work using the solution focused approach
- Signposting families to appropriate services who may provide relevant support to parents/carers and their children
- Our trained volunteer supports families in financial hardship by looking at budgeting plans, benefit advice, completing PIP applications and supporting families in appeal hearings
- Weekly parent support groups for peer support and invited guest speakers on topics that are relevant to our service users
- The DART programme will be run three times per year with up to eight families per group.
- We have provided training days for other agencies in using the Solution Focused Approach with families with complex needs.
- Remote support to families via video conferencing, telephone calls and our social media platforms



- Increase in staff members to reduce waiting times for families
- Providing parent groups remotely to reduce waiting times and develop peer support. Reducing isolation and stigma.
- The FBR programme is offered weekly at different times to suit clients needs
- Mentoring in schools for our young service users
- Attending meetings with other professionals with our clients
- Providing live conversations on our You Tube channel
- Being part of various networks such as the VAWG taskforce increases our knowledge of domestic abuse incidents in the borough

### Findings from our service users/referrers

Our objects and charitable funding limit us to supporting families who reside in the Enfield, Barnet and Haringey area or whose children attend a school in these boroughs. We rely heavily on our team of dedicated volunteers who work directly with families in the home, office and school setting.

The main points raised are below:

### **Feedback from Service users:**

#### **How has FBS helped?**

- So many aspects of the service have been invaluable to my family. The way we have felt understood and supported from our very first conversation with Family Based Solutions right through until now has been truly exceptional. The calm, non-judgemental and mindful attitude that every member of staff we have worked with is beyond compare. The positivity of the Solution Based work has made a world of difference to our son and us all as a family. The way I have seen my previously volatile, angry, violent, terrified son grow in confidence and self esteem due to our fortnightly sessions is something we wished for with all our hearts for him but really were not sure was possible. He is now significantly less violent and more able to communicate his fears and big feelings instead of using his fists, feet and body negatively to show us he is hurting inside. The support given to us in filling out DLA forms and other overwhelming paperwork was incredible. I am so very, very grateful that FBS came into and continue to support and improve our family's lives.
- FBS don't just "Talk the talk" like many others (sadly) do. The "Walk the Walk" and do everything in their ability to go beyond that. They are exceptional. Thank you FBS.
- I cannot believe the difference in the relationship between me and my boys, and their relationship, it has grown into the family I always wanted
- I have learnt to take my time to respond to a situation and also to looking at doing more for my own well-being.
- I feel more positive and confident about myself. They have helped me find my way when I was lost. I feel so grateful to FBS.

- Meeting other parents. Engaging with this fantastic service.
- The support literally saved my life.
- FBS has given me and my son a lot of support. In parenting group, counselling, phone support and benefit advice. I hope they can keep supporting me as I would be lost without them
- They have listened to us when we have needed support communicating our son's complex emotional and social needs to other bodies and sent emails verifying them. This has allowed our son to access experiences and events that he was unable to in the past.
- I cannot tell you how beneficial this is for us as a family. Our 13-year-old daughter was so depressed with being constantly hit by her brother, that she told me once she doesn't want to live here anymore!
- They empathised and did not judge. We had three people working with us in different roles. You won't get this service anywhere else.
- We have our life back. We are going out and enjoy each other's company. Where has FBS been all my life?! The workshops were brilliant. I am so addictive. I have attended so many times I now support other parents in the workshops.
- We had been paying for private family therapy for over three years. One session with FBS has turned our life's around. I wish I had known about the charity before. Would have saved me a lot of money.

### **How can FBS improve the service?**

- Provide some half-term activities
- Family days out
- Shorter waiting times
- Having more opportunities for family days out

### **Feedback from BOSS students:**

- My confidence has improved, I am putting my hand up in class and answering questions which I would never have done. I wish I could carry on with the sessions
- I am more positive about my work and studies. I am not messing around in class as much and I see school in a more positive way
- I really enjoyed the session because it helps me and knowing that someone is supporting me. Yes, the sessions have helped me a lot. I do feel I can continue the improvements into the future because I like the way it feels and I want to turn this into a habit. What I enjoyed most about the session was everything it was so much fun. I would recommend the sessions to my friends. I reflect back and see how immature I was and that's for younger kids now I'm older I can see the immaturity and make sure that it is not me.

## **Feedback from Volunteers and Staff:**

### **What has worked well?**

- Self-development- new skills, working well as a team, job satisfaction.
- Visits are well planned; staff are well supported and offered a range of training.
- The new office has meant we can support more families and it feels like a home from home
- Volunteering as given me the skills to work directly with service users and helped me with my counselling course
- Learning about Solution Focused Brief Therapy, a tool used with families to help them grow holistically
- The work with families has helped me improve my own family relationships
- Learning to work effectively with colleagues
- The volunteering role has helped me gain confidence and a new career
- The new name change has been a positive move and is more user friendly

### **What can be improved?**

- More support groups for families
- Would be nice to have more opportunities to meet with the rest of the team as I cannot always make evening meetings
- For all volunteers to take an active role in the family work

## **Feedback from professionals:**

- The variety of services available for parents. From group sessions to one-to-one sessions. You have also been very helpful and flexible during lockdown.
- I regularly listen to FBS You Tube conversations. I have attended two half day SF workshops and wow wow wow. Absolutely amazing and has influenced my practice big time.
- Staff made themselves available to the family at times when the school could not bridging the gap in the need for support
- 10/10 fantastic training I can't wait to go back and use the techniques with my students
- Our student is happier and more confident, and she has actually been completing lots of work despite the fact that she struggles a lot with the work and her concentration
- Great training. Loved how interactive it was and the real scenario role-playing. I have learnt a lot and will continue to use these techniques at work and in my everyday life. Thank you so much, I look forward to the next training
- FBS will always try and attend meetings for the families they work with, and this has improved the communication and what needs to happen to move families forward
- This is the first training I have attended where I did not want to leave, fantastic a great eye opener

- Joe and Ayse, what can I say. Inspirational in the work that you do and the style that you present. I know that we will visit in the future
- I know that once I refer a family to FBS they will make sure I am informed of the work carried out, this is important to us as a school as we often do not get any follow up from some other services
- They built our confidence and created a space that made everyone comfortable to practice. I would highly recommend this training as it teaches you not only skills, but a new method of thinking that can be used in a multitude of situations by a variety of people from different fields of work.

### **Activities carried out in the year to meet our three outcomes:**

**Outcome 1:** There will be improved parent/child relationship leading to the end of abuse in the home

The use of our Ladder of Harm assessment tool shows that families are experiencing reductions in abuse in the home. Our solution focused approach puts families in the role of expert where they feel listened to and less stigmatized. We see reductions in abuse from between 60%-80% there is less violence and verbal abuse and more incidents of positive interactions. FBS delivers family therapy using the Solution Focused approach. We liaise with any other professionals involved with the family and attend TAF, CIN and CP meetings. Working with the whole family, we highlight their current and previous strengths and help them describe positive changes they would like to see moving forward. Family members identify their own small targets to reach their desired outcomes. This gives each member of the family a voice and the opportunity to be heard. The approach has a strong focus on behavioural changes which are measured using the solution focused scale. This identifies where they are as a family, what is already working and the next behavioural change that would tell them they are on the next number. The focus on what families can do and their successes, however small, highlights strengths and resources. Highlighting when families are overcoming challenges helps them feel empowered, increases resilience, and builds confidence in their ability to overcome future setbacks. Each family member is seen as part of the solution, and all have a role in making positive changes. Parent/carers are listened to and not judged for their child's behaviour. Equally, children find our non-judgemental, collaborative approach easier to engage with. Therefore, both parent/carers and children find the service more accessible than comparable services, reducing drop-out rates. If the clients feel they need different support than we can refer them onto other agencies who may be more suitable. This again reduces the time clients need to wait for support as they are not left on our waiting list for months without a provision. We have also undertaken group work with parent/carers who attend four sessions remotely and if they feel they need whole family support this can also be offered at the end of the 4 weeks. The sessions are attended by a minimum of two trained practitioners. This again reduces long waits for a service and provides group support for the attendees who can feel less isolated and stigmatized. Families will explore safety plans for when things become too extreme so that everyone is aware of what to do in case of emergencies.

Outcome 2: Families will have an increased understanding of the effects of domestic abuse on all family members

During this reporting period we were not able to offer families DART support as it was intended. Following Covid regulations we trialed 'domestic abuse recovery' workshops intended for adult survivors only. The 5-week workshop follows the same intended outcomes. Whilst the children are able to attend school the parents can join the online sessions and benefit from the peer support, understand the effects of DA/DV on themselves and their children and look at preferred futures. The referrals for the DART programme have reduced in this reporting period. We have supported fifteen clients in this reporting period two of which were provided 1:1 sessions. The FBR programme has also highlighted the effects of domestic abuse on family members and supported clients to change their negative behaviours with solution behaviours.

Outcome 3 Families will have wider support networks leading to less isolation and the need for intervention

Parents are encouraged to join our support groups after they have completed the DART programme and may also be offered further family support if required. The parents continue to support each other through the What's app group which they have set up and which is monitored by the project managers. The newly added group sessions for parents also provides peer support and is especially useful for families whose children refuse to attend any form of intervention. The helps to reduce the isolation and gives parents some tools and strategies to use in the home. In this reporting period we have been part of new initiatives in Enfield which has widened our provision to families and developed closer working partnerships with other voluntary and statutory services. Our young service users are supported in school if this is needed. This has meant that we have been able to improve behaviour and increase academic achievement. This has led to better relationships between child and school staff and has had a positive effect on the relationship between parent/carer and the school. This has led to another level of support for families as often the relationship between families and the school had broken down. Our solution focused approach to working with families has increased the confidence in our service users as they will develop their own unique solutions to their presenting problems. They have developed a new way of communicating using the techniques used in sessions and applying them in their home lives. This has led to families being able to problem solve in a more positive and collaborative way reducing the need for outside intervention. As we are part of the Inspiring Young Enfield project, we have been able to work closely with twenty-three other service providers. This has greatly increased the support that can be offered to young service users which are offered free of charge, this includes sporting activities, performing arts, education support, community mentoring and support with further education and work opportunities.

Service users can also access our social media platforms to ask for advice and support when required.

Outcome 4: By raising awareness of parent abuse parents will feel less isolated and more likely to come forward to seek help

The current reporting period has seen 245 referrals to our service which is much higher than predicted in our funding bids and an increase of 28% on the previous reporting period. We have established ourselves in Enfield as the service specialising in CPA and receive referrals from all statutory and third sector organisations. Self-referrals are the third highest referral rate indicating that if there is a service parents will come forward for support despite the stigma and isolation, they have experienced. In this reporting period we arranged the first UK wide online child to parent conference which was attended by 60 agencies across the country who work with child to parent abuse. It was an opportunity to share best practice and form partnerships with other agencies. It was also attended by other professionals and two academics who were writing research papers on the subject. As a partner in the Inspiring Young Enfield consortium which has twenty-three agencies involved we have been able to present our work and keep child to parent abuse on the agenda in Enfield. In the past year we have attended fifty-five meetings to support our families in schools and social services. We are one of a team of organisations who meet bi-monthly at the early help forum where we can share best practice and be updated on any changes in referral systems. With our new partnerships and council contracts we have increased our networking and presence in the borough. We are part of the Enfield Thrives consortium where we have presented our service and networked with other agencies who support young people and their mental wellbeing. FBS are members of the Enfield, VAWG panel who meet monthly. The panel gives updates on all aspects of domestic abuse and any changes in services and the latest statistics on domestic abuse incidents in the borough. In the past year we have held eight training events for various professionals including social workers, school mentors, faith groups, teaching staff and community groups. Our social media presence reaches over 10,000 people in the three boroughs with both open and closed groups. Our new FBS Chat has conducted over one hundred live interviews which is posted on Facebook and our own dedicated YouTube channel. The guests include some of the most respected practitioners of the solution focused approach from across the world, which has highlighted the approach and its use in so many diverse settings.

### **Financial Review**

The charity's principal funding is in the form of four grants. The Big Lottery's Reaching Communities Fund, The Henry Smith Charity, Enfield Council's Nexus project and The City Bridge Trust. The accounts below represent the expenditure from four funders.

## **Plans for Future Periods**

We will continue to write our own funding bids for specific project costs that require less funding and time in applying. This year we have been successful in attaining grants from The Garfield Weston Foundation, The Charles Hayward Foundation, The Beacon Lodge Trust Charitable Trust and the Co-op Communities Fund. We have been awarded a further six months of funding from the Inspiring Young Enfield project which aims to provide support for families whose children are in or on the verge of criminal activity. We will be aiming to look for other trusted partners in writing joint bids which is currently something that major grant providers are looking for. We have had conversations with other agencies and we hope to be in a position to report on this next year. We have in this past year increased our paid for BOSS service to schools in Enfield and Barnet. We have three more schools on board and we will be looking at increasing this in the coming year we have been approached by two more secondary schools and work will begin with them in January 2023. This will increase our level of reserves for any future financial difficulties. FBS will be looking to provide solution focused sessions to the business sector we have begun the process and in future we will have a separate website and name for this service. This will increase our revenue and we hope in the long run that this income will be sufficient to support the charity side of the organisation. This year has seen an exciting opportunity to work closely with the Metropolitan Police. The two project managers have been selected to become presenters/facilitators to the Met's new recruits during their POP week at Hendon Police College. The project managers have taken part in the accreditation process and hope to be working with the Police recruits in the new year. This is a great opportunity to highlight the issue of child to parent violence to the Police and how we can work together to make sure that our young people are supported and not criminalised. It is also something that we hope will increase our funding appeal to funders as we will have close working ties with the whole of the Met.

## **Structure, Governance and Management**

### **Governing Document**

The organisation is a charitable company limited by guarantee, incorporated on 2nd October 2012, and registered as a charity on 18<sup>th</sup> October 2012. The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association. In the event of the company being wound up members are required to contribute an amount not exceeding £10.

### **Recruitment and Appointment of Management Committee**

The directors/trustees of the company are also charity trustees for the purposes of charity law. Under the requirements of the Memorandum and Articles of Association the directors/trustees are elected to serve for a period of three years after which they must be re-elected at the next Annual General Meeting.

## **Risk management**

The trustees have a risk management strategy which comprises:

- an annual review of the principal risks and uncertainties that the charity faces.
- the establishment of policies, systems, and procedures to mitigate those risks identified in the annual review; and
- the implementation of procedures designed to minimise or manage any potential impact on the charity should those risks materialise.

This work has identified that financial sustainability is an issue for the charity. In this reporting period however there has been success in awards of large grants which will provide stability for at least the next three years. A key element in the management of financial risk is a regular review of available liquid funds. Attention has also been focussed on non-financial risks arising from fire, health and safety and food hygiene. These risks are managed by ensuring accreditation is up to date, having robust policies and procedures in place and regular awareness training for staff working in these operational areas.

The Trustees constantly review risks relevant to the charity. Any risks identified are reported to the Trustees and decisions made on how to minimise risk.

In reviewing the effect of COVID-19 Pandemic, FBS has reviewed its risk and taken action plan in mitigating any associated risks and amend accordingly. The charity resilience was responsive and strong which ensured business sustainability during this exceptional time.

## **Reserves policy and going concern**

Reserves are needed to bridge the gap between the spending and receiving of income and to cover unplanned emergency repairs and other expenditure. The trustees consider that the ideal level of reserves in the light of the main risks to the organisation. As a result, the Board has approved a policy whereby the unrestricted funds not committed, should be held in reserve, and maintained at a level which ensures that FBS's core activity could continue during a period of unforeseen difficulty. The target reserve amount represents at least 6 months' (26 weeks) expenditure and will be reviewed annually.

## **Related parties and co-operation with other organisations**

None of our trustees receive remuneration or other benefit from their work as trustees. Any connection between a trustee or senior manager of the charity with its members must be disclosed to the full board of trustees in the same way as any other contractual relationship with a related party. In the current year, no such related party transactions were reported.



## **Responsibilities of the directors/trustees**

The charity trustees (who are also the directors of FBS for the purposes of company law) are responsible for preparing a trustees' annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charitable company and the group and of the incoming resources and application of resources, including the income and expenditure, of the charitable group for that period. In preparing the financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently.
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and the group and hence taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

## **Independent Examiner**

TACTS Accountant was appointed as the charitable company's independent examiner during the year and has expressed their willingness to continue in that capacity.

Signed on behalf of trustees,

**Ms Marilyn Griffith (Chairperson)**



**Date: 06<sup>th</sup> February 2023**

## **Independent examiner's report to the trustees of Family Based Solutions**

I report on the accounts of the company for the year ended 31<sup>st</sup> October 2022, which are set out on pages 18 to 23.

### **Respective responsibilities of trustees and examiner**

The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) or under Regulation 10 (1)(a) to (c) of The Charities Accounts (Scotland) Regulations 2006 (the 2006 Accounts Regulations) and that an independent examination is needed. The charity is required by company law to prepare accrued accounts and I am qualified to undertake the examination by being a qualified member of the Association of Chartered Certified Accountant.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under section 145 of the 2011 Act);
- to follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- to state whether particular matters have come to my attention.

### **Basis of independent examiner's report**

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

### **Independent examiner's statement**

In connection with my examination, no matter has come to my attention:

(1) which gives me reasonable cause to believe that in any material respect the requirements

- to keep accounting records in accordance with section 386 of the Companies Act 2006 and section 44(1)(a) of the 2005 Act; and
- to prepare accounts which accord with the accounting records, comply with the accounting requirements of the Companies Act 2006, section 44(1)(b) of the 2005 Act and Regulation 8 of the 2006 Accounts Regulations; and
- which are consistent with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities

have not been met; or

(2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



Date: 06<sup>th</sup> February 2023

Chartered Certified Accountant, TACTS Accountant, 61 Fountains Crescent., London N14 6BD.

## FAMILY BASED SOLUTIONS

### STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR END 31 OCTOBER 2022

	<u>Notes</u>	<u>Unrestricted Funds</u>	<u>Restricted Funds</u>	<u>Total Funds 2022</u>	<u>Total Funds 2021</u>
<b><u>INCOMING RESOURCES: -</u></b>		£	£	£	£
Donation/Voluntary Income		56,713	-	<b>56,713</b>	41,078
Income from charitable activities	(19)	-	262,907	<b>262,907</b>	252,157
<b>TOTAL INCOMING RESOURCES</b>		<b>56,713</b>	<b>262,907</b>	<b>319,619</b>	<b>293,235</b>
<b><u>RESOURCES EXPENDED</u></b>					
Expenditure on raising funds	(17)	-	3,144	<b>3,144</b>	3,053
Expenditure on Charitable activities	(17)	24,074	230,737	<b>254,812</b>	221,671
<b>TOTAL RESOURCES EXPENDED</b>		<b>24,074</b>	<b>233,881</b>	<b>257,956</b>	<b>224,724</b>
Net Incomings and (outgoings) resources		<b>32,638</b>	<b>29,024</b>	<b>61,663</b>	<b>68,511</b>
<b>Balances Brought Forward</b>		<b>116,469</b>	<b>73,139</b>	<b>189,608</b>	<b>121,098</b>
<b>Balances Carried Forward</b>		<b>149,107</b>	<b>102,164</b>	<b>251,271</b>	<b>189,608</b>

There were no recognised gains or losses for the above period other than those shown in the statement of financial activities for the above financial year. All incoming resources and resources expended are derived from continuing activities.

(The notes attached form part of these financial statements)

## FAMILY BASED SOLUTIONS

### BALANCE SHEET AS AT 31 OCTOBER 2022

	Notes	£ <u>2022</u>	£ <u>2021</u>
<b>Fixed Assets</b>			
<b><i>Tangible assets:</i></b>			
Office Equipment & Furniture	(16)	671	2,165
<b>Current Assets:</b>			
Debtors	(15)	3,867	3,867
Cash at Bank		247,523	184,366
<b>Current Liabilities:</b>			
<b>Creditors:</b>			
Amount falling due within one year:			
Accruals	(14)	790	790
<b>Net Assets</b>		<u><u>251,271</u></u>	<u><u>189,608</u></u>
<b>As Represented By</b>			
Unrestricted Fund		149,107	116,469
Restricted Fund	(13)	<u>102,164</u>	<u>73,139</u>
<b>Total Funds</b>		<u><u>251,271</u></u>	<u><u>189,608</u></u>

(The notes form part of this account)

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 responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements

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

The accounts were approved by the Directors on 06<sup>th</sup> February 2023 and signed on their behalf by: -



Ms Marilyn Griffith (Director and Trustee)

**FAMILY BASED SOLUTIONS  
NOTES TO THE ACCOUNTS  
FOR THE YEAR ENDED 31<sup>ST</sup> OCTOBER 2022**

**1. Accounting basis.**

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

**a) Basis of preparation**

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006. FBS meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

**b) Preparation of the accounts on a going concern basis**

The Charity trustees are of the view that measures taken subsequent to the year-end to reduce operating costs and successful in applying for continuation funding have secured the immediate future of the Charity for the next 3 to 4 years and that on this basis the charity is a going concern.

**2. Cash Flow Statement**

The trustees have taken advantage of the exemption in Financial Reporting Standard No 1 (revised) from including a cash flow statement in the financial statements on the grounds that the charity is small.

**3. Income**

Income is recognised in the period to which it relates, unless specified otherwise by the funder. Project funding is, in general, repayable if not expended within the relevant project. Such income is only recognised to the extent that it ceases to be repayable. The income is accounted for on a receivable basis.

**4. Resource Expended**

Resources expended are included in the Statement of Financial Activities inclusive of VAT which cannot be recovered. Direct charitable expenditure include includes the direct costs of the activities. Where such costs relate to more than one functional cost category, they have been apportioned in line with the direct costs of the relevant service.

**5. Fund Accounting**

Fund accounting unrestricted funds are available to spend on activities that further any of the purposes of charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work.

## **6. Support Cost**

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back-office costs, finance, personnel, and governance costs which support the Charity activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities. The bases on which support costs have been allocated are set out in note 18.

## **7. Operating lease**

Office rent lease commitment was ended in this financial year. The charity has not entered into any other lease commitment in this financial year.

## **8. Taxation**

FBS is a registered charity and is not liable for corporation tax on its income under section 505 of the Income and Corporation Taxes Act 1988 to the extent that it is applied to its charitable activities.

## **9. Tangible fixed assets**

Fixed assets are stated at cost less accumulated depreciation.

Depreciation is provided to write off the cost, of all fixed assets over their expected useful life as follows: -

Equipment and Furniture - 33% straight line

## **10. Staff Costs and numbers**

	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
Salaries and wages	120,399	100,970
Social security costs	37,614	29,233
Pensions costs	18,232	12,743
<b>Total</b>	<b><u>176,246</u></b>	<b><u>142,945</u></b>

The total number of employees were 6 in this financial year.

None of the employees received emoluments in excess of £60,000 in the year or the previous year.

Trustees are not remunerated.

## **11. Pension costs and other post-retirement benefits**

FBS makes pension contribution into staff private pension scheme as and when this is recovered through their project funding. Contribution's payable is charged to the Statement of Financial Activities in the period to which they relate

## **12. Status**

Family Based Solutions (FBS) is a registered charity and registered company limited by guarantee.

### 13. Analysis of Restricted Fund

	Balance at 1st Nov 2021 £	Incoming resources £	Outgoing resources £	Balance at 31st Oct 2022 £
Big Lottery Fund	13,828	112,815	104,082	22,560
National Lottery Community Fund	6,534	-	6,534	-
Inspiring Young Enfield	11,039	12,500	22,371	1,168
Garfield Weston Foundation	-	20,000	3,014	16,986
Charles Howard Foundation	-	7,000	3,463	3,537
City Bridge Trust	-	36,000	33,009	2,991
The Henry Smith Charity	12,833	17,300	30,133	-
LBE Nexus Project	28,905	57,292	31,036	55,161
	<b>73,139</b>	<b>262,907</b>	<b>233,642</b>	<b>102,403</b>

#### The purpose of the fund is to: -

- There will be improved parent/child relationship leading to the end of abuse in the home.
- Families & members will have an increased understanding of the effects of domestic abuse.
- Families will have wider support networks leading to less isolation & the need for intervention.

### 14. CREDITORS (ACCRUALS)

	2022, £	2021, £
Independent Examiners Fee	790	790

### 15. DEBTORS

	2022, £	2021, £
Rent Deposit	3,867	3,867

### 16. TANGIBLE FIXED ASSET

	Equipment & Furniture
<b>Cost</b>	
At Cost @ 2019/2020	6,493
At Cost @ 2021/2022	1,006
<b>At Cost</b>	<b>7,499</b>
<b>Depreciation</b>	
Brought forward	4,328
Charge for the year	2,500
Carried Forward	6,828
<b>Net Book Value</b>	
At October 2022	671
At November 2021	2,165

## 17. Total Resources Expended

	<u>Unrestricted</u> <u>Funds</u>	<u>Restricted</u> <u>Funds</u>	<u>Total</u> <u>Funds</u> <b>2022</b>	<u>Total</u> <u>Funds</u> <b>2021</b>
<b>Resources Expended</b>	£	£	£	£
Salaries, Pensions and NIC	15,980	160,265	<b>176,246</b>	142,945
Volunteer Expenses and Training	844	7,823	<b>8,667</b>	9,351
DBS expenses	-	255	<b>255</b>	128
License fees	-	159	<b>159</b>	159
Refreshments and Catering	934	3,155	<b>4,089</b>	5,602
Trainers and Sessional Worker	231	18,775	<b>19,006</b>	21,678
Transport and Travel	-	-	-	2,641
Administration and Office Expenses	-	9,770	<b>9,770</b>	9,479
Project Evaluation	-	4,803	<b>4,803</b>	-
Independent Examination	-	790	<b>790</b>	790
Rent, Rates and Service Charges	5,750	18,166	<b>23,916</b>	24,328
Legal and Professional fees	-	4,477	<b>4,477</b>	981
Utilities	-	2,130	<b>2,130</b>	2,432
Depreciation	335	2,165	<b>2,500</b>	2,164
Courses and Other activities	-	1,149	<b>1,149</b>	2,046
<b>Total Resources Expended</b>	<b>24,074</b>	<b>233,881</b>	<b>257,956</b>	224,724

## 18. Support and Governance Costs

	<b>General Support</b>	<b>Governance</b>	<b>Total</b>
	£	£	£
Administration and Office Expenses	8,691	1,079	<b>9,770</b>
Independent Examination	-	790	<b>790</b>
Rent, Rates and Service Charges	23,916	-	<b>23,916</b>
Legal and Professional fees	4,477	-	<b>4,477</b>
License Fee	-	159	<b>159</b>
Utilities	4,477	-	<b>4,477</b>
Depreciation	2,500	-	<b>2,500</b>
<b>Total</b>	<b>44,060</b>	<b>2,028</b>	<b>46,088</b>

## 19. Income from Charitable activities:

<b>Funder</b>	<b>2022</b>	<b>2021</b>
	£	£
Big Lottery Fund	112,815	116,116
The National Lottery Community Fund		10,000
Inspiring Young Enfield	12,500	37,500
Garfield Weston Foundation	20,000	
Charles Howard Foundation	7,000	-
City Bridge Trust	36,000	-
The Henry Smith Charity	17,300	35,000
LBE Nexus Project	57,292	53,541
	<b>262,907</b>	<b>252,157</b>



