

CHEXS
ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024

CHEXS

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	A. Gorton S. Farmer P. Seeby S. Goldsmith B. Booth K. Laffar J. Cottenden P. Spears J. Hewitt	 (Appointed 18 March 2024) (Appointed 18 March 2024) (Appointed 18 March 2024)
Patron	Sir Charles Walker KBE MP for Broxbourne	
CEO	P. Maiden	
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CHEXS

CONTENTS

	Page
Chairperson Foreword	1
Trustees' report	3 - 18
Statement of trustees' responsibilities	2
Independent examiner's report	19
Statement of financial activities	20
Balance sheet	21
Notes to the financial statements	22 - 30

CHAIRPERSON FOREWORD

Once again, I face the challenge of writing a foreword that will do justice to our charity and the wonderful achievements of all of those children, young people and families that CHEXS has had the privilege to work with during the last 12 months.

As daunting as this task always first appears, as soon as I started to immerse myself in the content of this year's annual report, I realised that I needn't have worried in the slightest. Once you also begin to peruse the following pages, you will soon appreciate that my real challenge with composing this foreword is that I could well run out of superlatives to describe the achievements described within its pages.

The data (and more importantly, the numerous inspirational success stories behind this data) contained within this fabulous report truly are a testament to the hard work and commitment of all concerned, personifying the following words from Martin Luther King Jr. '

All labour that uplifts humanity has dignity and importance and should be undertaken with painstaking excellence.'

The tailored family support that the CHEXS team provide has ensured that over 160 families within our community have benefited from bespoke intervention, with 100% positive feedback in terms of the support provided by CHEXS, and subsequently other agencies based on identified needs. As part the services that CHEXS provides, our GROWTH programme has supported many children with complex needs to improve their confidence and self-esteem, enabling them to develop hitherto hidden talents and skills, and encouraging them to work steadfastly towards realising their true potential.

Through my ongoing involvement in CHEXS, I am constantly amazed at the sheer scale of the challenges facing so many members of our community in the current economic/societal climate; however, I am even more in awe of the resilience and determination of the people that our dedicated teams work with on a daily basis, helping them to face up to these challenges, and to ultimately overcome them.

Speaking from the perspective of a teacher for over 30 years, the demands placed on children and young people in today's society are very different to those of previous generations; this is of course equally the case for their parents and carers. Hence, the continued success of CHEXS and ensuring its increased outreach in the years to come will mean that our local community can be one in which the dignity of every person will be respected, and the contribution of every individual to the 'common good' will be valued and celebrated in equal measure.

As you read this truly inspiring report, take the opportunity to both appreciate and celebrate:

- the achievements of every person behind the facts and figures;
- the efforts of every individual that has contributed in some way to the data and statistics with which you are presented;
- the understanding and compassion that underpins the work of CHEXS, making each person involved in our programmes and activities feel truly valued.

As referenced in 'Final Thoughts' (page 15), as Trustees of CHEXS, we certainly 'recognise the incredible strides' that we've made this year...but we are also equally mindful of the 'significant challenges that remain' as we strive to ensure that all members of our community are recognised for their inherent worth and value to society.

I hope that you enjoy reading this wonderful report...and find as much inspiration as I did from the success stories described within the following pages; thank you for your continued support.

Tony Gorton

A. Gorton
Chairperson

Dated: 19 November 2024

CHEXS

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 AUGUST 2024

The trustees are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that year.

In preparing these 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 accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping sufficient accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

CHEXS

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 AUGUST 2024

The trustees present their annual report and financial statements for the year ended 31 August 2024.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's [governing document], the Charities Act 2011 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 2019).

Who are CHEXS and what do we do?

CHEXS is an award-winning youth and family support charity based in Waltham Cross—the most deprived part of Hertfordshire and among the UK's most ethnically diverse areas. Our purpose is to empower disadvantaged young people to reach their potential and to support families facing significant challenges. Our strategic plan outlines how we will continue to provide this crucial support by building strong partnerships, addressing root causes, and delivering impactful programs.

What Makes CHEXS Unique?

Our unique approach focuses on working closely with 15 local primary and secondary schools that refer children to us when they are not achieving their potential and when underlying issues at home are suspected. We engage with both the child and the family to tackle these issues, which often involve poverty, isolation, and mental health problems. By addressing these challenges holistically, we help children build aspirations and self-esteem while supporting parents in developing their parenting skills and capabilities.

CHEXS Vision

CHEXS' vision is to be sustainable and resilient, guiding families through rough times. We transform lives by nurturing resilience, inspiring hope, and providing opportunities for children and families. Our growth includes expanding programs, strengthening school and business partnerships, enhancing outreach, investing in staff, securing funding, and adapting to needs.

CHEXS Family Support Mission

Our support helps parents develop stronger family relationships by creating opportunities to improve parenting confidence. We focus on promoting an environment of trust and open communication, enabling parents to support their child(ren)'s growth, confidence and ultimately their individual goals.

CHEXS Young People Support Mission

Our approach creates a trusting and honest environment to inspire the next generation by providing projects to challenge and promote growth. Our programme creates goal-driven experiences with clear expectations to build resilience and self-esteem whilst improving wellbeing.

CHEXS Values:

Community -

We aim to create a united community working together to improve our local area.

Homes -

Working with families to build a happier home life with improved communication and relationships.

Enrichments -

We engage children and young people in positive activities, giving them the opportunity to raise self-esteem, improve relationships and develop life skills.

Xtra-mile -

We always endeavour to go above and beyond to support families.

Support -

CHEXS provides a dedicated, enthusiastic, professional and inclusive support service for all families in the local community.

CHEXS

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

The Strategic Business Plan: Purpose and Objectives

This strategic business plan is designed to guide CHEXS toward its long-term goals while adapting to changing needs. It was developed through a comprehensive 3-month review of our Vision, Mission, Values, and strategic outcomes, culminating in a focus day on Wednesday 20th March 2024. By consolidating these findings, we created a roadmap that outlines the pathways, programs, and initiatives to achieve our objectives.

Incorporating Goal-Setting Insights into the Strategic Plan

The insights gained from the CHEXS goal-setting day have helped us refine our strategic approach and identify key areas for improvement. These insights are instrumental in guiding our future development and ensuring we continue to support children, young people, and families effectively.

Key Strengths

CHEXS's key strengths are foundational to our success. Our unique approach, strong partnerships, and flexible services set us apart. These strengths are what make CHEXS a trusted partner in the community:

- 1 Whole Family Approach: CHEXS serves not only children and young people but also their families, creating an all-inclusive support system.
- 2 Strong Culture of Support: Our cohesive team fosters an environment of camaraderie, conducive to collaboration and shared goals.
- 3 Excellent Partnerships: CHEXS has established strong relationships with schools and stakeholders, reinforcing our support network.
- 4 Commitment to Mental Health and Resilience: CHEXS prioritizes mental health, building resilience, well-being, and confidence among beneficiaries.
- 5 Flexibility and Willingness to Go the Extra Mile: The charity can tailor services to meet specific needs, going above and beyond traditional support.

These strengths give us the foundation to implement the strategic plan and continue to make a meaningful impact.

Key Actions

To build on these strengths and address areas for improvement, we identified five key actions during the goal-setting day. Here's how these actions align with the strategic business plan:

1. Strengthen the Team

- Our impact depends on a strong, diverse team. By expanding our workforce and creating a supportive culture, we ensure our capacity to meet the increasing demand for our services.
- *Implementation Suggestions: Develop a recruitment plan to expand the workforce, establish a career development program with training and mentorship, and create a staff well-being culture with external support.*

2. Enhance Community Engagement

- By engaging more deeply with parents, volunteers, and local stakeholders, we can build a network of support that extends beyond our immediate programs.
- *Implementation Suggestions: Expand workshops to a broader audience, introduce intergenerational activities, and develop a comprehensive community outreach strategy.*

3. Diversify Funding Sources

- To maintain and expand our programs, we need a diverse funding stream. Exploring different funding sources is key to long-term sustainability.
- *Implementation Suggestions: Update our funding roadmap, explore additional funding avenues, and consider developing social enterprise initiatives to support CHEXS's activities.*

4. Improve Communication and Collaboration

- Effective communication is the foundation of a strong organization. By improving internal communication and strengthening partnerships with schools, we can create a more inclusive culture.
- *Implementation Suggestions: Establish regular team meetings and newsletters, strengthen relationships with schools through consistent presence, and promote cross-department collaboration within CHEXS.*

5. Develop a Comprehensive Strategy

- A comprehensive strategy ensures that CHEXS remains focused and adaptable. This includes updating our five-year plan, ensuring alignment with our mission and vision, and establishing processes for ongoing review and adaptation.
- *Implementation Suggestions: Engage stakeholders in reviewing the five-year plan, ensure alignment with the mission and vision, and establish a process for ongoing review and adaptation.*

CHEXS

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

Conclusion from the Goal Setting Day

The insights from the goal-setting day play a crucial role in guiding our strategic development. By incorporating these key actions into the existing strategic plan, we can continue to build a stronger, more resilient CHEXS that meets the evolving needs of our stakeholders and community.

By addressing challenges with clear solutions and emphasising continuous improvement and flexibility, CHEXS is well-positioned to support more families, children, and young people in the coming years. Let's work together to implement these key actions, ensuring CHEXS continues to grow and create positive change.

Our plan is structured around five strategic outcomes that encompass our work with children, young people, families, and the community. Each outcome has a clear owner responsible for achieving measurable targets, supported by a dedicated management team and a robust governance structure. Our commitment to high standards and measurable success drives us to set clear, stretching goals for both our beneficiaries and our organisation.

These actions and considerations have been added to item 4, Focus / Consideration Areas, to ensure that clear direction and accountability are continually monitored and strategically reported. These areas will also be integrated into the appropriate sub-groups: service, marketing, and growth.

Community Impact and Engagement

CHEXS has been embedded in the local community for over 12 years, building strong relationships with schools, families, and other organisations. We take pride in our reputation for trust and reliability. This strategic plan aims to build on this trust and expand our impact to help even more young people and families overcome challenges and thrive.

CHEXS structured frameworks

Children and Young People Framework

The CHEXS GROWTH Programme is designed to build self-esteem, confidence, aspirations, relationships, and resilience by providing young people with opportunities to succeed outside the traditional classroom setting. This structured programme encompasses in-school, after-school, and holiday activities specifically aimed at disadvantaged young people. Delivered over multiple weeks through group sessions and one-on-one coaching, the program helps children raise their aspirations and develop the skills and confidence to achieve more in life.

Children and Young People framework link:

https://drive.google.com/file/d/18GPP66R3iBi5H_cAQdzeRqzwRIGI5Pdi/view?usp=drive_link

GROWTH Programme Activities

The GROWTH Programme is centred around four key pillars:

- 1 Projects that Give Meaning and Purpose:**
Activities that allow young people to engage in projects with real-world applications, fostering a sense of achievement. For example, students work on community-based projects, like environmental clean-ups, which give them a sense of responsibility and accomplishment.
- 2 Experiences that Build Resilience:**
Activities that challenge students physically and mentally, encouraging them to step out of their comfort zones. For instance, participants might go on outdoor adventure trips, which promote teamwork and problem-solving skills.
- 3 A Culture of Expectations:**
Setting clear and achievable goals for participants, which helps them focus on personal growth. This includes establishing expectations for behaviour, teamwork, and commitment, which encourages accountability.
- 4 An Environment that Inspires Aspirations:**
Providing a safe and supportive space where young people can explore their interests and passions. Through arts, crafts, sports, and other activities, participants can discover and pursue what excites them.

CHEXS

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

The CHEXS Children and Young people Team promote the above pillars by offering support with a wide range of difficulties using lived experiences, specialised training and coaching by working side-by-side with young people as equals to deliver GROWTH:

- Goal Setting
- Resilience development
- One to one focus
- Working together
- Trust building
- Help each other

Quantifiable Outcomes

The impact of the GROWTH Programme is evident through measurable outcomes. Last year, CHEXS reported that:

- 79% of participants demonstrated improved self-esteem and confidence.
- 77% showed increased resilience and problem-solving skills.
- 83% developed stronger interpersonal relationships and teamwork abilities. These outcomes demonstrate the program's effectiveness in supporting young people's personal development.

Family Support Service Framework

The Family Support Service (FSS) framework addresses the underlying sources of family tension, such as financial stress, employment issues, and housing instability. CHEXS supports parents in developing better communication and behaviour management strategies. This framework offers 1-2-1 support, group sessions, and specialized courses to empower parents to create a positive home environment.

Family Support Service framework link:

https://drive.google.com/file/d/1liwBsLE0DpQyB1ZoTMJQso0TWzsi5ovv/view?usp=drive_link

Family Support Activities

The FSS framework includes a range of activities to help families overcome challenges:

- 1 **Supporting Home Life Stresses:**
Providing resources to address financial, employment, and housing issues. This might include access to food bank vouchers, assistance with job searches, and guidance on accessing emergency grants.
- 2 **Managing Difficult Behaviour:**
Offering parenting courses and workshops to help parents learn effective behaviour management techniques. This could include guidance on positive discipline and setting boundaries.
- 3 **Strengthening Family Relationships:**
Facilitating activities that promote family bonding, such as family outings and communication workshops.
- 4 **Improving Communication:**
Teaching parents effective communication skills to build better relationships with their children and reduce conflict at home.

Quantifiable Outcomes

CHEXS tracks the success of its Family Support Service through measurable outcomes. Last year, the program achieved the following:

- 100% of parents felt better supported after receiving intensive help.
- 91% of parents improved their communication skills with their children.
- 91% reported improved child-parent relationships.

These outcomes highlight the positive impact of the Family Support Service on families and underscore the value of CHEXS's holistic approach to supporting children, young people, and their families.

CHEXS

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

3. Strategic Outcomes and Methods to Achieve Them

3.1 Underpinning Service Frameworks

CHEXS operates with two primary service frameworks: the Children and Young People GROWTH Programme and the Family Support Service (FSS). These frameworks form the backbone for achieving our five strategic outcomes, each designed to promote personal development, community engagement, and a sustainable organisational structure.

3.2 CHEXS' 5 Strategic Outcomes

Outcome 1: Enable parents, including those from deprived and vulnerable families, to develop their skills and confidence to build a happy home

- Methods to Achieve This Outcome: Provide tailored 1-2-1 support and group sessions focused on parenting skills, communication, and behaviour management. Offer resources to address home life stresses such as financial, employment, and housing issues.
- Examples and Milestones: Success is measured by tracking parental feedback and improvements in family relationships. A milestone could be 90% of parents reporting increased confidence in their parenting skills.

Outcome 2: Enable parents to improve their skills in managing behaviour and supporting learning, resulting in better relationships with children.

- Methods to Achieve This Outcome: Conduct parenting workshops, offer behaviour management courses, and provide educational resources to support children's learning at home. Encourage consistent feedback and mentoring.
- Examples and Milestones: Measure success by observing reduced behavioural issues in children and improved communication between parents and children. A milestone could be 85% of parents indicating they feel more equipped to manage their children's behaviour.

Outcome 3: Enable children to develop skills and improve relationships, building resilience and self-esteem while improving well-being.

- Methods to Achieve This Outcome: Implement a range of activities through the GROWTH Programme that promote teamwork, goal-setting, and outdoor experiences. Focus on projects that encourage personal development and resilience.
- Examples and Milestones: Track improvements in self-esteem, confidence, and teamwork among children in the program. A milestone could be 80% of participants report feeling more confident and resilient.

Outcome 4: Enable our community to work together with a sense of belief and ownership, tackling local issues and improving community relationships.

- Methods to Achieve This Outcome: Engage with local community groups, schools, and businesses to foster partnerships that support CHEXS's mission. Organise community events and collaborative projects
- Examples and Milestones: Success can be measured by the level of community engagement and participation in events. A milestone could be the successful organisation of multiple community events with increasing attendance and participation from stakeholders.

Outcome 5: Enable the Charity to be governed and sustainably resourced with the broadest strategic choice to best enable the achievement of its vision.

- Methods to Achieve This Outcome: Implement a governance structure that ensures accountability and strategic oversight. Diversify funding sources and engage with stakeholders to maintain sustainability.
- Examples and Milestones: Measure success through financial stability, governance reviews, and stakeholder feedback. A milestone could be achieving consistent funding streams and maintaining a high level of trustee engagement.

CHEXS

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

Clear Ownership and Responsibility

Each strategic outcome has a designated owner within CHEXS responsible for achieving measurable targets over a five-year period. These owners work closely with a dedicated member of the board of trustees, who supports their efforts and ensures accountability. This structure ensures that the strategic outcomes are not only clear and actionable but also achieved through focused efforts and ongoing evaluation.

Conclusion

CHEXS's dedication to achieving these outcomes is fundamental to its mission of supporting children, young people, and families. By having clear methods for achieving strategic goals and measurable indicators to track progress, CHEXS aims to make a lasting positive impact on the community.

Achievements and performance - A summary of what CHEXS has achieved.

September 2023 – August 2024

We are extremely grateful to our stakeholders, key partner agencies and trusts and foundation that have supported CHEXS, over the last 12 months.

CHEXS' whole family approach has supported during the last year 465 disadvantaged and underperforming school-age children, to build their aspirations, self-esteem and well-being with services including. The team has also worked with 165 disadvantaged families, helping parents improve family relationships, manage their children's behaviour and communicate more effectively.

The team has also supported and worked with:

- Providing after-school and holiday support to 240 disadvantaged young people, helping to build their aspirations, self-esteem and wellbeing.
- Providing one to one and small group coaching to 120 children and young people.
- Issued 136 foodbank vouchers to families.
- Secured emergency funding to help 133 destitute families keep their energy supply.
- 251 professionals have received training including children's safeguarding, workshops to raise awareness around Prevent (WRAP), internet safety and paediatric first aid.
- Run 25 community social sessions for isolated community members.

All families supported had children struggling to achieve their potential due to family challenges.

Parent Quotes

You gave me a chance to talk and you listened, which has helped me to cope a bit better. More things have been put in place for XXXX now which will help things to improve more, thank you for everything."

"Thank you so much, it has been very difficult financially. I appreciate all the help you have given us. We are truly grateful".

"Thank you for always listening and helping me it is hard when you have no support network and you're a single parent it can feel isolating. It has been nice attending parent hub and speaking to other parents who are in a similar situation to mine. As I don't feel judged."

Children Quotes

"Today I have been feeling really proud of myself because i did lots of weeding. It looked so much better when we had finished, for the school and for everyone else to see"

Young People Quotes

"I worked hard even though I was having a bad day, I persevered. I really like the way we could help each other out and preparing with the big jobs. It taught me how to deal with situations more easily"

"I feel comfortable and listened to. I have learnt a lot about relationships, confidence and budgets."

"I feel that I have made so many more connections with people and that I have now realised that some of my feelings are normal, and that other people have them too".

CHEXS

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

How CHEXS responded to the increased demand over the last 12 months

Absolute poverty leaves many families struggling to provide basic necessities like clothing and food, let alone the extended learning opportunities that financially secure families can access. It is alarming to see how these opportunities are often inaccessible to families who can't afford them, especially given the years of budget cuts that have weakened state schools. Schools are increasingly required to address not only educational concerns but also a range of social welfare issues. They need support from other agencies whose primary purpose is to assist with these needs such as housing, health, social security and ensuring that basic children's needs are met.

Statistics from a recent education conference highlight the disparities:

- In primary schools, children from financially insecure families are, on average, 10 months behind their peers.
- A staggering 91% of families report struggling with clothing needs, including regular washing.
- Additionally, 41% of families rely on food banks to make ends meet.

CHEXS has been at the forefront of inclusive programs that provide equal opportunities for all children and young people. Unfortunately, our most vulnerable areas suffer from a tiered system that creates inequality. State schools are a beacon to help children achieve; however, with the legacy of the pandemic, the cost-of-living crisis, and ongoing budget cuts, we now see a tiered system in our state education that historically would have divided private and state schools. If we look at CHEXS data from the families we have supported, we could categorize needs into:

- Tier 1: Families struggling to clothe, feed, and keep a home warm.
- Tier 2: Families unable to cover the cost of enrolling their children in extended learning opportunities, from music and drama lessons to sports clubs and extra tutoring to help catch up with age-related learning in subjects like maths and English.
- Tier 3: Parents unable to pay for private assessments for an Education, Health and Care Plan (EHCP). Families that can afford private assessments can reduce wait times from over 70 weeks to about 20 weeks

These tiered systems further socially exclude children and limit their ability to fulfill their full potential and thrive.

As a local charity in partnership with amazing local schools, CHEXS will do everything within our knowledge and resources to continue embracing kindness and caring with passion and commitment. Our skilled team operates within a bespoke framework that builds meaning, purpose, resilience, and aspirations for children and young people. The CHEXS Family Support Team continually creates warm gathering opportunities for anyone in the home who may need a listening ear. Making a home is in our DNA. Caring for our loved ones and helping them flourish within our homes is what we cherish most. Yet, life can feel like a roller coaster ride with its inevitable ups and downs. During those challenging moments, the stresses of home can become overwhelming. We have all, at some time in our lives, found ourselves feeling lost or alone; know that you're not alone. Join the team for a cuppa in a welcoming space where you can express yourself freely. Here, you'll always find understanding, compassion, and a listening ear ready to support you through it all. So, let's come together, share our stories, and lift each other up. Because sometimes, all we need is a little connection to find our way back home. This is how the magic happens—trust is established through peer-to-peer relationships, allowing the self-esteem of children, young people, and parents to blossom.

CHEXS

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

Key achievements have been:

- We responded to referrals from partners with the most common issues affecting children being risk taking, poor mental health and attendance. We also saw a rise in young people with special Educational needs (up 33% on the previous year).
- We have provided parents with 1-2-1, face-to-face emotional and practical support in neutral venues, such as local coffee shops and through home visits.
- We provided easy to access, online support through Facebook which includes, parenting tips, blogs and workshop updates. Ensuring all community have access to information and support:
- The Family Support Team helped issue 136 foodbank vouchers.
- We secured emergency funding to help 133 families, who are on energy key meters and couldn't afford the top-up payments, keep their power on.
- We helped some parents by meeting them in local shops to top up their utility cards/keys.
- We have set up a Real Talk, to enable parents and carers to give their views on how our services should be delivered and inform practice for the forthcoming year..
- We are now supporting parents to co-produce events, so they take ownership of family sessions; the Parent Champion networks will play a key role in these in the next academic year.
- Our FSS Team delivered Parenting a child with SEN, Emotionally Based School Avoidance, Boundaries, Routines, Behaviour workshops to 129 parents and we have been delivering.
We asked parents to tell us what future parent workshops they would like, the top three are:
 - a. Emotionally based child avoidance
 - b. Supporting a child with SEN
 - c. Boundaries, Routines and Behaviours
- We have delivered the GROWTH project to 225 children and young people. This is a 30 day structured programme of goal-driven, outdoor learning to disadvantaged young people not achieving their potential.
- We engaged and supported 184 children in the CHEXS Afterschool Leadership project
- 56 Children engaged in the GROWTH programme also took part in the CHEXS Holiday Programmes.
- 23 Young people who engage in risky behaviours were engaged in the My Life projects aimed at increasing their awareness of the dangers of modern world and how their actions can impact on their future
- CHEXS supported 86 vulnerable children to transition into secondary school.
- Families of children & young people engaged in GROWTH were offered support from CHEXS Family Support Service with 26 accepting intensive support
- 23 Community volunteering opportunities are offered to young people & family members building family relationships and community ownership.
- Universal support was given to 1,187 children via internet safety and aspirational talks

Further consultation with parents and stakeholders is on-going at present to ensure we understand emerging needs, particularly around the current climate of fuel and economic poverty.

During face-to-face consultations, one parent told us how support from CHEXS a few years ago had helped transform her future and provide a higher income for her family:

"You have been fantastic, I thought I was doing things the right way and after working with you, I know I was and it made me feel more confident."

Outcomes

More often than not, the challenges faced by the young people we work with are related to issues at home. Therefore, to help young people achieve their potential in life, we provide holistic support to the whole family. The outcomes below have been achieved through self-assessed questionnaires from 87 parents and 401 GROWTH children and young people.

CHEXS

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

Outcomes achieved by parents

Our Family Support Service provides one-to-one support, helping parents access support to tackle the underlying issues causing family tensions, such as parental mental health problems and poverty.

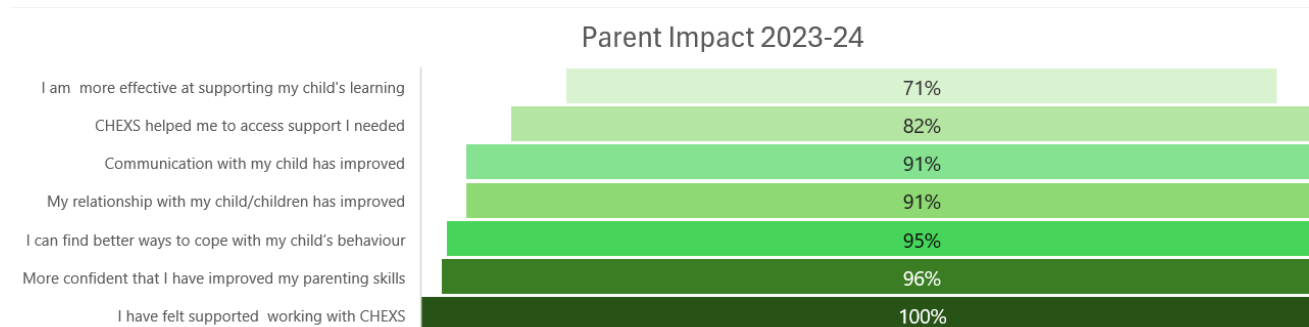
We also provide one-to-one support and workshops to help parents:

- Communicate effectively with their children
- Strengthen family relationships
- Manage difficult behaviour
- Support their children's learning

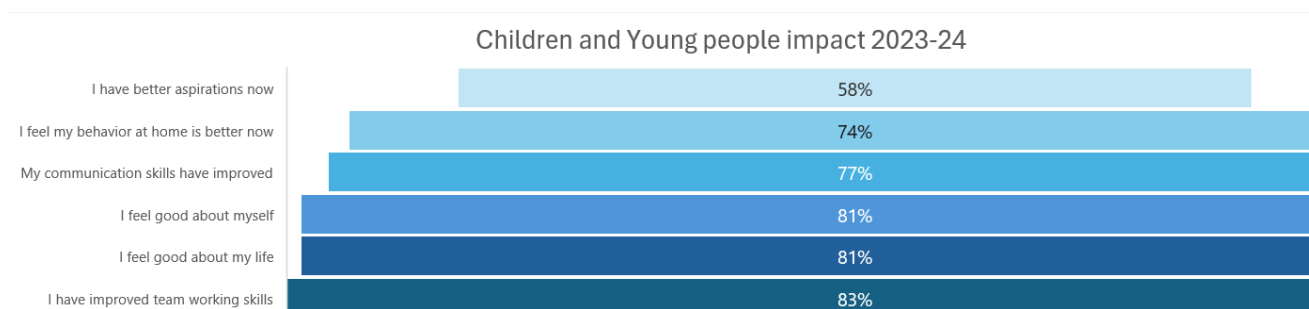
We worked intensively with parents from 165 families. Evaluation undertaken with parents supported this year shows that 96% of the parents we supported improved their parenting skills, 91% can now communicate better with their children, and we helped 91% resolve family problems that were increasing tensions at home, such as helping to resolve practical issues such as debt and housing.

These results are shown in the chart below:

Outcomes reported by parents



Outcomes achieved by Children and Young People



CHEXS

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

QUOTES FROM SCHOOLS

Alongside capturing outcomes data and case studies from parents, we also ask schools making referrals to provide feedback:

Thank you for all the support you have given not only our parents and families, but staff here at Downfield too. When we refer families to you there is never any doubt in our minds that you will do your absolute best to support them, working with us to give as many opportunities for positive change as possible. You listen to us to understand the family / school dynamic and support us in making decisions - even the tricky ones! Nothing is ever too much trouble, you are always quick to respond to any request and contact families as soon as possible,

ZOE'S STORY

Zoe, a young girl living in a turbulent family environment, faced significant challenges both at home and school. At home, she often found herself in physical and verbal conflicts with her siblings, which spilled over into her school life, making friendships difficult and leaving her unsure of how to manage her emotions. Her father was not present in her life, adding to the complexity of her emotional world, and her home life with her mum and several siblings was often chaotic.

Recognising these difficulties, Zoe was enrolled in the CHEXS GROWTH programme, where she received 1:1 and small group coaching to help her better understand and cope with her emotions. Alongside the GROWTH programme, Zoe attended an after-school club, offering her additional support and the opportunity to make more progress in managing her challenges.

Through the programme, Zoe gradually learned to recognize her emotions and developed strategies to manage them more effectively. With the guidance of the CHEXS team, she began to understand the importance of stepping away from bad situations rather than reacting impulsively. Zoe also became better at forming friendships, learning how to express herself in a more positive way and navigate social interactions that had once felt overwhelming.

OUR OUTCOMES

One of the key outcomes for Zoe was her newfound ability to identify her safe space—a place she could retreat to when emotions ran high. This strategy gave her the tools she needed to remove herself from situations that might escalate, helping her avoid frustration and conflict. As a result of the GROWTH programme and the extra support through afterschool activities, Zoe has shown significant improvement in regulating her emotions and managing friendships. She is now more equipped to handle the ups and downs of life, both at home and at school.

CHEXS SUPPORT SERVICES

FINAL THOUGHTS..

CHILD'S FEEDBACK

"I have improved on my confidence, getting a long with people and my honesty. At first, I didn't feel good and now I feel good. Doing teamwork with others has made me feel better. I can recognise my emotions better now and I argue with my siblings less than before. It has helped me learn to be kind and honest and helping me have confidence to join in."

this helps them to feel someone has their back. Parent feedback is positive, they tell us they have clear direction from you and are able to share their concerns and learn from your advice and support whilst feeling unjudged.

Thanks for everything you do.

School staff feedback: What do we value about CHEXS Family Support ?

- Advice available to school on the end of a phone
- Quick support for urgent family referrals
- Non-urgent referrals are also picked up quickly and if there is any delay, we are notified about it and the reasons for it.
- Knowledge and signposting for services outside of education
- Liaison between home and school to promote consistency of expectations
- Parents are now asking to be referred as they become more familiar with what CHEXS do for our school
- Being available in school either meeting with parents, training or just a friendly face
- Working to adapt what they need to do to engage more parents in support groups / training
- New links to the growth project

CHEXS

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

Community Events

Throughout the year we hold events that encompass the whole community and engage the families in activities that build relationships and are affordable for those that struggle financially. We also support our partners such as housing associations and the local borough council to ensure that our services are accessible to anyone who may find themselves in a time of need. In the summer we held pop-up events in the local parks to give children and young people a place to drop by and see the team whilst having some fun with the free activities and games



CHEXS

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

Financial review

The charity has had a successful year, and despite challenging circumstances, has increased income for the seventh consecutive year. This financial stability has allowed us to respond effectively to the significantly heightened demand from families and young people impacted by the ongoing effects of the pandemic and the cost-of-living crisis.

During the year, the charity reported a total income of **£485,759**, marking an increase of **£68,473** from the previous year. Expenditure was **£480,713**, an increase of **£41,168** from the previous year. This resulted in a surplus of **£5,046**, driven by an in-year overspend of restricted funds amounting to **£13,967** and a surplus of **£19,013** on unrestricted funds.

Our income comes from a variety of sources, with the largest contribution being grant income, which represents **57% (£237,025)** of the total income. Key contributors include the National Lottery and the Henry Smith Charity.

National Lottery funding for our Family Support commenced on the 3rd of March 2023, and we are currently in the second year of this four-year grant, totalling **£425,000**. This funding has significantly boosted our capacity for family support services, which have experienced nearly a 50% increase in demand.

CHEXS was awarded a Henry Smith Charity Improving Lives Grant of £186,000 to cover three years of running costs for a project supporting families from disadvantaged communities in Waltham Cross, Hertfordshire. This grant underscores our commitment to providing essential support and expanding services to meet the needs of children and their parents.

Our board has remained dedicated to our staff's wellbeing, approving salary inflation adjustments and additional support to address the cost-of-living crisis. Staff costs have risen from **£364,397** to **£388,236** a total increase of **£23,839**, reflecting in increased staff hours and our commitment to supporting both our employees and the wider community.

The organisation remains in a strong financial position, with overall funds of **£145,788**, comprising **£24,274** in restricted funds carried forward and **£121,514** in unrestricted funds. Cash at the bank or in hand totals **£230,939**, providing a solid foundation to address future challenges.

Reserves Policy

The CHEXS board diligently monitors the charity's reserves and actively works with the Operational Senior Leadership Team to diversify and strengthen funding streams. While using reserves is not preferred, the board recognises that the exceptional challenges faced this financial year justify their use. Ensuring the charity's ability to continue supporting families during difficult times is our priority. We are committed to rebuilding and increasing our reserves to secure future stability.

Our reserves policy is regularly reviewed to ensure it meets our operational needs. The goal is to maintain approximately three months of operational costs (**£90,000**) and up to **£30,000** for staff redundancy costs. This ensures we have sufficient reserves to address unexpected income shortfalls and fulfill our financial obligations.

Looking forward, we anticipate higher expenditure to meet growing demand. This will necessitate increased reserves to protect our services from short-term financial disruptions and, in extreme situations, to cover redundancy costs if operations were to cease. Currently, our unrestricted reserves stand at **£121,514**, with **£30,000** designated for redundancy and **£91,514** in unrestricted free reserves. We are committed to maintaining and growing these reserves in line with our policy to ensure the charity's sustainability.

Investment Powers

Under the constitution, the charity has the power to make any investment as the Trustees see fit.

Statement of compliance with Charity Commission guidance on public benefit

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

Risk Management

CHEXS' trustees have assessed the major risks to which the charity is exposed, and are confident that CHEXS Risk Policy & Risk Register make it clear for the board to put the long-term success of our charity at the forefront and meet future objectives with greater certainty - both of which will ensure we continue to support our beneficiaries in the best possible way and keep our stakeholders confident in CHEXS' sustainability and control measures.

CHEXS

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

Structure, governance and management

The charity is registered with the Charity Commission in England and Wales as a Charitable Incorporated Organisation (CIO).

The trustees who served during the year and up to the date of signature of the financial statements were:

A. Gorton	
S. Farmer	
D. Hewitt	(Deceased 5 November 2023)
P. Seeby	
S. Goldsmith	
L. Allum	(Resigned 4 February 2024)
B. Booth	
K. Laffar	
C. Angeli	(Resigned 19 June 2024)
J. Cottenden	(Appointed 18 March 2024)
P. Spears	(Appointed 18 March 2024)
J. Hewitt	(Appointed 18 March 2024)

CHEXS openly invites all community members via the CHEXS website, mailing circulation, social media, and word of mouth to put themselves forward for election to the CHEXS Trust Board by completing the nomination form.

When a position becomes available the Board of Trustees create a trustee advert outlining the roles and responsibilities required with a closing date. When potential candidates are identified the Board undertake a skills audit of the nominations and invite all potential trustees to meet the board before decisions about appointment to the CHEXS Trustees Board are made.

The Board has confirmed and voted that Board Members who have served 3 full terms (9 years) and still have the enthusiasm and skills to continue to develop the charity objectives are able to apply to be re-elected to the Board.

Frequency of meetings are 4 Full Trustee Meetings (including AGM) plus 3 Subgroup meetings.

The Board may choose to call extraordinary meetings to consider issues and action outside the normal cycle of meetings (or where an urgent response is required). The time of the meetings will also be rotated to give equal opportunity for members to attend. A timed agenda will be provided.

All Charity Commission requirements are overseen by the Treasurer. The Board of Trustees delegate CHEXS requirements that need to be submitted to the CHEXS CEO and/or Office Manager.

CHEXS

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

In addition to the Trustee Meetings, the Trustees have active involvement with the development and monitoring of the charity Strategic Plan. See below for what is covered.

High-Level Strategic Plan

Our strategic plan for 2024-2029 outlines a stretching but achievable goal: supporting over 600 children and young people, along with 345 families, over five years. This plan is structured around five key outcomes and is supported by three core strategies that guide our approach to achieving these outcomes.

Key Strategies

The following three strategies underpin the success of the CHEXS strategic plan:

1. Growth Strategy

- This strategy is designed to ensure the growth, sustainability, and succession planning of CHEXS. It focuses on expanding our reach, building partnerships, and creating a sustainable framework for long-term success.
- **Key Objectives:**
 - Increase the number of beneficiaries and stakeholders.
 - Develop partnerships with local organisations and schools.
 - Establish clear succession planning for critical roles within the charity.
- **Measurable Outcomes:**
 - A defined growth rate for beneficiaries each year.
 - Number of new partnerships established
 - Succession plans developed for key positions

2. Marketing Strategy

- This strategy aims to increase the visibility and reach of CHEXS to engage more beneficiaries, stakeholders, and supporters. It involves a comprehensive marketing and communication approach, leveraging both traditional and digital channels.
- **Key Objectives:**
 - Strengthen the CHEXS brand in the local community.
 - Enhance communication with stakeholders and potential donors.
 - Implement a robust social media presence.
- **Measurable Outcomes:**
 - Increased social media engagement rates.
 - Greater attendance at CHEXS events.
 - Higher recognition of the CHEXS brand among stakeholders.

3. Service Strategy

- This strategy focuses on maintaining the high quality of our services while ensuring that every penny is used to support the charity's mission, values, and vision. It involves continuous improvement and innovation in service delivery.
- **Key Objectives:**
 - Ensure the quality and consistency of the services provided.
 - Develop new programs that address emerging needs.
 - Maintain a focus on supporting children, young people, and families.
- **Measurable Outcomes:**
 - Positive feedback from beneficiaries and stakeholders.
 - Consistent delivery of existing services.
 - Successful implementation of new programs.

CHEXS

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

Project Management and Reporting

To ensure the strategic plan's success, each strategy has a Project Manager (PM) responsible for updating the associated appendix. The PMs update the Project Deliverables Timeline with development milestones, description areas, deliverables, timeframes, and actions.

Each appendix has a supporting sub-group with its own agenda, consisting of the date, time, and venue (or Zoom link). The appendix should indicate when it was last updated and must be sent to the sub-group's trustees before meetings. The latest updated appendix is shared with all trustees at the full Trustee meeting.

Funding Strategic Aim and Objectives

Strategic Aim for Funding

The strategic aim for funding is to ensure CHEXS remains sustainable and has the necessary resources to support its vision while offering a broad range of choices. This section outlines how the charity intends to generate income to support its operations and ensure it can meet the needs of its beneficiaries.

Fund Development Objectives

CHEXS' fund development strategy is organized into four key pillars, each focusing on a different aspect of income generation:

Pillar 1 – Schools/Stakeholders

Pillar 2 – Trusts and Foundations

Pillar 3 – Business

Pillar 4 – Fundraising and Donations

Combined, these four pillars aim to generate a total of £482,541 in funding for CHEXS to support its mission and strategic goals.

CHEXS Trustees have an array of qualifications and experience obtained from various personal and working environments.

CHEXS has 10 trustees and a patron these are as follows:

- Patron: Sir Charles Walker KBE MP

Trustees

CHEXS has no Trustees standing down and not seeking re-appointment this year.

CHEXS has no Trustees willing to continue for up to 3 years but requiring re-appointment at this time.

Trustees willing to continue and not require re-appointment at this time:

1	Tony Gorton, Chairperson	4th Term 2022 - 2025
2	Sheila Farmer	4th Term 2022 - 2025
3	Paul Seeby, Vice Chair	3rd Term 2022 - 2025
4	Sarah Goldsmith	3rd Term 2022 - 2025
5	Ben Booth, Treasurer	2nd Term 2022 - 2025
6	Kerry Laffar	2nd Term 2022 - 2025
7	Jess Hewit	1st Term 2024 - 2027
8	Julie Cottenden	1st Term 2024 - 2027
9	Patsy Spears	1st Term 2024 - 2027
10	Under Recruitment	

CHEXS

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

Involvement of their local knowledge and experience see the benefits of the work being performed and are able to engage with the organisation as to the effectiveness of the delivery of the support. The Trustees have regular communication with senior management and those responsible for delivery to understand the work being done, the effectiveness of the work and its delivery and its impact on the children and adults being supported

The trustees' report was approved by the Board of Trustees.

Tony Gorton

A. Gorton

Trustee

Dated: 19 November 2024

CHEXS

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF CHEXS

I report to the trustees on my examination of the financial statements of CHEXS (the charity) for the year ended 31 August 2024.

Responsibilities and basis of report

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

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

Independent examiner's statement

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 The Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

Your attention is drawn to the fact that the charity has prepared financial statements in accordance with Accounting and Reporting by 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 now been withdrawn.

I understand that this has been done in order for financial statements to provide a true and fair view in accordance with 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 financial statements do not accord with those records; or
- 3 the financial statements 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 financial statements to be reached.

Campbell Wilson

John Wilson FCA ATII

Howard Wilson Chartered Accountants
36 Crown Rise
Watford
Hertfordshire
WD25 0NE

Dated: 19 November 2024

CHEXS

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2024

		Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
	Notes						
Income from:							
Donations and legacies	3	6,671	-	6,671	21,550	-	21,550
Charitable activities	4	232,171	246,917	479,088	190,211	205,525	395,736
Total income		<u>238,842</u>	<u>246,917</u>	<u>485,759</u>	<u>211,761</u>	<u>205,525</u>	<u>417,286</u>
Expenditure on:							
Raising funds	5	5,504	-	5,504	2,093	-	2,093
Charitable activities	6	214,325	260,884	475,209	211,453	225,999	437,452
Total expenditure		<u>219,829</u>	<u>260,884</u>	<u>480,713</u>	<u>213,546</u>	<u>225,999</u>	<u>439,545</u>
Net income/(expenditure) and movement in funds		19,013	(13,967)	5,046	(1,785)	(20,474)	(22,259)
Reconciliation of funds:							
Fund balances at 1 September 2023		<u>102,501</u>	<u>38,241</u>	<u>140,742</u>	<u>104,286</u>	<u>58,715</u>	<u>163,001</u>
Fund balances at 31 August 2024		<u>121,514</u>	<u>24,274</u>	<u>145,788</u>	<u>102,501</u>	<u>38,241</u>	<u>140,742</u>

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

CHEXS

BALANCE SHEET

AS AT 31 AUGUST 2024

	Notes	2024 £	£	2023 £	£
Current assets					
Debtors	12	33,262		39,230	
Cash at bank and in hand		230,939		218,055	
		<u>264,201</u>		<u>257,285</u>	
Creditors: amounts falling due within one year	13	(118,413)		(116,543)	
Net current assets			145,788		140,742
Income funds					
Restricted funds	16		24,274		38,241
<u>Unrestricted funds</u>					
Designated funds	17	30,000		30,000	
General unrestricted funds		<u>91,514</u>		<u>72,501</u>	
			121,514		102,501
			<u>145,788</u>		<u>140,742</u>

The financial statements were approved by the Trustees on 19 November 2024

Tony Gorton

A. Gorton
Trustee

CHEXS

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2024

1 Accounting policies

Charity information

CHEXS is registered with the Charity Commission in England and Wales as a Charitable Incorporated Organisation (CIO).

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's [governing document], the Charities Act 2011, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019). The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities not to prepare a Statement of Cash Flows.

The financial statements have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a true and fair view. This departure has involved following the Statement of Recommended Practice for charities applying FRS 102 rather than the version of the Statement of Recommended Practice which is referred to in the Regulations but which has since been withdrawn.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the accounts. Expenditure meeting the criteria as set is allocated against the specific reserve in the year it is incurred.

1.4 Incoming resources

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

1.5 Resources expended

Resources expended are included in the Statement of Financial Activities on an accruals basis inclusive of VAT.

CHEXS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2024

1 Accounting policies

(Continued)

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Motor vehicles	25% straight line
----------------	-------------------

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.8 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

CHEXS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2024

1 Accounting policies

(Continued)

1.9 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.10 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

1.11 Creditors and provisions

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

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3 Income from donations and legacies

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Donations and gifts	6,671	21,550

CHEXS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2024

4 Income from charitable activities

	2024 £	2023 £
Membership income	60,798	43,710
Project income	141,373	115,001
Grants receivable	276,917	237,025
	<u>479,088</u>	<u>395,736</u>
Analysis by fund		
Unrestricted funds	232,171	190,211
Restricted funds	246,917	205,525
	<u>479,088</u>	<u>395,736</u>
Grants receivable		
Children in Need	-	7,675
National Lottery	102,232	58,011
Hertfordshire Community Foundation	19,625	4,807
Garfield Weston	30,000	25,000
Edward Gostling Foundtion	-	25,000
Marriots School	-	7,459
Broxbourne Borough Council	14,962	11,250
Henry Smith Charity	96,600	72,950
Warburtons	-	10,000
Other	13,498	14,873
	<u>276,917</u>	<u>237,025</u>

CHEXS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2024

5 Raising funds

	Unrestricted funds	Total
	2024	2023
	£	£
Community fundraising, events and sponsorship		
Advertising & marketing	5,504	2,093
	<u>5,504</u>	<u>2,093</u>

6 Charitable activities

	2024	2023
	£	£
Staff costs	388,236	364,397
Project costs	27,314	10,279
Staff training	12,659	6,994
Insurance	5,102	4,963
Office costs	12,408	21,338
Motor & Travel costs	6,947	8,747
Professional fees	5,000	480
Sundry expenses	167	264
Governance costs	1,200	1,200
Venue costs	8,632	7,120
Grant funding of activities (see note 7)	7,544	11,670
	<u>475,209</u>	<u>437,452</u>

Governance costs comprise fees paid to independent examiner's of £1,200 (2023 - £1,200).

7 Grants payable

	Educational and extended services	Educational and extended services
	2024	2023
	£	£
Grants to individuals	7,544	11,670
	<u>7,544</u>	<u>11,670</u>

CHEXS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2024

8 Trustees

None of the trustees (or any persons connected with them) received any remuneration during the year.

9 Employees

The average monthly number of employees during the year was:

	2024 Number	2023 Number
	13	13
Employment costs	2024	2023
	£	£
Wages and salaries	342,968	324,696
Social security costs	26,700	24,562
Other pension costs	18,568	15,139
	388,236	364,397

There were no employees whose annual remuneration was more than £60,000.

Remuneration of key management personnel

The remuneration of key management personnel was as follows:

10 Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

11 Tangible fixed assets

	Motor vehicles £
Cost	
At 1 September 2023	53,006
At 31 August 2024	53,006
Depreciation and impairment	
At 1 September 2023	53,006
At 31 August 2024	53,006
Carrying amount	
At 31 August 2024	-
At 31 August 2023	-

CHEXS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2024

12 Debtors

	2024 £	2023 £
Amounts falling due within one year:		
Other debtors	33,262	38,769
Prepayments and accrued income	-	461
	<u>33,262</u>	<u>39,230</u>

13 Creditors: amounts falling due within one year

	Notes	2024 £	2023 £
Deferred income	14	117,179	104,843
Other creditors		34	-
Accruals		1,200	11,700
		<u>118,413</u>	<u>116,543</u>

14 Deferred income

	2024 £	2023 £
Other deferred income	<u>117,179</u>	<u>104,843</u>

Deferred income is included in the financial statements as follows:

	2024 £	2023 £
Deferred income is included within:		
Current liabilities	<u>117,179</u>	<u>104,843</u>
Movements in the year:		
Deferred income at 1 September 2023	104,843	77,987
Released from previous periods	(104,843)	(77,987)
Resources deferred in the year	<u>117,179</u>	<u>104,843</u>
Deferred income at 31 August 2024	<u>117,179</u>	<u>104,843</u>

15 Retirement benefit schemes

	2024 £	2023 £
Defined contribution schemes		
Charge to profit or loss in respect of defined contribution schemes	<u>18,568</u>	<u>15,139</u>

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

CHEXS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

16 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	Movement in funds			Movement in funds			
	Balance at 1 September 2022	Incoming resources	Resources expended	Balance at 1 September 2023	Incoming resources	Resources expended	Balance at 31 August 2024
	£	£	£	£	£	£	£
Awards for All (Big Lottery)	-	7,281	(3,236)	4,045	102,233	(106,278)	-
Postcode Lottery	13,960	-	(13,960)	-	-	-	-
Warburtons Grant	8,334	10,000	(10,834)	7,500	-	(7,500)	-
Broxbourne Borough Council	1,000	11,250	(11,750)	500	14,962	(15,462)	-
Henry Smith COVID-19 Long-term Support	11,616	35,550	(37,892)	9,274	36,600	(36,600)	9,274
Henry Smith Charity - Improving Lives	3,075	37,400	(37,438)	3,037	60,000	(48,037)	15,000
Hertfordshire Community Foundation	-	4,807	(4,807)	-	19,625	(19,625)	-
Children in Need - After School Programme	2,570	7,675	(10,245)	-	-	-	-
Marriots School	-	7,459	(7,459)	-	-	-	-
Edward Gostling Foundtion	-	25,000	(11,115)	13,885	-	(13,885)	-
Kelly Family Trust	-	-	-	-	5,133	(5,133)	-
Reaching Communities	17,160	50,730	(67,890)	-	-	-	-
Peabody Community Foundation	-	2,583	(2,573)	-	-	-	-
Shanly Foundation	-	5,000	(5,000)	-	-	-	-
Other funds	1,000	800	(1,800)	-	8,364	(8,364)	-
	<u>58,715</u>	<u>205,535</u>	<u>(225,999)</u>	<u>38,241</u>	<u>246,917</u>	<u>(260,884)</u>	<u>24,274</u>

CHEXS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2024

17 Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	Balance at 1 September 2022 £	Movement in funds Incoming resources £	Balance at 1 September 2023 £	Movement in funds Incoming resources £	Balance at 31 August 2024 £
Contingency Fund	30,000	-	30,000	-	30,000
	<u>30,000</u>	<u>-</u>	<u>30,000</u>	<u>-</u>	<u>30,000</u>

The contingency fund was set up in order to provide funds to cover for any unexpected expenditure that the charity should face, as well as provide a fund towards redundancy should the charity have to reconsider its operations, subject to funding.

18 Analysis of net assets between funds

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
At 31 August 2024:			
Current assets/(liabilities)	121,514	24,274	145,788
	<u>121,514</u>	<u>24,274</u>	<u>145,788</u>
	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
At 31 August 2023:			
Current assets/(liabilities)	102,501	38,241	140,742
	<u>102,501</u>	<u>38,241</u>	<u>140,742</u>

19 Related party transactions

There were no disclosable related party transactions during the year (2023 - none).