

Home-Start Berkshire East

England & Wales · Charity number 1162003

Details

| | |
|----------------|---|
| Other names | HOME-START SLOUGH |
| Status | Registered |
| Legal form | Charitable company |
| Company number | 09563378 |
| Registered | 2015-06-04 |
| Register | View on the Charity Commission register |

Contact

| | |
|---------|--|
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| Website | www.hsslough.co.uk |

Activities

Objects: THE OBJECTS OF THE CHARITY ARE:A TO SAFEGUARD, PROTECT AND PRESERVE THE GOOD HEALTH, BOTH MENTAL AND PHYSICAL OF CHILDREN AND PARENTS OF CHILDREN;B TO PREVENT CRUELTY TO OR MALTREATMENT OF CHILDREN;C TO RELIEVE SICKNESS, POVERTY AND NEED AMONGST CHILDREN AND PARENTS OF CHILDREN;D TO PROMOTE THE EDUCATION OF THE PUBLIC IN BETTER STANDARDS OF CHILD CAREWITHIN THE AREA OF SLOUGH AND BURNHAM AND ITS ENVIRONS.

Activities: Provision of home support and play groups to disadvantaged families with young children.

Classification

- **How:** Provides Services
- **What:** General Charitable Purposes, The Advancement Of Health Or Saving Of Lives, The Prevention Or Relief Of Poverty
- **Who:** Children/young People, Other Defined Groups

Geography

- **Area of benefit:** SLOUGH AND BURNHAM AND ITS ENVIRONS
- Slough

Finances

| Period end | Income | Expenditure | Assets | Employees |
|------------|----------|-------------|--------|-----------|
| 2025-03-31 | £303,124 | £305,632 | - | - |
| 2024-03-31 | £231,421 | £215,050 | - | - |
| 2023-03-31 | £207,079 | £213,898 | - | - |
| 2022-03-31 | £237,325 | £234,464 | - | - |
| 2021-03-31 | £233,105 | £196,744 | - | - |

Trustees

| Name | Role | Appointed |
|-------------------------|-------|------------|
| LESLEY MICHAELIS | Chair | 2015-06-04 |
| AJ SANGHA | | 2026-03-16 |
| Helen Louise Nickless | | 2022-10-10 |
| Janice Miller | | 2023-11-13 |
| Karen Olney | | 2020-08-10 |
| Louisa Wiseman | | 2026-01-12 |
| Nicola Matthews | | 2026-03-16 |
| Preetkiran Singh Dhoot | | 2021-03-01 |

Home-Start Berkshire East

England & Wales - Charity number 1162003

Accounts

HOME START

Berkshire East Annual Report 2024-2025





Berkshire East

Home-Start Berkshire East is a home-visiting charity offering friendship and support to families with young children. We support families across Slough, Windsor, Maidenhead and Ascot and army families in Windsor.

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Home-Start Berkshire East
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Patron: HRH Princess Alexandra, The Hon Lady Ogilvy, KG, GCVO
Charity number: 1162003, Company number: 09563378

Home-Start Berkshire East

Supporting parents to give their children the best start in life



“Home-Start Berkshire East is an established, trusted voluntary service supporting the local community working in partnership with parents to empower them to give their children a better future.”

Chair’s report



Throughout the year we continued to face an unprecedented demand for our services with families facing many challenging situations and presenting an increasing level of complexity. Through the tremendous efforts of our staff, volunteers, and trustees I am proud to report that we provided support to 801 children / 414 families

with transformational results.

As this was our first full year operating as Home-Start Berkshire East, following our merger with Family Friends and our expansion into Windsor and Maidenhead, our focus has been on strengthening our new foundations. We worked hard to build meaningful relationships with local stakeholders and to define a bold vision for the future – one that raises the bar for family support services across Slough, Windsor, and Maidenhead. Alongside this, we integrated our teams, streamlined processes, and created a stronger, more unified organisation to deliver the very best support for families in need.

As we reflect on the year, our team have continued to be agile, flexible and resourceful to cope with the unprecedented demand for our services. We have seen a sharp rise in the complexity of challenges faced by families, including worsening mental health, housing instability, and growing feelings of isolation and despair. Many families are living in unsuitable housing, while others are battling to cope with overwhelming pressures and poverty. Our waiting list remained high throughout the year as we worked tirelessly to secure additional funding, expand our group services, and adapt our delivery model to reach more families.

These rising needs have coincided with a national decline in volunteering, which has added another layer of challenge. Yet, despite this, our fantastic staff and volunteers have shown incredible creativity and determination, ensuring that families receive the support they deserve. We are continuing to explore new and innovative ways to attract and retain volunteers, as they remain at the very heart of what we

do.

This year, our Family Support Group proudly celebrated 20 years of creating a safe, nurturing, and creative space where children can grow in confidence through play, exploration, and discovery. For over a decade, Children in Need has been a vital supporter, and we were delighted to have Pudsey, and a representative join our founders to mark this special occasion. A huge, huge thank you to everyone who has been part of our journey and enabled us to stay true to the vision set out two decades ago.

From a financial perspective, our total income grew by £71,703, reflecting the first full year of our expansion and the integration of Family Friends. With this growth has come the challenge of ensuring long-term sustainability. We have significantly stepped up our fundraising efforts, forging new relationships with grant-makers, foundations, and corporate partners across Windsor and Maidenhead. We are deeply grateful to our funders for their flexibility and trust, which have allowed us to deliver a diverse range of services that truly meet the needs of our communities.

Looking ahead, our ambitions are clear. We aim to expand our capacity and deliver outcome-driven interventions that have a lasting impact on families. This will require attracting new and diverse sources of funding, as well as refining our strategic plan to ensure that we accelerate our ability to increase our capacity and deliver services to meet the needs of the community.

As always, Home-Start Berkshire East has made significant impact and transformational differences on the lives of many this year. It has been a year of challenges and growth and expansion. I fully recognise and appreciate the fantastic effort and contribution from all our staff, volunteers, Trustees and supporters who go “above and beyond” ensuring that we can continue to support our families. I have no doubt that every family whose lives we have touched would join me in expressing heartfelt thanks for the care, compassion, and commitment that you have shown. Together, we will continue to develop, grow, and strengthen our services, working tirelessly to meet the evolving needs of our community and to give every child the best possible start in life.

Lesley Michaelis, Chair



Home-Start Berkshire East Scheme Report

Rising to the challenge



This year has been one of continued growth and impact for Home-Start Berkshire East. Referrals rose by 14.5% to 388, with 727 referrals made across all projects and 414 families supported – a 13.1% increase on last year. Of these, 196 families accessed more than one service, showing the breadth of our support.

- Army Covenant Fund: Supported 49 families, continuing our commitment to military families.
- Baby & Me Project: Supported 83 families, including 17 young parents.

Outcomes across all projects were strong, with over 80% of families reporting improvements in areas such as children’s behaviour, emotional health, coping with isolation, and self-esteem.

This year we also invested in our staff wellbeing and professional practice by introducing Peer Support sessions before team meetings, giving staff time to reflect on the support provided for complex families and to share learning.

Referral pathways continue to diversify. Self-referral is now our largest source (27.6%), followed by health visitors (25.8%). Encouragingly, social media referrals grew by 18, highlighting the value of our digital presence.

We are proud that our commitment to quality was recognised with two “Excellent” ratings from Home-Start UK – in both the Family Support Quality Assurance assessment and the Protecting Families Quality Assurance assessment.

We supported 801 children, including 110 through our nursery programme. The majority (69%) were under five, reflecting the importance of our early years focus.

We also marked a very special milestone in October – the 20th anniversary of our Little Starters Playgroup. We celebrated with Pudsey Bear and all our families and children – a joyful event that highlighted the impact of two decades of play, learning, and connection. While we said a fond farewell to Aga and Teresa, we were delighted to welcome Salot and Uzma to the Little Starters team and Gemma as a new Family Support Coordinator.

Families came from a wide range of backgrounds: 55% from Black, Asian and minority ethnic communities, 23% White British, and 22% recorded as unknown. 26.7% were single parents and 8% of main carers were young parents aged 16–24.

We remain committed to safeguarding, with seven concerns raised and 49 children on Child in Need or Child Protection Plans.

Our volunteers remain the backbone of our work. This year, 67 volunteers contributed 3,703 hours, the equivalent of 2.1 full-time staff. They supported 71 families, arranged 737 visits or calls, and achieved a 72% successful contact rate.

Overall, this year demonstrates how Home-Start Berkshire East continues to adapt, grow, and provide vital, life-changing support for families across our communities.

Key projects included:

- BBC Children in Need: Supported 348 families and 612 children.
- Henry Smith Connect: Supported 46 families, more than doubling the previous year.
- National Lottery Community Fund: 130 families engaged in 10 groups with strong outcomes around parental self-esteem, mental health, and reducing isolation.

Anne Gilbert, CEO

Home-Start Berkshire East

Who we are



Home-Start Berkshire East is a charitable company limited by guarantee that was set up in Slough in April 2015, incorporated in August 2015 and registered as a charity in June 2015. Home-Start Berkshire East is affiliated to Home-Start UK.

Trustees 2024-25

| | | |
|---------------------------|------------------|-------------------|
| Chair | Lesley Michaelis | |
| Treasurer | David Ashwell | Until August 2025 |
| Individual Representative | Fiona Vardy | |
| Individual Representative | Kiran Dhoot | |
| Individual Representative | Rachel Hedges | |
| Individual Representative | Karen Olney | |
| Individual Representative | Helen Nickless | |
| Individual Representative | Janice Miller | From Nov 2024 |

Staff 2024-25

| | | |
|----------------------------|-------------------|------------------|
| CEO | Anne Gilbert | |
| Family Support Coordinator | Nafisa Sarwar | |
| Family Support Coordinator | Claire Allison | Until March 2025 |
| Family Support Coordinator | Caris Connor | |
| Family Support Coordinator | Eve Murphy | |
| Family Support Coordinator | Sarah Harris | |
| Family Support Coordinator | Gurpal Bharj | |
| Family Support Coordinator | Joanna Campobello | |
| Family Support Coordinator | Paula Imber | |
| Team Support Coordinator | Kerry Bye | |
| Office Coordinator | Alison Bowers | |
| Data Officer | Julie Papworth | |

Sessional Workers 2024-25

| | | |
|------------------|----------------|---------------------|
| Sessional Worker | Roxanne Ward | |
| Sessional Worker | Aga Gawlak | Until December 2024 |
| Sessional Worker | Teresa Winyard | Until December 2024 |
| Sessional Worker | Salot Immelman | From March 2025 |
| Sessional Worker | Uzma Malik | From February 2025 |

Independent Examiner: Martin Gatehouse, Microentity Limited

Bankers: CAF Bank, West Malling, Kent ME19 4TA



Home-Start Berkshire East

The Team



CLAIRE ALLISON
FAMILY SUPPORT
COORDINATOR



GURPAL BHARJ
PROJECT COORDINATOR



ALISON BOWERS
OFFICE COORDINATOR



KERRY BYDE
TEAM SUPPORT
COORDINATOR



JOANNA CAMPOBELLO
FAMILY SUPPORT
COORDINATOR



AGA GAWLAK
LITTLE STARTERS



SARAH HARRIS
VOLUNTEER COORDINATOR



PAULA IMBER
FAMILY SUPPORT
COORDINATOR



EVE MURPHY
FAMILY SUPPORT
COORDINATOR



NAFISA SARWAR
FAMILY SUPPORT
COORDINATOR



CARIS THOMAS
FAMILY SUPPORT
COORDINATOR



ROXANNE WARD
LITTLE STARTERS
SESSIONAL WORKER



TERESA WINYARD
LITTLE STARTERS
SESSIONAL WORKER



JULIE PAPWORTH
DATA OFFICER



**SALOT IMMELMAN, UZMA MALIK,
ROXANNE WARD**



Home-Start Berkshire East

Funding our work

Treasurer’s Report for the Year Ended 31st March 2025



Financial highlights

- 30% increase in income compared to previous year
- New three-year £105,000 grant from Children in Need
- Managed to maintain three months of unrestricted reserves

Despite an increasingly competitive funding landscape, I am delighted to report a 30% increase in income, driven largely by the continued and expanded support of some long-standing donors. This growth reflects the strong confidence our funding partners have in our work and recognition of the impact and benefit of our

programmes.

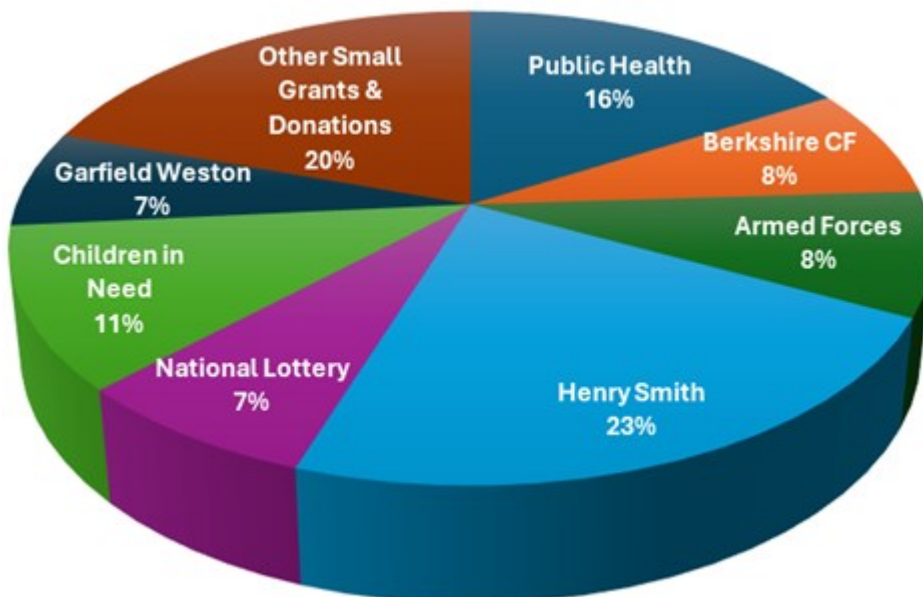
In parallel, our overall cost base - the majority of which comprises staff-related expenses - rose by 40%. While this may seem disproportionate, the increase is primarily due to the inclusion of a full year of costs for the Family Friends team, compared to only 50% in the previous year when the merger was completed part way through the year.

It also reflects our need to invest more in our team to ensure we have sufficient skills, experience and capacity to support the increasingly complex and challenging needs of the children and families we support.

Looking ahead, we remain in a relatively strong position, supported by some ongoing multi-year grant commitments. Nonetheless, we recognise the need for prudent financial management to safeguard the long-term sustainability of our essential services.

We will continue to seek new and diverse funding opportunities, while maintaining a clear focus on efficiency, ensuring we can expand our reach and impact and reduce our current reliance on a small number of funders.

Janice Miller, Treasurer





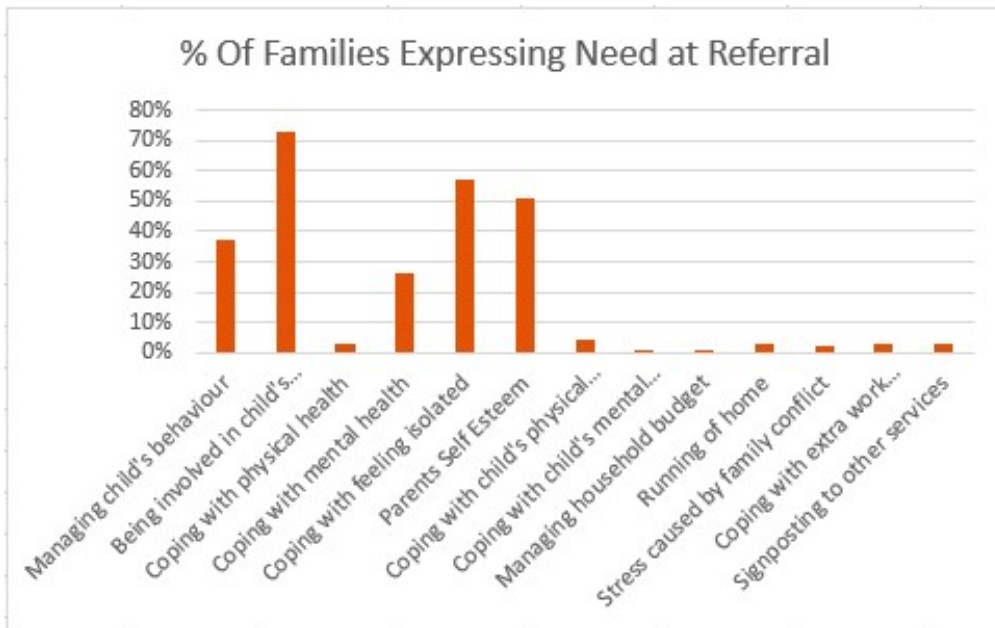
Home-Start Berkshire East

Annual statistics



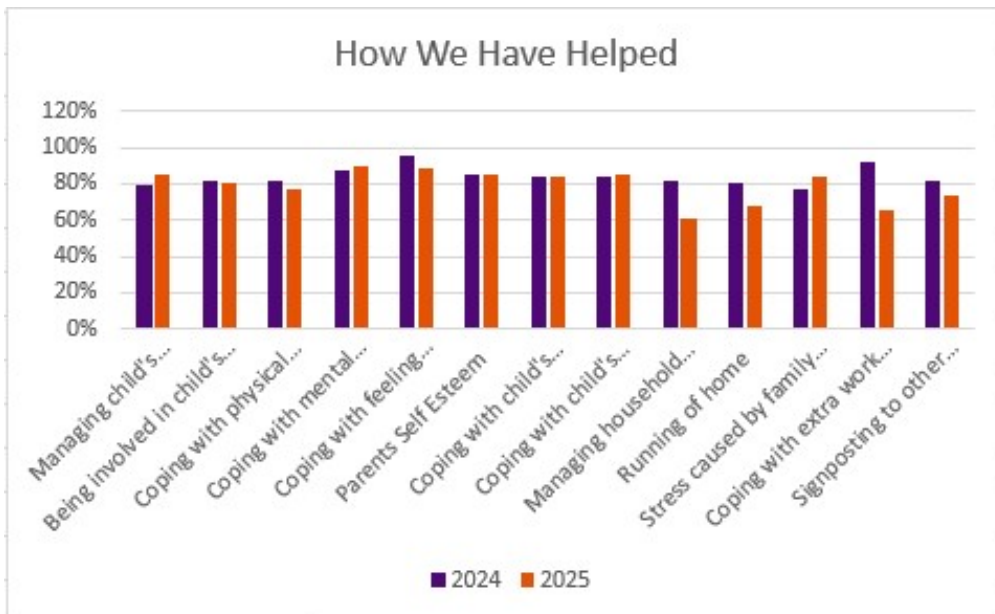
Reasons families need us

% of families expressing need at referral



How we have helped

% of





Home-Start Berkshire East

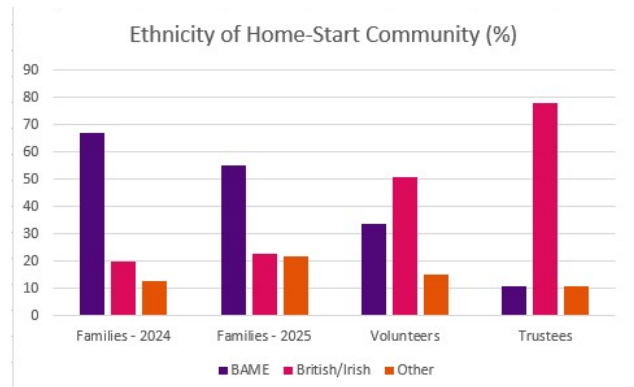
Annual statistics



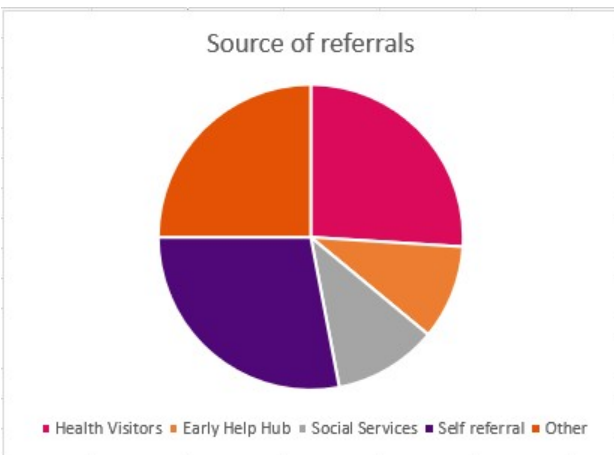
Length of support



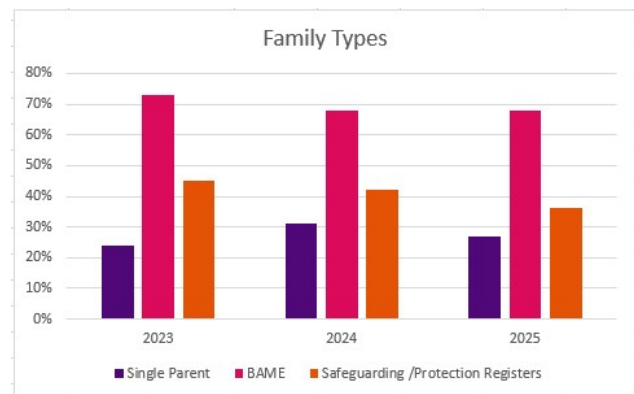
Ethnicity of our Home-Start community (%)



Sources of referrals



Family types





Home-Start Berkshire East

Working in partnership

Working with BBC Children in Need Addressing health inequalities in Slough



BBC Children in Need – Little Starters Project

The **Little Starters project**, supported through BBC Children in Need funding, continues to provide meaningful early years opportunities for families across Slough. Over the past year, the project has offered structured sessions, seasonal celebrations, and targeted activities to support children’s development and strengthen family wellbeing.

Programme Highlights:

Outdoor and Healthy Living Activities – A programme of outside activities for parents and children was planned, alongside healthy eating sessions delivered in local nurseries. Families also took part in interactive cooking demonstrations, including making tomato-based recipes with produce from the allotments. Sessions encouraged families to take fresh vegetables home and try new meals together.

Communication Event – On 12th July, a fun and engaging communication event was hosted for all HSBE families, delivered in partnership with the Little Starters team. The event brought together external agencies from Health, Early Years services, local libraries, and Jo Jingles to share activities and resources with families.

Cultural Celebrations – Weekly sessions included celebrations of St Patrick’s Day and Eid, helping families feel valued and included. These activities created opportunities for children to learn about different traditions and for parents to share their culture.

Community Connections – Families benefited from visits by Slough Children’s Centre Hubs, which provided guidance on local groups and services. Several families have successfully transitioned into further opportunities, such as joining the **Connect Course**, building on progress made at Little Starters.

Impact on Families:

612
children benefitted from our Children in Need project

Engagement and Progress – Both morning and afternoon sessions remained popular throughout the year. Although some families ended early due to being rehoused outside the area or children moving into nursery places, referrals remain strong, and sessions are returning to full capacity.

Smaller Group Benefits – At times when group numbers were lower, families benefited from smaller group work, enabling more tailored support and focused learning.

Family Picnic and Summer Break – Sessions closed for the summer on 1st August with a family picnic, where children and parents enjoyed outdoor activities together. After a short break, new families joined the programme when sessions restarted on 22nd August with a refreshed activity programme.

Festive Highlights:

On 12th December, families were invited to a **special Christmas party**, held across two sessions. Children enjoyed meeting Father Christmas, who distributed gifts including pyjamas, toys, stockings, and chocolates. Music, games, and activities created a joyful community atmosphere.

Families were also invited to attend the **Christmas pantomime in Windsor**. For many, this was their first experience of live theatre. With encouragement and support, families overcame initial anxieties, and feedback confirmed it was a memorable and positive experience for all.

Summary:

The BBC Children in Need funded Little Starters project continues to provide an inclusive, supportive, and nurturing environment for families. By combining creative play, healthy living, cultural celebration, and community connections, the programme has strengthened family confidence, improved children’s development, and widened opportunities for social participation.

84%
of children made significant progress in improving mental health and wellbeing

85%
of children have improved their physical health

In FY25
159
children we supported have made improvement in their dental health

Home-Start Berkshire East

Working in partnership



Working with The Henry Smith Charity Support service for families with children with autism

The Henry Smith Charity

The Henry Smith-funded Connect Project has continued to provide vital support to families living with autism. During 2024–2025, **46 families were supported** through a combination of family support, group activities, volunteer input, and structured courses. This reflects a **significant increase from 19 families in 2023–2024**, showing strong growth in demand and engagement.

Key Achievements

- **Connect Course Completion:** 28 families successfully completed the Connect course, more than doubling the previous year's total of 14.
- **Group and Volunteer Support:** 6 families engaged in group-only support, while 3 received combined volunteer and group support.
- **One-to-One Family Support:** Tailored family support was offered where needed, including 1 family supported solely by a volunteer and 1 with FSC (Family Support Coordinator) only.

Holistic Approach: Families often accessed more than one form of support, reflecting the flexible and responsive model of delivery.

Impact on Families

Outcome tracking shows that families benefitting from the Connect programme reported improvements in:

- Coping with their child's emotional and physical health needs.
- Managing isolation and improving parental self-esteem.

Confidence in accessing services and engaging in group activities.

The growth in uptake demonstrates both the relevance of the programme and the trust families place in the support provided.

Case Study – “Maria and Daniel” (pseudonyms)

Maria, a single parent, was referred to the Henry Smith Connect Project after struggling with her son Daniel's recent autism diagnosis. Daniel, aged 7, was experiencing frequent meltdowns at school, leaving Maria feeling isolated and overwhelmed.

Support Provided

- **Connect Course:** Maria attended the 6-week Connect course, which helped her learn strategies for understanding Daniel's behaviours and managing routines at home.
- **Group Support:** She joined a small parent support group, which gave her the opportunity to share experiences with other parents in similar situations.
- **Volunteer Support:** A trained volunteer provided regular phone check-ins, offering reassurance and signposting Maria to local autism-friendly activities.

Outcomes

- Maria reported feeling **more confident in managing Daniel's behaviour**, with fewer crises at home.
- She built a **peer support network**, reducing her sense of isolation.

Daniel benefited from a calmer home environment and improved school attendance.

This case reflects the wider outcomes evidenced in the project statistics: families not only gain practical tools but also experience improved wellbeing, resilience, and connectedness

46

families engaged with our connect programme

100%

of parents felt they were better able to cope with their child's mental wellbeing

94%

of parents felt they were better able to be involved with child's development

Home-Start Berkshire East

Working in partnership



Working with The Henry Smith Charity Covid Response Fund

The Henry Smith Charity

This year we delivered four Family Links Nurturing Programmes in Slough and East Berkshire with the Support Arifa Naeem – a Family Links practitioner: 3 programmes for mothers and 1 programme for fathers.

In total, 56 parents directly benefited (48 mothers and 8 fathers), with courses delivered in English, Urdu, and Punjabi. This bilingual approach reduced barriers for families with limited English, ensuring inclusivity and stronger cultural connection.

Programme Aims & Outcomes

The Family Links Nurturing Programme helps parents build emotional literacy, strengthen positive discipline, and improve parent-child relationships.

92% of participants reported a better understanding of emotional needs, boundaries, and positive parenting.

Parents described calmer home routines, more open communication, and increased confidence supporting their children's learning.

Outcomes included:

- Improved parent-child communication
- Better emotional regulation in parents
- Increased confidence in setting boundaries
- Stronger home-school engagement
- Greater participation by fathers

One mother shared:

“The nurturing course changed how I see my children’s behaviour – I now respond, not react.”

Mothers’ Groups

Mothers valued the safe, supportive environment where they could speak openly in their own language. Many described feeling less isolated and more empowered to engage in school life and daily routines.

Feedback highlights:

“This course helped me connect with my children without shouting.”

“I felt comfortable because it was in my own language. I understood everything.”

“Being in a group with other mums who speak my language made me feel less alone.”

Fathers’ Group

We ran a dedicated fathers’ group. Eight fathers participated, continuing to mark a milestone in engaging dads from ethnic minority communities. Sessions offered a culturally sensitive, male-only space to reflect, share experiences, and explore positive parenting.

Fathers reported:

Stronger relationships with their children, especially teenagers, greater self-awareness and control of anger, use of positive discipline instead of shouting or physical punishment and confidence in their role as fathers

One father shared:

“I used to think parenting was my wife’s job. Now I realise how much my involvement matters.”

Looking Ahead

The Family Links Nurturing Programme continues to transform families’ lives by fostering emotional resilience, stronger parent-child bonds, and community connection. With growing demand, we aim to expand our work with both mothers and fathers, ensuring more families can access support in a language and setting that feels right for them. We are happy to share that #oneslough has funded two courses for 2025/2026.

100%

of parents reported an increase in positive behaviours with their children

96%

of parents felt they were more able to cope with family life

95%

of parents told us that their child’s wellbeing had improved



Home-Start Berkshire East

Working in partnership



Working with The National Lottery

In 2024–2025 we proudly delivered the **first year** of our National Lottery Community Fund project. This vital funding enabled us to reach families through both **group sessions and home visiting support**, ensuring parents had safe, welcoming spaces to connect, learn, and grow in confidence.

Our Reach

- **130 families engaged**
- **225 attendances** recorded across *Baby & Me*, *Craft & Nurture*, and other family groups
- **69 families supported at home** by trained volunteers

These numbers reflect more than statistics – they represent parents who found a place to belong, children who thrived with stronger routines and support, and volunteers who gave their time and compassion to make a lasting difference.

What Families Told Us

Parents consistently reported that they felt **less isolated, more confident, and better able to manage the ups and downs of family life**. Key outcomes included:

- **87–96%** of parents said they were **more involved in their children’s learning**
- **96–98%** felt better able to cope with their own **mental health**
- **88–93%** reported improvements in **self-esteem**
- **88–95%** felt **less isolated**
- **100%** said they were more aware and able to make use of local **services**

One mum told us:

“Before I joined Baby & Me, I didn’t know anyone in my area. Now I have friends I can call, and I feel I’m doing better for my baby. It gave me hope at a time I felt really alone.”

Another parent shared:

“I’ve learnt to manage my stress and not pass it onto my children. The group has given me tools and the



confidence to try new approaches at home.”

The Power of Home Visiting

Alongside groups, **volunteers supported 69 families at home**, giving encouragement, guidance, and friendship. Outcomes were overwhelmingly positive:

- **90%** of parents improved their involvement in children’s learning
- **97%** coped better with mental health challenges
- **100%** reported improvements in supporting their child’s emotional wellbeing

A volunteer reflected:

“Sometimes all a parent needs is someone to listen and believe in them. I’ve seen mums who felt completely overwhelmed grow in confidence week by week. It’s a privilege to walk alongside them.”

Stories of Change

- **A new mum** struggling with anxiety said she felt **“like a weight had been lifted”** after joining *Baby & Me*. With encouragement from her group, she started to attend local toddler sessions and now has a supportive friendship network.
- **A dad of two young children** joined a craft and nurture group after being referred for stress. He described how making time for creativity helped him to **“slow down, think, and connect better with my kids.”**
- **A volunteer’s perspective:** One of our longest-serving volunteers described the Lottery project as **“a lifeline for families, but also for us as volunteers – we learn, we grow, and we feel part of something bigger.”**

Why This Matters

The first year of Lottery funding has helped us build **stronger, healthier families and communities**. By reducing isolation, improving wellbeing, and strengthening parenting skills, we are giving children the best possible start in life and

130

families engaged with 10 groups focussed on improving mental health

97%

of families reported an improvement in their mental health

225

attendances at groups and activities to support parents and babies



Home-Start Berkshire East Family Wellness



Working with Public Health Slough Supporting healthy family lives



The Family Wellness Project helps families at risk of unhealthy lifestyles to make small but lasting changes around food, exercise, and family wellbeing. Working in the wards with the highest rates of childhood obesity

Outcomes whilst supported by Home- Start Family Wellness project

Nutrition and Healthy eating – emotional support and practical ideas for healthy food ideas for the family (group sessions & volunteer) • Child mental and physical health - emotional and practical support & tips at home. Ideas to keep child moving to improve muscle tone and muscle memory. Encouragement to make healthy food swaps (group and volunteer) – sugar swaps made and sustained! Child more active. Family getting out more. Child eating new healthy foods. • General family wellness – family accessed useful websites and apps (group and volunteer) • Parent mental and physical health - some time out for parent to take short breaks from the busy mix of work and being a parent (volunteer) – improved parental mental health. “This experience has been invaluable”

We provided:

- One-to-one volunteer support in family homes
- Group activities such as **Cook & Move** sessions and fussy eating workshops
- Links to local services and community hubs

What We Achieved in 2024–2025

- **57 families** were referred for support across the year.
- **18 families** joined our **Cook & Move sessions** in Britwell and Foxborough, learning to prepare healthier meals together.
- We created a dedicated **Family Wellness webpage**, refreshed posters and leaflets, and connected with GP surgeries, schools, and Family Hubs to boost awareness.

- Our team completed specialist **HENRY healthy families training**, strengthening the quality of our support.
- We joined local community events, coffee mornings, and the Britwell Health & Wellbeing Hub every month to reach families directly.

Outcomes for Families

Parents told us they have:

- Learned to understand food labels and portion sizes
- Found family-friendly recipes and planned meals on a budget
- Sat and eaten with their children more often, becoming positive role models
- Managed fussy eating with new strategies and consistency

Children have:

- Tried new foods and enjoyed hands-on cooking
- Felt more encouraged and confident around food
- Taken part in fun, interactive activities alongside their parents

Family Voices

- *“Creative ideas like using apple in lamb burgers. Great info on sugar intake. The children loved making their own items and eating them.”*
- *“I am eating more healthily. My son is happy with the healthier food changes and feels involved.”*
- *“Whenever I come here I feel relaxed. The activities are fun, and I’ve got new snack ideas for home.”*
- *“It’s an amazing service – please make more courses like this.”*

63

children supported in our family wellness project

100%

of parents felt they were better able to support child’s physical health

96%

of parents told us that they had improved understanding of nutrition/healthy eating



Home-Start Berkshire East

Windsor Army Families



Elevating Partners

Supporting Army Families at Broom Farm



The **Elevating Partners Project** continues to empower the partners and families of serving Army members living at Broom Farm Estate, Windsor. Through a blend of group sessions, workshops, and one-to-one volunteer support, we've helped families build confidence, develop new skills, and strengthen their community connections.

Activities and Achievements

Weekly Chill and Skill Group

Regular sessions provided a safe, welcoming space for parents to connect while their children enjoyed play and learn activities designed to support early development.

Childcare Information Session

Delivered in partnership with **Achieving for Children's Family Information Service (RBWM)**, this session guided parents through local childcare options and pathways into careers in childcare.

Family Sunday Fun Day

Hosted on the Broom Farm Estate, families enjoyed creative and sports activities, met Home-Start staff, and received framed professional family and pet portraits.

Education Sector Workshop

Working with colleagues from RBWM, we introduced parents to opportunities in education, helping them understand qualification routes and career options.

Dream Building Sessions

Launched in September with a former Army wife and career coach, these sessions helped parents explore business ideas and career goals. Participants developed confidence and focus, with one-to-one coaching continuing into early 2025.

Addressing Challenges and Increasing Engagement

We recognised the challenges of engagement within a close-knit military community and took proactive steps to reach families, including:

- Expanding publicity via Facebook, the Windsor

Wives group, and Army contacts.

- Producing large banners and redesigned flyers.
- Working with **Alexander First School** and **Army Welfare Service contacts** to promote activities.
- Offering children's activities and childcare at all sessions.
- Hosting a **Christmas Fayre** to showcase family-run small businesses.

Going forward, we plan to:

- Offer **online workshops** to reach more Army family communities.
- Design activities guided by participant **polls and surveys**.
- Move the **Dream Building** sessions online for wider accessibility.
- Adapt **Chill and Skill** into monthly, needs-led workshops.

Stories of Change

One parent shared how having childcare available during sessions allowed her to finally reflect on her own goals after recovering from illness, boosting her self-esteem.

Another, balancing new family responsibilities, joined to focus on rebuilding her confidence and setting personal goals.

A third, for whom English is not a first language, found support to develop her CV and confidence, helping her take the next steps in her career journey.

Family Feedback

"We really can't thank you enough - my daughter had such an amazing time."

"Today was so lovely - I'd love to see more family events like this."

"I'm not sure how you manage to offer these things, but please keep doing it - the farm and activities"





Home-Start Berkshire East

Women's Allotment Project



Growing for Families

Our allotment continued to flourish in 2025, bringing together families, volunteers, and staff around the shared joy of growing, cooking, and eating fresh food. Each week, freshly picked fruit and vegetables from the allotment were delivered to our **Little Starters group in Slough**, giving families the chance to explore new tastes



and talk about healthy eating.

Our **project lead** inspired parents and children with hands-on cooking demonstrations, showing how to make **hidden vegetable sauces** that were both nutritious and family-friendly. Everyone had the chance to taste the sauces on pasta at group sessions and take home ideas for how to recreate them.

Over the growing season, **six parents and their children** were regularly supported through the project. Together, they nurtured plants, shared meals, and built new friendships. By the end of the season, parents told us they felt **less isolated, more connected to their community**, and proud to be using **more fresh**



produce in their everyday cooking. Many spoke about wanting to **share what they had learned at home**, encouraging their children to eat more fruit and vegetables and even try growing their own.

When the weather turned colder, we kept the community spirit alive with **winter craft sessions**, welcoming volunteers, parents, and children indoors for creative, seasonal activities. Our growing this year also focused on **culturally suitable vegetables**, ensuring the produce reflected the foods and flavours familiar to our families.

Although we were unable to expand the project further, the allotment has given so much to those who took part — from fresh food to friendship and a sense of belonging. **As we prepare to hand back the plot in December 2025**, we do so with gratitude for everything it has grown, both in the soil and in our community.

Home-Start Berkshire East

Looking forward



Our future is bright

Home-Start Berkshire East is committed to being there for parents when they need us, because childhood can't wait. We want to ensure that no child's future is limited due to issues experienced in the early years of their life.

Our service and partnership working:

- To develop projects based on feedback and priorities obtained from our beneficiaries and key stakeholders
- To extend and strengthen our reach by establishing joint projects with another key partner organisations
- To expand our capacity to enable us to meet the needs of our families living in the most deprived areas

Our financial stability:

- To have our own funding stream that generates our own revenue
- To have achieved a diverse set of funding sources
- To reduce expenditure on overheads ensuring our cost per family continues to be commercially attractive
- To have a Corporate Partner

To raise our profile in the community:

- Utilise social media to attract volunteers, funders and raise our profile in the community
- Develop case studies of our work and publish via media channels to provide insight and awareness of the needs of our beneficiaries
- Increase the number of volunteers to enable our delivery plan

To continue to build a high performing, diverse organisation:

- To ensure that Home-Start Berkshire East is a "great place to work"
- To utilise technology to increase our efficiency
- To improve our diversity of staff, trustees and volunteers
- To develop our Board and improve our governance to ensure that the Board is diverse, cohesive and adds value

Home-Start Berkshire East

Our Supporters in Pictures



Garfield Weston
FOUNDATION



The Prince Philip Trust Fund





Home-Start Berkshire East

Feeling the love



623
 Volunteer contacts / visits arranged
 with our families

2908
 Volunteer hours given to Home-Start
 Berkshire East - 560 hours increase
 from FY23

60%
 of volunteers supported more than 1
 family



Home-Start Slough

Sharing the love



“Being a Home-Start volunteer has given me purpose and connection. Knowing I can make a difference, even in small ways, is incredibly rewarding.”

“I’ve gained just as much as the families I support. Volunteering has built my confidence and given me lifelong friendships.”

“Sometimes it’s simply being there to listen that makes the biggest impact. Families really value having someone who cares.”

“Home-Start feels like a family. We support each other as volunteers just as much as we support the families.”

“I never imagined how much joy volunteering would bring me. Seeing families grow stronger together is so inspiring.”

“Volunteering has opened my eyes to the resilience of parents. I’m proud to walk alongside them in their journey.”

“The training and support from Home-Start has been fantastic. I feel valued, prepared, and part of something important.”

“What I love most is that even the smallest gesture—a chat, a smile, a cup of tea—can make such a difference to a family’s day.”

“I’ve learned new skills, met wonderful people, and felt truly appreciated. Home-Start has been life-changing for me.”

“It’s not about fixing problems—it’s about standing beside families and giving them the space to thrive.”

“Being welcomed into a family’s home is a privilege. The trust we build is at the heart of volunteering.”



Home-Start Slough

Sharing the love



“Having a Home-Start volunteer felt like having someone truly in my corner when everything felt overwhelming.” – Parent, Windsor

“The groups have been amazing for my baby’s development and for me as a mum. I’ve made friends I never would have met otherwise.” – Parent, Maidenhead

“Before Home-Start, I felt very alone. Now I feel supported and understood, which makes all the difference.” – Parent, Slough

“The kindness and encouragement from my volunteer gave me strength to believe in myself as a parent.” – Parent, Maidenhead

“The support came at just the right time. I don’t know how we would have managed without Home-Start.” – Parent, Windsor

“Having someone listen without judgement has lifted such a weight off my shoulders.” – Parent, Slough

“My child has grown in confidence since joining the group. It’s been a life-line for us both.” – Parent, Windsor

“Home-Start helped me see I wasn’t failing as a parent – I just needed a bit of support.” – Parent, Slough

“The practical help was amazing, but what meant the most was knowing I wasn’t on my own.” – Parent, Maidenhead

“I’ve seen such a positive change in my family. We feel stronger and more connected.” – Parent, Slough

“It’s the little things – a friendly face, a reassuring word – that make the biggest difference.” – Parent, Windsor

“Home-Start has been a safe place for us, somewhere we can grow together as a family.” – Parent, Maidenhead



Home-Start Berkshire East

A huge 'thank you'!



OUR SINCERE THANKS GO TO ALL THOSE WHO HAVE SUPPORTED US THIS YEAR

Our fantastic volunteers:

Anita, Ann, Annie, Belinda, Charlie, Diana, Ekta, Filomena, Helen, Illhaam, Jane, Jeanette, Joanne, Katarzyna, Kirsty, Laura, Lisa, Liz, Lydia, Maria, Nasiv, Navneet, Nicky, Rupali, Ruth, Sally, Sarah, Shelley, Siobhan, Sue Mc, Sue P, Suman, Syeda, Tessa, Tracey, Uzma, Varsha

Our amazing Management Board:

David, Fiona, Helen, Janice, Karen, Kiran, Lesley, Rachel

And to everyone who has supported Home-Start Berkshire East in the past year, either financially or with donations of services, time or gifts

Arjun Gopal
 Ascot Fire Brigade Trust
 Baby Bank
 BBC Children in Need
 Berkshire Community Foundation
 Bonnie Emmanuel
 Britwell Health and Wellbeing HUB
 Caldicott School
 Children Centres/Family HUBS
 Circus Starr
 Claire Abery
 Deepa Rangarajan
 Dorothy Milne
 Easy Fundraising
 Freemasons (Neil Murphy)
 GoodGym Slough
 Groundwork
 Garfield Weston
 Hannah Frame
 Home-Start UK
 Jacqui Shadrache
 Jeanette Talbot
 John Lewis and Waitrose Partnership
 Kirsty Northam
 Lapland UK
 Liz Jones
 Louise Brooks—Parenting Success
 Martin Gatehouse
 MCS Foundation
 Norden Farm
 Rob Deeks

Prince Philip Trust
 Roly Richardson (Magician)
 Segro
 Slough Borough Council
 Slough CVS
 #Oneslough
 Slough Public Health
 St. John the Baptist and St. Michael Manor Park
 Susan Brown
 Tesco Burnham
 Tesco Taplow (Petra)
 Tesco Slough
 The Henry Smith Charity
 The Link Foundation
 The National Lottery
 Tony Alexander
 Tony & Shelagh Williams Charitable Foundation
 United Reform Church – Burnham
 Victoria Kitcatt
 William Baker
 Ziggy's Music Live Jeannet & Debbie

**Home-Start Berkshire East
(a company limited by guarantee)**

Trustees Report and Accounts

**For the year ended
31 March 2025**

Company registration number: 09563378

Charity registration number: 1162003

Home-Start Berkshire East Contents

| | Page |
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| Independent examiner's report | 4 |
| Statement of financial activities | 5 |
| Balance sheet | 6 |
| Notes to the accounts | 7 |

Home-Start Berkshire East
Report of the trustees
(incorporating the directors report)

For the period ended 31 March 2025

The trustees present their report and the accounts for the year ended 31 March 2025 which also comprises the Directors' Report required by the Companies Act 2016.

Objectives and activities

The principal objective of the charity is to provide voluntary support, friendship and practical help to families with pre-school children in their own homes.

Achievements and performance

Home-Start Berkshire East has been supporting local families going through a difficult time since 1996 as a local charity.

The success of Home-Start is dependent on dependable staff and volunteers and on both counts this is the case. We are very grateful to have such dedicated workers and volunteers.

Financial review

Reserves

The unrestricted funds represent the free reserves which are required for ongoing working capital and also the funding required for contractual obligations to staff, including any potential pension fund deficit.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes.

Going concern

The trustees have assessed the charity's ability to continue as a going concern. The trustees have considered several factors when forming their conclusion as to whether the use of the going concern basis is appropriate when preparing these financial statements, including: a review of updated forecasts to 31st March 2025; a consideration of key risks including increasing inflation, cost of living crisis, funding challenges and the rise in demand for our services based on post pandemic impact that could impact the charity together with the latest available management information.

Over the years, we have built a flexible cost base, with the ability to reduce our operating costs to meet our income and have reserves aligned to our policy, therefore the trustees are confident that we have adequate flexibility and plans to adapt to changing circumstances and as such consider that it is appropriate for the financial statements to be prepared using a going concern basis.

Home-Start Berkshire East Report of the trustees

(incorporating the directors report)

For the period ended 31 March 2025

Structure, governance and management

Legal and administrative status

The organisation, incorporated on 27 April 2015, is a charitable company limited by Guarantee, with no share capital and registered as a charity with H M Revenue & Customs. 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.

The Organisation commenced activities in August 2015, continuing the activities of the unincorporated charity Home-Start Berkshire East (charity registration number 1054713).

Organisational structure

The company is managed by a board of directors whose members are elected and co-opted in accordance with the Articles of Association.

Risk management

The board of directors has conducted its own review of the major risks to which the company is exposed, in particular, those related to the operations and finances of the company, and are satisfied that systems are in place to mitigate those risks. The procedures are periodically reviewed to ensure that they still meet the needs of the company.

Trustees and directors

By operation of law all trustees are directors under the Companies Act 2006 and all directors are trustees under Charities legislation and have responsibilities, as such, under both company and charity legislation. Those who served during the period and up to the date of this report are as follows:

Current trustees:

D Astwell
P Dhoot
L Michaelis
K Olney
H Nickless
J Miller
F Vardy
R Hedges
N Murlidhar

Appointed 9 January 2025

**Home-Start Berkshire East
Report of the trustees**

(incorporating the directors report)

For the period ended 31 March 2025

Statement of trustees' and directors responsibilities

The charity trustees, who are also the directors of the company under company law, are responsible for preparing the Report of the trustees and the accounts in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- states whether whether the accounts comply with the trust deed and the recommendations of the SORP FRS 102 have been followed, subject to any material departures disclosed and explained in the accounts;
- 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 accounts comply with the Companies Act 2006 and the Charities Act 2011. They are also responsible for safeguarding the assets of the charity 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 on the charitable company's website.

Information about independent examiner

These accounts were examined by:

Mr M. Gatehouse BA(Hons) ACA

Member of the Institute of Chartered Accountants in England and Wales

Contact: The Stables Old Vicarage, Blakes Hill Road, Swimbridge, Devon EX32 0PH

Small company provisions

These accounts have been prepared in accordance with the provisions in Part 15 of the Companies Act 2006 applicable to companies subject to the small companies regime.

On behalf of the board



22-Jul-25

Director and trustee

Date

Home-Start Berkshire East
Independent examiner's report to the trustees

Company number: 09563378

Charity number : 1162003

on the accounts for the year ended 31 March 2025

I report to the trustees on my examination of the accounts of the above charitable company ("the Company") for the year ended 31 March 2025, as presented on the following 10 pages.

Responsibilities and basis of report

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

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

Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



22 July 2025

Martin Gatehouse BA(Hons) ACA

Member of the Institute of Chartered Accountants in England & Wales (membership no: 8010481).

Address: The Stables Old Vicarage, Blakes Hill Road, Swimbridge, Devon EX32 0PH

Home-Start Berkshire East
Statement of financial activities

(incorporating the income and expenditure account as required by the Companies Act 2016)

For the year ended 31 March 2025

| | Notes | Unrestricted funds £ | Restricted funds £ | 2025 Total £ | 2024 Total £ |
|------------------------------------|-------|-------------------------|-----------------------|--------------------|--------------------|
| Income from: | | | | | |
| Donations | | 37,401 | - | 37,401 | 32,346 |
| Charitable activities | 2 | - | 243,941 | 243,941 | 182,576 |
| Other activities | 3 | - | 19,025 | 19,025 | 15,980 |
| Bank interest | | 2,757 | - | 2,757 | 519 |
| | | <u>40,158</u> | <u>262,966</u> | <u>303,124</u> | <u>231,421</u> |
| Expenditure | | | | | |
| <i>Cost of raising funds;</i> | | | | | |
| Fundraising events and costs | | 172 | - | 172 | - |
| <i>Charitable activities;</i> | | | | | |
| Employee costs | 5 | 26,015 | 210,889 | 236,904 | 172,693 |
| Course delivery | | 1,389 | 19,384 | 20,773 | 10,611 |
| Employee expenses | | 1,315 | 8,727 | 10,042 | 6,066 |
| Volunteers expenses | | 913 | 1,000 | 1,913 | 1,354 |
| Rent and office running costs | | 4,349 | 9,914 | 14,263 | 4,711 |
| Stationery, printing and postage | | 206 | 2,696 | 2,902 | 2,836 |
| Telephone and IT costs | | 1,456 | 3,352 | 4,808 | 4,881 |
| Insurance | | 352 | 896 | 1,248 | 1,071 |
| Family Service Group/courses | | 1,628 | 2,395 | 4,023 | 3,008 |
| Volunteer recruitment and training | | 64 | 2,050 | 2,114 | 2,105 |
| Digital delivery | | - | - | - | 146 |
| <i>Other expenditure;</i> | | | | | |
| Bank charges | | 120 | - | 120 | 120 |
| Accounting and professional | | 834 | 1,350 | 2,184 | 1,721 |
| Home-Start Central fees | | 2,495 | 1,671 | 4,166 | 3,727 |
| | | <u>41,308</u> | <u>264,324</u> | <u>305,632</u> | <u>215,050</u> |
| Net income/(expenditure) | | (1,150) | (1,358) | (2,508) | 16,371 |
| Transfers between funds | | - | - | - | - |
| Net movement in funds | | <u>(1,150)</u> | <u>(1,358)</u> | <u>(2,508)</u> | <u>16,371</u> |
| Reconciliation of funds | | | | | |
| Total funds brought forward | | 81,603 | 8,358 | 89,961 | 73,590 |
| Total funds carried forward | | <u>80,453</u> | <u>7,000</u> | <u>87,453</u> | <u>89,961</u> |

All activities derive from continuing operations. A separate Statement of Total Recognised Gains and Losses is not required as this statement includes all recognised gains and losses.

The notes form an integral part of these accounts.

Home-Start Berkshire East
Balance sheet

Charity registered number: 1162003
 Company registration number: 09563378

As at 31 March 2025

| | Notes | £ | 2025 £ | £ | 2024 £ |
|--|-------|----------|---------------|----------|---------------|
| Fixed assets | | | | | |
| Tangible assets | 7 | | - | | - |
| Current assets | | | | | |
| Debtors and accrued income | 8 | - | - | - | - |
| Cash at bank and in hand | | 156,692 | | 134,983 | |
| | | 156,692 | | 134,983 | |
| Creditors: amounts falling due within one year | 9 | (69,239) | | (45,022) | |
| Net current assets | | | 87,453 | | 89,961 |
| Total net assets of the charity | 10 | | <u>87,453</u> | | <u>89,961</u> |
| The total net assets of the charity are funded by the funds of the charity, as follows: | | | | | |
| Unrestricted income funds | 11 | | 80,453 | | 81,603 |
| Restricted income funds | 12 | | 7,000 | | 8,358 |
| Total funds | | | <u>87,453</u> | | <u>89,961</u> |

The balance sheet continues on the following page.

The notes form an integral part of these accounts.

**Home-Start Berkshire East
Balance sheet (continued)**

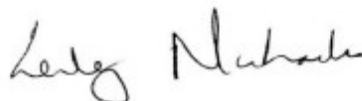
**Trustees statements required by the Companies Act 2006
For the year ended 31 March 2025**

In approving these accounts, as trustees of the company we hereby confirm:

- a) that for the year stated above the company was entitled to the exemption conferred by section 477 of the Companies Act 2006 ;
- b) that no notice has been deposited at the registered office of the company pursuant to section 476 of the Companies Act 2006 requesting that an audit be conducted for the year ended 31 March 2025.
- c) that we acknowledge our responsibilities for:
 - 1) ensuring that the company keeps proper accounting records which comply with section 386 of the Companies Act 2006, and
 - 2) preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of the financial year and of its profit or loss for the year then ended in accordance with the requirements of sections 394 and 395, and which otherwise comply with the provisions of the Companies Act relating to financial statements, so far as applicable to the company.

These financial statements are prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies and in accordance with FRS102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland.'.

The financial statements were approved by the board and signed on its behalf by:



Director and trustee

22-Jul-25

Date

Home-Start Berkshire East Notes to the accounts

For the year ended 31 March 2025

1 Accounting policies

The principal accounting policies are summarised below. The accounting policies have been applied consistently throughout the period.

1.1 Basis of accounting

The accounts have been prepared in accordance with the Statement of Recommended Practice: 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) issued in October 2019 and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011 and UK Generally Accepted Practice as it applies from 1 January 2019.

Home-Start Berkshire East meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost.

1.2 Incoming resources

All incoming resources are included in the statement of financial activities when the charity is entitled to the income and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:

Voluntary income is received by way of grants, donations and gifts and is included in full in the statement of financial activities when receivable. Grants where entitlement is not conditional on the delivery of a specific performance by the charity, are recognised when the charity becomes unconditionally entitled to the grant.

Donated services and facilities are included at the value to the charity where this can be quantified. The value of services provided by volunteers has not been included.

Grants, including grants for the purchase of fixed assets, are recognised in full in the statement of financial activities in the year in which they are receivable.

1.3 Resources expended

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

Costs of generating funds comprise the costs associated with attracting voluntary income and the costs of trading for fundraising purposes.

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

Support costs are those costs incurred directly in support of expenditure on the objects of the charity and include project management.

In accordance with the SORP, and in recognition of the difficulties in placing a monetary value on the contribution from volunteers, the contribution of volunteers is not included within the income of the charity.

Home-Start Berkshire East
Notes to the accounts

For the year ended 31 March 2025

Accounting policies (continued)

1.4 Reserves policy

Home-Start Berkshire East has a Reserves Policy. Factors taken into account when formulating this policy included the need to cover fluctuations in income due to the need to constantly apply for grant funding due to the lack of sustainable funding from statutory services, current liabilities and unplanned expenditure. The minimum reserve of 3 months running costs has been adopted in order to ensure all liabilities can be addressed and the appropriate notice period given to employees.

The policy is reviewed annually in line with the Financial Controls document with a report being presented to the full board of trustees.

1.5 Leasing

Rentals payable under operating leases are charged against income on a straight line basis over the lease term.

1.6 Defined contribution pension schemes

The company operates a defined contribution pension scheme. Contributions are charged to the profit and loss account as they become payable in accordance with the rules of the scheme.

1.7 Taxation

The charity's activities fall within the exemptions afforded by the provisions of the Income and Corporation Taxes Act 2010. Accordingly, there is no taxation charge in these accounts.

1.8 Winding up or dissolution of the charity

If upon winding up or dissolution of the charity there remain any assets, after the satisfaction of all debts and liabilities, the assets represented by the accumulated fund shall be transferred to some other charitable body or bodies having similar objects to the charity.

Home-Start Berkshire East
Notes to the accounts

For the year ended 31 March 2025

2 Income from charitable activities

| | Unrestricted funds | Restricted funds | 2025 Total | 2024 Total |
|-------------------------------------|-------------------------------|-----------------------------|-----------------------|-----------------------|
| | £ | £ | £ | £ |
| Public Health | - | 50,000 | 50,000 | 24,662 |
| Berkshire Community Foundation | - | 23,000 | 23,000 | 12,936 |
| Brooks Trust | - | - | - | 13,000 |
| Armed Forces | - | 25,648 | 25,648 | 14,958 |
| Get Berkshire Active | - | - | - | 4,412 |
| Henry Smith | - | 68,500 | 68,500 | 46,400 |
| The National Lottery Community Fund | - | 22,455 | 22,455 | 16,690 |
| Comic Relief | - | 964 | 964 | 9,167 |
| BBC Children in Need | - | 33,374 | 33,374 | 35,351 |
| Garfield Weston | - | 20,000 | 20,000 | 5,000 |
| | <u>-</u> | <u>243,941</u> | <u>243,941</u> | <u>182,576</u> |

3 Income from other activities

| | Unrestricted funds | Restricted funds | 2025 Total | 2024 Total |
|----------------|-------------------------------|-----------------------------|-----------------------|-----------------------|
| | £ | £ | £ | £ |
| Family Friends | - | 19,025 | 19,025 | 15,980 |
| | <u>-</u> | <u>19,025</u> | <u>19,025</u> | <u>15,980</u> |

On 1st November 2023 Family Friends Windsor & Maidenhead merged with Home-Start Slough under the new combined name of Home-Start Berkshire East. At the end of the previous financial year £19,025 funds were deferred and recognised in this financial year.

4 Net incoming/(outgoing) resources for the year

| | 2025 | 2024 |
|---|-------------|-------------|
| | £ | £ |
| Net incoming/(outgoing) resources is stated after charging: | | |
| Independent examiners fee | <u>150</u> | <u>100</u> |

Home-Start Berkshire East
Notes to the accounts

For the year ended 31 March 2025

5 Employees

| | 2025 | 2024 |
|-------------------------|----------------|----------------|
| | £ | £ |
| Employment costs | | |
| Wages and salaries | 190,324 | 136,016 |
| Social security costs | 25,763 | 21,962 |
| Pension costs | 20,817 | 14,715 |
| | <u>236,904</u> | <u>172,693</u> |

No employee received emoluments of more than £60,000 in the current or previous year.

Number of employees

The average monthly numbers of employees (excluding trustees) was 11 (2024: 11) calculated on the basis of full time equivalents.

6 Trustees remuneration and expenses

The Trustees neither received or waived any emoluments during the year.

Trustees did not claim expenses relating to activities other than those relating to their duties as a trustee, and being for furtherance of charitable objectives.

7 Tangible fixed assets

| | Equipment | Total |
|-----------------------|------------------|--------------|
| | £ | £ |
| Cost | | |
| Brought forward | <u>2,142</u> | <u>2,142</u> |
| | <u>2,142</u> | <u>2,142</u> |
| Depreciation | | |
| Brought forward | 2,142 | 2,142 |
| Charge for period | <u>-</u> | <u>-</u> |
| | <u>2,142</u> | <u>2,142</u> |
| Net book value | | |
| As at 31 March 2025 | <u>-</u> | <u>-</u> |
| As at 31 March 2024 | <u>-</u> | <u>-</u> |

Home-Start Berkshire East
Notes to the accounts

For the year ended 31 March 2025

8 Debtors and accrued income

| | 2025 | 2024 |
|---------------|-------------|-------------|
| | £ | £ |
| Other debtors | - | - |

9 Creditors: amounts falling due within 1 year

| | 2025 | 2024 |
|-----------------------------------|---------------|---------------|
| | £ | £ |
| Payroll taxes and social security | 2,510 | - |
| Pension costs | 1,724 | - |
| Other creditors and accruals | 10,141 | 100 |
| Deferred income | 54,864 | 44,922 |
| | <u>69,239</u> | <u>45,022</u> |

10 Analysis of net assets of the charity

| | Unrestricted funds | Restricted funds | 2025 Total | 2024 |
|--|---------------------------|-------------------------|-------------------|---------------|
| | £ | £ | £ | £ |
| Fund balances at 31 March 2025 as represented by: | | | | |
| Tangible fixed assets | - | - | - | - |
| Current assets | 114,828 | 41,864 | 156,692 | 134,983 |
| Current liabilities | (34,375) | (34,864) | (69,239) | (45,022) |
| | <u>80,453</u> | <u>7,000</u> | <u>87,453</u> | <u>89,961</u> |

11 Unrestricted funds

| | Opening | Incomings | Outgoings | 2025 |
|----------------------------|----------------|------------------|------------------|-------------|
| | £ | £ | £ | £ |
| General unrestricted funds | 81,603 | 40,158 | (41,308) | 80,453 |

Home-Start Berkshire East
Notes to the accounts

For the year ended 31 March 2025

12 Restricted funds

| | Opening | Incomings | Outgoings | 2025 |
|---|----------------|------------------|------------------|--------------|
| | £ | £ | £ | £ |
| Children in Need | - | 33,374 | (33,374) | - |
| Henry Smith | - | 68,500 | (61,500) | 7,000 |
| Public Health | - | 50,000 | (50,000) | - |
| Garfield Weston | - | 20,000 | (20,000) | - |
| The National Lottery Community Fund (Note 13) | 8,358 | 22,455 | (30,813) | - |
| Comic Relief | - | 964 | (964) | - |
| Armed Forces | - | 25,648 | (25,648) | - |
| Family Friends | - | 19,025 | (19,025) | - |
| | <u>8,358</u> | <u>262,966</u> | <u>(264,324)</u> | <u>7,000</u> |

Children in Need

This project will support children from low income families and experiencing poor health in Slough. Children will develop a healthier lifestyle, improve family relationships and have greater confidence.

Henry Smith

This project provides a specialist, bespoke support service to families with children with Autism. Slough has above average number of autistic children and the project aims to reduce the long term support costs by providing help and support to the parents in the early years of diagnosis.

Henry Smith Covid Recovery

This project has enabled us to expand our capacity to deal with a post COVID increase in demand for our services. We provide an additional family support group and work with local mosques to deliver a parenting course in attendees' native languages to offer support to parents who have had little support during the pandemic.

Public Health

This project has enabled us to deliver a family wellness project to families with young children living in the most deprived areas in Slough. Taking a holistic approach we provide a bespoke package of support to improve physical health tailored to each families particular needs.

Garfield Weston

This project supports the integration of Family Friends into our overall operation and enables us to expand our services in Windsor and Maidenhead.

The National Lottery Community Fund

This project is a joint project with Home-Start Reading and Bracknell with the key objective of improving mental health throughout the whole family. Through a number of different interventions e.g. groups, courses and home visiting the support package is tailored to provide the best possible outcome for the beneficiary.

Home-Start Berkshire East Notes to the accounts

For the year ended 31 March 2025

12 Restricted funds (continued)

Armed Forces

This project enables us to provide tailored support, build self-confidence and promote the skills of partners of serving personnel and reservists. This is with the aim of improving community cohesion and minimising the effect of service life on Partner's careers.

Family Friends

This funding enables us to provide home-visiting support to families with young children in Windsor and Maidenhead. Our specially trained volunteers supported by our Family Support Co-ordinators visits the family on a weekly basis to support emotional and physical needs to improve outcomes for children.

13 The National Lottery Community Fund

This National Lottery Community Fund was provided through a consortium of Bracknell, Reading and Slough Home-Starts to represent the Thames Valley region. Home-Start Berkshire East was the lead for the consortium and consolidated the reporting and distributed the funding on behalf of the group. Below are the details of the Thames Valley region as a whole:

| | Opening £ | Incomings £ | Outgoings £ | 2025 £ |
|----------------|---------------|----------------|-----------------|--------------|
| Bracknell | 11,709 | 18,959 | (27,924) | 2,744 |
| Reading | 11,345 | 18,835 | (31,754) | (1,574) |
| Berkshire East | 8,358 | 22,455 | (30,813) | - |
| | <u>31,412</u> | <u>60,249</u> | <u>(90,491)</u> | <u>1,170</u> |

14 Charitable company limited by guarantee

Home-Start Berkshire East is a company limited by guarantee controlled by its members and accordingly does not have a share capital.

Every member of the company undertakes to contribute such amount as may be required not exceeding £1 to the assets of the charitable company in the event of its being wound up while he or she is a member, or within one year after he or she ceases to be a member.

The charity was formally registered with the Charity Commissioners in 2015 under charity registered number 1162003 (and formerly under unincorporated charity registered number 1054713).

The registered office of the charity for Companies Act purposes is 111 High Street, Burnham, Bucks SL1 7JZ.



Berkshire East

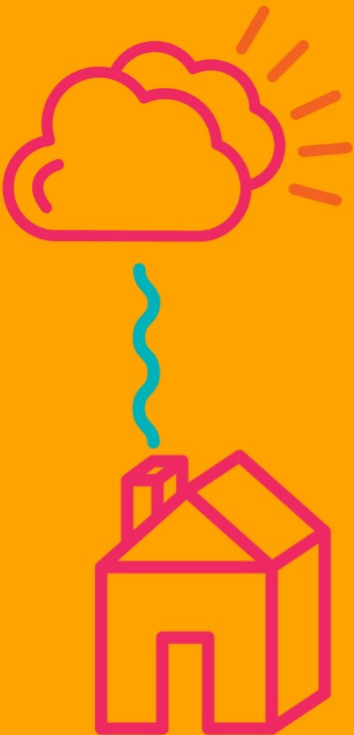
Home-Start Berkshire East

England & Wales - Charity number 1162003

Accounts

HOME START

Berkshire East
Annual Report
2023- 2024





Home-Start Berkshire East is a home-visiting charity offering friendship and support to families with young children. Since the merger with Family Friends in November 2023, we changed our name in February 2024 from Home-Start Slough to Home-Start Berkshire East and we now support families across Slough, Windsor, Maidenhead and Ascot and army families in Windsor.

| | |
|--|----|
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Home-Start Berkshire East
29 Church Street, Slough SL1 1PL
The Lawns Nursery School, Imperial Road, Windsor, SL4 3RU
T: 01753 572958
E: office@homestartberkshireeast.org.uk

Home-Start Berkshire East

Supporting parents to give their children the best start in life



“Home-Start Berkshire East is an established, trusted voluntary service supporting the local community working in partnership with parents to empower them to give their children a better future.”

Chair’s report



Throughout the year we continued to face an unprecedented demand for our services, with the long-term impact of COVID and the cost of living crisis driving an increase in referrals, and also level of complexity of the families we were supporting. Through the tremendous efforts of our staff, volunteers, and trustees I am proud to report that we provided support to 815

children / 360 families with transformational results.

This was a pivotal year in our history, as we expanded our footprint to cover Windsor and Maidenhead, and welcomed the staff team, families and volunteers from a charity called Family Friends that delivered similar services to ourselves. We changed our name from Home-Start Slough to Home-Start Berkshire East, reflecting our expanded area. We are excited by the future and ambitious to raise the bar in family support services, both in Slough and across Windsor and Maidenhead, to offer an even higher level of assistance to families in need – we know we are strongly positioned to be able to do this

As we reflect on the year, our team have had to be agile, flexible and resourceful to cope with the unprecedented demand for our services.

We continued to find that children’s emotional, physical and basic skills were underdeveloped due to the isolation experienced in lockdown. Vulnerable families were struggling with more complex situations, having increased levels of poor mental health and finding it very difficult to cope.

The cost-of-living crisis contributed to the dynamics with families needing support around financial management and also increased stress levels.

We had a large increase in families needing support relating to housing with many living in accommodation that was not suitable for their needs. Our waiting list has continued to be high throughout the year, as we worked to gain funding to enable us to increase our capacity to cope with the increased demand and also adapted our delivery model to enable us to support more families e.g., expanding our groups.

This increased demand has also come at a time, where we saw (and continue to see) a decline in the number of people wanting to volunteer, so we are looking at new ways to attract and retain volunteers.

Despite all these challenges, our staff and volunteers have worked extensively to adapt and provide the best service possible to our families and increase our capacity to support more families.

From a financial perspective, our total income increased by circa £25,406 reflecting the expansion incorporating Family Friends. We recognise that with our increased scope we have additional fundraising challenges and we have increased our fundraising activities and exploring additional funding sources to increase our sustainability going forward. We are very grateful to all our funders and their flexibility to enable us to deliver a diverse range of services to meet the needs of the community. We are also very grateful to the John Lewis Partnership who have continued to support the Home-Start network by helping us raise our profile across the UK and providing a generous amount of funding and gifts for our families.

Looking forward, we continue to expand our horizons and are ambitious for our future. Income generation is a key aspect of our plans going forward, with the need to attract more and a different type of funders to enable us to expand our capacity to deliver. With the large increased need in the community, our overall expansion and the challenges in attracting volunteers, we are re-aligning our strategic plan to ensure that we accelerate our ability to increase our capacity and deliver outcome driven interventions to ensure that we are attractive to funders in the future.

As always, Home-Start Berkshire East has made significant impact and transformational differences on the lives of many this year. It has been a year of challenges and growth and expansion. I fully recognise and appreciate the fantastic effort and contribution from all our staff, volunteers, Trustees and supporters who continue to go “above and beyond” ensuring that we are able to continue to support our families. I am sure that every single one of the families we have touched will echo these thanks and I know that every single individual involved in Home-Start Berkshire East will endeavour to ensure that we develop and grow our service to meet the needs of the community.

Lesley Michaelis, Chair



Home-Start Berkshire East

Scheme Report

Rising to the challenge



Despite taking on another charity and its brilliant team of three, this year has been incredibly busy. We've experienced the "funding rollercoaster," seen team growth, and launched new projects. And all of this has happened alongside addressing the increasing needs and challenges of families across Slough, Windsor, and Maidenhead.

When the Trustees approached me about Family Friends becoming part of Home-Start Berkshire East (HSBE), I was enthusiastic and excited, not fully considering the extent of the work involved. Looking back, I wouldn't change a thing, though it might have been wise to adjust my workload expectations!

The integration of the new team members has gone well, and I believe our three new staff members are happy, enjoy their roles, and feel very much a part of HSBE. I would like to thank everyone in the team for making this transition work smoothly.

Another success this year has been our collaboration with Slough Public Health, which stemmed from a spontaneous conversation. This is how it should be: one organisation has an issue to resolve, and another trusted, proven organisation has the team, volunteers, and skills to help them move forward. This is how the Family Wellness project came about, and it is proving to be a successful collaboration that we hope to grow and develop beyond 2025.

The National Lottery is another success story I'd like to share. After three years of receiving funding to deliver mental health support for children and parents, an unsuccessful continuation bid, and the loss of a team member, we regrouped with Home-Start Bracknell and Home-Start Reading. Our latest bid was successful, and the three-scheme collaboration continues to go from strength to strength. Many new mums and babies benefit from our support, anxious mums are receiving the help they need, and our allotment project is bursting with produce and helpers.

Our BBC Children In Need funding led to much classroom fun with 100's of 5 & 6 year olds all creating smiley faces out of fruit, singing along with us to the "Rainbow" song and learning how cool it is to your greens!

Our volunteers joined us for a "more movement at home" training session, facilitated by two very talented and enthusiastic members of staff from Get Berkshire Active and we successfully won our continuation funding with Henry Smith to carry on our brilliant work in the challenging arena of Autism.

We welcomed a new Safeguarding trustee, Fiona and even though she had big boots to fill after Leah, Fiona is developing our reflective practise sessions for staff and volunteers and has some inspirational training ideas. Rachel joined us as our HR trustee and has been incredibly supportive, taking a big workload off me. Izzy joined us earlier in the year, an intern from Reading University and has transformed our social media posts. She is so good we kept her on!

As I conclude this text, it dawns on me that I am entering my fourth year with HSBE. I can hardly believe how quickly the years have passed, and that's a wonderful feeling!

Anne Gilbert, Senior Scheme Manager

Home-Start Berkshire East

Who we are



Home-Start Berkshire East is a charitable company limited by guarantee that was set up in Slough in April 2015, incorporated in August 2015 and registered as a charity in June 2015. Home-Start Berkshire East is affiliated to Home-Start UK.

Trustees 2023-24

| | | |
|---------------------------|------------------|---------------------|
| Chair | Lesley Michaelis | |
| Treasurer | David Ashwell | |
| Individual Representative | Leah Price Cox | Until December 2023 |
| Individual Representative | Fiona Vardy | From April 2024 |
| Individual Representative | Kiran Dhoot | |
| Individual Representative | Rachel Hedges | From February 2024 |
| Individual Representative | Karen Olney | |
| Individual Representative | Helen Nickless | |

Staff 2023-24

| | | |
|----------------------------|-------------------|--------------------|
| Senior Scheme Manager | Anne Gilbert | |
| Family Support Coordinator | Nafisa Sarwar | |
| Family Support Coordinator | Claire Allison | |
| Family Support Coordinator | Caris Connor | From January 2024 |
| Family Support Coordinator | Eve Murphy | |
| Family Support Coordinator | Sarah Harris | |
| Family Support Coordinator | Gurpal Bharj | From November 2023 |
| Family Support Coordinator | Joanna Campobello | From November 2023 |
| Family Support Coordinator | Paula Imber | From January 2024 |
| Team Support Coordinator | Kerry Bye | From November 2023 |
| Office Coordinator | Alison Bowers | |
| Data Officer | Julie Papworth | |

Sessional Workers 2023-24

| | |
|------------------|----------------|
| Sessional Worker | Roxanne Ward |
| Sessional Worker | Agar Gawlak |
| Sessional Worker | Teresa Winyard |

Independent Examiner: Martin Gatehouse, Microentity Limited

Bankers: CAF Bank, West Malling, Kent ME19 4TA



Home-Start Berkshire East The Team

Our team grew from 10 to 14:



CLAIRE ALLISON
FAMILY SUPPORT
COORDINATOR



GURPAL BHARJ
PROJECT COORDINATOR



ALISON BOWERS
OFFICE COORDINATOR



KERRY BYDE
TEAM SUPPORT
COORDINATOR



JOANNA CAMPOBELLO
FAMILY SUPPORT
COORDINATOR



AGA GAWLAK
LITTLE STARTERS



SARAH HARRIS
VOLUNTEER COORDINATOR



PAULA IMBER
FAMILY SUPPORT
COORDINATOR



EVE MURPHY
FAMILY SUPPORT
COORDINATOR



NAFISA SARWAR
FAMILY SUPPORT
COORDINATOR



CARIS THOMAS
FAMILY SUPPORT
COORDINATOR



ROXANNE WARD
LITTLE STARTERS
SESSIONAL WORKER



TERESA WINYARD
LITTLE STARTERS
SESSIONAL WORKER



JULIE PAPWORTH
DATA OFFICER



THE TEAM



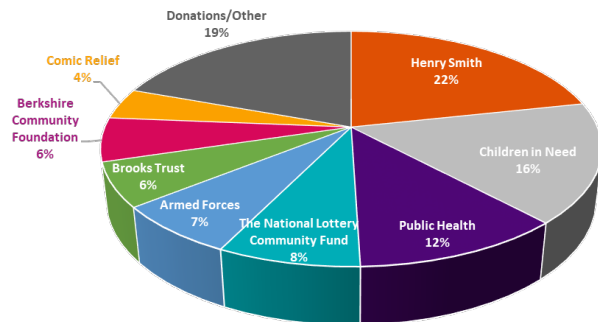
Home-Start Berkshire East

Funding our work

Treasurer’s Report for the Year Ended 31st March 2024



FY24 Funding Partners



Financial highlights

- Successfully merged with Family Friends expanding our support across East Berkshire
- Implemented a wide range of groups, digital offerings & core home visiting to meet local demand and maximise outreach with 360 families and 815 children participating in activities & groups
- Fantastic generosity and backing from our funders and welcomed several new partners to further diversify our funding portfolio
- Maintain sustainable reserves of ~ 4 months operating costs

I am delighted to announce that Home Start Berkshire East has continued to deliver to the local supported more local families in the last year than ever before. Whilst the broader environment continues to impact the local community with elevated demand for our services continuing throughout the year, the agility of our team to innovate and adapt to rapidly changing dynamics has enabled us to reach out to as many of those in need as possible.

This can only happen with the dedication and commitment of our amazing volunteers/staff and the generosity of our funders and donors. Your efforts are truly inspiring and make a real difference to so many people, a huge thank you for all your contributions.

From a funding perspective the past 12 months has seen us continue to diversify welcoming both new partners but also conclude some of our historical programs. In a highly competitive charity sector, we remain focused on

maximising the impact and outcomes of our initiatives whilst maintaining fiscal discipline to bring a compelling offering to new and existing projects.

Funding:

Looking forward sustainability is a key area of focus; we have a healthy level of reserves as we move into the next financial year and remain confident in our future outlook. With a highly competitive landscape it's paramount that we continue to innovate and adapt to the changing needs of the local community and demonstrate our impact to existing funders and to attract new partners.

Thank you to everyone that has contributed to Home Start Berkshire East, it's a privilege to be part of such a great team.

David Ashwell, Treasurer



Home-Start Berkshire East

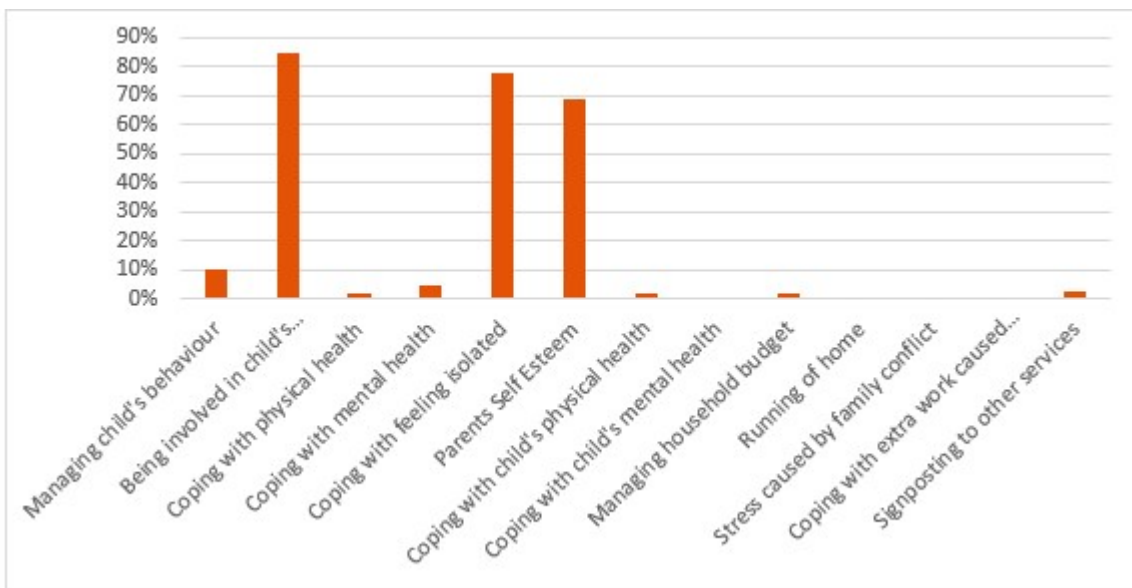
Annual statistics



These statistics reflect our work in Slough. Next year we will be able to report on our work across Slough, Windsor, Maidenhead and Ascot.

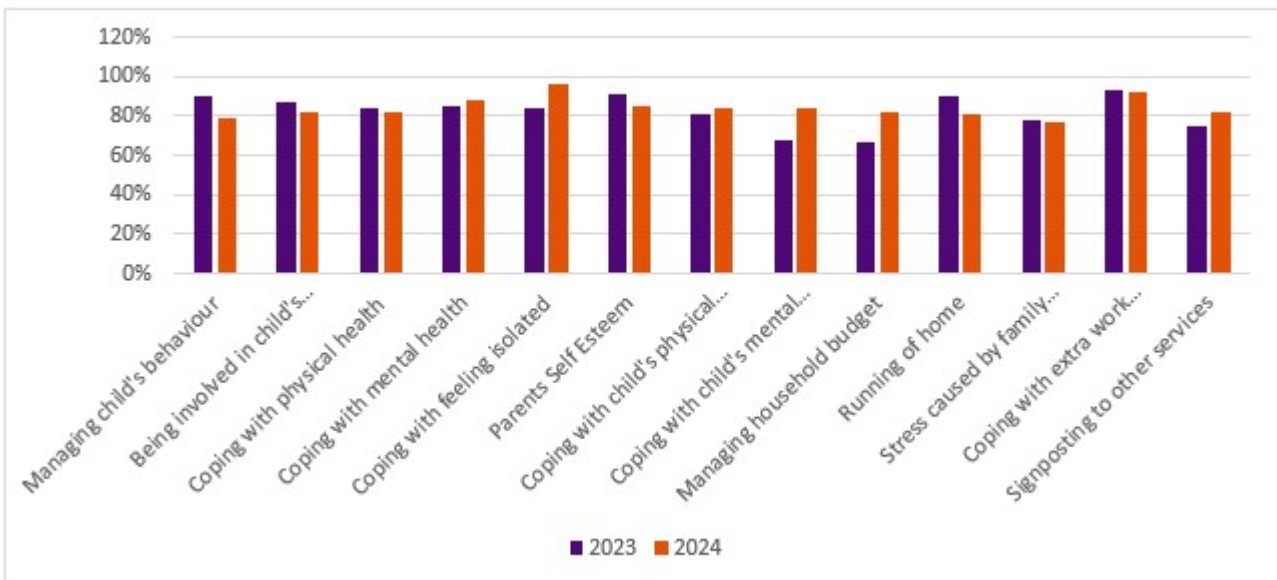
Reasons families need us

% of families expressing need



How we have helped

% of families expressing significant improvement

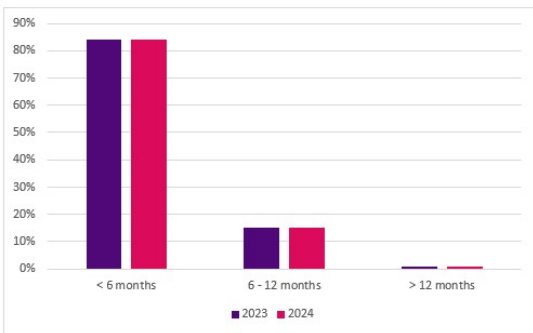




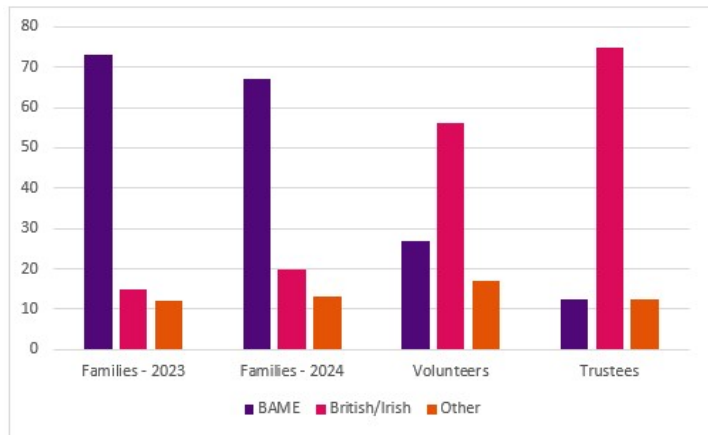
Home-Start Berkshire East

Annual statistics

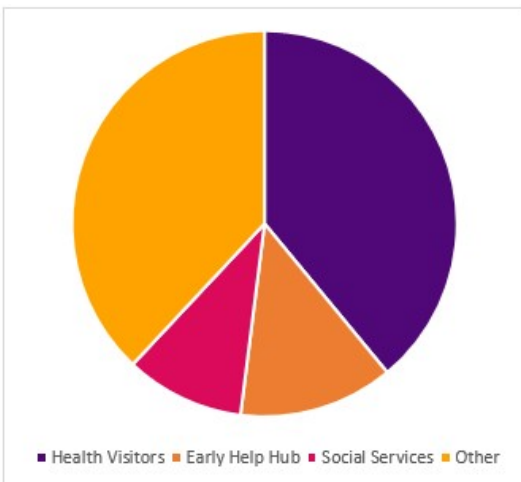
Length of support



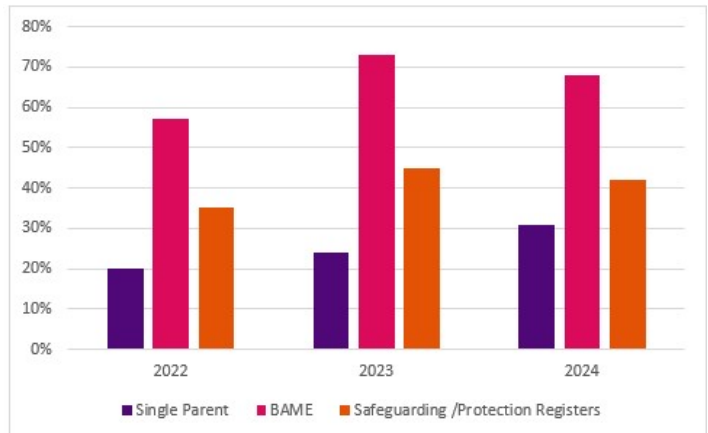
Ethnicity of our Home-Start community



Sources of referrals



Family types





Home-Start Berkshire East

Working in partnership



Working with BBC Children in Need Addressing health inequalities in Slough



554
children benefitted from our
Children in Need project

At Little Starters, we focused on bringing families together to build connections, learn new skills, and create joyful memories. Over the summer, our isolation-busting group sessions, including walks, helped mums meet and children develop friendships. We noticed the kids becoming more comfortable and improving their communication skills. Well-being was at the heart of everything we did, ensuring children felt happy, healthy, and engaged in play.

Healthy eating was a big part of our activities too. We promoted oral health, better food choices, and taught toothbrushing habits, which parents appreciated. Our key person system was a game-changer this year. Assigning a dedicated staff member to each family helped build deeper relationships and provided a safe space for parents to share challenges and celebrate their child's progress. It ensured every family felt seen, supported, and included.

Listening to feedback, we also upgraded our baby area by adding a changing table. This simple change made a huge difference for parents struggling to change nappies on the floor, especially those with health issues.

Throughout the year, we hosted several themed activities that brought joy and cultural learning. We explored sensory play at Teddy Town, celebrated Eid with moon and star crafts, and marked the King's coronation with afternoon tea and crown-making. The Diwali celebrations were filled with colourful art, while Halloween was all about pumpkin carving, thanks to Tesco's donation.

We welcomed Roxanne to our team in November, and she quickly became a familiar face to our families. For Children in Need, we went all out with yellow-themed fun, Pudsey bear crafts, and festive outfits. Our annual Christmas party was a highlight, complete with sparkly decorations, dancing, and a visit from Father Christmas. Families also received special Christmas packages with new pyjamas, chocolates, and books.

2024 began with excitement as we welcomed Caris to our team in January. Her energy quickly added a spark to our sessions, and families instantly warmed to her.

In February, Karen Gonzalez from Healthy Smiles visited us, delivering essential dental care advice. Families learned about proper toothbrushing techniques, healthy food choices, and age-appropriate use of bottles. Karen also stressed the importance of registering with a dentist. The session was made fun with colouring activities and songs, encouraging families to brush twice a day.

March brought our annual Easter party, which was a hit thanks to Alison Cook from Segro, who donated Easter eggs. The children loved the egg hunt, party games, and, of course, receiving their Easter treats.

We've also been making continuous improvements to our baby area. This year, we focused more on sensory play, introducing activities like jelly and Cheerio sand. These messy play ideas have been a big hit with both babies and parents, who now feel more confident trying similar activities at home.

We introduced a more structured routine to our sessions, starting with welcome and goodbye songs. Children are thriving with this consistency; many now instinctively gather for snack time or get chairs ready for song time. We've also expanded sensory play for older children, using tuff trays filled with rice, pasta, dough, and more. This has not only captivated the children but has had a calming effect on some, keeping them engaged for longer periods.

Outdoor play remains a key part of our sessions. Knowing that many families lack safe outdoor spaces, we make sure children get to explore outside, rain or shine. Watching them splash in puddles or run in the sun shows just how much they value this time.

It's been a year full of growth, learning, and shared joy at Little Starters, and we can't wait for more adventures in the year ahead!

85%
of children made significant progress
in improving mental health and
wellbeing

85%
of children have improved their physical
health

In FY24 we supported
152
children have made improvement
in their dental health

Home-Start Berkshire East

Working in partnership



Working with The Henry Smith Charity Support service for families with children with autism

The Henry Smith Charity

We were successful with our continuation fund bid and are looking forward to the next three years of supporting parents and children with a diagnosis, or waiting for a diagnosis of autism.

Feedback from families:

Participants appreciated the expertise of the facilitators. One attendee noted, "Louise is very good at her job, and Paula's lived experience of raising a child on the spectrum is really helpful."

Another participant shared the emotional impact of the course, stating, "I arrived unsettled and left feeling happy and emotional. It was comforting to meet other mums and realize I'm not alone."

The face-to-face format was particularly valued, with one participant mentioning, "I enjoyed it as it was face to face. The part on self-care was helpful, and the course helped me realise parents matter."

Techniques such as "curious not furious" were highlighted for their practical benefits. One attendee said, "I found the course really helpful and have used most techniques. It has helped me be more mindful."

Another parent reflected on their changed perspective, stating, "I have learned that I must put him first and not push him to be 'normal.' I can deal with him better now."

Case Study: Family S

Family S was referred to the Connect course by Slough Early Help. The father, who shares parenting responsibilities with his ex-partner, has three teenage

children, two of whom are diagnosed with ASD and ADHD. The middle daughter's challenging behaviour, including expulsion from school, prompted his participation.

Throughout the five sessions, the father engaged actively, realising the need for tailored parenting approaches for each child. By adjusting his communication style and strategically choosing when to address conflicts, he observed significant improvements in his middle daughter's behaviour, resulting in a calmer home environment.

Expert Insight from Course Facilitator

Louise, a facilitator at Parenting Success, provided insights into the course's impact:

"The 5-week Connect Course has proven to change lives for the people who attend, often in unexpected ways. While the course is designed to support parents of neurodivergent children, attendees frequently report improvements in other relationships as well. The focus on the whole family, particularly parental mental health and well-being, allows parents to create life-changing shifts that benefit their entire family."

Each course is tailored to the specific needs of the group, ensuring personalised support for each participant's core challenges. The course's popularity reflects its effectiveness, with sessions now running at full capacity."

Conclusion

The Connect course has demonstrated significant positive outcomes for participating families, particularly in managing the challenges of parenting neurodivergent children. The combination of personalised support, practical tools, and peer connections has empowered parents, leading to improved family dynamics and overall well-being. The success of these courses underscores the need for continued support and expansion to meet growing demand

86%

of parents reported an increase in positive behaviours with their children

100%

of parents felt they were more able to cope with family life

86%

of parents told us that their child's wellbeing had improved

Home-Start Berkshire East

Working in partnership



Working with The Henry Smith Charity Covid Response Fund

The Henry Smith Charity

Parenting groups supporting mothers and fathers whose first language is not English. These sessions are delivered in native tongue; engagement and commitment by all the attendees has been exceptional. The outcomes achieved are a real success story.

This year we supported one fathers' group, where 8 fathers completed the course.

Fathers participating in the program were notably open about their feelings and emotions.

Fathers gained significant insight into the impact of domestic violence and negative behaviour on their children. The program highlighted the long-term emotional and psychological effects that such behaviour can have, leading to greater awareness and responsibility among the participants.

A key takeaway for many fathers was the understanding of the difference between criticism and guidance.

Fathers shared how they developed new skills to manage difficult behaviours and reduce instances of conflict at home.

The program also helped fathers increase their understanding of anger and provided them with strategies to manage their emotions.

A better understanding of child development stages allowed fathers to tailor their parenting approaches to suit their children's specific needs, resulting in more personalised and effective parenting.

My teenager has start listening more, I start talking to him kindly.

I am from Morocco, and I was brought up in a harsh parenting style.

Course have opened my eyes, I learnt so much and I have changed, especially when I have stopped criticising and start praising and praise is Magic.

Self-awareness was key for me , I learnt about myself and nurturing myself.

I learnt about feelings and how to express them in a safe way.

We supported 16 mothers in 2 groups in 2023-4

The program provided a reassuring environment where Mothers could share their challenges with others facing similar issues. This peer support helped reduce feelings of isolation, making participants feel more connected and supported.

The course provided valuable insights into keeping children safe, particularly in relation to social media and the negative impacts of internet use.

Several participants reported that the program greatly improved their emotional bonding with their children, particularly in cases where behavioural problems were present. The program effectively boosted participants' confidence in their parenting skills.

Mothers reported a noticeable reduction in yelling. Participants found the communication tips offered during the course particularly helpful.

The program equipped fathers with the tools to set healthy boundaries with their children without experiencing guilt. This has led to more consistent and effective discipline within the family.

98%

of parents reported an increase in positive behaviours with their children

92%

of parents felt they were more able to cope with family life

94%

of parents told us that their child's wellbeing had improved



Home-Start Berkshire East

Working in partnership



Working with The National Lottery



After the arrival of a new baby, it's normal to feel a range of emotions, both positive and negative, but for parents who already face isolation and/or have mental health issues, looking after a new baby can become overwhelming and difficult to manage. It can take time to re-adjust to the new changes and the 3-year National Lottery funding has helped us support these parents in Slough to overcome these hurdles, through a partnership funding with Home-Start Bracknell and Reading.

We offer various groups to allow parents to choose something that sparks their interest and meets their needs. We understand that new parents want to be with their babies, and not everyone has family or friends available for childcare. Therefore, we allow parents to participate in groups with their babies. This not only helps maintain the close bond between parents and infants but shows parents that they can pursue their interests even as a parent.

We have dedicated volunteers who offer their support to engage the babies in play while the parents partake in activities.

Impact in collaboration

Home Start Slough, Bracknell, and Reading continue to collaborate in delivering holistic mental health support to families across our communities. By sharing our experiences, successes, and challenges, we have learned a great deal from one another. Drawing on the strengths we've developed over the past few years, our delivery models and outcomes have been truly remarkable. We are proud that the Lottery recognizes the ongoing success of this project.

Baby and Me group

Our weekly stay-and-play session is often the first social setting parents attend after having their baby. Naturally, these parents are anxious and apprehensive about meeting new people, but they quickly settle into the Baby and Me group and make new friendships. By chatting with other parents, they find ways to support one another and share the hardships and joys of parenting.

The relaxed and non-judgmental environment allows parents to feel at home and allow their babies to explore their senses through floor play. Offering targeted play for babies makes the parents feel comfortable knowing their babies have a safe place to play.

CASE STUDY

Axxxx suffers from high anxiety which has impacted her parenting to her baby, aged 4 months. Social care referred her to our group. She is often worried when her baby cries and is anxious to join the group, in fear of being judged. Additionally, she had social care involvement, which heightened her fears.

At the first session, one of the Volunteers met her at the gate and welcomed her to the group, offering to support mum and baby. 7 weeks later, Amanda has formed friendships with other parents with babies and has shared her parenting journey with them and vice versa. She says 'The group is really helpful, especially knowing that other parents have similar teething and sleep issues. I feel less lonely and isolated. The group is relaxed and baby friendly.'

With the great progress at the group and home, the social care team have now reduced their support.



Workshops and Other Groups:

We have offered a variety of craft workshops, including Mother's Day Crafts, Wood Slice Crafting, Creative Time Out, Walk Groups, and Yoga for parents. These activities give parents a chance to recharge, reconnect with themselves, and boost their mood and self-esteem.

One parent shared, ***"This is exactly what I needed! I really needed some time to recharge and focus on myself. Since having the baby, I've been constantly on the go, but today's session helped me take care of myself. It was great knowing my baby was being cared for, allowing me to fully engage. Fil has such a calming presence, making us all feel relaxed."***

Another parent said, ***"The Walk Group helped me discover a new park with beautiful greenery. I always feel better after the walks—they leave me feeling refreshed and happy again."***



Home-Start Berkshire East Family Wellness



Working with Public Health Slough Supporting healthy family lives



This pilot project was commissioned by Public Health Slough in April 2023 and ran until the end of March 2024. We are pleased to announce that it has been recommissioned for 2024-2025.

Home-Start was tasked with providing in-home support to parents and children in specific wards of Slough where childhood obesity was a concern, particularly for children under five.

Trained volunteers visited families in their homes on a weekly basis for three months, engaging both parents and children in structured activities designed to promote healthy eating, increase physical activity, and support good emotional and mental health.



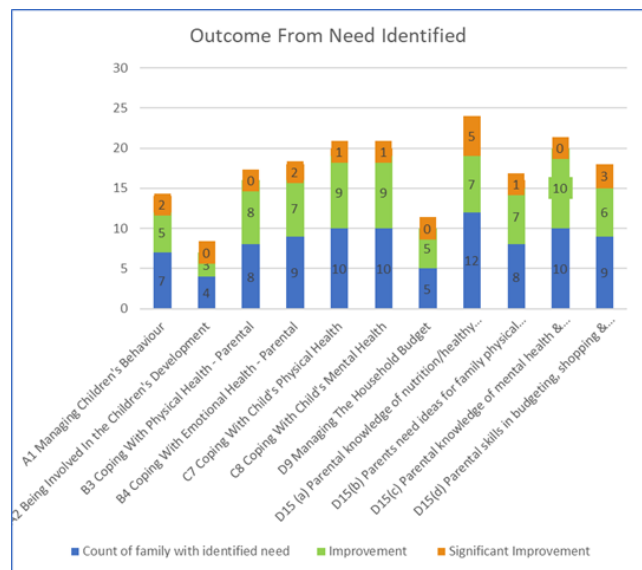
Additionally, we provided signposting to relevant services for families needing more targeted interventions. Our efforts focused on preventing and reducing the risk of obesity in this age group.

Aims and Objectives

- To provide support to families at risk of excess weight and unhealthy lifestyle habits.
- Use a strength-based approach to provide practical 1:2:1 support regarding the wider issues (e.g. parenting, meal planning, physical activity).
- Provide support to families from the wards with highest rates of childhood obesity.
- Provide feedback on family dynamics/possible factors influencing unhealthy lifestyles.

Obesity in children is never just about food. Families face many other challenges which all impact on their ability to provide their children with healthy food and snacks.

Parental mental health and physical health, lack of quality role models, influence of extended families, housing, finances, current/past abusive relationships all play a part. As does providing positive and consistent parenting boundaries and recognising children's neurodiversity and sensory needs.



Home-Start takes a holistic approach to supporting people with all their challenges, whilst focusing on food, movement and health for children and helping them achieve healthy weight and lifestyle.

100%
of parents told us that their knowledge of nutrition/healthy eating was greatly improved

100%
of parents told us they were managing their children's physical health better

100%
of parents felt they had greater skills in budgeting, shopping and cooking



Home-Start Berkshire East Family Friends



Family Friends and Home-Start Slough Merger



In November 2023, we were thrilled to finalise the merger between Home-Start Slough and Family Friends Windsor, officially becoming Home-Start Berkshire East. As part of this exciting transition, we warmly welcomed three new team members—Joanna Campobello, Gurpal Bharj, and Kerry Bye—along with trustee Janice Miller.

We extend our heartfelt thanks to Janice and the entire Home-Start team for ensuring a smooth and seamless integration.

Gurpal continues to support the Army Families project in Windsor, Kerry strengthens our finance team and supports the Family Wellness Project, while Joanna works with families and volunteers across RBWM and is advancing our training initiatives with the staff, families, and volunteers.

From Gurpal: **“Home-Start came to Family Friends at a time we needed them most. We are so glad that we are able to continue the work Family Friends started many years ago by joining forces to become Home-Start Berkshire East.**

To be able to let our families know that our support for them can not only continue, but now flourish, has meant so much to so many. Whilst with any merger, we have had our challenges, I feel we have been well supported through them as we navigated a new system. We could always call on any member of the team with questions and queries – and we still do!

I feel the merging of the two organisations was complete, but now the merging of two teams is evident too. It has been invaluable to also have access to a wider range of support, including dedicated Trustees to support in all areas. We have also benefited from robust training and managerial support and our own ideas have been welcomed. I look forward to continuing to thrive as one big team in order to support our families and help them achieve their desired outcomes so that they can also

thrive.”

From Joanna: **“Last year when I was informed of pursuing a merger with Home Start Slough the idea seemed daunting. Two separate charities coming together to form one, a name change, different governing body, and documents to follow raised lots of anxiety and uncertainty.**

A merger was a significant undertaking however despite its challenges I felt well supported by the management and a board of trustees. They made sure that as an employee I understood the process and I felt excited to take part in expansion.

Now one year in, I feel that Home Start Berkshire East is following the same efforts as Family Friends did. Although adjustments needed to be taken, we continue supporting vulnerable communities.

I strongly believe that by pooling our resources together we expanded to achieve greater impact in our charitable activities”

From Claire: **“It was never going to be easy or quick merging two separate organisations but it feels like we have come together well. I hope the Family Friends ladies felt welcomed and included by the Home-Start team. They seem to have settled in well and we have enjoyed getting to know them.**

Personally, it’s been great to connect again with colleagues from my former role at Family Friends!”

From Kerry: **“Although very apprehensive about the merger between Family Friends and Home-Start Slough and where I would fit into the structure, it has been a very positive experience. All the team at Home-Start have been very welcoming and supportive and any issues that have arisen have been dealt with quickly and efficiently. I’m pleased that families in need in Windsor and Maidenhead have continued to receive support from a non-statutory organisation and the army families are still able to receive support through the Armed Forces Covenant Fund. Although my role has changed since joining Home-Start, I’m enjoying the challenges that the Army Families and Family Wellness Projects bring. I’m also pleased that I can support Alison with administration duties to ease her hectic workload.’**

From Alison: **“This is an exciting opportunity for our team to grow, and we quickly realised that the two charities were very similar, the entire team worked hard to make the transition as seamless as possible”**



Home-Start Berkshire East

Windsor Army Families



Connected Families

Funded by the Armed Forces Covenant Fund Trust



For many years, support for Army families in Windsor has been provided by Families Friends, and now Home Start Berkshire East (HSBE). The partners and children of serving personnel often relocate to residential bases like Broom Farm in Windsor, leaving behind loved ones and familiar support networks. We are here to help ease this transition by offering a range of activities and home visiting services, aimed at reducing isolation and fostering community engagement. Our work ensures that these families feel connected, supported, and part of a welcoming community.

Connected Families had a strong start with the successful launch of the Broom Farm Wellbeing Garden, which was well-attended and perfectly aligned with the project's goals. The garden provided non-serving partners with a relaxing, communal space where they could connect with others, experience the benefits of nature for their wellbeing, and engage in gardening activities with the support of volunteers. This space also welcomed their children, ensuring parents could enjoy some time for themselves while still being involved. The Wellbeing Garden received local media attention, featuring in the *Maidenhead Advertiser* and on BBC Radio Berkshire. Importantly, it helped reduce isolation and foster informal support networks, with some mums beginning to babysit for one another and assist with school runs. Several mums also began meeting socially outside the group, and one even joined GoodGym (local charity) after connecting with its members during the sessions.

We also provided family-oriented activities that were well-received. Parents shared that these events allowed them to spend quality time together as a family unit before their partner's deployment, contributing to their sense of wellbeing and belonging in the community—fulfilling key project objectives. For instance, children's activities, like the Spring Party at the end of the project, offered mums short-term respite and personal time.

In terms of wellbeing support, we offered non-serving partners a Pamper Day, complete with a creche service, allowing mums to fully relax. One mum even took the day off work to attend and left feeling deeply rejuvenated. Feedback was overwhelmingly positive, with participants saying they felt calm and relaxed after their treatments, and that they valued the opportunity to connect with other mums, leading to the formation of

new friendships.



When we heard that some families were struggling after a serious training exercise accident involving one of the units, we quickly organised a Family Photoshoot. This allowed families to capture happy memories together, which was very well-received and appreciated. The event also attracted new families to the project, reinforcing the need for a variety of activities to boost engagement.

Case Study

*All names have been changed.

Cara joined Home-Start through the Chill and Chat group, which helped her overcome isolation and build a support network as a new army mum. After experiencing a miscarriage she received emotional support from our project coordinator.

She is now much more confident, welcomes new families and continues to engage with Home-Start.

“Thank you so much for your help and support, I couldn't have coped for the last 6 months without it. Even my partner says I seem much happier and more relaxed.”



Home-Start Berkshire East

Women's Allotment Project



Cultivating better Mental Health

We've had another fantastic summer at the allotment despite the weather challenges.

It's been wonderful to see mums and their babies actively involved, fostering both community spirit and a love for gardening. The mix of digging, weeding, and especially harvesting has created such a sense of community and accomplishment.



And by planting a few extra seeds, we have also been able to share the harvests with our Home-Start families at our Little Starters group.



As always, a big thank you to our wonderful volunteers and for their commitment to our wonderful project and the Good Gym for giving their time each month. A special








shout out to Harry who has given many volunteer hours to the allotment whilst working towards for his Duke of Edinburgh award.

With the support of our volunteers, we have grown a variety of crops; onions, potatoes, tomatoes, broad beans, beetroot, courgettes, and spinach to name a few.

ALL expectant and new mums are invited to come along to our **FREE** gardening project to feel connected with nature and meet other new mums.

The aim of the project is to:

-  Reduce Isolation
-  Support physical and emotional well-being
-  Build new friendships
-  Learn new skills
-  Promote healthy eating

Grow, harvest, and take home **FREE** vegetables

Home-Start Berkshire East

Looking forward



Our future is bright

Home-Start Berkshire East is committed to being there for parents when they need us, because childhood can't wait. We want to ensure that no child's future is limited due to issues experienced in the early years of their life. Our three-year plan sets out our aspirations to double the number of families we help in the community.

Our service and partnership working:

- To develop projects based on feedback and priorities obtained from our beneficiaries and key stakeholders
- To extend and strengthen our reach by establishing joint projects with another key partner organisations
- To expand our capacity to enable us to meet the needs of our families post pandemic and impacted by cost of living crisis

Our financial stability:

- To have our own funding stream that generates our own revenue
- To have achieved a diverse set of funding sources
- To reduce expenditure on overheads ensuring our cost per family continues to be commercially attractive
- To have a Corporate Partner

To raise our profile in the community:

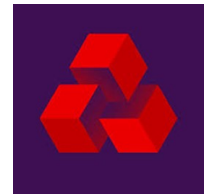
- Utilise social media to attract volunteers, funders and raise our profile in the community
- Develop case studies of our work and publish via media channels to provide insight and awareness of the needs of our beneficiaries
- Increase the number of volunteers to enable our delivery plan

To continue to build a high performing, diverse organisation:

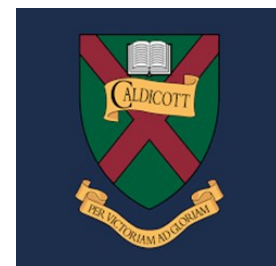
- To ensure that Home-Start Berkshire East is a "great place to work"
- To utilise technology to increase our efficiency
- To improve our diversity of staff, trustees and volunteers
- To develop our Board and improve our governance to ensure that the Board is diverse, cohesive and adds value

Home-Start Berkshire East

Our Supporters in Pictures



Slough Healthy Smiles





Home-Start Berkshire East

Feeling the love



623

Volunteer contacts / visits arranged with our families

2908

Volunteer hours given to Home-Start Berkshire East – 560 hours increase from FY23

60%

of volunteers supported more than 1 family



Home-Start Berkshire East

Bags of appreciation





Home-Start Slough

Sharing the love

IT WAS AN ABSOLUTE PLEASURE TO MEET YOU AND RECEIVE YOUR SUPPORT. YOU ARE A GREAT TEAM AND YOU DO GREAT WORK!

"SUPPORTING FAMILIES THROUGH HOME-START HAS BEEN INCREDIBLY REWARDING. IT'S AMAZING TO SEE THE POSITIVE IMPACT A LITTLE HELP CAN MAKE."

WE LEARNT ABOUT MAKING HEALTHY FOOD CHOICES: NOW THE CHILDREN ARE EATING MORE FRUIT AND VEGETABLES!

"BEING A HOME-START VOLUNTEER MEANS I GET TO OFFER PRACTICAL AND EMOTIONAL SUPPORT, AND IN RETURN, I'VE GAINED A SENSE OF PURPOSE AND FULFILLMENT."

HOME START HAS A VERY FRIENDLY AND APPROACHABLE TEAM. I HAVE ENJOYED VOLUNTEERING WITH THEM.

THANK YOU FOR GUIDING US IN THE RIGHT DIRECTION.

MY VOLUNTEER SUPPORT WAS FANTASTIC. SHE GAVE ME LINKS TO WEBSITES PLUS THE FAMILY WELLNESS PACK WITH LOTS OF TIPS. THE WAY SHE GUIDES IS BRILLIANT.

"VOLUNTEERING WITH HOME-START HAS GIVEN ME THE CHANCE TO MAKE A REAL DIFFERENCE IN FAMILIES' LIVES WHILE LEARNING NEW SKILLS AND BUILDING MY CONFIDENCE."





Home-Start Berkshire East

A huge 'thank you'!



OUR SINCERE THANKS GO TO ALL THOSE WHO HAVE SUPPORTED US THIS YEAR

Our fantastic volunteers:

Agnieszka, Amanda, Belinda, Colette, Ekta, Elizabeth D, Elizabeth J, Helen, Illham, Jane, Jaswinder, Julie, Kamlesh, Kerry, Lucinda, Lydia, Maria, Michelle, Navneet, Neelam, Paula, Rosanne, Rupali, Ruth, Sarah, Savithri, Siara, Suman, Teresa, Tracey, Umber, Vicki, Wai Ying, Yvonne

Our amazing Management Board:

David, Fiona, Helen, Karen, Kiran, Leah, Lesley & Rachel

And to everyone who has supported Home-Start Slough in the past year, either financially or with donations of services, time or gifts:

Albert Hunt
 AmazonSmile
 Arifa Naeem
 Army Covenant Fund Trust
 Arnold Clark
 Ascot Fire Brigade
 Ascot Racecourse
 Baby Bank
 BBC Children in Need
 Berkshire Community Foundation
 Caldicott School
 Cathy Carr—Get Berkshire Active
 Circus Starr
 Dorothy Milne
 Four Acres
 Frimley NHS Foundation Trust
 Garfield Weston
 Get Berkshire Active
 Goodgym Slough
 Groundworks
 Heathrow Community Trust
 Home-Start UK
 Jacqui Shadrache
 John Lewis & Partners and Waitrose and Partners
 Kayleigh Robinson—Norden Farm
 Louise Brooks—Parenting Success
 Louise Yvenic
 Martin Gatehouse
 NatWest Slough

Norden Farm
 Postcode Society Lottery
 Roly Richardson (Magician)
 Shanley Foundation
 Slough and Burnham Children Centres
 Slough Borough Council
 Slough CVS
 Slough Healthy Smiles
 Slough ONE
 Slough Outreach
 Slough Public Health
 Spicer & Sons
 Spin Master Ltd
 St Johns/Kingsway Church
 Sun Chemical
 Sylvia Adams
 The Brook Trust
 The Henry Smith Charity
 The Link Foundation
 The National Lottery
 Tony Alexander
 VDK Family Charity
 Victoria Kitcatt
 Waitrose Gerrards Cross
 Waitrose High Wycombe
 Waitrose Maidenhead
 Wentworth Golf Club
 William Baker

**Home-Start Berkshire East
(a company limited by guarantee)**

Trustees Report and Accounts

**For the year ended
31 March 2024**

Company registration number: 09563378

Charity registration number: 1162003

Home-Start Berkshire East Contents

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| Independent examiner's report | 4 |
| Statement of financial activities | 5 |
| Balance sheet | 6 |
| Notes to the accounts | 8 |

Home-Start Berkshire East
Report of the trustees
(incorporating the directors report)

For the period ended 31 March 2024

The trustees present their report and the accounts for the year ended 31 March 2024 which also comprises the Directors' Report required by the Companies Act 2016.

Objectives and activities

The principal objective of the charity is to provide voluntary support, friendship and practical help to families with pre-school children in their own homes.

Achievements and performance

Home-Start Berkshire East has been supporting local families going through a difficult time since 1996 as a local charity.

The success of Home-Start is dependent on dependable staff and volunteers and on both counts this is the case. We are very grateful to have such dedicated workers and volunteers.

Financial review

Reserves

The unrestricted funds represent the free reserves which are required for ongoing working capital and also the funding required for contractual obligations to staff, including any potential pension fund deficit.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes.

On 1st November 2023 Family Friends Windsor & Maidenhead merged with Home-Start Slough under the new combined name of Home-Start Berkshire East. As part of transfer £35,005 funds were transferred to Home Start East Berkshire and treated as a restricted fund (see note 3).

Going concern

The trustees have assessed the charity's ability to continue as a going concern. The trustees have considered several factors when forming their conclusion as to whether the use of the going concern basis is appropriate when preparing these financial statements, including: a review of updated forecasts to 31st March 2025; a consideration of key risks including increasing inflation, cost of living crisis, funding challenges and the rise in demand for our services based on post pandemic impact that could impact the charity together with the latest available management information.

Over the years, we have built a flexible cost base, with the ability to reduce our operating costs to meet our income and have reserves aligned to our policy, therefore the trustees are confident that we have adequate flexibility and plans to adapt to changing circumstances and as such consider that it is appropriate for the financial statements to be prepared using a going concern basis.

Home-Start Berkshire East

Report of the trustees

(incorporating the directors report)

For the period ended 31 March 2024

Structure, governance and management

Legal and administrative status

The organisation, incorporated on 27 April 2015, is a charitable company limited by Guarantee, with no share capital and registered as a charity with H M Revenue & Customs. 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.

The Organisation commenced activities in August 2015, continuing the activities of the unincorporated charity Home-Start Berkshire East (charity registration number 1054713).

Organisational structure

The company is managed by a board of directors whose members are elected and co-opted in accordance with the Articles of Association.

Risk management

The board of directors has conducted its own review of the major risks to which the company is exposed, in particular, those related to the operations and finances of the company, and are satisfied that systems are in place to mitigate those risks. The procedures are periodically reviewed to ensure that they still meet the needs of the company.

Trustees and directors

By operation of law all, trustees are directors under the Companies Act 2006 and all directors are trustees under Charities legislation and have responsibilities, as such, under both company and charity legislation. Those who served during the period and up to the date of this report are as follows:

Current trustees:

| | |
|-------------|----------------------------|
| D Ashwell | Appointed 12 December 2017 |
| P Dhoot | Appointed 1 March 2021 |
| L Michaelis | Appointed 27 April 2015 |
| K Olney | Appointed 10 August 2020 |
| H Nickless | Appointed 10 October 2022 |
| J Miller | Appointed 13 November 2023 |
| F Vardy | Appointed 8 January 2024 |
| R Hedges | Appointed 19 February 2024 |

Former trustees:

| | |
|-------------|-------------------------|
| L Price-Cox | Removed 18 January 2024 |
|-------------|-------------------------|

Home-Start Berkshire East Report of the trustees

(incorporating the directors report)

For the period ended 31 March 2024

Statement of trustees' and directors responsibilities

The charity trustees, who are also the directors of the company under company law, are responsible for preparing the Report of the trustees and the accounts in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- states whether the accounts comply with the trust deed and the recommendations of the SORP FRS 102 have been followed, subject to any material departures disclosed and explained in the accounts;
- 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 accounts comply with the Companies Act 2006 and the Charities Act 2011. They are also responsible for safeguarding the assets of the charity 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 on the charitable company's website.

Information about independent examiner

These accounts were examined by:

Mr M Gatehouse BA(Hons) ACA

Member of the Institute of Chartered Accountants in England and Wales

Contact: The Stables Old Vicarage, Blakes Hill Road, Swimbridge, Devon EX32 0PH

Small company provisions

These accounts have been prepared in accordance with the provisions in Part 15 of the Companies Act 2006 applicable to companies subject to the small companies regime.

On behalf of the board



Director and trustee

7th September 2024

Date

Home-Start Berkshire East
Independent examiner's report to the trustees

Company number: 09563378
Charity number: 1162003

on the accounts for the year ended 31 March 2024

I report to the trustees on my examination of the accounts of the above charitable company ("the Company") for the year ended 31 March 2024, as presented on the following 11 pages.

Responsibilities and basis of report

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

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

Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



2 September 2024

Martin Gatehouse BA(Hons) ACA
Member of the Institute of Chartered Accountants in England & Wales (membership no: 8010481).
Address: The Stables Old Vicarage, Blakes Hill Road, Swimbridge, Devon EX32 0PH

Home-Start Berkshire East
Statement of financial activities

(incorporating the income and expenditure account as required by the Companies Act 2016)

For the year ended 31 March 2024

| | Notes | Unrestricted funds £ | Restricted funds £ | 2024 Total £ | 2023 Total £ |
|------------------------------------|-------|-------------------------|-----------------------|--------------------|--------------------|
| Income from: | | | | | |
| Donations | | 32,346 | - | 32,346 | 14,966 |
| Charitable activities | 2 | - | 182,576 | 182,576 | 192,113 |
| Other activities | 3 | - | 15,980 | 15,980 | - |
| Bank interest | | 519 | - | 519 | - |
| | | <u>32,865</u> | <u>198,556</u> | <u>231,421</u> | <u>207,079</u> |
| Expenditure | | | | | |
| <i>Cost of raising funds;</i> | | | | | |
| Fundraising events and costs | | - | - | - | 1,124 |
| <i>Charitable activities;</i> | | | | | |
| Employee costs | 5 | 19,855 | 152,838 | 172,693 | 147,183 |
| Recruiting and advertising | | - | - | - | 88 |
| Course delivery | | 471 | 10,140 | 10,611 | 16,700 |
| Employee expenses | | 269 | 5,797 | 6,066 | 5,289 |
| Volunteers expenses | | 154 | 1,200 | 1,354 | 858 |
| Rent and office running costs | | 461 | 4,250 | 4,711 | 7,491 |
| Stationery, printing and postage | | 312 | 2,524 | 2,836 | 2,821 |
| Telephone and IT costs | | 681 | 4,200 | 4,881 | 4,061 |
| Insurance | | 94 | 977 | 1,071 | 1,021 |
| Family Service Group/courses | | - | 3,008 | 3,008 | 7,041 |
| Volunteer recruitment and training | | 705 | 1,400 | 2,105 | 2,626 |
| Digital delivery | | 146 | - | 146 | 3,542 |
| Monitoring/Evaluation | | - | - | - | 7,968 |
| <i>Other expenditure;</i> | | | | | |
| Bank charges | | 120 | - | 120 | 144 |
| Accounting and professional | | 309 | 1,412 | 1,721 | 1,745 |
| Home-Start Central fees | | 443 | 3,284 | 3,727 | 4,196 |
| | | <u>24,020</u> | <u>191,030</u> | <u>215,050</u> | <u>213,898</u> |
| Net income/(expenditure) | | 8,845 | 7,526 | 16,371 | (6,819) |
| Transfers between funds | | - | - | - | - |
| Net movement in funds | | <u>8,845</u> | <u>7,526</u> | <u>16,371</u> | <u>(6,819)</u> |
| Reconciliation of funds | | | | | |
| Total funds brought forward | | 72,758 | 832 | 73,590 | 80,409 |
| Total funds carried forward | | <u>81,603</u> | <u>8,358</u> | <u>89,961</u> | <u>73,590</u> |

All activities derive from continuing operations. A separate Statement of Total Recognised Gains and Losses is not required as this statement includes all recognised gains and losses.

The notes form an integral part of these accounts.

Home-Start Berkshire East

Balance sheet

Charity registered number: 1162003

Company registration number: 09563378

As at 31 March 2024

| | Notes | £ | 2024 £ | £ | 2023 £ |
|--|-------|-----------------|---------------|-----------------|---------------|
| Fixed assets | | | | | |
| Tangible assets | 7 | | - | | - |
| Current assets | | | | | |
| Debtors and accrued income | 8 | - | | 200 | |
| Cash at bank and in hand | | <u>134,983</u> | | <u>89,490</u> | |
| | | 134,983 | | 89,690 | |
| Creditors: amounts falling due within one year | 9 | <u>(45,022)</u> | | <u>(16,100)</u> | |
| Net current assets | | | 89,961 | | 73,590 |
| Total net assets of the charity | 10 | | <u>89,961</u> | | <u>73,590</u> |
| The total net assets of the charity are funded by the funds of the charity, as follows: | | | | | |
| Unrestricted income funds | 11 | | 81,603 | | 72,758 |
| Restricted income funds | 12 | | 8,358 | | 832 |
| Total funds | | | <u>89,961</u> | | <u>73,590</u> |

The balance sheet continues on the following page.

The notes form an integral part of these accounts.

**Home-Start Berkshire East
Balance sheet (continued)**

**Trustees statements required by the Companies Act 2006
For the year ended 31 March 2024**

In approving these accounts, as trustees of the company we hereby confirm:

- a) that for the year stated above the company was entitled to the exemption conferred by section 477 of the Companies Act 2006 ;
- b) that no notice has been deposited at the registered office of the company pursuant to section 476 of the Companies Act 2006 requesting that an audit be conducted for the year ended 31 March 2024.
- c) that we acknowledge our responsibilities for:
 - 1) ensuring that the company keeps proper accounting records which comply with section 386 of the Companies Act 2006, and
 - 2) preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of the financial year and of its profit or loss for the year then ended in accordance with the requirements of sections 394 and 395, and which otherwise comply with the provisions of the Companies Act relating to financial statements, so far as applicable to the company.

These financial statements are prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies and in accordance with FRS102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland.'

The financial statements were approved by the board and signed on its behalf by:



7th September 2024

Director and trustee

Date

Home-Start Berkshire East Notes to the accounts

For the year ended 31 March 2024

1 Accounting policies

The principal accounting policies are summarised below. The accounting policies have been applied consistently throughout the period.

1.1 Basis of accounting

The accounts have been prepared in accordance with the Statement of Recommended Practice: 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) issued in October 2019 and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011 and UK Generally Accepted Practice as it applies from 1 January 2019.

Home-Start Berkshire East meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost.

1.2 Incoming resources

All incoming resources are included in the statement of financial activities when the charity is entitled to the income and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:

Voluntary income is received by way of grants, donations and gifts and is included in full in the statement of financial activities when receivable. Grants where entitlement is not conditional on the delivery of a specific performance by the charity, are recognised when the charity becomes unconditionally entitled to the grant.

Donated services and facilities are included at the value to the charity where this can be quantified. The value of services provided by volunteers has not been included.

Grants, including grants for the purchase of fixed assets, are recognised in full in the statement of financial activities in the year in which they are receivable.

1.3 Resources expended

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

Costs of generating funds comprise the costs associated with attracting voluntary income and the costs of trading for fundraising purposes.

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

Support costs are those costs incurred directly in support of expenditure on the objects of the charity and include project management.

In accordance with the SORP, and in recognition of the difficulties in placing a monetary value on the contribution from volunteers, the contribution of volunteers is not included within the income of the charity.

Home-Start Berkshire East Notes to the accounts

For the year ended 31 March 2024

Accounting policies (continued)

1.4 Reserves policy

Home-Start Berkshire East has a Reserves Policy. Factors taken into account when formulating this policy included the need to cover fluctuations in income due to the need to constantly apply for grant funding due to the lack of sustainable funding from statutory services, current liabilities and unplanned expenditure. The minimum reserve of 3 months running costs has been adopted in order to ensure all liabilities can be addressed and the appropriate notice period given to employees.

The policy is reviewed annually in line with the Financial Controls document with a report being presented to the full board of trustees.

Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost less accumulated depreciation. Depreciation is provided at rates calculated to write off the cost less residual value of each asset over its expected useful life, as follows:

| | | |
|-----------|---|-------------------|
| Equipment | : | 25% straight line |
|-----------|---|-------------------|

1.5 Leasing

Rentals payable under operating leases are charged against income on a straight line basis over the lease term.

1.6 Defined contribution pension schemes

The company operates a defined contribution pension scheme. Contributions are charged to the profit and loss account as they become payable in accordance with the rules of the scheme.

1.7 Taxation

The charity's activities fall within the exemptions afforded by the provisions of the Income and Corporation Taxes Act 2010. Accordingly, there is no taxation charge in these accounts.

1.8 Winding up or dissolution of the charity

If upon winding up or dissolution of the charity there remain any assets, after the satisfaction of all debts and liabilities, the assets represented by the accumulated fund shall be transferred to some other charitable body or bodies having similar objects to the charity.

**Home-Start Berkshire East
Notes to the accounts**

For the year ended 31 March 2024

2 Income from charitable activities

| | Unrestricted funds £ | Restricted funds £ | 2024 Total £ | 2023 Total £ |
|-------------------------------------|----------------------------|--------------------------|--------------------|--------------------|
| Public Health | - | 24,662 | 24,662 | 5,000 |
| Berkshire Community Foundation | - | 12,936 | 12,936 | 2,500 |
| Brooks Trust | - | 13,000 | 13,000 | - |
| Armed Forces | - | 14,958 | 14,958 | - |
| Get Berkshire Active | - | 4,412 | 4,412 | 10,294 |
| Henry Smith | - | 46,400 | 46,400 | 45,300 |
| The National Lottery Community Fund | - | 16,690 | 16,690 | 36,477 |
| One Slough | - | - | - | 10,000 |
| Comic Relief | - | 9,167 | 9,167 | - |
| Four Acres | - | - | - | 10,000 |
| Sylvia Adams | - | - | - | 5,000 |
| BBC Children in Need | - | 35,351 | 35,351 | 32,266 |
| Qualcomm | - | - | - | 22,276 |
| Weston Garfield | - | 5,000 | 5,000 | 10,000 |
| Shanley Foundation | - | - | - | 3,000 |
| | <u>-</u> | <u>182,576</u> | <u>182,576</u> | <u>192,113</u> |

3 Income from other activities

| | Unrestricted funds £ | Restricted funds £ | 2024 Total £ | 2023 Total £ |
|--------------------|----------------------------|--------------------------|--------------------|--------------------|
| Fundraising events | - | - | - | - |
| Family Friends | - | 15,980 | 15,980 | - |
| | <u>-</u> | <u>15,980</u> | <u>15,980</u> | <u>-</u> |

On 1st November 2023 Family Friends Windsor & Maidenhead merged with Home-Start Slough under the new combined name of Home-Start Berkshire East. Funds of £35,005 funds were transferred to Home Start East Berkshire as treated as a restricted fund with £19,025 carried forward as deferred income.

4 Net incoming/(outgoing) resources for the year

| | 2024 £ | 2023 £ |
|---|------------|------------|
| Net incoming/(outgoing) resources is stated after charging: | | |
| Independent examiners fee | <u>100</u> | <u>100</u> |

**Home-Start Berkshire East
Notes to the accounts**

For the year ended 31 March 2024

5 Employees

| | 2024 | 2023 |
|-------------------------|----------------|----------------|
| Employment costs | £ | £ |
| Wages and salaries | 136,016 | 113,734 |
| Social security costs | 21,962 | 19,449 |
| Pension costs | 14,715 | 14,000 |
| | <u>172,693</u> | <u>147,183</u> |

No employee received emoluments of more than £60,000 in the current or previous year.

Number of employees

The average monthly numbers of employees (excluding the trustees) calculated on the basis of full time equivalents, was as follows:

| | 2024 | 2023 |
|-------------------------------|-------------|-------------|
| | No | No |
| Management and administration | <u>11</u> | <u>10</u> |

6 Trustees remuneration and expenses

The Trustees neither received or waived any emoluments during the year.

Trustees did not claim expenses relating to activities other than those relating to their duties as a trustee, and being for furtherance of charitable objectives.

7 Tangible fixed assets

| | Equipment | Total |
|-----------------------|------------------|--------------|
| | £ | £ |
| Cost | | |
| Brought forward | <u>2,142</u> | <u>2,142</u> |
| | <u>2,142</u> | <u>2,142</u> |
| Depreciation | | |
| Brought forward | 2,142 | 2,142 |
| Charge for period | <u>-</u> | <u>-</u> |
| | <u>2,142</u> | <u>2,142</u> |
| Net book value | | |
| As at 31 March 2024 | <u>-</u> | <u>-</u> |
| As at 31 March 2023 | <u>-</u> | <u>-</u> |

Home-Start Berkshire East
Notes to the accounts

For the year ended 31 March 2024

8 Debtors

| | 2024 £ | 2023 £ |
|---------------|-----------|------------|
| Other debtors | - | 200 |
| | <u>-</u> | <u>200</u> |

9 Creditors: amounts falling due within 1 year

| | 2024 £ | 2023 £ |
|-----------------------------------|---------------|---------------|
| Payroll taxes and social security | - | - |
| Pension costs | - | - |
| Other creditors and accruals | 100 | 100 |
| Deferred income | 44,922 | 16,000 |
| | <u>45,022</u> | <u>16,100</u> |

10 Analysis of net assets of the charity

| | Unrestricted funds £ | Restricted funds £ | 2024 Total £ | 2023 £ |
|--|----------------------------|--------------------------|--------------------|---------------|
| Fund balances at 31 March 2024 as represented by: | | | | |
| Tangible fixed assets | - | - | - | - |
| Current assets | 93,703 | 41,280 | 134,983 | 89,690 |
| Current liabilities | (12,100) | (32,922) | (45,022) | (16,100) |
| | <u>81,603</u> | <u>8,358</u> | <u>89,961</u> | <u>73,590</u> |

11 Unrestricted funds

| | Opening £ | Incomings £ | Outgoings £ | 2024 £ |
|----------------------------|---------------|----------------|-----------------|---------------|
| General unrestricted funds | <u>72,758</u> | <u>32,865</u> | <u>(24,020)</u> | <u>81,603</u> |

Home-Start Berkshire East Notes to the accounts

For the year ended 31 March 2024

12 Restricted funds

| | Opening £ | Incomings £ | Outgoings £ | 2024 £ |
|--|--------------|----------------|------------------|--------------|
| Children in Need | (460) | 35,351 | (34,891) | - |
| Henry Smith | 1,292 | 46,400 | (47,692) | - |
| Public Health | - | 24,662 | (24,662) | - |
| Garfield Weston | - | 5,000 | (5,000) | - |
| The National Lottery Community Fund (Note 13) | - | 16,690 | (8,332) | 8,358 |
| Comic Relief | - | 9,167 | (9,167) | - |
| Get Berkshire Active | - | 4,412 | (4,412) | - |
| Armed Forces | - | 14,958 | (14,958) | - |
| Family Friends | - | 15,980 | (15,980) | - |
| | <u>832</u> | <u>182,576</u> | <u>(175,050)</u> | <u>8,358</u> |

Children in Need

This project will support children from low income families and experiencing poor health in Slough. Children will develop a healthier lifestyle, improve family relationships and have greater confidence.

Henry Smith

This project provides a specialist, bespoke support service to families with children with Autism. Slough has above average number of autistic children and the project aims to reduce the long term support costs by providing help and support to the parents in the early years of diagnosis.

Henry Smith Covid Recovery

This project has enabled us to expand our capacity to deal with a post COVID increase in demand for our services. We provide an additional family support group and work with local mosques to deliver a parenting course in attendees' native languages to offer support to parents who have had little support during the pandemic.

The National Lottery Community Fund

This project is a joint project with Home-Start Reading and Bracknell with the key objective of improving mental health throughout the whole family. Through a number of different interventions e.g. groups, courses and home visiting the support package is tailored to provide the best possible outcome for the beneficiary.

Get Berkshire Active

This funding supports our allotment project focussing on improving mental health in young mothers by engaging in outdoor activities and growing fruit and vegetables on an allotment. A team of volunteers and a Family Support Co-Ordinators support the young mothers in these activities.

Garfield Weston

This project enables us to increase our capacity to support an increased number of families following the pandemic. The support will be a mix of home visiting and group support as appropriate for the family.

Home-Start Berkshire East Notes to the accounts

For the year ended 31 March 2024

12 Restricted funds (continued)

Comic Relief

This project has enabled us to expand our allotment project to an increased number of marginalised groups. In addition, it enables us to gain a better understanding of how to measure the impact of our allotment work so we are able to demonstrate the significant positive outcomes the project is delivering.

Public Health

This project has enabled us to deliver a family wellness project to families with young children living in the most deprived areas in Slough. Taking a holistic approach we provide a bespoke package of support to improve physical health tailored to each families particular needs.

Armed Forces

This project provides a programme of practical and emotional support for the partners of serving personnel, to help reduce stress and manage the challenges of family life, helping them to feel more connected to others and to services available.

Family Friends

This funding enables us to provide home-visiting support to families with young children in Windsor and Maidenhead. Our specially trained volunteers supported by our Family Support Co-ordinators visits the family on a weekly basis to support emotional and physical needs to improve outcomes for children (see note 3).

13 The National Lottery Community Fund

This National Lottery Community Fund was provided through a consortium of Bracknell, Reading and Slough Home-Starts to represent the Thames Valley region. Home-Start Berkshire East was the lead for the consortium and consolidated the reporting and distributed the funding on behalf of the group. Below are the details of the Thames Valley region as a whole:

| | Opening £ | Incomings £ | Outgoings £ | 2024 £ |
|----------------|--------------|----------------|----------------|-----------|
| Bracknell | - | 14,050 | (2,341) | 11,709 |
| Reading | - | 14,693 | (3,348) | 11,345 |
| Berkshire East | - | 16,690 | (8,332) | 8,358 |
| | <hr/> | <hr/> | <hr/> | <hr/> |
| | - | 45,433 | (14,021) | 31,412 |

Home-Start Berkshire East Notes to the accounts

For the year ended 31 March 2024

14 Charitable company limited by guarantee

Home-Start Berkshire East is a company limited by guarantee controlled by its members and accordingly does not have a share capital.

Every member of the company undertakes to contribute such amount as may be required not exceeding £1 to the assets of the charitable company in the event of its being wound up while he or she is a member, or within one year after he or she ceases to be a member.

The charity was formally registered with the Charity Commissioners in 2015 under charity registered number 1162003 (and formerly under unincorporated charity registered number 1054713).

The registered office of the charity for Companies Act purposes is 111 High Street, Burnham, Bucks SL1 7JZ.



Home-Start Berkshire East

England & Wales - Charity number 1162003

Accounts



Slough

Annual Report 2022-23





Home-Start Slough is a home-visiting charity offering friendship and support to families with young children

| | |
|--|----|
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Home-Start Slough
29 Church Street, Slough SL1 1PL
T: 01753 572958
E: office@hsslough.co.uk
W: www.hsslough.co.uk

Home-Start Slough

Supporting parents to give their children the best start in life



“Home-Start Slough is an established, trusted voluntary service supporting the local community working in partnership with parents to empower them to give their children a better future.”

Chair’s report



We started the financial year recognising the huge impact of COVID on our community and how the need for our service had increased enormously. Through the tremendous efforts of our staff, volunteers, and trustees we delivered our services to an increased number of beneficiaries, and I am proud to report that we provided support to 367 families with transformational results, a phenomenal 63% increase from last year.

Looking back on the year, our team have had to be agile, flexible and resourceful to cope with the unprecedented demand for our services. We continued to find that children’s emotional, physical and basic skills were underdeveloped due to the isolation experienced in lockdown. Vulnerable families were struggling with more complex situations, having increased levels of poor mental health and finding it very difficult to cope. The cost-of-living crisis contributed to the dynamics with families needing support around financial management and also increased stress levels. Our waiting list has continued to be high throughout the year, as we worked to gain funding to enable us to increase our capacity to cope with the increased demand and also adapted our delivery model to enable us to support more families e.g., expanding our groups. This increased demand has also come at a time, where we saw (and continue to see) a decline in the number of people wanting to volunteer, so we are looking at new ways to attract and retain volunteers.

Despite all these challenges, our staff and volunteers have worked extensively to adapt and provide the best service possible to our families and increase our capacity to support more families.

From a financial perspective, we had anticipated that there would be funding challenges after COVID as many of the one-off grants that had been available to us were no longer available. This meant that we had to try to increase our capacity to support families on a reduced budget. Over the years, we have put in place a very flexible cost base which enabled us to “weather the storm” and little adverse impact. We have also increased our fundraising activities and engaged with new funders. We are very grateful to all our funders and their flexibility to enable us to adapt our delivery based on the needs of the community. We are also very grateful to the John Lewis Partnership who have continued to support the Home-Start network by helping us raise our profile across the UK and providing a generous amount of funding and gifts for our families.

Looking forward, we continue to expand our horizons and are ambitious for our future. Income generation is a key aspect of our plans going forward, with the need to attract more and a different type of funder to enable us to expand our capacity to deliver. With the large increased need in the community and the challenges in attracting volunteers, we are re-aligning our strategic plan to ensure that we accelerate our ability to increase our capacity and deliver outcome driven interventions to ensure that we are attractive to funders in the future.

As always, Home-Start Slough has made significant impact and transformational differences on the lives of many this year. It has been a year of huge challenges requiring us to adapt to a surge in demand to deal with increasing despair and isolation experienced by so many families in Slough. I fully recognise and appreciate the fantastic effort and contribution from all our staff, volunteers, trustees and supporters who continue to go “above and beyond” ensuring that we are able to continue to support our families. I am sure that every single one of the families we have touched will echo these thanks and I know that every single individual involved in Home-Start Slough will endeavour to ensure that we develop and grow our service to meet the needs of the community.

Lesley Michaelis, Chair



Home-Start Slough

Managing our work

Scheme report

In 2022-2023, we've achieved significant milestones, reaffirming our unwavering dedication to our community's betterment. We received 573 referrals over the year! 367 families had support, an increase of 63%

March and April began with Parenting courses, Dads preparing for Baby groups and closing meetings with our Winchester University Social Work intern. As well as our home visiting and group support we ran a New Volunteer Prep course and welcomed 8 new volunteers to the home start team. Their contributions are pivotal to our success, we remain committed to elevating their role and ensuring they feel part of the Home-Start family. We celebrated our volunteers this year with a gathering at a lakeside venue, it was fantastic to see so many attending.

Leah, our safeguarding trustee, continued to lead reflective sessions, deepening our team's insights and ensuring ongoing development for our families and later in the year, our volunteers. We are very fortunate to be able to make this offer of additional learning, Thank you Leah!

Our heartwarming Summer Picnic in August united families under the sun, forging connections beyond the ordinary.

September saw our entire team, trustees, and volunteers actively engage in our Safeguarding Conference, emphasising our commitment to our families' well-being. Professionals from Slough Children's First and our colleagues in the Domestic Abuse and Healthy Relationships team shared invaluable insights.

With support from John Lewis High Wycombe and Waitrose, their "Magical Christmas" campaign infused the holiday season with warmth and delight, as we all worked together to make wishes come true.

December brought the Children's Christmas Party, spreading joy to both children and parents. Santa Claus, with Rob's help, was exceptionally generous, and a magic show with a white bunny added to the festive spirit.

We had the privilege once again of benefiting from the generosity of Caldicott School community, strengthening partnerships and expanding our reach with their generous donations.

The New Mosque Group Parenting Programme, funded by Henry Smith, built new community bonds, promoting positive parenting practices with consistently full mother and father groups and waiting lists. This successful programme continues.

We take immense pride in our Home-Start Slough team's unwavering dedication, despite a heavier workload and staff changes. Our valued trustees have been integral to our progress, and our collaboration with Home-Start Bracknell and Reading continues to thrive.

As we reflect on the past year's achievements, our gratitude extends to everyone who has been part of this remarkable journey. Your support has been instrumental, and we eagerly anticipate further growth and success in the year ahead.

Anne Gilbert, Senior Scheme Manager



Home-Start Slough

Who we are



Home-Start Slough is a charitable company limited by guarantee that was set up in Slough in April 2015, incorporated in August 2015 and registered as a charity in June 2015. Home-Start Slough is affiliated to Home-Start UK.

Trustees 2022-23

| | | |
|---------------------------|------------------|----------------|
| Chair | Lesley Michaelis | |
| Treasurer | David Ashwell | |
| Individual Representative | Leah Price Cox | |
| Individual Representative | Mette Sorensen | Until May 2022 |
| Individual Representative | Kiran Dhoot | |
| Individual Representative | Karen Olney | |
| Individual Representative | Helen Nickless | |

Staff 2022-23

| | | |
|----------------------------|----------------|---------------------|
| Senior Scheme Manager | Anne Gilbert | |
| Family Support Coordinator | Nafisa Sarwar | |
| Family Support Coordinator | Claire Allison | |
| Family Support Coordinator | Caris Thomas | Until December 2022 |
| Family Support Coordinator | Sarah Harris | |
| Admin Assistant | Sarah Doe | Until November 2022 |
| Office Coordinator | Alison Bowers | |
| Data Officer | Julie Papworth | |

Sessional Workers 2022-23

| | |
|------------------|----------------|
| Sessional Worker | Paula Imber |
| Sessional Worker | Agar Gawlak |
| Sessional Worker | Teresa Winyard |

Independent examiner: Martin Gatehouse, Microentity Limited

Bankers: CAF Bank, West Malling, Kent ME19 4TA



Home-Start Slough

Funding our work

Treasurer's Report for the Year Ended 31st March 2023



Financial highlights

- Implemented a wide range of groups, digital offerings & core home visiting to meet local demand and maximise outreach with a **cost per family of £564**
- Our volunteers generously provided over 2,348 hours of support – a 45% increase from last year. **Without volunteers, these family support hours would have cost us over £48,000**
- Fantastic generosity and backing from our funders and welcomed several new partners to further diversify our funding portfolio
- Maintain sustainable reserves of ~ 4/5 months operating costs

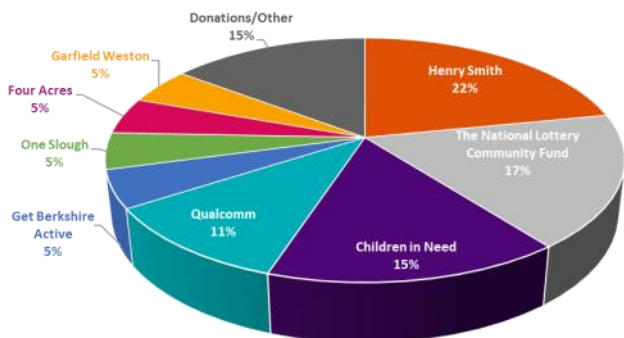
I am delighted to announce that Home Start Slough has supported more local families in the last year than ever before. Whilst the broader environment continues to impact the local community with elevated demand for our services continuing throughout the year, the agility of our team to innovate and adapt to rapidly changing dynamics has enabled us to reach out to as many of those in need as possible.

This can only happen with the dedication and commitment of our amazing volunteers/staff and the generosity of our funders and donors. Your efforts are truly inspiring and make a real difference to so many people, a huge thank you for all your contributions.

From a funding perspective the past 12 months has seen us continue to diversify welcoming both new partners but also conclude some of our historical programs. In a

highly competitive charity sector, we remain focused on maximising the impact and outcomes of our initiatives whilst maintaining fiscal discipline to bring a compelling offering to new and existing projects.

FY23 Funding Partners



Funding

Looking forward sustainability is a key area of focus; we have a healthy level of reserves as we move into the next financial year and remain confident in our future outlook. With a highly competitive landscape it's paramount that we continue to innovate and adapt to the changing needs of the local community and demonstrate our impact to existing funders and to attract new partners.

Thank you to everyone that has contributed to Home-Start Slough, it's a privilege to be part of such a great team.

David Ashwell, Treasurer



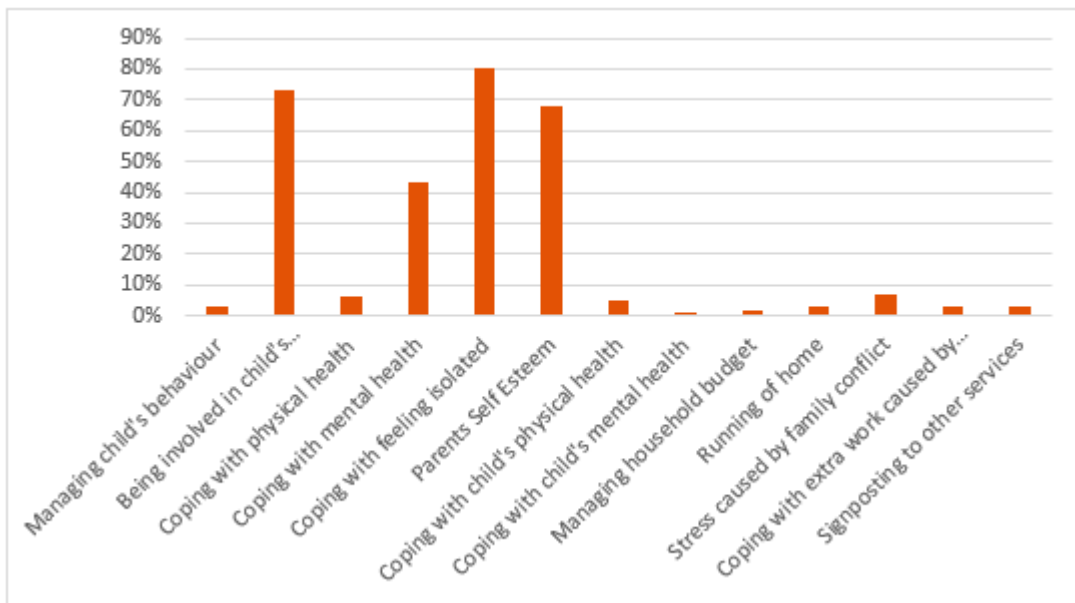
Home-Start Slough

Annual statistics



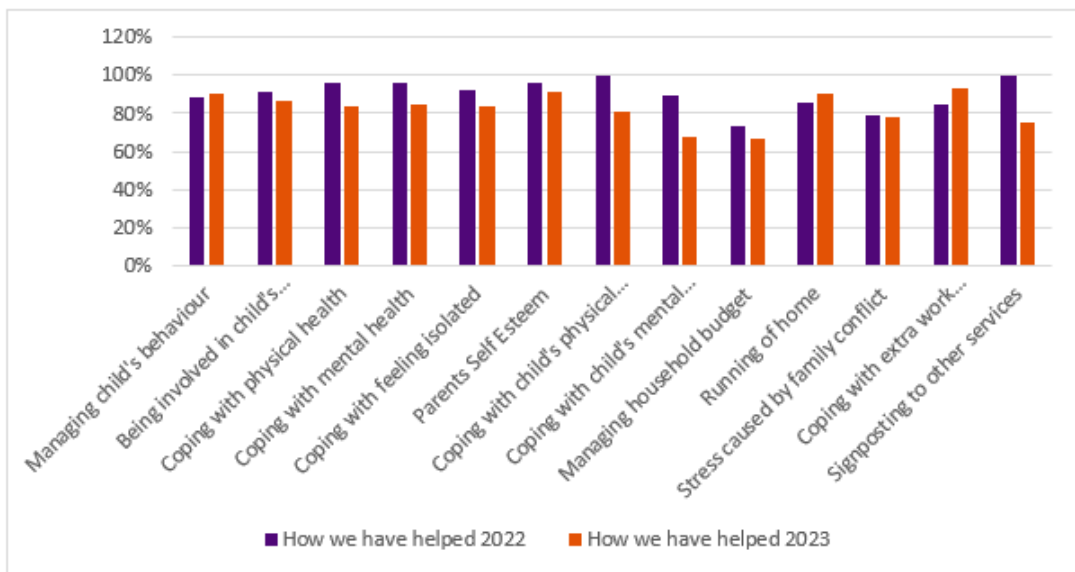
Reasons families need us

% of families expressing need



How we have helped

% of families expressing significant improvement

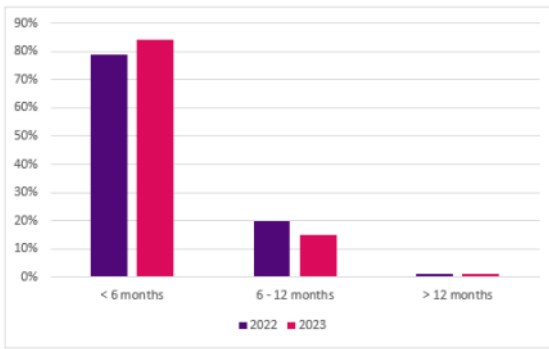




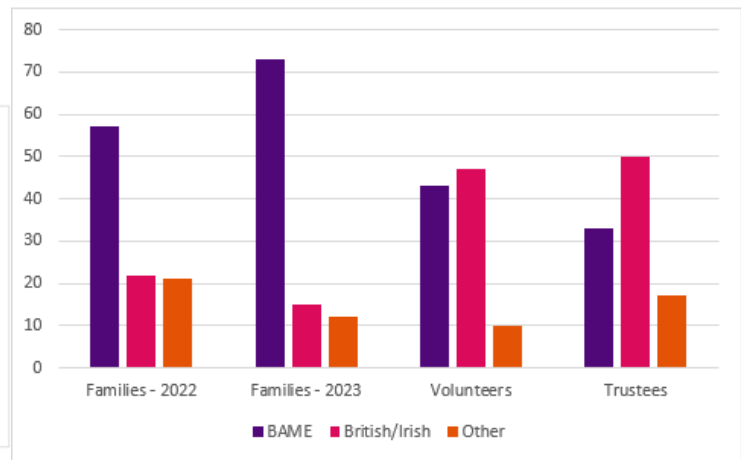
Home-Start Slough Annual statistics



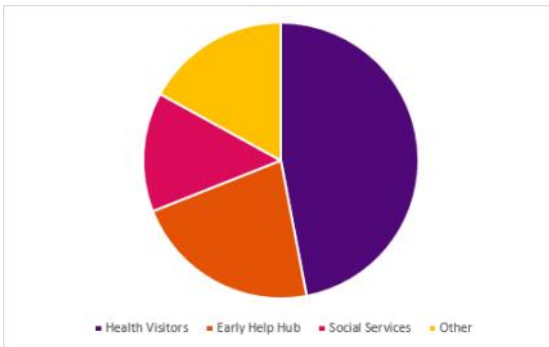
Length of support



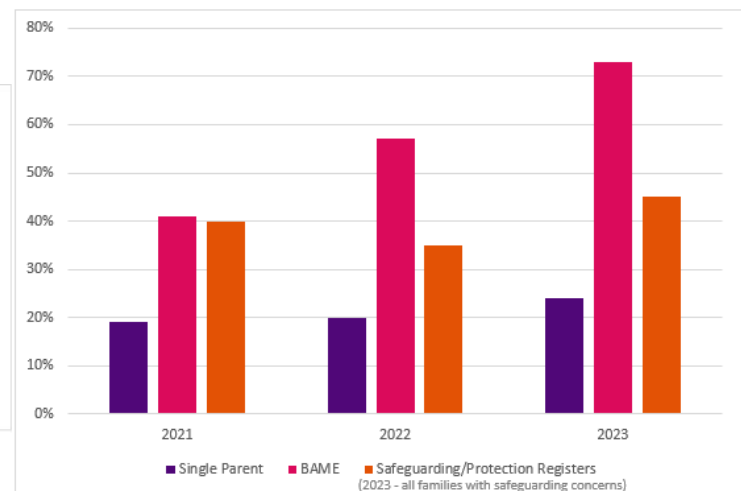
Ethnicity of our Home-Start community



Sources of referrals



Family types





Home-Start Slough

Working in partnership

Working with BBC Children in Need Addressing health inequalities in Slough



We are so grateful for the ongoing support from this funder. We have been fortunate to be one of the few schemes in the network to benefit from their generosity again and this is only because we are able to evidence the successes we have with our beneficiaries.

The nurturing environment at Little Starters play group helps children with their resilience, self-esteem, and emotional well-being. We see shy children engaging with their peers and interacting with the volunteers more readily.

Home-Start provides educational support and activities for the children, promoting their cognitive development and helping them reach important developmental milestones. Staff and volunteers introduce jigsaw puzzles, reading stories, stacking, and building toys, more movement, outdoor play and singing.

By working closely with parents and children, we help improve parent-child relationships, fostering a secure attachment, enhancing communication and bonding between the parents and their children. Staff and volunteers role model carpet picnic, sitting all together at snack time, eating, sharing, and talking together.

We facilitate opportunities for children to engage in social activities, fostering the development of social skills and promoting positive interactions with peers and adults. We provide areas of play for children to come together, take turns and learn to share.

Our outdoor play and walk and talk sessions contribute to improved physical health and well-being of children by promoting healthy habits. More children are brushing their teeth regularly and more parents have registered their children with a dentist or are on a waiting list.

563
children benefitted from our
Children in Need project

Home-Start volunteers and staff members serve as positive role models for children, offering guidance, encouragement, and support as they navigate various challenges and experiences. Parents have told us they are calmer, shout less and have an improved set of household rules which they can apply and be consistent with. Home life is better. We ran 2 parenting groups this year and several online parent information sessions.

We are still seeing families with multiple challenges, for example parents who are suffering with poor mental health and extreme poverty, some with no access to any benefits. Family homes where domestic abuse or coercive control continues, and their parents are unable or unwilling to change the family circumstances.



90%
of children made significant progress
in improving mental health and
wellbeing

83%
of children have improved their physical
health

110
children have made improvement
in their dental health



Home-Start Slough

Little Starters Support Group
Funded by BBC Children in Need



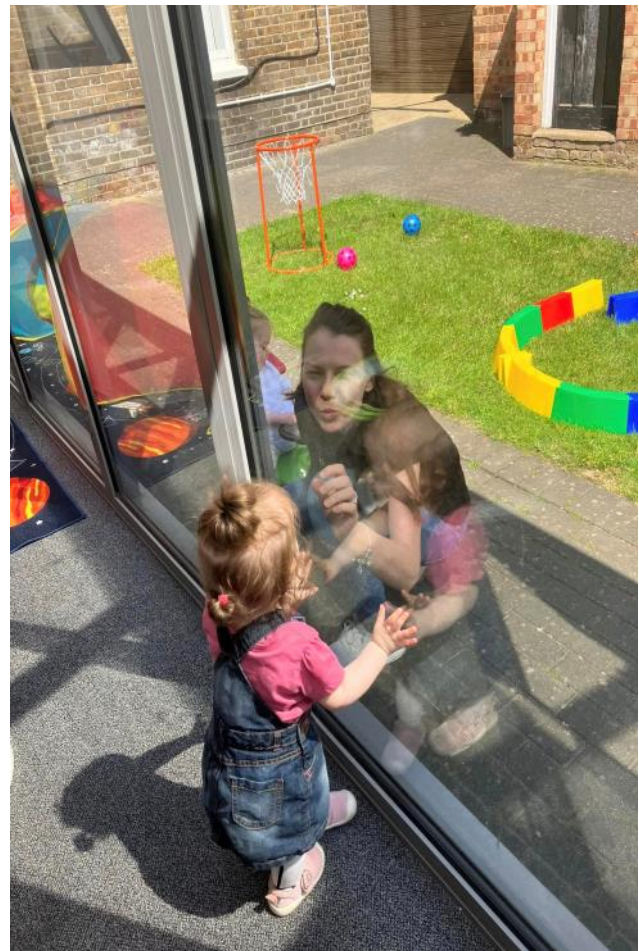
The ongoing funding from BBC Children in Need has enabled us to maintain and develop this valued weekly group. We have intensified our efforts in reducing isolation, nurturing positive relationships between parents and children, and enhancing overall health and well-being.

Our strategy for promoting children's well-being and self-esteem centres on the provision of consistent support through an array of play-based activities and avenues for engaging in active play. This approach seeks to provide children with enduring opportunities for growth,



development, and meaningful interaction.

As a result of the rising number of referrals, we have expanded our delivery at the Little Starters group. Presently, we are running two sessions to accommodate the increased demand. Additionally, in September, we extended a warm welcome to Teresa, who joined our dedicated team.



The Little Starters initiative plays a crucial role in assisting families referred to Home-Start through various channels across Slough's health and children's services. In the past year alone, this expansion has enabled us to provide support to a total of over 200 parents plus their children.

At our group, we've cultivated a welcoming atmosphere with ample resources, allowing families with children under 5 to engage in shared activities. Each member of staff has become a key worker to a number of families and children. Support is targeted and interventions individual.



Home-Start Slough

Working in partnership



Working with The Henry Smith Charity Support service for families with children with autism

The Henry Smith Charity

Over the 3 years of funding, 161 parents and their children have benefitted from this project. We are now in the continuation phase and looking forward to positive news in November 2023

161 beneficiaries either attended CONNECT courses or had home visiting support. Additionally, we developed craft groups for siblings and ran one off online support sessions for parents. Relationships with key referrers in the community and awareness of our ASD support has continued to grow.

Louise Brookes' statement:

"For the past 4 years I have had the pleasure of delivering the Connect Course, designed for parents in Slough who are having to adapt their parenting to meet the needs of a neurodiverse child. This is often a tumultuous time for parents who are having very little access to support and answers to questions they require in order to best navigate what can feel like a bumpy ride.

The Connect Course takes parents on a 6-week journey, allowing them to meet weekly with other families in a similar position. The introduction to a network of likeminded people in close proximity to themselves has proven invaluable for so many of the attendees, many of whom have subsequently kept in touch and grown their friendships, upon completion of the course.

Because we are aware that many of the families are raising more than 1 child and are having to meet a diverse range of needs, we have created the course with the whole family in mind. By introducing parents to

strategies that benefit all their children, a lot of the guilt that often accompanies giving one child a lot of attention, is lessened and parents consistently report that they feel better able to meet the needs of all of their children.

The main aim of this course is to deepen their understanding of their neurodiverse child and fully embracing their role both as a teacher and parent, by giving them actionable tools and strategies that aid their child and their family life.

Because of the demands of raising a child with additional needs, another important aim of the course is to cultivate a mindset of self-care as a prerequisite of being able to sustain the ups and downs of family life.

The course is carefully designed to grow a new skills set and hone their own parenting strengths to create a family life that feels more enjoyable for everyone. "

The effectiveness of our support was vividly evident, as 100% of parents affirmed maintaining or enhancing their parenting skills through the strategies and suggestions provided.

A substantial 92% of parents expressed heightened confidence in managing the dynamics of family life.

Feedback from families:

"The Connect Course was a wonderful platform with new ideas to understand and connect with a child having special needs".

"The course help connect with other parents of kids with special needs which is a great help and additional support. I hope other parents out there are also privileged to be able to get your support and also join the CONNECT course".

"It was great for extra support and speaking to other parents going through the same ... I've found a lot of tips and advice very helpful".

98%

Of parents indicated an observable rise in positive interactions with their children

100%

of parents reported an enhanced ability to manage challenges

94%

of parents conveyed that both they and their children enjoyed improved well-being



Home-Start Slough

Working in partnership



Working with The Henry Smith Charity Covid Response Fund

The Henry Smith Charity

This fund supported a much-needed Muslim parenting programme initiative. Our capacity to serve the male community saw significant improvement and expansion. This is especially true for groups of parents who had previously faced challenges due to cultural and language barriers.

The introduction of our Family Links Islamic Values course, led by a native-speaking Muslim family support worker (thank you Arifa) with the support of an Imam, has been instrumental. Post-course feedback from both fathers and mothers highlighted positive changes in fathers' behaviour because of their participation. Attendees of the course were also offered personalised home-visiting services and opportunities to join our Dad's Groups as suitable.

This program has garnered strong acceptance among fathers, contributing to the growing demand for our support among male parents. The curriculum revolves around four key principles: empathy, positive discipline, realistic expectations, and self-awareness/self-esteem. While the Family Links Islamic Values course is open to all parents, we offer single-sex groups to align with Islamic customs.

The inception of the Islamic Values course within the Family Links framework was a testament to the dedication of Arifa Naeem, a family support worker hailing from Berkshire. Her journey began when she enthusiastically embraced the Family Links Nurturing Programme, eager to bring its benefits to Muslim parents. Arifa's motivation stemmed from a concern regarding the limited participation of Muslim parents in

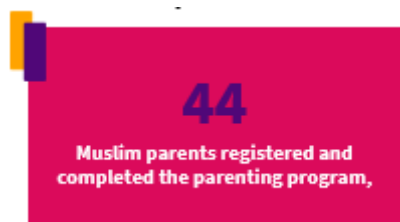
conventional parenting programs, often dismissing them as incompatible with their Islamic beliefs.

Arifa, armed with her deep knowledge of Islamic history and studies, perceived harmony between the Family Links Nurturing Programme and Islam, understanding that many Muslim parents struggled to differentiate between cultural practices and true Islamic principles. This distinction is a common challenge faced by Western Muslims. She contended that even aspects of the program seemingly at odds with Islamic teachings, such as discussions about sexuality, children's rights, and women's rights, could align with Islam if approached with appropriate boundaries. For instance, sensitive topics like sex were addressed within single-sex groups, respecting Islamic modesty.

Recognising that single-sex parenting classes would be more palatable to the target population, the entire course was structured accordingly. Arifa co-facilitated the fathers' group alongside a male Islamic counsellor, making provisions for her absence during sensitive discussions. Empathy and self-awareness emerged as the most effective components of the program for Muslim parents, as these aspects were often overlooked in their parenting journey.

Arifa meticulously adapted the program by aligning each session with relevant Islamic texts from the Qur'an and Hadith. These adaptations were trialled with a group of Quran-studying Muslim mothers, validated by scholars, a Sharia council, and the Muslim College of London, culminating in a year-long process. The resulting Islamic Values booklet, containing English translations of religious texts, received an esteemed foreword from scholar Tariq Ramadan before publication.

Arifa's journey to develop the Islamic Values course exemplifies the bridging of cultural gaps, ensuring that the program resonates with Muslim parents while promoting the essential elements of nurturing and empathy within the Islamic context.





Home-Start Slough

Working in partnership



Working with The National Lottery



Our commitment to enhancing the well-being of families and communities has been realised through the invaluable support of The National Lottery, which has enabled us to create positive impacts that resonate deeply within Slough and the surrounding area

transformative phase. Our commitment to mental health support extends further, ensuring that families receive appropriate referrals to intensive resources when necessary.

For the past three years, we have been fortunate to receive funding from The National Lottery, which has empowered us to initiate and execute numerous projects aimed at enhancing the lives of families in our community. These years have been transformative, enabling us to provide much-needed services to families facing various challenges. As we approach the final year of this funding cycle, we eagerly anticipate the possibility of securing another three years of support and hope to have news by December 2023.

Strength in Collaboration

Our journey has been marked by strong partnerships, particularly our collaboration with Home-Start Bracknell and Home-Start Reading. This alliance has proven to be exceptionally fruitful, laying the foundation for the successful implementation of projects that span our geographical areas. The partnership has fostered an environment of shared learning and equitable workload distribution, resulting in the launch of a diverse range of services that address the unique needs of our communities.

Benefits of Partnership

The synergy between Home Start Slough, Bracknell, and Reading has been an essential ingredient in our accomplishments. Through mutual exchange, we have expanded our knowledge and capacities, giving rise to a multitude of innovative services tailored to local demands. Our achievements thus far underscore the efficacy of collaborative efforts, affirming that our collective strength enhances our ability to provide targeted, efficient, and effective services that are intricately woven into the fabric of our communities.

Supporting Families Holistically

Thanks to The National Lottery's support, we've been able to introduce activities that contribute to the well-being of entire families. These initiatives address pressing concerns such as mental health challenges, including anxiety and depression among parents. Workshops designed for new and expectant fathers have not only provided crucial parenting knowledge but also facilitated their emotional well-being during this

10am to 11am
Face to face @ 29 Church Street Slough - 2 mins from High Street

HOME START
Slough

FREE!

Baby Massage Sessions

Join us face to face to learn massage benefits and how it can boost development, calm babies, and help with sleep.

For babies aged 8 weeks - 5 months.

Register to attend 6 week course

Friday 9th Sep, 16th Sep, 23rd Sep, 30th Sep, 7th Oct.

To register your place, contact the office now
on 01753 572958 or email office@hsslough.co.uk

Recognising diversity and individuals is part of everything we do. We are here for parents when they need us the most because childhood can't wait.

Engagement and Impact

The impact of our efforts is exemplified by the more than 150 family members who engaged in Lottery-funded activities this year alone. Our diverse offerings, including Baby Yoga, baby Massage, Dads Groups, mums with bumps and babies, dads' picnic, play roll and jump, have catered to a broad spectrum of needs. However, our volunteers have played an equally vital role. By visiting families in their homes and providing support, they have been a beacon of hope, combating isolation and nurturing overall well-being.

Conclusion

As we reflect on the past three years of accomplishment, we look forward to the future with optimism and determination. The unwavering support of The National Lottery has been instrumental in our progress, and we eagerly await the opportunity to extend our impactful work through potential funding for another three years. Our collaborative efforts with Bracknell and Reading have been enriching, demonstrating the transformative power of shared learning and workload. The journey continues, guided by our commitment to serving our communities with unwavering dedication and care.



Home-Start Slough

Women's Allotment Project



Cultivating better Mental Health

The project continues to empower women through building up friendships and connecting with nature to improve their emotional and physical wellbeing. The women spend time outdoors and connect with nature; And supported by a volunteer who can explain to them what to plant, but most importantly they're there to listen.

It's been wonderful to see a diversity of mums, connecting with each other and spurring each other on. So many seeds have been planted, and some lovely vegetables harvested; courgettes, potatoes, tomatoes, spinach, cucumber, radish, kale, garlic, onion, marrow, and squash to name a few. As their plants and vegetables have grown, so has their confidence.



encourages expectant and new mums to come together to chat, make friends, support emotional wellbeing, share their experiences of being a new mum whilst being creative. This also helped to reduce isolation.

One of our craft mums initiated a WhatsApp group. They regularly meet up in Slough, at the park, for walks and coffee.

Quotes from our Craft Mums:

- This was the first group I attended with my baby. I felt so relaxed for the rest of the day, and it really helped boost my mood and confidence! Said Sarah was so lovely too*

Quotes from our Allotment Mums:

- Loved being outdoors. It felt so good to have some physical exercise like digging and to increase fitness in my own pace - very satisfying. I enjoy meeting with volunteers, great to get out in the fresh air, learn about gardening.*
- I suffer from fibromyoma - so having access to the allotment has helped to ease some of the symptoms. Encouraged me to get out of the house, see other mums and meet volunteers, a space to go too when needing some time to myself. I am now on the waiting list for my own allotment plot - it's given me inspiration.*



None of this would be possible without our wonderful volunteers, who have not only given their time to help at the allotment and craft sessions but have also supported Home-Start with various fundraising events throughout the year and bucket shaking at Ascot racecourse.

Craft and Chat baby group

The allotment has been a huge success, but there was a need to continue supporting our mums through the winter months. In November 2022 our Craft and Chat baby group began. A lovely gentle group which

The project is a collaborative funded project from Frimley Health and Maternity group, Get Berkshire Active and Heathrow Community Fund. The site is also supported by the Good Gym Slough ready for service users to start planting and growing vegetables.

Home-Start Slough

Looking forward



Our future is bright

Home-Start Slough is committed to being there for parents when they need us, because childhood can't wait. We want to ensure that no child's future is limited due to issues experienced in the early years of their life. Our three-year plan sets out our aspirations to double the number of families we help in the community.

Our service and partnership working:

- To develop projects based on feedback and priorities obtained from our beneficiaries and key stakeholders
- To extend and strengthen our reach by establishing joint projects with other key partner organisations
- To expand our capacity to enable us to meet the needs of our families post pandemic

Our financial stability:

- To have our own funding stream that generates our own revenue
- To have achieved a diverse set of funding sources
- To reduce expenditure on overheads ensuring our cost per family continues to be commercially attractive
- To have a Corporate Partner

To raise our profile in the community:

- Utilise social media to attract volunteers, funders and raise our profile in the community
- Develop case studies of our work and publish via media channels to provide insight and awareness of the needs of our beneficiaries
- Increase the number of volunteers to enable our delivery plan

To continue to build a high performing, diverse organisation:

- To ensure that Home-Start Slough is a "great place to work"
- To utilise technology to increase our efficiency
- To improve our diversity of staff, trustees and volunteers
- To develop our Board and improve our governance to ensure that the Board is diverse, cohesive and adds value



Home-Start Slough

Our Supporters in Pictures



Garfield Weston
FOUNDATION



HEATHROW
COMMUNITY
TRUST

The Brook Trust



— SHANLY —
FOUNDATION



THE BABY BANK



CHANGING PLACES
CHANGING LIVES



The Link Foundation
A helping hand for children



THE
NATIONAL
LOTTERY



POSTCODE
SOCIETY
TRUST



BERKSHIRE
COMMUNITY
FOUNDATION



SPIN
MASTER



Frimley Health
NHS Foundation Trust



The
Henry Smith
Charity
founded in 1628



Arnold Clark



BBC
Children
in Need



Get
Berkshire
Active

Slough Healthy Smiles

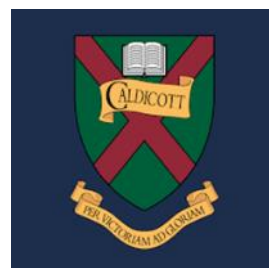
#OneSlough



sloughcvsv
www.sloughcvsv.org.uk



A. SPICER & SON
SERVING ALL FAITHS
FUNERAL DIRECTORS & MEMORIAL CONSULTANTS



Circus Starr
the circus with a purpose.

SunChemical



About Little Starters

“Parent very happy with Little Starters group and is thankful for all the support. She really enjoyed attending and so did her son. He has learned more about socialising after lockdown. She has found a couple of other local groups to attend on her day off and Little Starters was a great stepping stone. She was very thankful and happy to move on.”



About Volunteer Adam

“I had court today 10.30 and it went on until 11.45. I came downstairs and Adam was still here. He didn't have to at all as I had a friend providing childcare but he was a great help. My friend couldn't help my baby to nap and she was screaming. I was getting upset but I was in court. Adam to the rescue and his magic sleep skills.

I couldn't have done it without him, I wanted to feed back.”



During Initial Visit

“I have never felt so comfortable to talk to anyone about my life. Thank you for coming. I feel so relaxed to message or call you. Home-Start is lovely, and I wish I can be with you forever. This will help me and my children. I already feel better and happier. Thank you for coming.”

About Online Craft

“My girls really enjoyed it. Thank you for such a relaxing session and we will do it again.”

“Hi. Thank you so much for including us in the workshop. We really enjoyed being a part of it! The boys are ecstatic to receive their craft packs and the surprise present, one for each and that is really going to help keep them engaged—thanks.”

“I was so surprise that my son sat down for the whole hour. He was watching carefully and copied what she did. Even I enjoyed it and we will do again another time at home. So relaxing and calm.”



810

Volunteer contacts / visits to our families

2348

Volunteer hours given to Home-Start Slough - 1071 hours increase from FY22

63%

of volunteers supported more than 1 family



Home-Start Slough

Bags of appreciation



"Thank for the favour of extending 2 weeks more, I know it's my last day here today, but unfortunately my kids are not well.

I can't come today. Special thanks to all your staff you Bernii and Nafessa and all your staff we had a great time thanks for everything I love you all and will miss you all. "

About Little Starters

" He is listening and playing more"

" I am thankful to you. Because of you he goes to Little Starters"

" He knows his name"

"I have seen a positive shift in his behaviour" "He can start nursery now in April 2022 and will keep learning"

Closing Review for Little Starters

"Thank you! To be honest I'm suffering a lot from anxiety, which is so hard. These activities I find amazing, honestly I'm so so thankful with Home-Start for these opportunities."

Zen Drawing



"Fathima states she has benefitted hugely from Home-Start support. Anita (Volunteer) has empowered her to think positively and feel independent. She feels having someone to talk to has helped her regain confidence and control of her life. I feel like I have more control and feel confident. When you first saw me Nafisa, I was a mess and now I feel happier. It was nice knowing you care."

Home Visiting Support—End Visit

"It was a really welcoming group with almost similar parents.

Each week it helped to know some mothers there, they are really helpful by arranging taxis and that made sure that if I committed to attend I'll try to make it in time without procrastinating or without getting under the influence of weather."

Little Starters Feedback



"Thank you so much for yours and Anita's help. You don't understand how much you have helped/. Thank you."

Home Visiting Volunteer received thank you text



"The short breaks during volunteer visits have really helped myself-care, these are my most productive hour of the week.

The support has been amazing, thank you so much for all your help"

Family sharing support for Volunteer Helen





Home-Start Slough

Sharing the love



"Initially we tried to understand each other. Visits are working out well, she is very punctual and I am having a very happy experience, she is really nice and we are all happy.

Positive progress in helping D focus more. He can now sit for a time and engage with some activities. My friend has noticed this too.

Positive feedback received about volunteer support, Shelly.



"I want to thank everyone there because I have anxiety, but the team made me feel so welcome. K settled in well and it helped me to decide whether I will place K in a mainstream nursery or special needs one. I decided to place him in mainstream because I can see how well he adapted to other children at Little Starters group. Staff were so friendly and encouraging. They had so much knowledge and supported K."

Little Starters Feedback

"We enjoyed our session at Little Starters yesterday. I was a bit emotional on way back... goodbyes are always difficult on me and it can trigger depression...but I will try to stay strong. Thank you very much for all the support, love and care from all of you at Home-Start and Little Starters. Once again a big Thank you ."

Little Starters Feedback



"I was very happy to work with volunteer Shelly. Please send her my thanks. She is very nice, has good ideas and was definitely very helpful. With her help I was able to spend quality time with one child rather than juggling both their needs. Home-Start is a very good charity. Thank you."

Closing Feedback

"Thank you very much for making Easter Break wonderfully amazing, full of fun for I. Thank you Home -Start and specially you Claire.

Closing Feedback



Home-Start Slough

A huge 'thank you'!



OUR SINCERE THANKS GO TO ALL THOSE WHO HAVE SUPPORTED US THIS YEAR

Our fantastic volunteers:

Agnieszka, Amanda, Belinda, Colette, Ekta, Elizabeth D, Elizabeth J, Helen, Illham, Jane, Jaswinder, Julie, Kamlesh, Kerry, Lucinda, Lydia, Maria, Michelle, Navneet, Neelam, Paula, Rosanne, Rupali, Ruth, Sarah, Savithri, Siara, Suman, Teresa, Tracey, Umber, Vicki, Wai Ying, Yvonne

Our amazing Management Board:

David, Helen, Karen, Kiran, Leah, Lesley

And to everyone who has supported Home-Start Slough in the past year, either financially or with donations of services, time or gifts:

| | |
|---|-------------------------------------|
| AmazonSmile | Roly Richardson (Magician) |
| Arifa Naeem | Shanley Foundation |
| Arnold Clark | Slough and Burnham Children Centres |
| Ascot Racecourse | Slough Borough Council |
| Baby Bank | Slough CVS |
| BBC Children in Need | Slough Healthy Smiles |
| Berkshire Community Foundation | Slough ONE |
| Caldicott School | Slough Outreach |
| Cathy Carr—Get Berkshire Active | Slough Public Health |
| Circus Starr | Spicer & Sons |
| Dorothy Milne | Spin Master Ltd |
| Four Acres | St Johns/Kingsway Church |
| Frimley NHS Foundation Trust | Sun Chemical |
| Garfield Weston | Sylvia Adams |
| Get Berkshire Active | The Brook Trust |
| Goodgym Slough | The Henry Smith Charity |
| Groundworks | The Link Foundation |
| Heathrow Community Trust | The National Lottery |
| Home-Start UK | Tony Alexander |
| Jacqui Shadrache | VDK Family Charity |
| John Lewis & Partners and Waitrose and Partners | Victoria Kitcatt |
| Kayleigh Robinson—Norden Farm | Waitrose Gerrards Cross |
| Louise Brooks—Parenting Success | Waitrose High Wycombe |
| Louise Yvenic | Waitrose Maidenhead |
| Martin Gatehouse | Wentworth Golf Club |
| NatWest Slough | William Baker |
| Norden Farm | |
| Postcode Society Lottery | |
| Qualcomm | |



Home-Start Slough
(a company limited by guarantee)

Trustees Report and Accounts

For the year ended
31 March 2023

Company registration number: 09563378

Charity registration number: 1162003



Home-Start Slough Contents

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| Independent examiner's report | 4 |
| Statement of financial activities | 5 |
| Balance sheet | 6 |
| Notes to the accounts | 8 |



Home-Start Slough
Report of the trustees
(incorporating the directors report)

For the period ended 31 March 2023

The trustees present their report and the accounts for the year ended 31 March 2023 which also comprises the Directors' Report required by the Companies Act 2016.

Objectives and activities

The principal objective of the charity is to provide voluntary support, friendship and practical help to families with pre-school children in their own homes.

Achievements and performance

Home-Start Slough has been supporting local families going through a difficult time since 1996 as a local charity.

The success of Home-Start is dependent on dependable staff and volunteers and on both counts this is the case. We are very grateful to have such dedicated workers and volunteers.

Financial review

Reserves

The unrestricted funds represent the free reserves which are required for ongoing working capital and also the funding required for contractual obligations to staff, including any potential pension fund deficit.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes.

Going concern

The trustees have assessed the charity's ability to continue as a going concern. The trustees have considered several factors when forming their conclusion as to whether the use of the going concern basis is appropriate when preparing these financial statements, including: a review of updated forecasts to 31st March 2024; a consideration of key risks including increasing inflation, cost of living crisis, funding challenges and the rise in demand for our services based on post pandemic impact that could impact the charity together with the latest available management information.

Over the years, we have built a flexible cost base, with the ability to reduce our operating costs to meet our income and have reserves aligned to our policy, therefore the trustees are confident that we have adequate flexibility and plans to adapt to changing circumstances and as such consider that it is appropriate for the financial statements to be prepared using a going concern basis.



Home-Start Slough
Report of the trustees
(incorporating the directors report)

For the period ended 31 March 2023

Structure, governance and management

Legal and administrative status

The organisation, incorporated on 27 April 2015, is a charitable company limited by Guarantee, with no share capital and registered as a charity with H M Revenue & Customs. 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.

The Organisation commenced activities in August 2015, continuing the activities of the unincorporated charity Home-Start Slough (charity registration number 1054713).

Organisational structure

The company is managed by a board of directors whose members are elected and co-opted in accordance with the Articles of Association.

Risk management

The board of directors has conducted its own review of the major risks to which the company is exposed, in particular, those related to the operations and finances of the company, and are satisfied that systems are in place to mitigate those risks. The procedures are periodically reviewed to ensure that they still meet the needs of the company.

Trustees and directors

By operation of law all, trustees are directors under the Companies Act 2006 and all directors are trustees under Charities legislation and have responsibilities, as such, under both company and charity legislation. Those who served during the period and up to the date of this report are as follows:

Current trustees:

| | |
|-------------|----------------------------|
| D Ashwell | Appointed 12 December 2017 |
| P Dhoot | Appointed 1 March 2021 |
| L Michaelis | Appointed 27 April 2015 |
| K Olney | Appointed 10 August 2020 |
| L Price-Cox | Appointed 10 August 2020 |
| H Nickless | Appointed 10 October 2022 |

Former trustees:

| | |
|-------------|-------------------------|
| M Sorenesen | Removed 21 June 2022 |
| C Marks | Removed 4 November 2022 |



Home-Start Slough
Report of the trustees
(incorporating the directors report)

For the period ended 31 March 2023

Statement of trustees' and directors responsibilities

The charity trustees, who are also the directors of the company under company law, are responsible for preparing the Report of the trustees and the accounts in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether whether the accounts comply with the trust deed and the recommendations of the SORP FRS 102 have been followed, subject to any material departures disclosed and explained in the accounts;
- 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 accounts comply with the Companies Act 2006 and the Charities Act 2011. They are also responsible for safeguarding the assets of the charity 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 on the charitable company's website.

Information about independent examiner

These accounts were examined by:

Mr M Gatehouse BA(Hons) ACA
Member of the Institute of Chartered Accountants in England and Wales
Contact: The Stables Old Vicarage, Blakes Hill Road, Swimbridge, Devon EX32 0PH

Small company provisions

These accounts have been prepared in accordance with the provisions in Part 15 of the Companies Act 2006 applicable to companies subject to the small companies regime.

On behalf of the board

Director and trustee

27th August, 2023

Date



Home-Start Slough
Independent examiner's report to the trustees

Company number: 09563378

Charity number : 1162003

on the accounts for the year ended 31 March 2023

I report to the trustees on my examination of the accounts of the above charitable company ("the Company") for the year ended 31 March 2023, as presented on the following 10 pages.

Responsibilities and basis of report

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

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

Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

22nd August 2023

Martin Gatehouse BA(Hons) ACA

Member of the Institute of Chartered Accountants in England & Wales (membership no: 8010481).

Address: The Stables Old Vicarage, Blakes Hill Road, Swimbridge, Devon EX32 0PH



Home-Start Slough

Statement of financial activities

(incorporating the income and expenditure account as required by the Companies Act 2016)

For the year ended 31 March 2023

| | Notes | Unrestricted funds £ | Restricted funds £ | 2023 Total £ | 2022 Total £ |
|------------------------------------|-------|-------------------------|-----------------------|--------------------|--------------------|
| Income from: | | | | | |
| Donations | | 14,966 | - | 14,966 | 31,182 |
| Charitable activities | 2 | 42,776 | 149,337 | 192,113 | 206,142 |
| | | <u>57,742</u> | <u>149,337</u> | <u>207,079</u> | <u>237,324</u> |
| Expenditure | | | | | |
| <i>Cost of raising funds;</i> | | | | | |
| Fundraising events and costs | | 604 | 520 | 1,124 | 802 |
| <i>Charitable activities;</i> | | | | | |
| Employee costs | 4 | 36,523 | 110,660 | 147,183 | 179,506 |
| Recruiting and advertising | | 88 | - | 88 | - |
| Course delivery | | - | 16,700 | 16,700 | - |
| Employee expenses | | 1,121 | 4,168 | 5,289 | 5,780 |
| Volunteers expenses | | - | 858 | 858 | 415 |
| Rent and office running costs | | 2,041 | 5,450 | 7,491 | 7,705 |
| Stationery, printing and postage | | 381 | 2,440 | 2,821 | 6,969 |
| Telephone and IT costs | | 861 | 3,200 | 4,061 | 5,383 |
| Insurance | | 574 | 447 | 1,021 | 728 |
| Family Service Group/courses | | - | 7,041 | 7,041 | 5,260 |
| Volunteer recruitment and training | | 1,326 | 1,300 | 2,626 | 1,820 |
| Digital delivery | | 211 | 3,331 | 3,542 | 14,113 |
| Monitoring/Evaluation | | - | 7,968 | 7,968 | - |
| <i>Other expenditure;</i> | | | | | |
| Bank charges | | 144 | - | 144 | 192 |
| Accounting and professional | | 1,745 | - | 1,745 | 928 |
| Home-Start Central fees | | 1,351 | 2,845 | 4,196 | 4,149 |
| Depreciation | | - | - | - | 714 |
| | | <u>46,970</u> | <u>166,928</u> | <u>213,898</u> | <u>234,464</u> |
| Net income/(expenditure) | | 10,772 | (17,591) | (6,819) | 2,860 |
| Transfers between funds | | - | - | - | - |
| Net movement in funds | | <u>10,772</u> | <u>(17,591)</u> | <u>(6,819)</u> | <u>2,860</u> |
| Reconciliation of funds | | | | | |
| Total funds brought forward | | 61,986 | 18,423 | 80,409 | 77,549 |
| Total funds carried forward | | <u>72,758</u> | <u>832</u> | <u>73,590</u> | <u>80,409</u> |

All activities derive from continuing operations. A separate Statement of Total Recognised Gains and Losses is not required as this statement includes all recognised gains and losses.

The notes form an integral part of these accounts.



Home-Start Slough Balance sheet

Charity registered number: 1162003

Company registration number: 09563378

As at 31 March 2023

| | Notes | £ | 2023 £ | £ | 2022 £ |
|--|-------|-----------------|---------------|-----------------|---------------|
| Fixed assets | | | | | |
| Tangible assets | 6 | | - | | - |
| Current assets | | | | | |
| Debtors and accrued income | 7 | 200 | | - | |
| Cash at bank and in hand | | <u>89,490</u> | | <u>90,782</u> | |
| | | 89,690 | | 90,782 | |
| Creditors: amounts falling due within one year | 8 | <u>(16,100)</u> | | <u>(10,373)</u> | |
| Net current assets | | | 73,590 | | 80,409 |
| Total net assets of the charity | 9 | | <u>73,590</u> | | <u>80,409</u> |
| The total net assets of the charity are funded by the funds of the charity, as follows: | | | | | |
| Unrestricted income funds | 10 | | 72,758 | | 61,986 |
| Restricted income funds | 11 | | 832 | | 18,423 |
| Total funds | | | <u>73,590</u> | | <u>80,409</u> |

The balance sheet continues on the following page.

The notes form an integral part of these accounts.



**Home-Start Slough
Balance sheet (continued)**

**Trustees statements required by the Companies Act 2006
For the year ended 31 March 2023**

In approving these accounts, as trustees of the company we hereby confirm:

- a) that for the year stated above the company was entitled to the exemption conferred by section 477 of the Companies Act 2006 ;
- b) that no notice has been deposited at the registered office of the company pursuant to section 476 of the Companies Act 2006 requesting that an audit be conducted for the year ended 31 March 2023.
- c) that we acknowledge our responsibilities for:
 - 1) ensuring that the company keeps proper accounting records which comply with section 386 of the Companies Act 2006, and
 - 2) preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of the financial year and of its profit or loss for the year then ended in accordance with the requirements of sections 394 and 395, and which otherwise comply with the provisions of the Companies Act relating to financial statements, so far as applicable to the company.

These financial statements are prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies and in accordance with FRS102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland.'

The financial statements were approved by the board and signed on its behalf by:

Director and trustee

27th August, 2023

Date



Home-Start Slough Notes to the accounts

For the year ended 31 March 2023

1 Accounting policies

The principal accounting policies are summarised below. The accounting policies have been applied consistently throughout the period.

1.1 Basis of accounting

The accounts have been prepared in accordance with the Statement of Recommended Practice: 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) issued in October 2019 and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011 and UK Generally Accepted Practice as it applies from 1 January 2019.

Home-Start Slough meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost.

1.2 Incoming resources

All incoming resources are included in the statement of financial activities when the charity is entitled to the income and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:

Voluntary income is received by way of grants, donations and gifts and is included in full in the statement of financial activities when receivable. Grants where entitlement is not conditional on the delivery of a specific performance by the charity, are recognised when the charity becomes unconditionally entitled to the grant.

Donated services and facilities are included at the value to the charity where this can be quantified. The value of services provided by volunteers has not been included.

Grants, including grants for the purchase of fixed assets, are recognised in full in the statement of financial activities in the year in which they are receivable.

1.3 Resources expended

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

Costs of generating funds comprise the costs associated with attracting voluntary income and the costs of trading for fundraising purposes.

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

Support costs are those costs incurred directly in support of expenditure on the objects of the charity and include project management.

In accordance with the SORP, and in recognition of the difficulties in placing a monetary value on the contribution from volunteers, the contribution of volunteers is not included within the income of the charity.



Home-Start Slough Notes to the accounts

For the year ended 31 March 2023

Accounting policies (continued)

1.4 Reserves policy

Home-Start Slough has a Reserves Policy. Factors taken into account when formulating this policy included the need to cover fluctuations in income due to the need to constantly apply for grant funding due to the lack of sustainable funding from statutory services, current liabilities and unplanned expenditure. The minimum reserve of 3 months running costs has been adopted in order to ensure all liabilities can be addressed and the appropriate notice period given to employees.

The policy is reviewed annually in line with the Financial Controls document with a report being presented to the full board of trustees.

Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost less accumulated depreciation. Depreciation is provided at rates calculated to write off the cost less residual value of each asset over its expected useful life, as follows:

| | | |
|-----------|---|-------------------|
| Equipment | : | 25% straight line |
|-----------|---|-------------------|

1.5 Leasing

Rentals payable under operating leases are charged against income on a straight line basis over the lease term.

1.6 Defined contribution pension schemes

The company operates a defined contribution pension scheme. Contributions are charged to the profit and loss account as they become payable in accordance with the rules of the scheme.

1.7 Taxation

The charity's activities fall within the exemptions afforded by the provisions of the Income and Corporation Taxes Act 2010. Accordingly, there is no taxation charge in these accounts.

1.8 Winding up or dissolution of the charity

If upon winding up or dissolution of the charity there remain any assets, after the satisfaction of all debts and liabilities, the assets represented by the accumulated fund shall be transferred to some other charitable body or bodies having similar objects to the charity.



Home-Start Slough Notes to the accounts

For the year ended 31 March 2023

2 Income from charitable activities

| | Unrestricted funds | Restricted funds | 2023 Total | 2022 Total |
|-------------------------------------|-----------------------|---------------------|----------------|----------------|
| | £ | £ | £ | £ |
| Frimley Health | - | 5,000 | 5,000 | 14,306 |
| Berkshire Community Foundation | 2,500 | - | 2,500 | - |
| Big Hopes, Big Futures | - | - | - | 7,421 |
| Reckitt | - | - | - | 19,728 |
| Get Berkshire Active | - | 10,294 | 10,294 | 5,000 |
| Henry Smith | - | 45,300 | 45,300 | 20,750 |
| The National Lottery Community Fund | - | 36,477 | 36,477 | 77,130 |
| One Slough | - | 10,000 | 10,000 | 10,000 |
| John Lewis | - | - | - | 3,224 |
| Four Acres | 10,000 | - | 10,000 | 10,000 |
| Sylvia Adams | 5,000 | - | 5,000 | - |
| BBC Children in Need | - | 32,266 | 32,266 | 38,583 |
| Qualcomm | 22,276 | - | 22,276 | - |
| Garfield Weston | - | 10,000 | 10,000 | - |
| Shanley Foundation | 3,000 | - | 3,000 | - |
| | <u>42,776</u> | <u>149,337</u> | <u>192,113</u> | <u>206,142</u> |

3 Net incoming/(outgoing) resources for the year

| | 2023 £ | 2022 £ |
|--|------------|------------|
| Net incoming/(outgoing) resources is stated after charging: | | |
| Depreciation and other amounts written off tangible fixed assets | - | 714 |
| Independent examiners fee | <u>100</u> | <u>100</u> |



Home-Start Slough Notes to the accounts

For the year ended 31 March 2023

4 Employees

| | 2023 £ | 2022 £ |
|-------------------------|----------------|----------------|
| Employment costs | | |
| Wages and salaries | 113,734 | 136,869 |
| Social security costs | 19,449 | 25,197 |
| Pension costs | 14,000 | 17,440 |
| | <u>147,183</u> | <u>179,506</u> |

No employee received emoluments of more than £60,000 in the current or previous year.

Number of employees

The average monthly numbers of employees (excluding the trustees) calculated on the basis of full time equivalents, was as follows:

| | 2023 No | 2022 No |
|-------------------------------|------------|------------|
| Management and administration | <u>7</u> | <u>10</u> |

5 Trustees remuneration and expenses

The Trustees neither received or waived any emoluments during the year.

Trustees did not claim expenses relating to activities other than those relating to their duties as a trustee, and being for furtherance of charitable objectives.

6 Tangible fixed assets

| | Equipment £ | Total £ |
|-----------------------|----------------|--------------|
| Cost | | |
| Brought forward | <u>2,142</u> | <u>2,142</u> |
| | <u>2,142</u> | <u>2,142</u> |
| Depreciation | | |
| Brought forward | 2,142 | 2,142 |
| Charge for period | <u>-</u> | <u>-</u> |
| | <u>2,142</u> | <u>2,142</u> |
| Net book value | | |
| As at 31 March 2023 | <u>-</u> | <u>-</u> |
| As at 31 March 2022 | <u>-</u> | <u>-</u> |



**Home-Start Slough
Notes to the accounts**

For the year ended 31 March 2023

7 Debtors

| | 2023 £ | 2022 £ |
|---------------|------------|-----------|
| Other debtors | 200 | - |
| | <u>200</u> | <u>-</u> |

8 Creditors: amounts falling due within 1 year

| | 2023 £ | 2022 £ |
|-----------------------------------|---------------|---------------|
| Payroll taxes and social security | - | - |
| Pension costs | - | - |
| Other creditors and accruals | 100 | 3,373 |
| Deferred income | 16,000 | 7,000 |
| | <u>16,100</u> | <u>10,373</u> |

9 Analysis of net assets of the charity

| | Unrestricted funds £ | Restricted funds £ | 2023 Total £ | 2022 £ |
|--|----------------------------|--------------------------|--------------------|---------------|
| Fund balances at 31 March 2023 as represented by: | | | | |
| Tangible fixed assets | - | - | - | - |
| Current assets | 89,690 | - | 89,690 | 90,782 |
| Current liabilities | (100) | (16,000) | (16,100) | (10,373) |
| | <u>89,590</u> | <u>(16,000)</u> | <u>73,590</u> | <u>80,409</u> |

10 Unrestricted funds

| | Opening £ | Incomings £ | Outgoings £ | 2023 £ |
|----------------------------|--------------|----------------|----------------|-----------|
| General unrestricted funds | 61,986 | 57,742 | (46,970) | 72,758 |



Home-Start Slough Notes to the accounts

For the year ended 31 March 2023

11 Restricted funds

| | Opening £ | Incomings £ | Outgoings £ | 2023 £ |
|--|---------------|----------------|------------------|------------|
| Children in Need | (1,787) | 32,266 | (30,939) | (460) |
| Henry Smith | (990) | 45,300 | (43,018) | 1,292 |
| Frimley Health | - | 5,000 | (5,000) | - |
| Garfield Weston | - | 10,000 | (10,000) | - |
| The National Lottery Community Fund (Note 10) | 21,200 | 36,477 | (57,677) | - |
| Slough One | - | 10,000 | (10,000) | - |
| Get Berkshire Active | - | 10,294 | (10,294) | - |
| | <u>18,423</u> | <u>149,337</u> | <u>(166,928)</u> | <u>832</u> |

11 Restricted funds (continued)

Children in Need

This project will support children from low income families and experiencing poor health in Slough. Children will develop a healthier lifestyle, improve family relationships and have greater confidence.

Henry Smith

This project will provide a specialist, bespoke support service to families with children with Autism. Slough has above average number of autistic children and the project aims to reduce the long term support costs by providing help and support to the parents in the early years of diagnosis.

Frimley Health and Get Berkshire Active

This funding supports our allotment project focussing on improving mental health in young mothers by engaging in outdoor activities and growing fruit and vegetables on an allotment. A team of volunteers and a Family Support Co-Ordinators support the young mothers in these activities.

The National Lottery Community Fund

This project is a joint project with Home-Start Reading and Bracknell with the key objective of improving mental health throughout the whole family. Through a number of different interventions e.g. groups, courses and home visiting the support package is tailored to provide the best possible outcome for the beneficiary.

Slough One

This project supports our work with dads with particular focus on supporting the most vulnerable communities, isolation and those suffering from poor mental health. The project seeks to minimise the impact on children and families by reducing isolation and improving mental wellbeing.

Garfield Weston

This project enables us to increase our capacity to support an increased number of families following the pandemic. The support will be a mix of home visiting and group support as appropriate for the family.



Home-Start Slough Notes to the accounts

For the year ended 31 March 2023

12 The National Lottery Community Fund

This National Lottery Community Fund was provided through a consortium of Bracknell, Reading and Slough Home-Starts to represent the Thames Valley region. Home-Start Slough was the lead for the consortium and consolidated the reporting and distributed the funding on behalf of the group. Below are the details of the Thames Valley region as a whole:

| | Opening £ | Incomings £ | Outgoings £ | 2023 £ |
|-----------|---------------|----------------|-----------------|-----------|
| Bracknell | (323) | 12,261 | (11,938) | - |
| Reading | 1,845 | 20,846 | (22,691) | - |
| Slough | 21,200 | 36,477 | (57,677) | - |
| | <u>22,722</u> | <u>69,584</u> | <u>(92,306)</u> | <u>-</u> |

13 Charitable company limited by guarantee

Home-Start Slough is a company limited by guarantee controlled by its members and accordingly does not have a share capital.

Every member of the company undertakes to contribute such amount as may be required not exceeding £1 to the assets of the charitable company in the event of its being wound up while he or she is a member, or within one year after he or she ceases to be a member.

The charity was formally registered with the Charity Commissioners in 2015 under charity registered number 1162003 (and formerly under unincorporated charity registered number 1054713).

The registered office of the charity for Companies Act purposes is 111 High Street, Burnham, Bucks SL1 7JZ.



Home-Start Berkshire East

England & Wales - Charity number 1162003

Accounts

HOME START

Slough

Annual Report 2021-22





Home-Start Slough is a home-visiting charity offering friendship and support to families with young children

| | |
|--|----|
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Home-Start Slough
29 Church Street, Slough SL1 1PL
T: 01753 572958
E: office@hsslough.co.uk
W: www.hsslough.co.uk

Home-Start Slough

Supporting parents to give their children the best start in life



“Home-Start Slough is an established, trusted voluntary service supporting the local community working in partnership with parents to empower them to give their children a better future.”

Chair’s report



We started the financial year cautiously emerging from the COVID lockdowns and learning about the impact on our families and how we needed to change our ways of working due to the pandemic. Through the tremendous efforts of our staff, volunteers, and trustees we delivered our services to an increased number of beneficiaries and I am proud to report that we provided support to 226 families with transformational results, a 32% increase from last year. In addition, we had 1361 attendees at our digital services sessions representing a 220% increase from last year.

Looking back on the year, as we emerged from the strict lockdown period, we saw, and continue to see, a major increase in our families’ needs and demand for our services. As we reopened our face-to-face services, we found that children’s emotional, physical and basic skills were underdeveloped due to the isolation experienced in lockdown. Vulnerable families remained isolated due to vaccine hesitancy in some Slough communities and parents were struggling with more complex situations, experiencing increased levels of poor mental health and finding it very difficult to cope. Our waiting list increased to unprecedented levels and continues to be high as we seek funding to enable us to increase our capacity to respond to the increased demand. This increased demand has also come at a time, where we saw, and continue to see, a decline in the number of people wanting to volunteer, prompting us to investigate new ways to attract and retain volunteers.

Despite all these challenges, our staff and volunteers have worked extensively to adapt and provide the best service possible to our families, such as increasing our group support which has received high praise.

From a financial perspective all of our funders continued to be very flexible and this enabled us to align their

funding with the needs of our families. We were, and remain, very grateful for this flexibility. We received a number of one-off grants to support our adaptation to the unprecedented circumstances, which has enabled our overall financial health to remain stable. We do recognise that many of the funding streams were only available during the pandemic period and that there will be future funding challenges as available sources diminish in number and amount.

Our partnership with Reckitt has continued to provide us with significant benefits. They have provided funding to enable us to increase our service capability and support a greater number of families. We are very grateful for this support from a local company providing us not only with funds but also skills and help to increase our sustainability.

We are also very grateful to the John Lewis Partnership who have continued to support the Home-Start network by helping us raise our profile across the UK, and providing a generous amount of funding and gifts for our families.

Looking forward, we continue to expand our horizons and we remain ambitious for our future. Diverse income generation is a key aspect of our plans going forward, with the need to attract more and different types of funders to drive an expansion of our capacity to deliver. With the significant rise in demand for our services in the community and the challenges in attracting volunteers, we are re-aligning our strategic plan to ensure that we accelerate our ability to increase our capacity and deliver outcome-focussed interventions to ensure that we are attractive to funders in the future.

As always, Home-Start Slough has made significant impact and transformational differences on the lives of many this year. It has been a year of huge challenges requiring us to adapt to a surge in demand to deal with increasing despair and isolation experienced by so many families in Slough. I fully recognise the fantastic effort and contribution from all our staff, volunteers, trustees and supporters who continue to go “above and beyond” ensuring that we are able to continue to support our families. I am sure that every single one of the families we have touched will echo these thanks and I know that every single individual involved in Home-Start Slough will endeavour to ensure that we develop and grow our service to meet the needs of the community.

Lesley Michaelis, Chair



Home-Start Slough

Managing our work



Scheme report

I want to start my report by congratulating my team and thanking the new members of staff who have joined us. This has been a year of transition and change, and everyone committed to the huge amount of work that has been passed onto them.

We were very lucky again to be able to work with a number of Social Worker interns from Winchester University; Seyram and Lauren stepped up by helping us with several families and contributing to a great evaluation.

Our allotment project kicked off with funds from Frimley NHS Health and Get Berkshire Active. Sarah joined the team, specifically to develop the project, recruit allotment volunteers and support expectant mums. All the team and our volunteers have at some point throughout the year enjoyed the harvests and the project continues to grow!

Home-Start Slough families were fortunate to benefit from many very generous donations from the John Lewis and Waitrose partnerships. Christmas was a very special time for all our families who received the most incredible hampers and gifts.

This year with the help of our data officer, Julie, we were able to continue with our digitisation plans and our referral forms are now online, saving time and further streamlining the organisation. Operationally, we created volunteer hubs to enhance volunteer communication and feedback and our volunteer-to-family matching process was optimised which greatly assisted with the increase in family referrals.

We have also introduced “Reflective Safeguarding” sessions for the team. We have an exceptional safeguarding trustee. Leah is very knowledgeable and supportive, and we are very lucky in these challenging times to be blessed with such a hard-working trustee.

In early summer, we heard that Slough was subject to a section 114 notice. I worked collaboratively with my colleagues across the voluntary sector to bolster our continued commitment to families and assured support to our referrers in Slough who also faced huge pressures and still do.

I have enjoyed delivering parenting programmes, Home-Start family picnics, days out with volunteers celebrating our successes, guiding expectant dads on changing nappies and furthering the beginnings for some positive changes for Home-Start Slough.

It has been a very busy year, a positive year, and I am looking forward to reporting on next year!

Anne Gilbert, Senior Scheme Manager

| | |
|--|--|
|  ANNE GILBERT SENIOR SCHEME MANAGER |  ALISON BOWERS OFFICE COORDINATOR |
|  SARAH DOE ADMINISTRATOR |  JULIE PAPWORTH DATA OFFICER |
|  CLAIRE ALLISON FAMILY SUPPORT COORDINATOR |  CARIS THOMAS FAMILY SUPPORT COORDINATOR |
|  SARAH HARRIS VOLUNTEER COORDINATOR |  NAFISA SARWAR FAMILY SUPPORT COORDINATOR |
|  AGA GAWLAK LITTLE STARTERS SESSIONAL WORKER |  PAULA IMBER LITTLE STARTERS SESSIONAL WORKER |

Home-Start Slough

Who we are



Home-Start Slough is a charitable company limited by guarantee that was set up in Slough in April 2015, incorporated in August 2015 and registered as a charity in June 2015. Home-Start Slough is affiliated to Home-Start UK.

Trustees 2021-22

| | | |
|---------------------------|------------------|---------------------|
| Chair | Lesley Michaelis | |
| Treasurer | David Ashwell | |
| Individual Representative | Leah Price Cox | |
| Individual Representative | Irene Kyme | Until October 2021 |
| Individual Representative | Mary Mcilhone | Until December 2021 |
| Individual Representative | Mette Sorensen | |
| Individual Representative | Kiran Dhoot | |
| Individual Representative | Karen Olney | |
| Individual Representative | Charlotte Marks | From March 2021 |
| Individual Representative | Sandra Hennessy | Until December 2021 |

Staff 2021-22

| | | |
|-----------------------------------|------------------|---------------------------|
| Senior Scheme Manager | Anne Gilbert | |
| Senior Family Support/Development | Michelle Herring | Until November 21 |
| Family Support Coordinator | Nafisa Sarwar | |
| Family Support Coordinator | Claire Allison | |
| Family Support Coordinator | Caris Thomas | |
| Family Support Coordinator | Priya Davis | March 2021 until May 2021 |
| Family Support Coordinator | Sarah Harris | From May 2021 |
| Admin Assistant | Sarah Doe | From September 2021 |
| Office Coordinator | Alison Bowers | |
| Data Officer | Julie Papworth | |

Independent examiner: Martin Gatehouse, Microentity Limited

Bankers: CAF Bank, West Malling, Kent ME19 4TA



Home-Start Slough

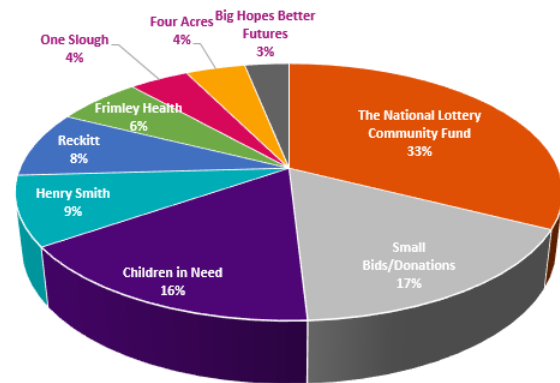
Funding our work



Treasurer's Report for the Year Ended 31st March 2022



FY22 Funding Partners



In a challenging and uncertain environment Home-Start Slough has continued to innovate, adapt and expand our model to meet the needs of the local community and support record numbers of children and families in the past year.

Our hybrid offering of remote support, digital learning, groups, and core home visiting has enabled us to reach out to so many families following the unprecedented demand post-Covid.

This is only made possible with the dedication and commitment of our amazing volunteers and staff and the support from our generous funders and donors. Their efforts are truly inspiring and make a real difference to so many people – we give a huge thank you for all your contributions.

From a financial perspective we have continued to focus on the three pillars of sustainability, adaptability, and innovation and despite the challenging macro environment, we continued to grow our funding levels, sustain stable reserves, and reduce our cost-per-family enabling us to reach out to more of those in need than ever before.

Financial highlights

- We have implemented a wide range of digital offerings with over 1361 people participating in activities
- We have supported 226 families and 345 children
- We have achieved a record £237k of funding

- Fantastic support and backing has been generously provided by all of our funders and partners including several new donors
- We have maintained sustainable reserves of ~ 3 months operating costs
- Circa £18k restricted funds have been carried over to help support anticipated demand

Funding

Whilst we remain confident in our compelling offering, the charitable funding landscape has been increasingly challenging. It is vital that we continue to innovate and adapt to the rapidly changing market for funding by enhancing our outreach, continuing to demonstrate our value for existing funders and attracting new partners to maintain our delivery model.

Finally, a huge thank you and recognition to all our staff and volunteers for their efforts during this period, your efforts to support those in need is truly inspiring and has made such a difference to so many lives.

David Ashwell, Treasurer



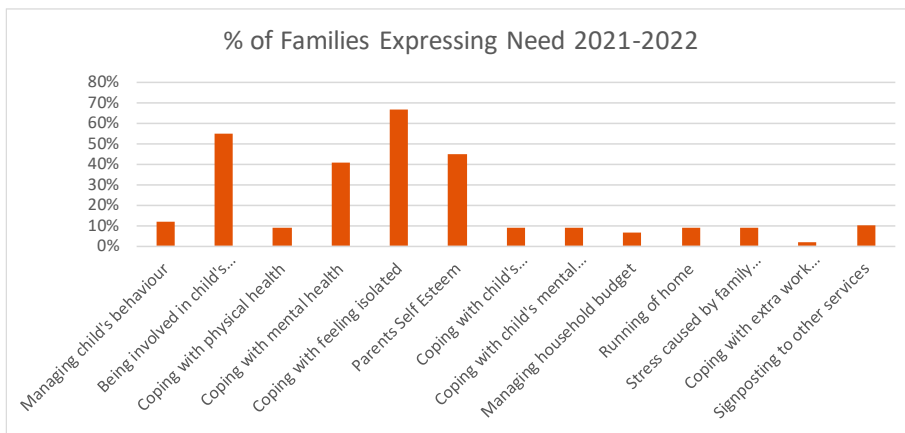
Home-Start Slough

Annual statistics



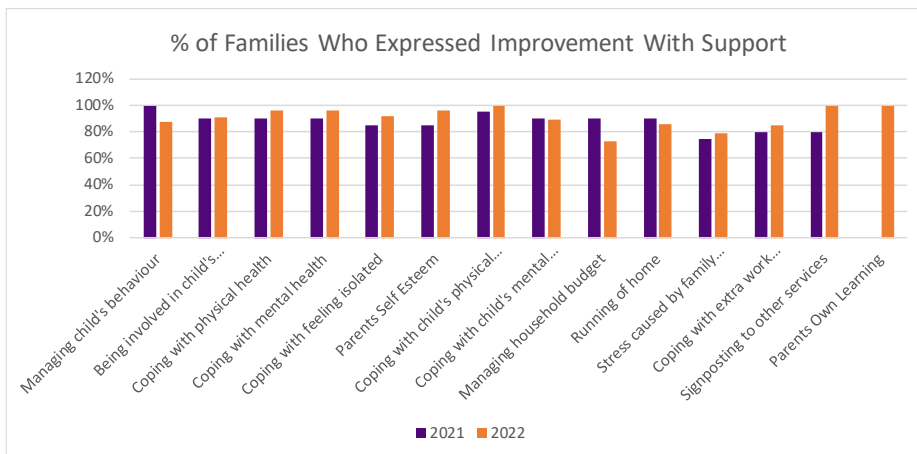
Reasons families need us

% of families expressing need



How we have helped

% of families expressing significant improvement



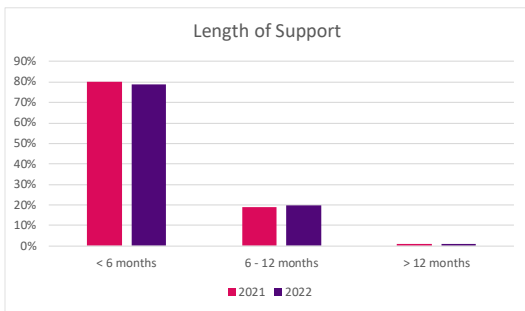


Home-Start Slough

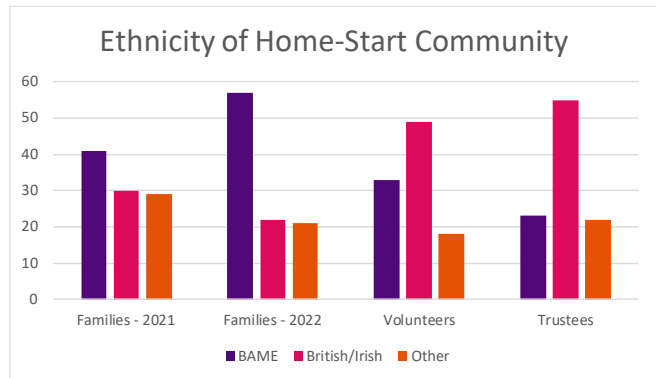
Annual statistics



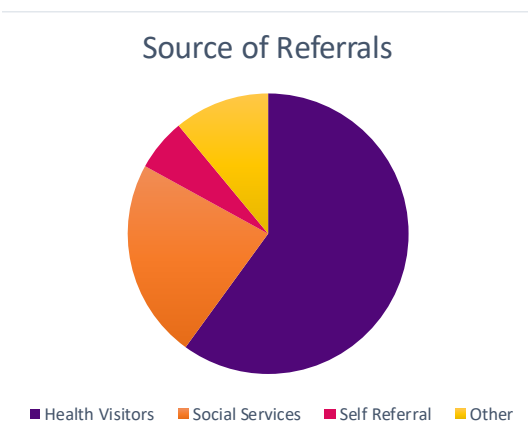
Length of support



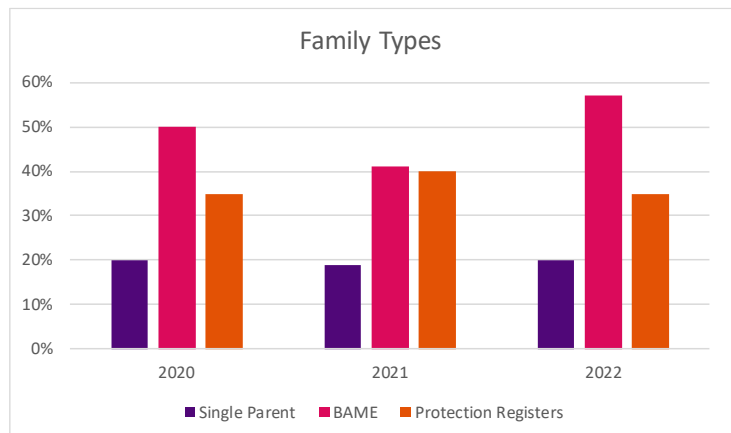
Ethnicity of our Home-Start community



Sources of referrals



Family types





Home-Start Slough

Working in partnership

Working with BBC Children in Need Addressing health inequalities in Slough



BBC

Children in Need

We have now successfully completed our 3-

year funding from BBC Children in Need, with outcomes based on behaviour, diet, exercise, and oral hygiene.

Quote from funder:

“Your case study really does capture the vital support you provide in making a real difference to the lives of parents who are struggling with parenting issues, coupled with a focus on physical and mental health in families. It really emphasises how much real change can be experienced by having a trusted and trained volunteer to walk alongside parents and provide them with support and tips on parenting and family matters - it really is life-changing.

We have heard about the challenges being faced by so many third sector organisations supporting children and young people and their families across Slough, which has resulted in even more pressure through referrals where there are few/no obvious LA support services. This has come off the back of Covid-19 where LA services stepped back and the third sector stepped up to fill the breach. You've clearly recognised the value of retaining some online intervention, as well as providing in-person support.

Your emphasis on the physical health issues affecting young children from across the Borough, coupled with the recognised mental health and wellbeing issues, mean that you take a slightly different approach to most Home-Start organisations. It's been so interesting to see how your team has developed and adapted to continue to target these issues and read about the different ways you are providing support to families to ensure firm foundations are understood and developed in the early informative years of children.

The diverse range of activities you provide, face-to-face, online and interactive are resulting in clear

345
children benefitted from Children in Need this year

positive differences for families in their understanding of healthy eating and exercise. It's great to read how enthusiastic children are about brushing their teeth when it is made a fun activity. Having access to outside space is really important for children. Your groups and the walk and talks sessions provide families with the opportunity for children to be encouraged to play outdoors in a safe space with supervision from adults.”

Dental Health in Children

Most of the parents and children we encounter are not registered with their local dentist, and whilst the waiting lists are long, following on from the lockdowns, we encourage parents to register their children and themselves if appropriate. A weekly tooth brushing activity is led each week by the keyworkers for the children, focussing just on brushing and how long to brush for. Everyone joins in and after 3 months of sessions there is a significant difference in the children's brushing techniques.

Children's Physical Activities

Our setting for the groups means that children and parents can enjoy outdoor play. In many cases the children do not have access to any outdoor safe play for 2 hours a day. Each week at the group there is a theme to outdoor activity. Volunteers encourage the families which they are working with to spend time with their children outside in messy play, sharing with them the importance of quality time, and how to incorporate “incidental learning” into this play time.

Parenting Support

The parents in the Parenting group also learnt the importance of healthy living, food and exercise and of balancing exercise and rest. One parent commented that she was unsure how much time to spend walking with her daughter. Following the course she walked with her daughter 3 times a week, using praise and reward to encourage participation. The parent has some great rewards for her child: 1 walk a week equates to 5 bits of dry pasta in a pot and an extra 10 minutes with mum making fruit faces!

291
children made significant progress in improving mental health & well-being

287
children made significant progress in improving physical health

280
children made significant progress in improving dental health



Home-Start Slough

Little Starters Support Group



This year, our primary focus has been on reducing isolation, improving children's well-being and their relationships with their parents/carers and healthy well-being (oral health, diet and exercise).

Funded by the BBC Children in Need, Little Starters Support group re-opened its doors to

Home-Start families in July 2021, after a year of closure due to Covid-19.

The new venue is situated in central Slough, making it more accessible to the local community, only being a short walk from Slough bus and train stations. Parents and children are now able to enjoy a spacious enclosed garden, which was not previously available at our old site.

The friendly group provides activities that stimulate learning and development, through the free flow of indoor and outdoor play. Due to COVID-19, many children had been deprived of regular social interactions and Little Starters was their first real interaction with the outside world. Many young children have been able to play and interact with their peers, which is all the more significant as some have not been able to do so for the first years of their life. We have continued our popular monthly walk sessions which provide an opportunity for children to explore nature whilst doing gentle exercise.

Project Case Study

A parent said that coming to Little Starters has helped her confidence and has been good for her mental health in addition to boosting her child's mood. The child, aged 2 years old, has appeared much more comfortable exploring both inside, outside and during the park walks as time has progressed. Her child looks to mum for reassurance, which she gets, then will happily go exploring the environment and what it has to offer. This disposition from the parent to encourage her to freely explore is enabling the child to become more autonomous, which will help her when she starts nursery soon.



The child watched other children and initially just played alongside them with support from her mother and staff. However, as time went on, she initiated play by offering toys to her peers. Moreover, the child has become more sociable with the staff as she holds out her hand for Paula to play with her. The parent said that she has learned techniques about managing behaviour by observing other parents and staff role modelling, which has given her more confidence in dealing with challenging behaviours if they arise. We had many discussions about healthy meals for families over the weeks, and mum was keen to share ideas about what works well for her child with other parents at snack times. The child became more confident drinking water from an open-top cup with encouragement and persistence from mum.

In addition to the group sessions, we have hosted Online Family Workshops such as Comic Drawing, Virtual Cook Along, and Craft and Zen Drawing sessions. Parents and their children have learned new skills and bonded through art, all within the comfort of their own homes.

Quote from a parent whose child took part in the online craft workshop:

"I was so surprised to see my son (aged 7) engaging with the group. He is usually very reserved but was happy to offer comments and learned a lot about healthy food whilst having fun."



Project Case Study

A parent of 3 would often resort to unhealthy frozen meals as her own parents often did and she wasn't confident in cooking. The Cook Along sessions helped develop her confidence and cooking skills which enabled her to make easy and affordable meals. The children loved the dishes she created, and she felt a sense of pride that her children were in fact eating a meal that she made from scratch. She went on to cook the same dish using various different vegetables and meats. She began understanding different food groups and the nutrition they provide to growing children. She plans to get her children involved in cooking to pass on her newly learned skills. **"I'll be honest, I didn't think they'd eat it, but they did! I want to teach them to cook too, so they know how to make themselves a decent meal when they are in their teens."**

Furthermore, home visiting support has helped tackle isolation by connecting families with other local groups and communities in the area. Helping to build parents' self-confidence has enhanced their resilience and empowered them to make healthier choices for their children.



Home-Start Slough

Working in partnership



Working with The Henry Smith Charity Support service for families with children with autism

The Henry Smith Charity

This year we have seen better engagement from parents who self-refer for support and from schools, which make up the major referrers into Home-Start ASD support. However as with all face-to-face activities, people have remained fearful and anxious owing to the danger posed by COVID-19.

Support has focussed on parenting, with 4 CONNECT courses delivered to over 32 parents.

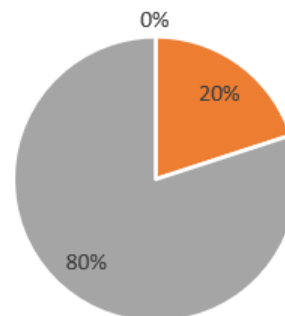
Louise Brookes, CONNECT course facilitator:

“I have had the pleasure of delivering the Connect Course, designed for parents in Slough who are having to adapt their parenting to meet the needs of a neurodiverse child. This is often a tumultuous time for parents who are having very little access to support and answers to questions they require in order to best navigate what can feel like a bumpy ride.

The Connect Course takes parents on a 6-week journey, allowing them to meet weekly with other families in a similar position. The introduction to a network of likeminded people in close proximity to themselves has proven invaluable for so many of the attendees, many of whom have subsequently kept in touch and grown their friendships, upon completion of the course.

Because we are aware that many of the families are raising more than 1 child and are having to meet a diverse range of needs, we have created the course with the whole family in mind. By introducing parents to strategies that benefit all their children, a lot of the guilt that often accompanies giving one child a lot of attention, is lessened and parents consistently report that they feel better able to meet the needs of all of their children.

Childs Emotional Health Improvement With Home-Start Support



■ Negative ■ Maintained ■ Positive

The main aim of this course is to deepen their understanding of their neurodiverse child and fully embracing their role both as a teacher and parent, by giving them actionable tools and strategies that aid their child and their family life.

Because of the demands of raising a child with additional needs, another important aim of the course is to cultivate a mindset of self-care as a prerequisite of being able to sustain the ups and downs of family life.

The course is carefully designed to grow a new skills set and hone their own parenting strengths to create a family life that feels more enjoyable for everyone.”

Parent quote:

“My sincere thanks to you and Volunteer for your consistent support, effort, advice and guidance. I really appreciate the time taken for all the telephonic conversations. The Connect Course was a wonderful platform with new ideas to understand and connect with a child having special needs. The course also help connect with other parents of kids with special needs which is a great help and additional support. I hope other parents out there are also privileged to be able to get your support and also join the connect course”

86%

of parents told us their well-being had improved

92%

of parents felt more able to cope with family life

94%

of parents told us their child’s well-being was improved



Home-Start Slough

Working in partnership

Working with The National Lottery

Our National Lottery funded project “Improving Mental Health in All the Family” started on 1 October 2019. It is a partnership project delivered in conjunction with Home-Start Reading and Home-Start Bracknell, with Home-Start Slough being the lead partner.

COVID-19 restrictions meant that the Year 2 delivery of this project had to change. We responded to the challenging circumstances by developing a digital hybrid solution with most support being face-to-face. Support included facilitating a dads group, baby massage group, a first aid session and a bumps & baby group.

Referrals from health visiting/perinatal teams and Early Help Teams who make up some of the principal sources of referrals (in addition to families who self-refer increased by 83%. This reflects the increased levels of need amongst families and that our colleagues in statutory services see the benefits of our families’ experiences.

Dads Group - Being Dad

Home-Start Slough offered online support to expectant dads and those dads with babies under 6 months via virtual support sessions. The monthly sessions included talks from guest speakers. The dads had an opportunity to talk to each other and engage in conversations which often led to dads supporting each other.

Feedback from some of the dads included:

- *“It was my first dads group session, I had a pen & paper by my side and I was writing down all of the information. It was good to meet other dads and learn from them.”*
- *“The session really helped me with play and sleep. I look forward to telling mum about everything that I've learnt.”*
- *“Thank you Home-Start and I look forward to doing more.”*

Baby Massage

We offered our families with babies aged 8 weeks to 6 months old a free 5 week baby massage course online. Baby massage is a special time to share, it helps the baby’s emotional and physical development, promotes relaxation and sleep. It aids colic, reflux, constipation and makes for a secure and confident child.

Comments received from parents who attended included:

- *“Baby massage really helped my baby to sleep.”*
- *“Baby massage was great, it really helped with my baby’s reflux.”*



“I enjoyed the Q&A part its always good to learn more information.”

- *“I have always done massage with my baby but it was good to learn the right way.”*

First Aid Session

Home-Start Slough also offered baby & child first aid sessions to families. The session was delivered by Liane – Daisy First Aid. As many of our families find themselves in a situation where childcare is a barrier to access training, we planned and delivered our session for the parent and child.

Areas covered included: care of an unconscious baby – DRABC, baby CPR, febrile seizures, choking, burns, recovery position and poisons.

For all of the parents who attended it was the first time that they had taken part in a face-to-face first aid session. At the end of the session all of the parents said that they feel more confident delivering first aid and have confidence to know what to do in an emergency. All parents shared with us that they learnt something new.

Comments received from parents who attended included:

- *“Just want to say thank you for teaching us lots of things. Really enjoyed this course.”*
- *“Very informative and useful. Well organised. Venue and facilities were good. Very pleasant and sensitive delivery by trainer and coordination by the organisers.”*
- *“Fantastic session, everyone should learn baby first aid – its important to learn these things.”*
- *“I just want to say Thank you to Caris who gave me this opportunity to learn that and more. Specially Liane thank you so much.”*

Bumps & Baby Group

Bumps and babies group is a session for pregnant mums and babies under 1 years old. The aim of the group is to support mothers with their emotional wellbeing and provide a platform to hear information, share information, and is an opportunity to meet others and for the children to play together.

Interested families register their interest to attend the group. This is then followed up by a call from the staff team to join the bumps and babies group.



Home-Start Slough

Working in partnership

Working with The National Lottery



Family Support Co-ordinator Caris called mum Rachel. Rachel shared that she was worried about attending the group as she hadn't been to any other groups before. It is Rachel's first baby. Rachel's days were spent with just mum, baby and dad at home. Dad often worked nights so it was generally just Rachel looking after baby. She hasn't made any friends outside of her family network as a result. Caris talked with Rachel about baby group and all the benefits and encouraged her to attend.

Rachel attended baby group each week. As the weeks went on Rachel was more relaxed, grew in confidence joining in group talks and conversations and having a coffee and cake! She said she looked forward to her Tuesdays.

Every week we discussed various topics including: weaning, teething, sleeping, relationships, wellbeing and at times we were supported by speakers. Rachel shared her thoughts with us, saying that the group was very helpful for her baby, she was meeting new friends and was so happy. The best part is singing time, which she enjoyed and when she attended the session she was so

The table below shows the improvement in relation to five key outcomes relating to mental health:

| Percentage of families showing improvement in scores (1 Oct 2019 – 31 July 2022) | Slough *99 families |
|---|------------------------|
| Parenting Skills | |
| Managing children's behaviour, listening to children & respecting their rights | 67% |
| Being involved in the child's development/early learning and socialisation | 74% |
| Parenting Wellbeing | |
| Coping with feeling isolated | 79% |
| Coping with mental health | 75% |
| Parents' self-esteem | 75% |



calm, relaxed and happy.

At the end of the 12 weeks Rachel comments:

What was the best part of attending baby group?
"The way you welcomed me was so worth for me and then you offered me snacks coffee it was so delicious and really means a lot for me. Then when you discussed my problems related to myself or baby or give me solutions it gives me confidence relaxation.

I have no words to admire your efforts, I am very impressed."

Now that we have come to the end what will you next steps be?

"After attending this baby group I am more confident and excited to attend more groups. I wish you could start a new session please."



68

families with babies engaged digitally with positive mental health activities

83%

of parents reported an improvement in their emotional health

59

families with babies engaged in face to face positive mental health activities



Home-Start Slough

Women's Allotment Project



Cultivating better Mental Health

Gardening has been proven to boost mental and physical health. When a lack of local perinatal support for women living with anxiety and low mood was identified in Slough, it led a midwifery team to create an allotment project to encourage pregnant and new mums to grow and cultivate vegetables.

In an area where many families live in high rise buildings with limited access to outside space, the project was an opportunity to encourage mums to spend time outdoors. Having access to this space quickly proved to help the mums' mental and physical wellbeing but it was clear the support could be developed further.

In early 2021 Home-Start Slough was approached by the NHS Foundation Trust to take on the project. In May 2021, Sarah Harris was employed to manage the programme initially focusing on recruiting, training, and retaining volunteers so that every mum had individual one-to-one support, and to build relationships with key partners such as the PNMH specialists, Wexham Park hospital, Solutions 4 Health, Children Centres, Slough CVS etc.



Jahseen Foster is one of the mums who is part of the allotment project. Jahseen was referred to the project when she was pregnant with her son. She explains:

“I love spending time outdoors but I’ve no nice outside space where I live. Going to Home-Start’s allotment group with other pregnant women became a sanctuary for me. I love planting and it felt so good to be outside in the fresh air.

At first I was so ill and weak, I needed someone to help me with planting and weeding. I was matched with Liz, a Home-Start volunteer. Liz is very knowledgeable about gardening and taught me so much. She is so gentle and understanding. With Liz’s support the allotment became my safe place. Soon I was going almost every other day.

Everything I put my hands on just bloomed. When I planted those very first seeds, I was isolated and depressed. As those seeds grew my depression and isolation lessened. Going to the allotment turned everything around for me. Mentally, emotionally, physically, and socially - the allotment group changed my life.”

The project empowers women through building up friendships and connecting with nature to improve their emotional and physical wellbeing. It also encourages the women to spend time outdoors and connect with nature. They are each supported by a volunteer who can explain to them about what to plant, but most importantly they're there to listen.



Most of the women we support have never gardened before. Some are domestic abuse survivors, some struggle with mental health issues and some feel anxious about being a new mum. Planting a seed and helping it to grow feels incredibly empowering. As their plants and vegetables have grown, so too has their confidence. It's been wonderful to see the change in the mums as they connect with each other and realise how much they're capable of.

The Cherry Orchard Allotment is located on the Stoke Road, Slough close to Wexham Park hospital. The project is a collaborative funded project from Frimley Integrated Care Service Preconception and Maternity group, Home-Start Slough, Get Berkshire Active as well as local fundraising from Lydia; a Slough volunteer. Lydia has done an amazing job in helping to raise money for the project by making and selling biryani and has raised £2,225 for the project.

The site is also supported by the [Good Gym Slough](#) ready for service users to start planting and growing vegetables.





Home-Start Slough

Digital Delivery



Over 87 families, including parents and children enrolled on our Digital program delivered over a 3-month period.



We received funding from Pears to support parents' and children's wellbeing. The sessions focused on mindfulness for parents, bedtime stories for children and mindful Pilates. Our digital activities enable us to support and keep in touch with those families who are unable to attend face-to-face sessions and those that are still anxious. The activities are also available to our staff

team, trustees, and volunteers to enjoy. Feedback was overwhelmingly positive as the photos and feedback quotes show.

"We enjoyed a lot the stories of today and the ways of how to relax. I personally find it very relaxing specially forget about what I have been through during the day. I think you are doing an amazing job."



My daughter is 8-months-old when she listened, she



smile and for me it's very relaxing and I enjoyed a lot got many ideas for stories when I'll share with my little one in future. Thank you.

My baby seemed to be soothed by the calming voice and became very relaxed. I can't wait to try these stories with him myself.

I love Home-start, my kids

are always learning a lot I liked about this session the amazing people who run these sessions and it helped me for my mental health, my anxiety and just to relax and not think of anything else. Relaxing and a new pattern to learn. Helped me relax and feel calm. I accomplished something positive just for me.



The way to teach the pattern is easy when I saw the pattern it's looks like impossible to draw but when she drawn and I copied her It was easy and also very interesting."

HOME START Slough Join us **IN PERSON** for a **FREE Easter holiday activity** Monday 11th April 10.30am - 11.30am at 29 Church Street, Slough, SL1 1PL

Family Magic & Storytelling

Patrick will read the story *A Squash and A Squeeze* and teach us all a magic trick at the end!

- Keep the kids busy & enjoy creative time together
- Entertainment and learning for the whole family
- Suitable for children from 3 years with adult supervision
- This FREE session is gifted to Home-Start families by Norden Farm Centre for the Arts in Maidenhead

SPACES ARE LIMITED - BOOK YOUR FREE PLACE NOW!

In conjunction with our friends at **Norden Farm**

call: 01753 572958
text: 07393 773616
email: claireallison@hsslough.co.uk

HOME START Slough Join us **online** for **5 FREE sessions**

Mindful May and June!

For children age 3+ years and parents to take time out, be mindful, relax and improve well-being. Parents must supervise | Parent participation encouraged!

MINDFUL PILATES
Wednesday 18th May
Wednesday 25th May
5pm - 6pm

Fun for all the family! Caroline will provide a body and mind Pilates session, teaching moves to promote peace, health and mindfulness.

CREATIVE MINDFULNESS
Wednesday 1st June
Wednesday 8th June
Wednesday 15th June
5pm - 6pm

Creative play, mini mindfulness moments, meditation and fun craft. Promotes self-compassion, self-expression and kindness to boost self-esteem.

- All sessions via Zoom on your smartphone, tablet or laptop (we can help you access Zoom)
- Zoom links will be emailed to you on the day of each session.
- PILATES: All you need is a small mat, rug, towel or blanket.
- CREATIVE MINDFULNESS: Packs will be sent by post in advance
- SPACES ARE LIMITED! Sign up to avoid disappointment

BOOK YOUR FREE PLACE NOW!
call: 01753 572958
text: 07473 107282
email: sarahdoe@hsslough.co.uk

HOME START Slough Join us **online** for **5 FREE sessions**

Zen Drawing for parents and carers

Thursday 10th February
Thursday 10th March
Thursday 7th April
Thursday 5th May
Wednesday 1st June
8:00pm - 9:15pm

Each session will teach you a new design

The sessions really helped me reduce my stress levels. (Sarah, May 2021)

I found it very relaxing. (Karen, July 2021)

The patterns book completed by us when you learn a class by step you can do it. (Natalie, Oct 2021)

- Take care of yourself and enjoy some time out
- Relax and de-stress away from busy life
- No previous drawing experience required
- Create beautiful images for yourself, friends and family
- All sessions via Zoom on your smartphone, tablet or laptop (we can help you access Zoom)
- SIGN UP TODAY - SPACES ARE LIMITED! Pen and paper can be posted out to you if you sign up by 12pm Monday before each session

BOOK YOUR FREE PLACE NOW!
call: 01753 572958
text: 07393 773616
email: claireallison@hsslough.co.uk

In conjunction with our friends at **Norden Farm**

Home-Start Slough

Looking forward



Our future is bright

Home-Start Slough is committed to being there for parents when they need us, because childhood can't wait. We want to ensure that no child's future is limited due to issues experienced in the early years of their life. Our three-year plan sets out our aspirations to double the number of families we help in the community.

Our service and partnership working:

- To have developed 3 projects based on feedback and priorities obtained from our beneficiaries and key stakeholders
- To extend and strengthen our reach by establishing a joint project with another key partner organisations
- To expand our capacity to enable us to meet the needs of our families post pandemic

Our financial stability:

- To have our own funding stream that generates our own revenue
- To have achieved 3 new funding awards for over £70k over 3 years
- To reduce expenditure on premises and running costs ensuring our cost per family continues to be commercially attractive
- To have a Corporate Partner

To raise our profile in the community:

- Utilise social media to attract volunteers, funders and raise our profile in the community
- Develop case studies of our work and publish via media channels to provide insight and awareness of the needs of our beneficiaries
- Increase the number of volunteers to enable our delivery plan

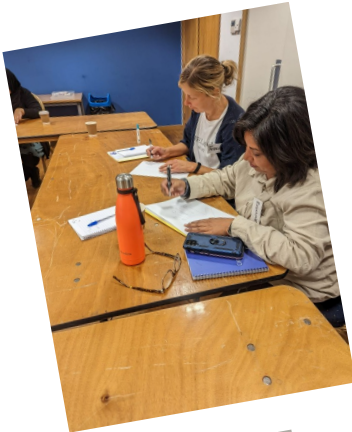
To continue to build a high performing, efficient organisation:

- To ensure that Home-Start Slough is a "great place to work"
- To utilise technology to increase our efficiency
- To create a volunteering strategy and improve our volunteer experience
- To develop our Board and improve our governance to ensure that the Board is diverse, cohesive and adds value



Home-Start Slough

Feeling the love



About volunteer Adam

"I had court today 10.30 and it went on until 11.45. I came downstairs and Adam was still here. He didn't have to stay as I had a friend providing child-care but he was a great help. My friend couldn't help my baby to nap and she was screaming. I was getting upset but I was in court. Adam to the rescue and his magic sleep skills.

I couldn't have done it without him."

Home visiting support end visit

"I have never felt so comfortable to talk to anyone about my life. Thank you for coming. I feel so relaxed to message or call you. Home-Start is lovely, and I wish I can be with you forever. This will help me and my children. I already feel better and happier. Thank you for coming."

Family feedback

Fathima states she has benefitted hugely from Home-Start support. Anita (Volunteer) has empowered her to think positive and feel independent. She feels having someone to talk to has helped her regain confidence and control of her life. "I feel like I have more control and feel confident. When you first saw me Nafisa, I was a mess and now I feel happier. It was nice knowing you care."

Zen drawing feedback

"I am very grateful, I appreciate everything you do, every email, every time you pick up the phone. Thank you a lot. You have helped me so much in just 2 weeks."

"Parent 'Neelam (Volunteer) has been amazing! Just amazing! My son who has ASD really took to her and will miss her a lot. He has already asked me when she is next coming. She is very kind and really just listened to me without judging."

"Thank you. I'm suffering a lot from anxiety which is so hard. These activities I find amazing; honestly I'm so so thankful to Home-Start for these opportunities."



969

Volunteer contacts / visits to our families

1277

Volunteer hours given to Home-Start Slough – 64% increase on FY21

64%

Increase in volunteer engagement from FY22



Home-Start Slough

Bags of appreciation



Parent very happy with Little Starters group and is thankful for all the support. She really enjoyed attending and so did her son. He has learned more about socialising after lockdown. She has found a couple of other local groups to attend on her day off and Little Starters was a great stepping stone. She was very thankful and happy to move on.

About Little Starters

“Hi. Thank you so much for including us in the workshop. We really enjoyed being a part of it! Boys are ecstatic to receive their craft packs and the surprise present for each one. That is really going to help keep them engaged, thanks.”

Feedback about Online Craft

“Thanks for the favour of extending by 2 weeks. I know it’s my last day here today but unfortunately my kids are not well so I can’t come. Special thanks to you, Bernii and Nafessa and all your staff we had a great time, thanks for everything. Love you all and will miss you all.”

After end of Little Starters



“I would just like to say a Very big thanks to you, Donna and everyone at Home-Start, you guys are doing a great job. Yourself and Donna have both been extremely helpful with everything and it has really helped me improve within myself. I am feeling much better from when I saw you last, I have been getting out more. Keep up your good work, your an extremely lovely person and I am grateful for the support you gave to me and to everyone else who needs it... thanks again.”

After end of Little Starters

Neha reports that Little Starters Support Group has been a fantastic setting for Shanaya.

Shanaya has a 7-year gap with her elder sister, and was not familiar with sharing.

Over the weeks at Little Starters, Shanaya began sharing and becoming more confident to play alongside other children.

Little Starters end call



“Thankyou very much for all the support that Home-Start gave us and thankyou because you gave us the best of the best volunteers. MARIA WILL ALWAYS BE VERY SPECIAL FOR US.

Thankyou very much, hope other families will benefit from your team like me and my family did!!”

Feedback about Volunteer Support



Home-Start Slough

Our Volunteers



“Hearing a mum saying she feels so much better is so rewarding, especially when you felt you weren’t really making an impact.”

Sarah S



“Volunteering with Home Start has given me a sense of fulfilment. It is an amazing feeling, when your actions can help a person in need. I hope to continue doing my bit and help people along the way as much as I can.”

Umber

“It’s a fulfilment, a sense of being part of this wider family, full of love, care, gratitude and support! I’m glad to being doing something very positive with my spare time.”

Maria H



“My first volunteering experience has been marvellous. The HSS team has been supportive and my FSC has offered me support along the way. I feel part of the Home-Start family. My first family support has gone smoothly, and I’ve learned a lot from the family, just as much as they have learnt from me. It’s important to gently guide and not push parents. They all work at their own pace. I am prepared for challenges along the way when supporting other families, but I feel ready!”

Tracey S

“Engaging and interesting, a good flow in the course. The right amount of interaction and thought provoking not feeling exhausted overwhelmed.”

“Overwhelming first week, yet being on the course with a mum who has been through this is showing me its going to be a great experience.”

Comments on volunteer prep course



Home-Start Slough

A huge 'thank you'!



OUR SINCERE THANKS GO TO ALL THOSE WHO HAVE SUPPORTED US THIS YEAR

Our fantastic volunteers:

Adam, Agnieszka, Alex, Amanda, Ashleigh, Asma, Belinda, Colette, Donna, Ekta, Elizabeth D, Elizabeth J, Helen, Illham, Jane, Jaswinder, Julie, Kamlesh, Kerry, Lucinda, Lydia, Maria, Michelle, Navneet, Neelam, Paula, Ramanpreet, Rupali, Ruth, Sally, Sarah, Siara, Suman, Teresa, Tracey, UMBER, Vicki, Wai Ying, Yvonne

Our amazing Management Board:

Charlotte, David, Irene, Karen, Kiran, Leah, Lesley, Mary, Mette, Sandra

And to everyone who has supported Home-Start Slough in the past

Absolutely Karting, Maidenhead
 Adam Scott
 Amanda Tibbels—Mamadadda
 Amanda Schenk (Zen Drawing)
 AmazonSmile
 Arnold Clark
 A. Spicer & Sons
 Atul Kochhar
 Baby Bank
 BBC Children in Need
 Beatrice Laing Trust
 Belron
 Bernice Littleboy—Be Fit Ascot
 Berkshire Community Foundation
 Big Lottery
 Brook Trust
 Caldicott School
 Circus Starr
 Dorothy Milne
 Dunelm
 Frimley NHS Foundation Trust
 Fullard Fine Jewellery
 George Burbridge—MB Creative
 Cathy Carr—Get Berkshire Active
 Four Acres
 Goodgym Slough
 Groundworks
 Hannah Love
 Home-Start UK
 Huber Car Park Systems
 Jacqui Shadrache
 Jessica Thompson—Norden Farm
 John Lewis and Waitrose Partnership
 John Whitby

Josephine Harvey
 Kayleigh Robinson—Norden Farm
 Langham Homes
 Louise Brooks—Parenting Success
 Liane Jackson—Daisy First Aid
 Lydia Mowl—Volunteer and Fundraiser
 Martin Gatehouse
 NatWest Slough
 Norden Farm
 Patrice Ashe (Magician)
 Postcode Society Trust
 Premier Inn Slough
 Roly Richardson (Magician)
 Raman Mann—Volunteer
 Shanly Foundation
 Slough and Burnham Children Centres
 Slough Borough Council
 Slough CVS
 Slough Healthy Smiles
 Slough ONE
 Slough Outreach
 Spin Master Ltd
 Sun Chemical
 Sylvia Lotz
 The Henry Smith Charity
 The Link Foundation
 Tony Alexander
 Victoria Kitcatt
 Waitrose Gerrards Cross
 Waitrose High Wycombe
 Waitrose Maidenhead
 Wentworth Golf Club
 William Baker

814

Attendances at our Little Starters
Family Group

109

Attendances at our Walk and Talk
Group Sessions

1361

Attendances at our groups and
activities



Home-Start Slough
(a company limited by guarantee)

Trustees Report and Accounts

For the year ended
31 March 2022

Company registration number: 09563378

Charity registration number: 1162003

Home-Start Slough Contents



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| Independent examiner's report | 4 |
| Statement of financial activities | 5 |
| Balance sheet | 6 |
| Notes to the accounts | 8 |



Home-Start Slough
Report of the trustees
(incorporating the directors report)

For the period ended 31 March 2022

The trustees present their report and the accounts for the year ended 31 March 2022 which also comprises the Directors' Report required by the Companies Act 2016.

Objectives and activities

The principal objective of the charity is to provide voluntary support, friendship and practical help to families with pre-school children in their own homes.

Achievements and performance

Home-Start Slough has been supporting local families going through a difficult time since 1998 as a local charity.

The success of Home-Start is dependent on dependable staff and volunteers and on both counts this is the case. We are very grateful to have such dedicated workers and volunteers.

Financial review

Reserves

The unrestricted funds represent the free reserves which are required for ongoing working capital and also the funding required for contractual obligations to staff, including any potential pension fund deficit.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes.

Going concern

The Covid pandemic had a major impact on our charity from an operational perspective as we had to move all our services from face to face to digital support and we saw a significant increase in funding to support our work and adapting our services. We successfully moved our face to face support services to a remote model, and our staff and volunteers have worked hard to adapt and provide the best service possible to our families. We fully recognise the increase in need caused by the pandemic and are very focussed on gaining increased funding to increase our capacity.

From a financial perspective all of our funders have been very flexible and this has enabled us to align their funding with the needs of our beneficiaries. We are very grateful for this flexibility, which, together with the additional funds that we were awarded, meant that we did not need to put any staff members on furlough and enabled us to cover all our additional costs. Our overall financial health has not been impacted by the crisis though we do recognise that potentially there will be future funding challenges as available sources are reduced.

We are therefore re-aligning our strategic plan to ensure that we accelerate our ability to deliver increased commercial value and outcome driven interventions to ensure that we are attractive to funders in the future.



Home-Start Slough Report of the trustees

(incorporating the directors report)

For the period ended 31 March 2022

Structure, governance and management

Legal and administrative status

The organisation, incorporated on 27 April 2015, is a charitable company limited by Guarantee, with no share capital and registered as a charity with H M Revenue & Customs. 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.

The Organisation commenced activities in August 2015, continuing the activities of the unincorporated charity Home-Start Slough (charity registration number 1054713).

Organisational structure

The company is managed by a board of directors whose members are elected and co-opted in accordance with the Articles of Association.

Risk management

The board of directors has conducted its own review of the major risks to which the company is exposed, in particular, those related to the operations and finances of the company, and are satisfied that systems are in place to mitigate those risks. The procedures are periodically reviewed to ensure that they still meet the needs of the company.

Trustees and directors

By operation of law all, trustees are directors under the Companies Act 2006 and all directors are trustees under Charities legislation and have responsibilities, as such, under both company and charity legislation. Those who served during the period and up to the date of this report are as follows:

Current trustees:

| | |
|-------------|----------------------------|
| D Ashwell | Appointed 12 December 2017 |
| P Dhoot | Appointed 1 March 2021 |
| C Marks | Appointed 31 January 2022 |
| L Michaelis | Appointed 27 April 2015 |
| K Olney | Appointed 10 August 2020 |
| L Price-Cox | Appointed 10 August 2020 |
| M Sorensen | Appointed 9 September 2019 |

Former trustees:

| | |
|------------|--------------------------|
| S Hennessy | Removed 31 December 2021 |
| M McIlhone | Removed 31 December 2021 |



Home-Start Slough
Report of the trustees
(incorporating the directors report)

For the period ended 31 March 2022

Statement of trustees' and directors responsibilities

The charity trustees, who are also the directors of the company under company law, are responsible for preparing the Report of the trustees and the accounts in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether whether the accounts comply with the trust deed and the recommendations of the SORP FRS 102 have been followed, subject to any material departures disclosed and explained in the accounts;
- 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 accounts comply with the Companies Act 2006 and the Charities Act 2011. They are also responsible for safeguarding the assets of the charity 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 on the charitable company's website.

Information about independent examiner

These accounts were examined by:

Mr M Gatehouse BA(Hons) ACA

Member of the Institute of Chartered Accountants in England and Wales

Contact: The Stables Old Vicarage, Blakes Hill Road, Swimbridge, Devon EX32 0PH

Small company provisions

These accounts have been prepared in accordance with the provisions in Part 15 of the Companies Act 2006 applicable to companies subject to the small companies regime.

On behalf of the board

Director and trustee

21 September 2022

Date



on the accounts for the year ended 31 March 2022

I report to the trustees on my examination of the accounts of the above charitable company ("the Company") for the year ended 31 March 2022, as presented on the following 10 pages.

Responsibilities and basis of report

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

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

Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

20 September 2022

Martin Gatehouse BA(Hons) ACA

Member of the Institute of Chartered Accountants in England & Wales (membership no: 8010481).

Address: The Stables Old Vicarage, Blakes Hill Road, Swimbridge, Devon EX32 0PH



Home-Start Slough
Statement of financial activities

(incorporating the income and expenditure account as required by the Companies Act 2016)

For the year ended 31 March 2022

| | Notes | Unrestricted funds £ | Restricted funds £ | 2022 Total £ | 2021 Total £ |
|------------------------------------|-------|-------------------------|-----------------------|--------------------|--------------------|
| Income from: | | | | | |
| Donations | | 31,182 | - | 31,182 | 22,705 |
| Charitable activities | 2 | 29,728 | 176,414 | 206,142 | 210,400 |
| | | <u>60,910</u> | <u>176,414</u> | <u>237,324</u> | <u>233,105</u> |
| Expenditure | | | | | |
| <i>Cost of raising funds;</i> | | | | | |
| Fundraising events and costs | | 282 | 520 | 802 | - |
| <i>Charitable activities;</i> | | | | | |
| Employee costs | 4 | 38,383 | 141,123 | 179,506 | 150,198 |
| Recruiting and advertising | | - | - | - | 334 |
| Employee training | | - | - | - | 145 |
| Employee expenses | | 1,010 | 4,770 | 5,780 | 3,899 |
| Volunteers expenses | | - | 415 | 415 | 993 |
| Rent and office running costs | | 2,020 | 5,685 | 7,705 | 9,553 |
| Stationery, printing and postage | | 736 | 6,233 | 6,969 | 1,989 |
| Telephone and IT costs | | 1,065 | 4,318 | 5,383 | 5,748 |
| Insurance | | 528 | 200 | 728 | 868 |
| Family Service Group/courses | | - | 5,260 | 5,260 | 5,459 |
| Volunteer recruitment and training | | 520 | 1,300 | 1,820 | 1,168 |
| Digital delivery | | - | 14,113 | 14,113 | 11,400 |
| Other charitable expenses | | - | - | - | 70 |
| <i>Other expenditure;</i> | | | | | |
| Bank charges | | 192 | - | 192 | 133 |
| Accounting and professional | | 928 | - | 928 | 983 |
| Home-Start Central fees | | 1,344 | 2,805 | 4,149 | 3,090 |
| Depreciation | | 714 | - | 714 | 714 |
| | | <u>47,722</u> | <u>186,742</u> | <u>234,464</u> | <u>196,744</u> |
| Net income/(expenditure) | | 13,188 | (10,328) | 2,860 | 36,361 |
| Transfers between funds | | - | - | - | - |
| | | <u>13,188</u> | <u>(10,328)</u> | <u>2,860</u> | <u>36,361</u> |
| Reconciliation of funds | | | | | |
| Total funds brought forward | | 48,798 | 28,751 | 77,549 | 41,188 |
| Total funds carried forward | | <u>61,986</u> | <u>18,423</u> | <u>80,409</u> | <u>77,549</u> |

All activities derive from continuing operations. A separate Statement of Total Recognised Gains and Losses is not required as this statement includes all recognised gains and losses.

The notes form an integral part of these accounts.



Home-Start Slough

Balance sheet

Charity registered number: 1162003

Company registration number: 09563378

As at 31 March 2022

| | Notes | £ | 2022 £ | £ | 2021 £ |
|--|-------|-----------------|---------------|---------------|---------------|
| Fixed assets | | | | | |
| Tangible assets | 6 | | - | | 714 |
| Current assets | | | | | |
| Debtors and accrued income | | - | - | - | - |
| Cash at bank and in hand | | <u>90,782</u> | | <u>76,835</u> | |
| | | 90,782 | | 76,835 | |
| Creditors: amounts falling due within one year | 7 | <u>(10,373)</u> | | <u>-</u> | |
| Net current assets | | | 80,409 | | 76,835 |
| Total net assets of the charity | 8 | | <u>80,409</u> | | <u>77,549</u> |
| The total net assets of the charity are funded by the funds of the charity, as follows: | | | | | |
| Unrestricted income funds | 9 | | 61,986 | | 48,798 |
| Restricted income funds | 10 | | 18,423 | | 28,751 |
| Total funds | | | <u>80,409</u> | | <u>77,549</u> |

The balance sheet continues on the following page.

The notes form an integral part of these accounts.



**Home-Start Slough
Balance sheet (continued)**

**Trustees statements required by the Companies Act 2006
For the year ended 31 March 2022**

In approving these accounts, as trustees of the company we hereby confirm:

- a) that for the year stated above the company was entitled to the exemption conferred by section 477 of the Companies Act 2006 ;
- b) that no notice has been deposited at the registered office of the company pursuant to section 476 of the Companies Act 2006 requesting that an audit be conducted for the year ended 31 March 2022.
- c) that we acknowledge our responsibilities for:
 - 1) ensuring that the company keeps proper accounting records which comply with section 386 of the Companies Act 2006, and
 - 2) preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of the financial year and of its profit or loss for the year then ended in accordance with the requirements of sections 394 and 395, and which otherwise comply with the provisions of the Companies Act relating to financial statements, so far as applicable to the company.

These financial statements are prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies and in accordance with FRS102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland.'

The financial statements were approved by the board and signed on its behalf by:

Director and trustee

21 September 2022

Date



Home-Start Slough Notes to the accounts

For the year ended 31 March 2022

1 Accounting policies

The principal accounting policies are summarised below. The accounting policies have been applied consistently throughout the period.

1.1 Basis of accounting

The accounts have been prepared in accordance with the Statement of Recommended Practice: 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) issued in October 2019 and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011 and UK Generally Accepted Practice as it applies from 1 January 2019.

Home-Start Slough meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost.

1.2 Incoming resources

All incoming resources are included in the statement of financial activities when the charity is entitled to the income and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:

Voluntary income is received by way of grants, donations and gifts and is included in full in the statement of financial activities when receivable. Grants where entitlement is not conditional on the delivery of a specific performance by the charity, are recognised when the charity becomes unconditionally entitled to the grant.

Donated services and facilities are included at the value to the charity where this can be quantified. The value of services provided by volunteers has not been included.

Grants, including grants for the purchase of fixed assets, are recognised in full in the statement of financial activities in the year in which they are receivable.

1.3 Resources expended

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

Costs of generating funds comprise the costs associated with attracting voluntary income and the costs of trading for fundraising purposes.

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

Support costs are those costs incurred directly in support of expenditure on the objects of the charity and include project management.

In accordance with the SORP, and in recognition of the difficulties in placing a monetary value on the contribution from volunteers, the contribution of volunteers is not included within the income of the charity.



Home-Start Slough Notes to the accounts

For the year ended 31 March 2022

Accounting policies (continued)

1.4 Reserves policy

Home-Start Slough has a Reserves Policy. Factors taken into account when formulating this policy included the need to cover fluctuations in income due to the need to constantly apply for grant funding due to the lack of sustainable funding from statutory services, current liabilities and unplanned expenditure. The minimum reserve of 3 months running costs has been adopted in order to ensure all liabilities can be addressed and the appropriate notice period given to employees.

The policy is reviewed annually in line with the Financial Controls document with a report being presented to the full board of trustees.

Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost less accumulated depreciation. Depreciation is provided at rates calculated to write off the cost less residual value of each asset over its expected useful life, as follows:

Fixtures, fittings and equipment : 25% straight line

1.5 Leasing

Rentals payable under operating leases are charged against income on a straight line basis over the lease term.

1.6 Defined contribution pension schemes

The company operates a defined contribution pension scheme. Contributions are charged to the profit and loss account as they become payable in accordance with the rules of the scheme.

1.7 Taxation

The charity's activities fall within the exemptions afforded by the provisions of the Income and Corporation Taxes Act 2010. Accordingly, there is no taxation charge in these accounts.

1.8 Winding up or dissolution of the charity

If upon winding up or dissolution of the charity there remain any assets, after the satisfaction of all debts and liabilities, the assets represented by the accumulated fund shall be transferred to some other charitable body or bodies having similar objects to the charity.

Home-Start Slough
Notes to the accounts



For the year ended 31 March 2022

2 Income from charitable activities

| | Unrestricted funds | Restricted funds | 2022 Total | 2021 Total |
|-------------------------------------|-----------------------|---------------------|----------------|----------------|
| | £ | £ | £ | £ |
| Frimley Health | - | 14,306 | 14,306 | - |
| Berkshire Community Foundation | - | - | - | 6,563 |
| Big Hopes, Big Futures | - | 7,421 | 7,421 | 3,125 |
| Reckitt | 19,728 | - | 19,728 | 38,513 |
| Get Berkshire Active | - | 5,000 | 5,000 | - |
| Henry Smith | - | 20,750 | 20,750 | 27,550 |
| The National Lottery Community Fund | - | 77,130 | 77,130 | 92,212 |
| One Slough | - | 10,000 | 10,000 | - |
| John Lewis | - | 3,224 | 3,224 | - |
| Four Acres | 10,000 | - | 10,000 | - |
| Sylvia Adams | - | - | - | 4,000 |
| BBC Children in Need | - | 38,583 | 38,583 | 38,437 |
| | <u>29,728</u> | <u>176,414</u> | <u>206,142</u> | <u>210,400</u> |

3 Net incoming/(outgoing) resources for the year

| | 2022 | 2021 |
|--|------------|-----------|
| | £ | £ |
| Net incoming/(outgoing) resources is stated after charging: | | |
| Depreciation and other amounts written off tangible fixed assets | 714 | 714 |
| Independent examiners fee | <u>100</u> | <u>90</u> |

4 Employees

| Employment costs | 2022 | 2021 |
|-------------------------|----------------|----------------|
| | £ | £ |
| Wages and salaries | 136,869 | 112,973 |
| Social security costs | 25,197 | 23,483 |
| Pension costs | 17,440 | 13,742 |
| | <u>179,506</u> | <u>150,198</u> |

No employee received emoluments of more than £60,000 in the current or previous year.

Number of employees

The average monthly numbers of employees (excluding the trustees) calculated on the basis of full time equivalents, was as follows:

| | 2022 | 2021 |
|-------------------------------|-----------|----------|
| | No | No |
| Management and administration | <u>10</u> | <u>9</u> |



For the year ended 31 March 2022

5 Trustees remuneration and expenses

The Trustees neither received or waived any emoluments during the year.

Trustees did not claim expenses relating to activities other than those relating to their duties as a trustee, and being for furtherance of charitable objectives.

6 Tangible fixed assets

| | Fixtures fittings and equipment £ | Total £ |
|-----------------------|--|--------------|
| Cost | | |
| Brought forward | 2,142 | 2,142 |
| | <u>2,142</u> | <u>2,142</u> |
| Depreciation | | |
| Brought forward | 1,428 | 1,428 |
| Charge for period | 714 | 714 |
| | <u>2,142</u> | <u>2,142</u> |
| Net book value | | |
| As at 31 March 2022 | - | - |
| As at 31 March 2021 | <u>714</u> | <u>714</u> |

7 Creditors: amounts falling due within 1 year

| | 2022 £ | 2021 £ |
|-----------------------------------|---------------|-----------|
| Payroll taxes and social security | - | - |
| Pension costs | - | - |
| Other creditors and accruals | 3,373 | - |
| Deferred income | 7,000 | - |
| | <u>10,373</u> | <u>-</u> |

Home-Start Slough
Notes to the accounts

For the year ended 31 March 2022

8 Analysis of net assets of the charity

| | Unrestricted funds £ | Restricted funds £ | 2022 Total £ | 2021 £ |
|--|----------------------------|--------------------------|--------------------|---------------|
| Fund balances at 31 March 2022 as represented by: | | | | |
| Tangible fixed assets | - | - | - | 714 |
| Current assets | 90,782 | - | 90,782 | 76,835 |
| Current liabilities | (473) | (9,900) | (10,373) | - |
| | <u>90,309</u> | <u>(9,900)</u> | <u>80,409</u> | <u>77,549</u> |

9 Unrestricted funds

| | Opening £ | Incomings £ | Outgoings £ | 2022 £ |
|----------------------------|---------------|----------------|-----------------|---------------|
| General unrestricted funds | <u>48,798</u> | <u>60,910</u> | <u>(47,722)</u> | <u>61,986</u> |

General unrestricted funds includes £19,728 (2021: £38,513) from Reckitt which helped support us to increase our capacity to support the increased needs caused by the pandemic for which the outgoings are included within the £47,722 of total unrestricted outgoings.

10 Restricted funds

| | Opening £ | Incomings £ | Outgoings £ | 2022 £ |
|--|---------------|----------------|------------------|---------------|
| Children in Need | (1,670) | 38,583 | (38,700) | (1,787) |
| Henry Smith | 4,524 | 20,750 | (26,264) | (990) |
| Big Hopes, Big Future | - | 7,421 | (7,421) | - |
| Frimley Health | - | 14,306 | (14,306) | - |
| Berkshire Community Foundation | 555 | - | (555) | - |
| The National Lottery Community Fund (Note 10) | 24,121 | 77,130 | (80,051) | 21,200 |
| Slough One | - | 10,000 | (10,000) | - |
| The National Lottery COVID Fund | 1,221 | - | (1,221) | - |
| Get Berkshire Active | - | 5,000 | (5,000) | - |
| John Lewis | - | 3,224 | (3,224) | - |
| | <u>28,751</u> | <u>176,414</u> | <u>(186,742)</u> | <u>18,423</u> |



Home-Start Slough Notes to the accounts

For the year ended 31 March 2022

10 Restricted funds (continued)

Children in Need

This project will support children from low income families and experiencing poor health in Slough. Children will develop a healthier lifestyle, improve family relationships and have greater confidence.

Henry Smith

This project will provide a specialist, bespoke support service to families with children with Autism. Slough has above average number of autistic children and the project aims to reduce the long term support costs by providing help and support to the parents in the early years of diagnosis.

Big Hopes, Big Future

The Big Hopes Big Future project supports families with school readiness. It aims to increase the readiness of children to attend school with a number of measures and focus interventions.

Frimley Health and Get Berkshire Active

This funding supports our allotment project focussing on improving mental health in young mothers by engaging in outdoor activities and growing fruit and vegetables on an allotment. A team of volunteers and a Family Support Co-Ordinators support the young mothers in these activities.

The National Lottery Community Fund

This project is a joint project with Home-Start Reading and Bracknell with the key objective of improving mental health throughout the whole family. Through a number of different interventions e.g. groups, courses and home visiting the support package is tailored to provide the best possible outcome for the beneficiary.

Slough One

This project supports our work with dads with particular focus on supporting the most vulnerable communities, isolation and those suffering from poor mental health. The project seeks to minimise the impact on children and families by reducing isolation and improving mental wellbeing.

John Lewis

Children living in temporary accommodation, survivors of domestic violence and parents who lost their livelihoods because of the pandemic were among some of the Home-Start supported families who received a Magical Christmas from John Lewis and Waitrose. John Lewis and Waitrose delivered a Magical Christmas to 165 Home-Start families in the local areas around their John Lewis stores. The families who were selected by a draw, were gifted John Lewis and Waitrose products that they had chosen to make Christmas special for them and their children.

Home-Start Slough
Notes to the accounts



For the year ended 31 March 2022

11 The National Lottery Community Fund

The National Lottery Community Fund is provided through a consortium of Bracknell, Reading and Slough Home-Starts to represent the Thames Valley region. Home-Start Slough is the lead for the consortium and consolidates the reporting and distributes the funding on behalf of the group. The underspend for the year was primarily due to COVID and not being able to deliver the anticipated face to face groups. We have agreed with the funder how we will utilise the underspend in future years of the project. Below are the details of the Thames Valley region as a whole:

| | Opening £ | Incomings £ | Outgoings £ | 2022 £ |
|-----------|---------------|----------------|------------------|---------------|
| Bracknell | - | 24,266 | (24,589) | (323) |
| Reading | 7,931 | 40,726 | (46,812) | 1,845 |
| Slough | 24,121 | 77,130 | (80,051) | 21,200 |
| | <u>32,052</u> | <u>142,122</u> | <u>(151,452)</u> | <u>22,722</u> |

**The National Lottery Community
Fund - Covid Project**

| | Opening £ | Incomings £ | Outgoings £ | 2022 £ |
|-----------|--------------|----------------|----------------|-----------|
| Bracknell | - | - | - | - |
| Reading | - | - | - | - |
| Slough | 1,221 | - | (1,221) | - |
| | <u>1,221</u> | <u>-</u> | <u>(1,221)</u> | <u>-</u> |

Delivery completed in previous financial year, outgoing in year was an outstanding balance.

12 Charitable company limited by guarantee

Home-Start Slough is a company limited by guarantee controlled by its members and accordingly does not have a share capital.

Every member of the company undertakes to contribute such amount as may be required not exceeding £1 to the assets of the charitable company in the event of its being wound up while he or she is a member, or within one year after he or she ceases to be a member.

The charity was formally registered with the Charity Commissioners in 2015 under charity registered number 1162003 (and formerly under unincorporated charity registered number 1054713).

The registered office of the charity for Companies Act purposes is 111 High Street, Burnham, Bucks SL1 7JZ.



Home-Start Berkshire East

England & Wales - Charity number 1162003

Accounts

HOME START

Slough

Annual Report 2020-21

25 years serving the
Community





Home-Start Slough

Home-Start Slough is a home-visiting charity offering friendship and support to families with young children

Current address:
Home-Start Slough
29 Church Street, Slough SL1 1PL

T: 01753 572958
E: office@hsslough.co.uk
W: www.hsslough.co.uk

Patron: HRH Princess Alexandra, The Hon Lady Ogilvy, KG, GCVO
Charity number: 1162003, Company number: 09563378



Home-Start Slough

Supporting parents to give their children the best start in life



“Home-Start Slough is an established, trusted voluntary service supporting the local community working in partnership with parents to empower them to give their children a better future.”

Chair's report



We started the financial year making extensive changes to our services due to the pandemic and having to put our strategic plans on hold whilst we rapidly transformed our service to adapt to the “lock down”. Through the tremendous efforts of our staff, volunteers, and trustees we delivered our services to an increased number of beneficiaries and I am proud to report that we provided support to 113 families with transformational results and 621 individuals attended our digital engagements.

Looking back on the year, throughout the lockdown period, we continued with the themes of our current services, such as supporting families to address mental health and health inequalities and adapted our services to provide digital engagement and support. We won some funding from the National Community Fund which enabled us to provide a full suite of digital services and develop our digital capability. Our staff and volunteers have worked extensively to adapt and provide the best service possible to our families, however, we recognise that the impact of our interventions have been limited and we are working towards getting back to deliver our services face to face, balancing the safety of our staff and volunteers.

From a financial perspective all of our funders were very flexible and this enabled us to align their funding with the needs of our beneficiaries. We were very grateful for this flexibility, which, together with the additional funds that we were awarded, meant that we did not need to put any staff members on furlough and enabled us to cover all our additional costs. Our overall financial health has not been impacted by the crisis though we do recognise that potentially there will be future funding challenges as available sources are reduced.

Our partnership with Reckitt has continued to provide us with significant benefits. They have provided funding to us to enable us to increase our service capability and support a greater number of families. We are very grateful for this support from a local company providing us not only funds but also skills and help to increase our sustainability.

We are delighted that Home-Start UK developed a programme with the John Lewis Partnership which saw Home-Start's profile being raised across the UK, and a generous amount of funding and gifts being made available to our families. It was fantastic to see the look of absolute delight and joy on families faces as our volunteers and staff delivered Christmas gifts and we are massively grateful for the joy of Christmas that we were able to bring to so many.

We were pleased to welcome our new Scheme Manager, Anne Gilbert. Anne has helped us adapt to the “new normal” at pace, and we are very grateful for the leadership that she has provided to our staff team and volunteers.

Looking forward, we continue to expand our horizons and are ambitious for our future. Income generation is a key aspect of our plans going forward, with further service diversification and a review of how we can start to develop our own funding stream. We are seeing a large increased need in the community as the impact of the pandemic continues and we are therefore re-aligning our strategic plan to ensure that we accelerate our ability to increase our capacity and deliver outcome driven interventions to ensure that we are attractive to funders in the future.

As we celebrate our 25th birthday, we can be proud of the significant positive impact we have made on the lives of so many. These advances would not have been possible without all those who have contributed to the Charity over the years - staff, volunteers, Trustees and supporters, all of whom have shown belief, passion, commitment and total dedication to the Charity. This attributes have been further demonstrated this year of fast paced changed, not only did we move our service to remote support but we also had to deal with the increasing despair and isolation from our families.

I fully recognise the fantastic effort and contribution from all our staff, volunteers, Trustees and supporters who have gone “above and beyond” ensuring that we are able to support our families whatever the circumstances. I am sure that every single one of the families we have touched over the past 25 years echo these thanks and I know that every single individual involved in Home-Start Slough will endeavour to ensure that we develop and grow our service to meet the needs of those that need our support.

Lesley Michaelis, Chair.



Home-Start Slough

Managing our work



Scheme report

On 16th March 2020 people were asked to work from home, schools were closed by 20th March and the government announced on 23rd March that the country was in lockdown.

The impact on Home Start Slough's services was significant and the changes instantaneous. Staff and volunteers were no longer able to support families and children face to face either as individuals or as a group, and all of our planned project related activities had to be put on hold.

During the first quarter of the year we focussed on redeveloping our services, forward planning, and training for both staff and volunteers whilst also looking after each other in light of the isolation.

We shared information with our volunteers on how conduct their "family support" over the telephone or on zoom with listening and communication skills. Sadly, we lost some of our volunteers to either the burden of poor mental health, their family circumstances and not wanting to continue with just telephone support.

We noticed a trend in families referred to us with issues relating to domestic abuse. Lockdown restrictions and the fear of spreading the COVID-19 virus made it more difficult for women to seek support or leave their abuser during lockdown.

Parents shared their frustrations with us regarding their children's behaviour; struggling to keep to simple routines, study online and being generally disruptive were common themes.

I joined the team as Senior Scheme Manager in July, and focussed on team and volunteer wellbeing, family support and project delivery, which are looked very different from previous years.

The team pulled together under my direction, focussing on achieving the schemes' purpose over and above their individual objectives. They all contributed to redeveloping services and committed to the new way of working. As such we have been able to deliver all our commitments to project funders, families, and stakeholders.

The future is looking much brighter, and we are planning going back to face to face delivery, recruiting more volunteers and supporting all staff, volunteers, and stakeholders coming out of the restrictions we have faced over this year.

Anne Gilbert, Senior Scheme Manager



Home-Start Slough

Who we are



Home-Start Slough is a charitable company limited by guarantee that was set up in Slough in April 2015, incorporated in August 2015 and registered as a charity in June 2015. Home-Start Slough is affiliated to Home-Start UK.

Trustees 2020-21

| | | |
|---------------------------|------------------|---------------------|
| Chair | Lesley Michaelis | |
| Treasurer | David Ashwell | |
| Volunteer Representative | Cathy Benwell | Until November 2020 |
| Individual Representative | Andrew Gallagher | Until October 2020 |
| Individual Representative | Julie Melotte | Until April 2020 |
| Individual Representative | Leah Price Cox | From July 2020 |
| Individual Representative | Irene Kyme | From October 2020 |
| Individual Representative | Mary Mcilhone | |
| Individual Representative | Mette Sorensen | |
| Individual Representative | Kiran Dhoot | From December 2020 |
| Individual Representative | Karen Olney | From September 2020 |
| Individual Representative | Sandra Hennessy | From February 2021 |

Staff 2020-21

| | | |
|-----------------------------------|------------------|--------------------|
| Senior Scheme Manager | Anne Gilbert | From July 2020 |
| Senior Scheme Manager | Dianne Roberts | Until May 2020 |
| Senior Family Support/Development | Michelle Herring | |
| Family Support Coordinator | Nafisa Sarwar | |
| Family Support Coordinator | Claire Allison | |
| Family Support Coordinator | Caris Thomas | From June 2020 |
| Admin Assistant | Susan Harvey | July 20—Sept 20 |
| Admin Assistant | Lorraine Tritton | From November 2020 |
| Office Coordinator | Alison Bowers | |
| Data Officer | Julie Papworth | From December 2020 |

Independent examiner: Martin Gatehouse, Microentity Limited

Bankers: CAF Bank, West Malling, Kent ME19 4TA



Home-Start Slough

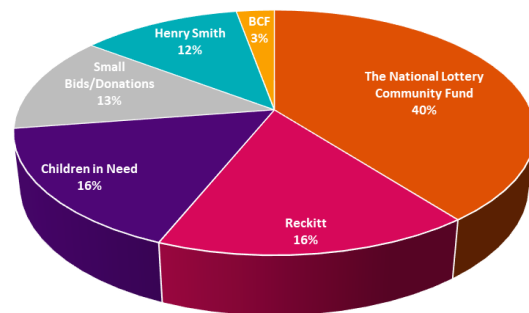
Funding our work



Treasurer's Report for the Year Ended 31st March 2021



FY21 Funding Partners



In what has been a very challenging year I am delighted that Home-Start Slough has supported the local community throughout the pandemic by quickly adapting our core model and expanding our digital presence. This was only possible with the help of our fantastic staff and volunteers and the backing of our generous funders and partners who all deserve a lot of praise.

In the period we saw record levels of funding thanks to tremendous support from all our partners including specific COVID funding projects which helped to enable and accelerate our digital transition. We greatly appreciate all the contributions from our partners and donors and recognise the huge impact they make to the local community.

As we exit the year, we continue to maintain sustainable levels of reserves and roll over restricted funds for key projects in the anticipation of higher levels of referrals as restrictions ease.

Financial highlights

- Implemented a wide range of digital offerings with over 620 people participating in activities
- Supported 113 families and 167 children
- Record levels of funding of £233k 36% growth from prior year
- £25k one off COVID specific funding
- Fantastic support and backing from all our funders and partners including several new donors
- Maintain sustainable reserves of ~ 3 months operating costs
- £29k restricted funds carried over to help support pent up demand as restrictions ease

Whilst we remain confident in our compelling service delivery model it is vital that we continue to innovate and adapt to the rapidly changing dynamics to enhance both our outreach and value for existing and potential funders in what is a highly competitive funding landscape.

A huge 'thank you'

Finally, a huge thankyou and recognition to all our staff and volunteers for their efforts during this period, your dedication, commitment, and creativity to continue supporting the local community is inspiring and has made such a difference to so many lives.

David Ashwell, Treasurer



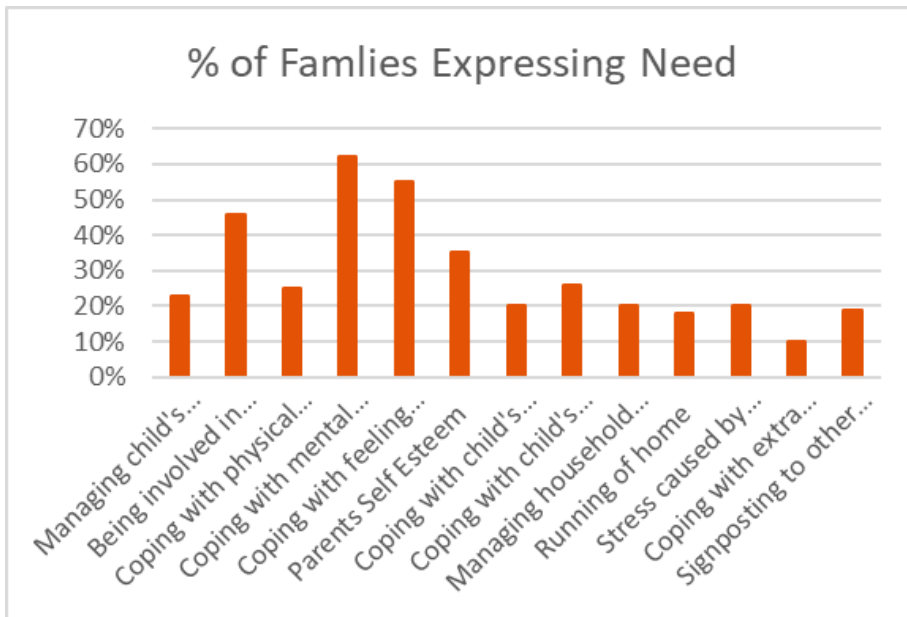
Home-Start Slough

Annual statistics



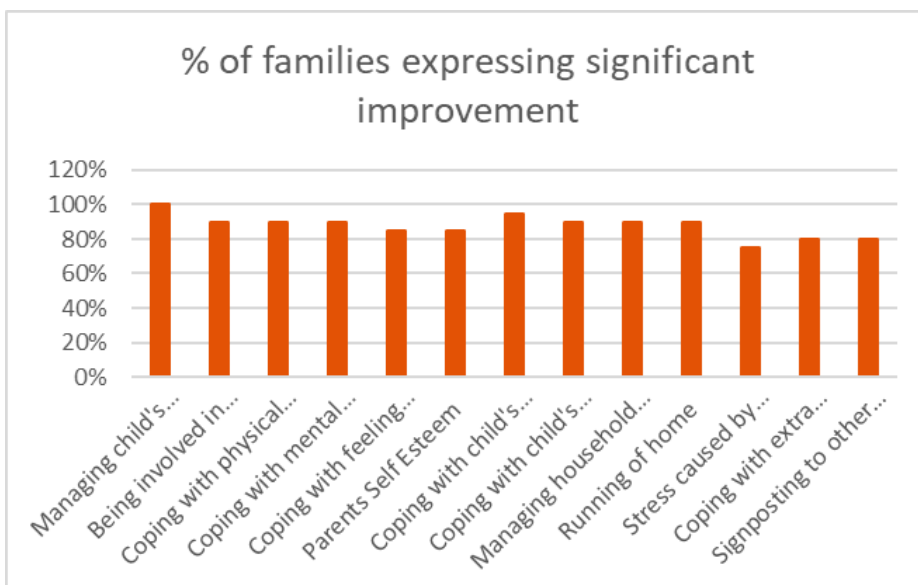
Reasons families need us

% of families expressing need



How we have helped

% of families expressing significant improvement



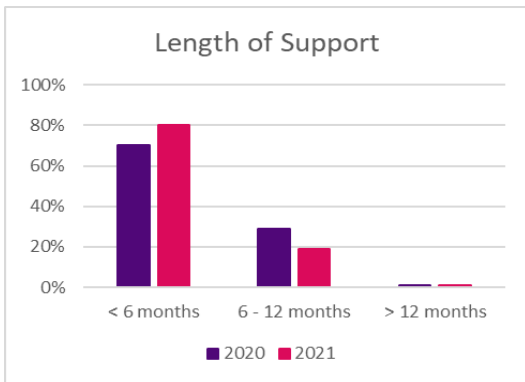


Home-Start Slough

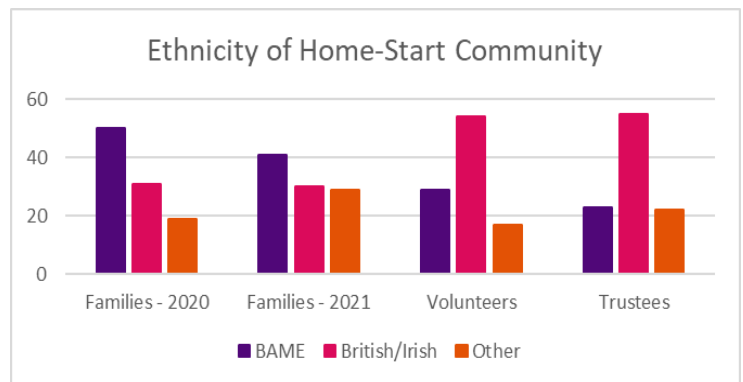
Annual statistics



Length of support



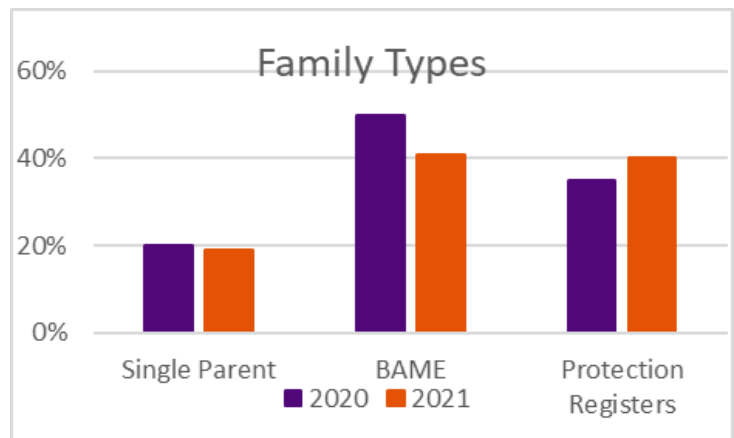
Ethnicity of our Home-Start community



Sources of referrals



Family types





Home-Start Slough

Working in partnership



Working with BBC Children in Need Addressing health inequalities in Slough

We have now successfully completed our 3-year funding from BBC Children in Need, with outcomes based on behaviour, diet, exercise, and oral hygiene.

Quote from funder:

“Although the online support approach has not been ideal the team at HSS have adapted really well and there have been obvious concerns over monitoring of positive differences, but you have been able to capture some clear evidence of progress in very young children. Your team should feel a great sense of pride and achievement in what they have done to improve the situation for families in Slough.”

BBC Child in Need were flexible, enabling us to support families from afar. Online groups that were offered and enjoyed by many over the year:

Telephone support When the Covid crisis hit the UK, we quickly reconfigured support to deliver as much support via telephone. Our skilled Volunteers were able to provide emotional support to families, offering tips and strategies in parenting during the pandemic. Many volunteers were able to support more than one family and made bi-weekly calls to the most vulnerable parents.

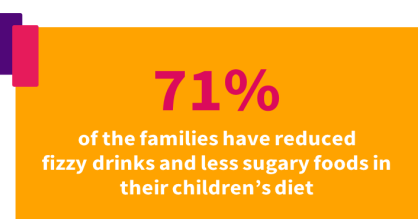
Walk and Talk group During school closures, many children spent the majority of their day indoors, lack of stimulation and socialisation with peers affected their emotional well-being and development. Home learning meant an increase of ‘screen’ time and decrease in physical activity. We organised weekly ‘Walk and Talk in the Park’ sessions.

This allowed parents and children to meet other with their peers and take part in some gentle exercise, in a Covid safe group. We chose parks which had natural wildlife, vast greenery, and open space to ensure health safety of families were not compromised.

Virtual Cook Along School closures meant that children were no longer receiving healthy lunches and breakfasts. Those parents that previously relied on those meals at school now had to find the time and resources to prepare these meals at home. Many parents said they lacked motivation and recipes idea’s each day. The online sessions supported parents and children with ideas for inexpensive healthy meal options.

1-1 Sleep support session All the worry during the pandemic meant that many children’s sleep routines became disrupted. Sleep and routine had become increasingly difficult, Home-Start Slough offered parents FREE '1-1 online support sessions with Sian Barwell'. In these confidential support consultations with Sian, parent’s received tailored tips and strategies, that helped to improve their child's sleep and routine.

Virtual Coffee and Chat To support isolated families and children, Bernie and Paula held weekly Virtual Coffee and Chat sessions. During these informal online sessions, guest speakers discussed oral health, diet, exercise, and general health. The sessions gave parents and children an opportunity to interact with one another in safe and secure environment, sharing parenting tips and strategies.





Home-Start Slough

Working in partnership



Working with The Henry Smith Charity Support service for families with children with autism

Connect Parenting Course was increased from 2 – 4 a year in line with the new funding. The face-to-face course has been adapted to accommodate the Covid restrictions. Hence, we were able to continue offering this vital course over zoom. The course is still gratefully received, and the participants have given wonderful feedback. At the beginning of year 2, we adapted the course again to be in line with the Triple P Parenting programme to ensure terminology is streamlined.

The Connect + Transition work with Years 5 – 7 was put on hold due to restrictions entering schools due to Covid-19. It was decided to create a transition booklet to continue and compliment the work we still hope to achieve in Year 3. We established contacts and developed a focus group to ensure we heard the voice of parents, children and professionals from health and education in Slough. The booklet incorporates information that is informative and helpful in guiding the multidisciplinary team and families in this important transition phase.

Sibling fun ½ day sessions –Siblings of autistic children and young people, are to be invited to an activity to have time out from the challenges that they may be experiencing. These are yet to be established due to the restrictions in place for having face-to-face contact.

CASE STUDY – Henry Smith

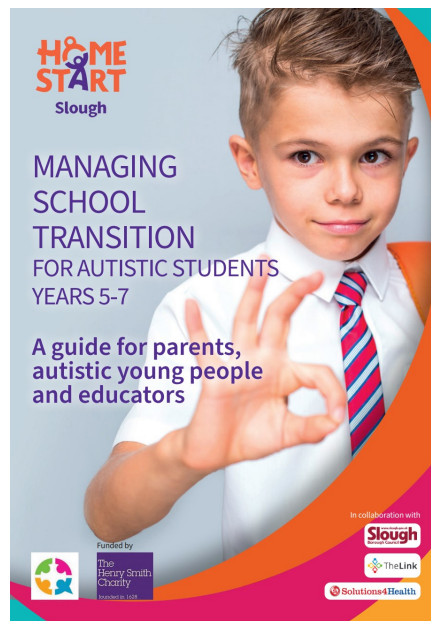
Mr L heard about Home-Start’s Connect Course and after enquiry joined the next available course. He explained that he had moved to the UK a couple of years ago, when he realised his son was showing development delay. Mr L explained that no formal diagnosis had been sought and that his son turned three in lockdown.

At the end of the course a volunteer was linked to the family to reinforce the messages and assist with the development of healthier routines, with sleeping, eating and behaviour management.

This support was then provided to both parents, by the volunteer splitting her calls between both of them, as Mr. L required practical support in gaining the EHCP and accessing services and Mrs. L required emotional

support coming to terms with diagnosis and building her self-esteem.

Outcome: Better sleep patterns were developed, a better understanding of meeting C1 needs was gained. A diagnosis of Autism was confirmed, an EHCP was completed, a school was identified, and the place was secured. Mrs. L gained confidence and with better quality of sleep at more appropriate times she was able to pursue a part time job.



“My sincere thanks to you and Paula for your consistent support, effort, advice and guidance. I really appreciate the time taken for all the telephone conversations. The Connect Course was a wonderful platform with new ideas to understand and connect with a child having special needs.”

72%

of parents who attended the Connect course reported improvement or significant improvement in their parenting skills

100%

of parents who attended the Connect course reported improvements in their ability to cope with their child’s developmental needs

16

families registered for Home-Start Connect Course – building effective connections with your children



Home-Start Slough

Working in partnership



Working with The National Lottery Community Fund

Improving Mental Health in the Whole Family

Our National Lottery funded project – Improving Mental Health in All the Family – started on 1 October 2019. It is a partnership project delivered in conjunction with Home-Start Reading and Home-Start Bracknell, with Home-Start Slough being the lead partner.

Covid restrictions meant the Year 2 delivery of this project had to change, and the activities and support became virtual.

Support included facilitating a dads group, virtual Antenatal support for mums, parenting support and mother and baby activities.

Dads Group - Being Dad

Home Start Slough, Bracknell & Reading offered online support to expectant dads and dads with babies under 6 months via virtual support sessions. The biweekly sessions included talks from guest speakers who facilitated them. The dads had an opportunity to talk to each other and engage in conversations which often lead to dads supporting each other.

The session topics included – Baby First Aid, Dads Mental health, looking after yourself and Talk with the Midwife

Feedback from some of the dads

- *This is the first time that I have had the opportunity to meet other dads.*
- *I felt very left out of the pregnancy there were many times when I just had to sit in the car park.*
- *I really enjoyed the still experiment*
- *I cant wait to show my wife the baby first aid techniques that I have learnt tonight.*

Solihull Parenting

In October 2020 two members of staff completed the Solihull Approach 2 Day Foundation Antenatal & Antenatal Parenting Group course. The training provided the skills to deliver face to face antenatal support for pregnant mums and their families. We are looking forward to new mums feeling confident to return to face to face group learning. In the meantime this year, we have been sharing guidance through telephone support.

Baby Safety in the home

These online sessions looked at baby safety in the home. We discussed safety in beds, cots, and hosted a safety quiz.

Baby Massage

We offered our families with babies aged 6 weeks – 6 months a free baby massage sessions online. Baby massage is a special time to share, it helps the baby's emotional and physical development, promotes relaxation and sleep. It aids colic, reflux, constipation and makes for a secure and confident child.

“I was really excited about attending the baby massage sessions, I wasn't sure that I would get all of the techniques but I've surprised myself and we still use them now.”

Mums in Mind

In February 2021, Slough joined forces with HS Bracknell to deliver the support online. The mothers were mainly new mothers with babies born in Lock down. The anxiety levels were extremely high, and the course successfully looked at strategies to turn the negative thoughts and actions to positive ones. Feedback was extremely positive and an outside meet up was arranged when the restrictions lifted and the WhatsApp group set up, is still in use with these mother's peer supporting each other.

‘Yes, I enjoyed seeing the other mums and knowing I was not the only one finding things a bit difficult. I definitely have learnt strategies that I can use in the future’.

65

attendees at our 5 Dad's Groups

95%

of participants said their engagement with their children improved after engaging in online activities with their children

89

families supported to help improve their mental health

Home-Start Slough

Big Hopes, Big Futures



School readiness supported by the Masonic Trust

During most of the year our support has been virtual. We have focussed on delivering information and guidance on routines, toilet training, behaviour management, just how to get through being at home and

- How to encourage independence
- Helping parents with skills to teach their children how to make friends
- The importance of developing speaking and listening
- What to say and how to say positive things about school
- General good physical health

As volunteers and staff begin to feel more comfortable engaging face to face, we have been able to introduce specific training to enable the volunteers to share activities with families. Full role out of the training will commence during the latter part of 2021.

We distributed summer activity packs to all the families we have been supporting. These summer survival packs included toys/activities for all the children to keep them occupied and engaged during their time at home and the summer break. Parents have commented that these packs have been a life saver, and their children positively engaged with the resources.

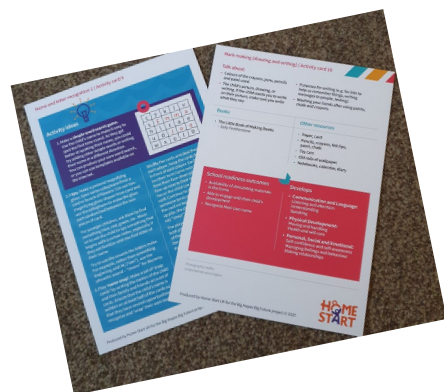


Volunteer diary entries

Great chat today, M told me she'd been having a really tough day and had been looking forward to my call and to a chance to offload. She is struggling with getting C2 to complete his schoolwork.

We talked about various strategies to help him to focus. I reassured her that she's doing a great job already and that she should avoid putting too much pressure on herself. We talked about her plans for this week; about the need to have a few plans in place every day.

'Cathy has a calming effect on me, and I feel she is extremely easy to talk to. I like the fact that Cathy does not judge me and that I can talk to Cathy freely, about MY frustrations and issues. I do not talk to my family and friends about my personal issues, but I look forward to sharing with Cathy each week!'



290

telephone calls supporting our families with school readiness

20

Home visits

160

emails providing information to our families

Home-Start Slough

Our Covid Response



COVID has an enormous impact on our staff and volunteers balancing work requirements with home-schooling and having to learn to operate a remote service, where our work is centered around face to face relationships. For those families that were able to engage remotely we customised and changed our service to enable us to support them during the difficult times, however, we were very aware of a number of families that we haven't been able to support as they were not able to engage remotely. We are seeing a large increase in our referrals in the aftermath of the crisis. Home-Start Slough played a major part in the One Slough Community COVID response and worked closely with all voluntary and public sector organisations to support the community. Our work was recognized by the Mayor who met with us to thank the team for their contribution during the difficult time. We are extremely grateful to our funders, volunteers, staff and Trustees who enabled us

"And the gift bag which Cathy delivered me was so thoughtful and kind. I was really happy about it and it made my day. Thanks for arranging all those help for me and please give me thanks to all of them who helped me. I really appreciate and grateful for all their helps."

"I've just come home and I've been blown away by your summer holiday survival box. Thank you so much for all that donated items and making our box I'm feeling very overwhelmed and we are very thankful for our lovely box."

721

discussions with families resulted in Home-Start Slough supporting the family to access other services they needed during lockdown

621

attendances at our groups and online activities

922

phone calls to families from our volunteers



Home-Start Slough

25 years of supporting families in the community



As we celebrate our 25th birthday, we can be proud of the significant positive impact we have made on the lives of so many. The quote below is from a family that we supported many years ago and we recently asked to reflect on the impact of Home-Start support on her life as it is currently. The feedback clearly demonstrates the transformation difference Home-Start has made to her life. These advances would not have been possible without all those who have contributed to the Charity over the years - staff, volunteers, Trustees and supporters, all of whom have shown belief, passion, commitment and total dedication to the Charity.

2082

families supported

4200

children supported

1300

home-visiting volunteers

149,940

Volunteer hours
(approx. 17 man years)

“As for myself, I now have a Master’s degree, and even though my illness can still set me back, I have my children and a future to look forward to. All because of someone who gave up two hours a week of her own time to help me. The charity really does do an amazing job and should be supported to continue its work in the community. I can honestly say, that without the help of Home-Start Slough and my volunteer, I wouldn’t be here today – they saved my life and my family. I will be forever grateful to the charity for coming to my rescue.”

Home-Start Slough service user

Home-Start Slough

Looking forward



Our future is bright

Home-Start Slough is committed to being there for parents when they need us, because childhood can't wait. We want to ensure that no child's future is limited due to issues experienced in the early years of their life. Our three-year plan sets out our aspirations to double the number of families we help in the community

Our service and partnership working:

- To have developed 3 projects based on feedback and priorities obtained from our beneficiaries and key stakeholders
- To extend and strengthen our reach by establishing a joint project with another key partner organisations
- To expand our capacity to enable us to meet the needs of our families post pandemic

Our financial stability:

- To have our own funding stream that generates our own revenue
- To have achieved 3 new funding awards for over £70k over 3 years
- To reduce expenditure on premises and running costs ensuring our cost per family continues to be commercially attractive
- To have a Corporate Partner

To continue to build a high performing, efficient organisation:

- To ensure that Home-Start Slough is a "great place to work"
- To utilise technology to increase our efficiency
- To create a volunteering strategy and improve our volunteer experience
- To develop our Board and improve our governance to ensure that the Board is diverse, cohesive and adds value

To raise our profile in the community:

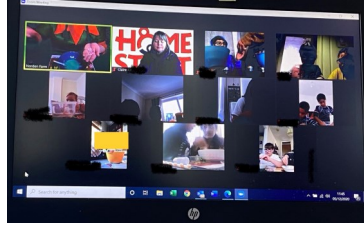
- Utilise social media to attract volunteers, funders and raise our profile in the community
- Develop case studies of our work and publish via media channels to provide insight and awareness of the needs of our beneficiaries
- Increase the number of volunteers to enable our delivery plan

re FSC
re very easy



Home-Start Slough

Feeling the love



Hiya Claire,

I just wanted to give a big thank you to you and Barbara for being there for me and being the people for me when I needed to talk to someone during the tough times I have been going through.

I am very happy with the services and everything you and Barbara provided and done for me. I would definitely recommend you to anyone I know is struggling. It has been a struggle but with your support it has made it much easier for me and I am better person than I was before I started before I contacted you.

Thank you for all the things you have done for me and my family.

Much love to everyone and I will definitely miss you all.

Hope you are well and enjoying the lovely weather we are having! Wanted to thank you sincerely for sending out the Homestart pack, there is a lot of useful and helpful information in it about preparing toddlers for school, healthy eating, dental care, recipe suggestions, managing routines which is wonderful. "

"It's been nice to have someone to talk to, I looked forward to Ilhaam's calls each week. You found me the right person. It was perfect. The support was timed really well with other things going on in my family. It was great having someone independent to talk to outside of my family. She is a really great volunteer and I learned a lot from her. Thank you so much"

Family supported by Home-Start Slough

"The atmosphere is really nice and relaxing. The parents and staff are nice too. My little one has so many things to choose from. She is so comfortable here which is surprising as she hasn't joined other groups before. Each week there something new for her to try."

Family supported by Home-Start Slough



Join us online for FREE craft sessions

Family Fun Winter Crafts

Tuesday 20th December 11.30am - 12.30pm
MAKE YOUR OWN SLIME!

Thursday 23rd December 11.30am - 12.30pm
MAKE A TIE DYE BAG

• All activities fully explained and supported
• All materials provided
• All sessions are suitable for all ages
• All sessions are open to your whole family or friends
• All sessions are open to your whole family or friends
• All sessions are open to your whole family or friends

BOOK YOUR FREE PLACE NOW!

01753 527114
www.home-startslough.org.uk

Hordeon Farm

Join us online for FREE craft sessions

Creative Time Out for parents and carers

Monday 7th December 8.30 - 9.30pm
2020 Christmas Cards - make your own!

• All sessions fully explained and supported
• All materials provided
• All sessions are suitable for all ages
• All sessions are open to your whole family or friends
• All sessions are open to your whole family or friends

BOOK YOUR FREE PLACE NOW!

01753 527114
www.home-startslough.org.uk

Hordeon Farm

Join us online for FREE craft sessions

January & February 2021

Tuesday 12th January 11.30am - 12.30pm
Make your own Christmas cards

Thursday 14th January 11.30am - 12.30pm
Make your own Christmas cards

• All sessions fully explained and supported
• All materials provided
• All sessions are suitable for all ages
• All sessions are open to your whole family or friends
• All sessions are open to your whole family or friends

BOOK YOUR FREE PLACE NOW!

01753 527114
www.home-startslough.org.uk

Hordeon Farm

Join us online for FREE craft sessions

Step into Spring February / March 2021

Monday 15th February 11.30am - 12.30pm
Make your own Spring cards

Wednesday 17th February 11.30am - 12.30pm
Make your own Spring cards

• All sessions fully explained and supported
• All materials provided
• All sessions are suitable for all ages
• All sessions are open to your whole family or friends
• All sessions are open to your whole family or friends

BOOK YOUR FREE PLACE NOW!

01753 527114
www.home-startslough.org.uk

Hordeon Farm

Join us online for 3 FREE sessions

Creative Time Out for parents and carers

Monday 15th March 11.30am - 12.30pm
Make your own Spring cards

Wednesday 17th March 11.30am - 12.30pm
Make your own Spring cards

• All sessions fully explained and supported
• All materials provided
• All sessions are suitable for all ages
• All sessions are open to your whole family or friends
• All sessions are open to your whole family or friends

BOOK YOUR FREE PLACE NOW!

01753 527114
www.home-startslough.org.uk

Hordeon Farm



Home-Start Slough

Bags of appreciation



Thanks for all your help and support and guidance with my first family, you have been inspirational and generous with your time. I've been using your catchphrase, "we can't always be Wonder Woman, wearing our knickers on the outside"!!! Stay well and safe and happy as we go into lockdown II.

From Lydia to Claire at end of supporting family 1473

I'm really pleased with this group. I was so worried about coming because I haven't interacted with people in person for many months. I had my second child in lock-down and this is the first group activity I have done. We don't have a garden at home so coming into the gar-

Rewarding moments for the volunteer:

Donna said "I feel privileged. I got to share when I saw the kids reach some major milestones: crawling, standing, first steps, birthdays. I also got a picture from the kids. It was just really the family's eagerness to get on and move forward. They were like a breath of fresh air"

If Donna was not ringing me weekly right now I don't think I'd be managing. It's having that person that will just listen. There is only so much I can burden my family with, especially in lock down, and I don't want to add extra stress during this difficult time for all of us. My partner is working from home which is a change for us all. Donna's support helps keep my relationship with my partner healthy and alleviates his and my stress.

With Donna I feel like I can be open and I do not need to tread on eggshells around her. It's one thing I really look forward to each week, knowing that she will call me and when I talk to her she won't judge me.

Lovely closing call with F. She sings your praises! She says: Your support has really helped her, her confidence has increased massively since March. You have helped her find her voice when dealing with issues (hand, housing, etc) and given her coping strategies, e.g. take a breather, self care, prioritise things. "He is better than any Talking Therapies!" "The way he has helped me has been amazing."



Home-Start Slough

A huge 'thank you'!



OUR SINCERE THANKS GO TO ALL THOSE WHO HAVE SUPPORTED US THIS YEAR

Our fantastic volunteers:

Adam, Agnieszka, Amanda, Ameenah, Ann, Ashleigh, Barbara, Belinda, Bernadette, Carly, Donna, Elizabeth B, Elizabeth D, Elizabeth J, Ilhaam, Jaswinder, Jenni, Julie, Justyna, Kamlesh, Kerry, Lydia, Navneet, Neil, Nicola A, Nicola P, Paula, Raman, Rupali, Ruth, Sajida, Sally, Sarah, Shumaila, Siara, Steph, Teresa, Talwinder, Vicki, Yvonne

Our amazing Management Board:

David, Irene, Karen, Kiran, Leah, Lesley, Mary, Mette, Sandra

And to everyone who has supported Home-Start Slough in the past year, either financially or with donations of services, time or gifts:

*Alan Dorling
Amanda Tibbels—Mamadadda
Amanda Schenk (Zen Drawing)
AmazonSmile
Baby Bank
BBC Children in Need
Beatrice Laing Trust
Berkshire Community Foundation
Bernadette Burnett
Big Lottery
Bill Lidgate (aka Santa)
Burnham Beeches Rotary Club
Carly (Chilli Club Yoga)
Christopher Jarratt (Kite Project)
Caldicott School
Caroline Bradley
Circus Starr
Colin Mace
Complete Financial
Dean Soden 4Motion
Dorothy Milne
Elaine Macey—4Motion
Elizabeth Howe
Faye Bowerman
Frimley NHS Foundation Trust
George Burbridge—MB Creative
Cathy Carr—Get Berkshire Active
Goodgym
Groundworks
Home Start UK
Jenkins and Eyres
Lauren McGuire—Student Social Worker
John Lewis and Waitrose Partnership
Louise Brooks—Parenting Success
Liane Jackson—Daisy First Aid*

*Lydia Mowll—Volunteer and Fundraiser
Kayleigh Galvin (Creative eye)
Mable Harper Charitable Trust
Mark Williams-Fathers Reaching Out
Martin Gatehouse
Neil Winter
Norden Farm
Odney Club
Orchard Community
Paula Whittles
Patrice Ashe (Magician)
Robyn Bunyan (Education Outreach)
Roly Richardson (Magician)
Radian
Raman Mann—Volunteer
Reckitt Benckiser
Shanly Foundation
Seyram Mantey—Student Social Worker
Sian Barwell
Slough and Burnham Children Centres
Slough Borough Council
Slough CVS
Slough Health Smiles
Slough Outreach
Spin Master Ltd
St. Mary's Hitcham
Sun Chemical
The Henry Smith Charity
The Link Foundation
Tony Alexander
Victoria Kitcatt
Waitrose Gerrards Cross
Waitrose High Wycombe
Waitrose Maidenhead
William Baker*

Home-Start Slough
Report of the trustees
(incorporating the directors report)

For the period ended 31 March 2021

The trustees present their report and the accounts for the year ended 31 March 2021 which also comprises the Directors' Report required by the Companies Act 2016.

Objectives and activities

The principal objective of the charity is to provide voluntary support, friendship and practical help to families with pre-school children in their own homes.

Achievements and performance

Home-Start Slough has been supporting local families going through a difficult time for 25 years as a local charity.

The success of Home-Start is dependent on dependable staff and volunteers and on both counts this is the case. We are very grateful to have such dedicated workers and volunteers.

Financial review

Reserves

The unrestricted funds represent the free reserves which are required for ongoing working capital and also the funding required for contractual obligations to staff, including potential pension fund deficit.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes.

Going concern

The Covid pandemic had a major impact on our charity from an operational perspective as we had to move all our services from face to face to digital support and we saw a significant increase in funding to support our work and adapting our services. We successfully moved our face to face support services to a remote model, and our staff and volunteers have worked hard to adapt and provide the best service possible to our families. We fully recognise the increase in need caused by the pandemic and are very focussed on gaining increased funding to increase our capacity.

From a financial perspective all of our funders have been very flexible and this has enabled us to align their funding with the needs of our beneficiaries. We are very grateful for this flexibility, which, together with the additional funds that we were awarded, meant that we did not need to put any staff members on furlough and enabled us to cover all our additional costs. Our overall financial health has not been impacted by the crisis though we do recognise that potentially there will be future funding challenges as available sources are reduced.

We are therefore re-aligning our strategic plan to ensure that we accelerate our ability to deliver increased commercial value and outcome driven interventions to ensure that we are attractive to funders in the future.

Home-Start Slough
Report of the trustees
(incorporating the directors report)

For the period ended 31 March 2021

Structure, governance and management

Legal and administrative status

The organisation, incorporated on 27 April 2015, is a charitable company limited by Guarantee, with no share capital and registered as a charity with H M Revenue & Customs. 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.

The Organisation commenced activities in August 2015, continuing the activities of the unincorporated charity Home-Start Slough (charity registration number 1054713).

Organisational structure

The company is managed by a board of directors whose members are elected and co-opted in accordance with the Articles of Association.

Risk management

The board of directors has conducted its own review of the major risks to which the company is exposed, in particular, those related to the operations and finances of the company, and are satisfied that systems are in place to mitigate those risks. The procedures are periodically reviewed to ensure that they still meet the needs of the company.

Trustees and directors

By operation of law all, trustees are directors under the Companies Act 2006 and all directors are trustees under Charities legislation and have responsibilities, as such, under both company and charity legislation. Those who served during the period and up to the date of this report are as follows:

Current trustees:

| | |
|-------------|----------------------------|
| D Ashwell | Appointed 12 December 2017 |
| P Dhoot | Appointed 1 March 2021 |
| S Hennessy | Appointed 1 March 2021 |
| M McIlhone | Appointed 9 September 2019 |
| L Michaelis | Appointed 27 April 2015 |
| K Olney | Appointed 10 August 2020 |
| L Price-Cox | Appointed 10 August 2020 |
| M Sorenesen | Appointed 9 September 2019 |

Former trustees:

| | |
|-------------|--------------------------|
| A Gallacher | Removed 2 November 2020 |
| J Melotte | Removed 2 November 2020 |
| C Benwell | Removed 14 December 2020 |

Home-Start Slough
Report of the trustees
(incorporating the directors report)

For the period ended 31 March 2021

Statement of trustees' and directors responsibilities

The charity trustees, who are also the directors of the company under company law, are responsible for preparing the Report of the trustees and the accounts in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the charity trustees to prepare accounts for each year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charity for that period. In preparing the accounts, 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 accounts comply with the Companies Act 2006 and the Charities Act 2011. They are also responsible for safeguarding the assets of the charity 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 on the charitable company's website.

Information about independent examiner

These accounts were examined by:

Mr M Gatehouse BA(Hons) ACA
Member of the Institute of Chartered Accountants in England and Wales
Contact: The Stables Old Vicarage, Blakes Hill Road, Swimbridge, Devon EX32 0PH

Small company provisions

These accounts have been prepared in accordance with the provisions in Part 15 of the Companies Act 2006 applicable to companies subject to the small companies regime.

On behalf of the board



Director and trustee

20th September 2021

Date

Home-Start Slough
Independent examiner's report to the trustees

Company number: 09563378

Charity number : 1162003

on the accounts for the year ended 31 March 2021

I report to the trustees on my examination of the accounts of the above charitable company ("the Company") for the year ended 31 March 2021, as presented on the following 10 pages.

Responsibilities and basis of report

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

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

Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



19th September 2021

Martin Gatehouse BA(Hons) ACA

Member of the Institute of Chartered Accountants in England & Wales (membership no: 8010481).

Address: The Stables Old Vicarage, Blakes Hill Road, Swimbridge, Devon EX32 0PH

Home-Start Slough

Statement of financial activities

(incorporating the income and expenditure account as required by the Companies Act 2016)

For the year ended 31 March 2021

| | Notes | Unrestricted funds £ | Restricted funds £ | 2021 Total £ | 2020 Total £ |
|------------------------------------|-------|-------------------------|-----------------------|--------------------|--------------------|
| Income from: | | | | | |
| Donations | | 22,705 | - | 22,705 | 11,385 |
| Charitable activities | 2 | 42,513 | 167,887 | 210,400 | 154,127 |
| Other activities | 3 | - | - | - | 6,130 |
| | | <u>65,218</u> | <u>167,887</u> | <u>233,105</u> | <u>171,642</u> |
| Expenditure | | | | | |
| <i>Cost of raising funds;</i> | | | | | |
| Fundraising events and costs | | - | - | - | 2,444 |
| <i>Charitable activities;</i> | | | | | |
| Employee costs | 5 | 37,208 | 112,990 | 150,198 | 136,001 |
| Recruiting and advertising | | 334 | - | 334 | 86 |
| Employee training | | - | 145 | 145 | 917 |
| Employee expenses | | 86 | 3,813 | 3,899 | 3,935 |
| Volunteers expenses | | 4 | 989 | 993 | 3,090 |
| Rent and office running costs | | 9,437 | 116 | 9,553 | 10,625 |
| Stationery, printing and postage | | 1,094 | 895 | 1,989 | 3,700 |
| Telephone and IT costs | | 3,386 | 2,362 | 5,748 | 3,315 |
| Insurance | | 506 | 362 | 868 | 600 |
| Family Service Group/courses | | - | 5,459 | 5,459 | 7,796 |
| Volunteer recruitment and training | | 868 | 300 | 1,168 | 2,120 |
| Digital delivery | | - | 11,400 | 11,400 | - |
| Other charitable expenses | | - | 70 | 70 | 35 |
| <i>Other expenditure;</i> | | | | | |
| Bank charges | | 133 | - | 133 | 125 |
| Accounting and professional | | 983 | - | 983 | 670 |
| Home-Start Central fees | | 1,840 | 1,250 | 3,090 | 3,004 |
| Depreciation | | 714 | - | 714 | 714 |
| | | <u>56,593</u> | <u>140,151</u> | <u>196,744</u> | <u>179,177</u> |
| Net income/(expenditure) | | 8,625 | 27,736 | 36,361 | (7,535) |
| Transfers between funds | | - | - | - | - |
| | | <u>8,625</u> | <u>27,736</u> | <u>36,361</u> | <u>(7,535)</u> |
| Net movement in funds | | <u>8,625</u> | <u>27,736</u> | <u>36,361</u> | <u>(7,535)</u> |
| Reconciliation of funds | | | | | |
| Total funds brought forward | | 40,173 | 1,015 | 41,188 | 48,723 |
| | | <u>48,798</u> | <u>28,751</u> | <u>77,549</u> | <u>41,188</u> |

All activities derive from continuing operations. A separate Statement of Total Recognised Gains and Losses is not required as this statement includes all recognised gains and losses.

The notes form an integral part of these accounts.

Home-Start Slough

Balance sheet

Charity registered number: 1162003

Company registration number: 09563378

As at 31 March 2021

| | Notes | £ | 2021 £ | £ | 2020 £ |
|---|-------|---------------|---------------|----------------|---------------|
| Fixed assets | | | | | |
| Tangible assets | | | 714 | | 1,428 |
| Current assets | | | | | |
| Debtors and accrued income | 7 | - | | 26,668 | |
| Cash at bank and in hand | | <u>76,835</u> | | <u>14,930</u> | |
| | | 76,835 | | 41,598 | |
| Creditors: amounts falling due within one year | 8 | <u>-</u> | | <u>(1,838)</u> | |
| Net current assets | | | 76,835 | | 39,760 |
| Total net assets of the charity | | | <u>77,549</u> | | <u>41,188</u> |

The total net assets of the charity are funded by the funds of the charity, as follows:

| | | | | | |
|---------------------------|----|--|---------------|--|---------------|
| Unrestricted income funds | 10 | | 48,798 | | 40,173 |
| Restricted income funds | 11 | | 28,751 | | 1,015 |
| Total funds | 9 | | <u>77,549</u> | | <u>41,188</u> |

The balance sheet continues on the following page.

The notes form an integral part of these accounts.

Balance sheet (continued)

Trustees statements required by the Companies Act 2006 For the year ended 31 March 2021

In approving these accounts, as trustees of the company we hereby confirm:

- a) that for the year stated above the company was entitled to the exemption conferred by section 477 of the Companies Act 2006 ;
- b) that no notice has been deposited at the registered office of the company pursuant to section 476 of the Companies Act 2006 requesting that an audit be conducted for the year ended 31 March 2021.
- c) that we acknowledge our responsibilities for:
 - 1) ensuring that the company keeps proper accounting records which comply with section 386 of the Companies Act 2006, and
 - 2) preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of the financial year and of its profit or loss for the year then ended in accordance with the requirements of sections 394 and 395, and which otherwise comply with the provisions of the Companies Act relating to financial statements, so far as applicable to the company.

These financial statements are prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies and in accordance with FRS102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland.'.

The financial statements were approved by the board and signed on its behalf by:



Director and trustee

20th September 2021

Date

Home-Start Slough Notes to the accounts

For the year ended 31 March 2021

1 Accounting policies

The principal accounting policies are summarised below. The accounting policies have been applied consistently throughout the period.

1.1 Basis of accounting

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing 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.

Home-Start Slough meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost.

1.2 Incoming resources

All incoming resources are included in the statement of financial activities when the charity is entitled to the income and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:

Voluntary income is received by way of grants, donations and gifts and is included in full in the statement of financial activities when receivable. Grants where entitlement is not conditional on the delivery of a specific performance by the charity, are recognised when the charity becomes unconditionally entitled to the grant.

Donated services and facilities are included at the value to the charity where this can be quantified. The value of services provided by volunteers has not been included.

Grants, including grants for the purchase of fixed assets, are recognised in full in the statement of financial activities in the year in which they are receivable.

1.3 Resources expended

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

Costs of generating funds comprise the costs associated with attracting voluntary income and the costs of trading for fundraising purposes.

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

Support costs are those costs incurred directly in support of expenditure on the objects of the charity and include project management.

In accordance with the SORP, and in recognition of the difficulties in placing a monetary value on the contribution from volunteers, the contribution of volunteers is not included within the income of the charity.

Home-Start Slough Notes to the accounts

For the year ended 31 March 2021

Accounting policies (continued)

1.4 Reserves policy

Home-Start Slough has a Reserves Policy. Factors taken into account when formulating this policy included the need to cover fluctuations in income due to the need to constantly apply for grant funding due to the lack of sustainable funding from statutory services, current liabilities and unplanned expenditure. The minimum reserve of 3 months running costs has been adopted in order to ensure all liabilities can be addressed and the appropriate notice period given to employees.

The policy is reviewed annually in line with the Financial Controls document with a report being presented to the full board of trustees.

Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost less accumulated depreciation. Depreciation is provided at rates calculated to write off the cost less residual value of each asset over its expected useful life, as follows:

Fixtures, fittings and equipment : 25% straight line

1.5 Leasing

Rentals payable under operating leases are charged against income on a straight line basis over the lease term.

1.6 Defined contribution pension schemes

The company operates a defined contribution pension scheme. Contributions are charged to the profit and loss account as they become payable in accordance with the rules of the scheme.

1.7 Taxation

The charity's activities fall within the exemptions afforded by the provisions of the Income and Corporation Taxes Act 2010. Accordingly, there is no taxation charge in these accounts.

1.8 Winding up or dissolution of the charity

If upon winding up or dissolution of the charity there remain any assets, after the satisfaction of all debts and liabilities, the assets represented by the accumulated fund shall be transferred to some other charitable body or bodies having similar objects to the charity.

Home-Start Slough
Notes to the accounts

For the year ended 31 March 2021

2 Income from charitable activities

| | Unrestricted funds £ | Restricted funds £ | 2021 Total £ | 2020 Total £ |
|-------------------------------------|-------------------------------------|-----------------------------------|-----------------------------|-----------------------------|
| Berkshire Community Foundation | - | 6,563 | 6,563 | 6,998 |
| Big Hopes, Big Futures | - | 3,125 | 3,125 | - |
| Reckitt | 38,513 | - | 38,513 | 33,238 |
| Fleetwood Architectural Aluminium | - | - | - | 5,000 |
| Henry Smith | - | 27,550 | 27,550 | 13,800 |
| The National Lottery Community Fund | - | 92,212 | 92,212 | 35,400 |
| Co Operative | - | - | - | 4,350 |
| WEA BBO | - | - | - | 19,381 |
| Sylvia Adams | 4,000 | - | 4,000 | - |
| BBC Children in Need | - | 38,437 | 38,437 | 35,960 |
| | <u>42,513</u> | <u>167,887</u> | <u>210,400</u> | <u>154,127</u> |

3 Income from other activities

| | Unrestricted funds £ | Restricted funds £ | 2021 Total £ | 2020 Total £ |
|--------------------|-------------------------------------|-----------------------------------|-----------------------------|-----------------------------|
| Fundraising events | - | - | - | 6,130 |
| | <u>-</u> | <u>-</u> | <u>-</u> | <u>6,130</u> |

4 Net incoming/(outgoing) resources for the year

| | 2021 £ | 2020 £ |
|--|-------------------|-------------------|
| Net incoming/(outgoing) resources is stated after charging: | | |
| Depreciation and other amounts written off tangible fixed assets | 714 | - |
| Independent examiners fee | <u>90</u> | <u>95</u> |

Home-Start Slough
Notes to the accounts

For the year ended 31 March 2021

5 Employees

| | 2021 | 2020 |
|-------------------------|----------------|----------------|
| | £ | £ |
| Employment costs | | |
| Wages and salaries | 112,973 | 100,219 |
| Social security costs | 23,483 | 21,467 |
| Pension costs | 13,742 | 14,315 |
| Other costs | - | - |
| | <u>150,198</u> | <u>136,001</u> |

No employee received emoluments of more than £60,000 in the current or previous year.

Number of employees

The average monthly numbers of employees (excluding the trustees) calculated on the basis of full time equivalents, was as follows:

| | 2021 | 2020 |
|-------------------------------|-------------|-------------|
| | No | No |
| Management and administration | <u>9</u> | <u>6</u> |

6 Trustees remuneration and expenses

The Trustees neither received or waived any emoluments during the year.

Trustees did not claim expenses relating to activities other than those relating to their duties as a trustee, and being for furtherance of charitable objectives.

Tangible fixed assets

| | Fixtures fittings and equipment £ | Total £ |
|-----------------------|--|--------------------|
| Cost | | |
| Brought forward | <u>2,142</u> | <u>2,142</u> |
| | <u>2,142</u> | <u>2,142</u> |
| Depreciation | | |
| Brought forward | 714 | 714 |
| Charge for period | <u>714</u> | <u>714</u> |
| | <u>1,428</u> | <u>1,428</u> |
| Net book value | | |
| As at 31 March 2021 | <u>714</u> | <u>714</u> |
| As at 31 March 2020 | <u>1,428</u> | <u>1,428</u> |

Home-Start Slough
Notes to the accounts

For the year ended 31 March 2021

7 Debtors

| | 2021 | 2020 |
|---------------|-------------|---------------|
| | £ | £ |
| Other debtors | - | 26,668 |
| | <u>-</u> | <u>26,668</u> |

8 Creditors: amounts falling due within 1 year

| | 2021 | 2020 |
|-----------------------------------|-------------|--------------|
| | £ | £ |
| Payroll taxes and social security | - | 1,838 |
| Pension costs | - | - |
| Other creditors and accruals | - | - |
| Deferred income | - | - |
| | <u>-</u> | <u>1,838</u> |

9 Analysis of net assets between funds

| | Unrestricted funds | Restricted funds | 2021 Total | 2020 |
|---|---------------------------|-------------------------|-------------------|---------------|
| | £ | £ | £ | £ |
| Fund balances at 31 March 2021 as represented by: | | | | |
| Tangible fixed assets | 714 | - | 714 | 1,428 |
| Current assets | 91,690 | (14,855) | 76,835 | 41,598 |
| Current liabilities | - | - | - | (1,838) |
| | <u>92,404</u> | <u>(14,855)</u> | <u>77,549</u> | <u>41,188</u> |

10 Unrestricted funds

| | Opening | Incomings | Outgoings | 2021 |
|----------------------------|----------------|------------------|------------------|---------------|
| | £ | £ | £ | £ |
| General unrestricted funds | <u>40,173</u> | <u>65,218</u> | <u>(56,593)</u> | <u>48,798</u> |

General unrestricted funds includes £38,513 from Reckitt which helped support us to increase our capacity to support the increased needs caused by the pandemic for which the outgoings are included within the £56,593 of total unrestricted outgoings.

Home-Start Slough
Notes to the accounts

For the year ended 31 March 2021

11 Restricted funds

| | Opening £ | Incomings £ | Outgoings £ | 2021 £ |
|--|--------------|----------------|------------------|---------------|
| Children in Need | (3,653) | 38,437 | (36,454) | (1,670) |
| Henry Smith | 939 | 27,550 | (23,965) | 4,524 |
| Big Hopes, Big Future | - | 3,125 | (3,125) | - |
| Berkshire Community Foundation | 198 | 6,563 | (6,206) | 555 |
| The National Lottery Community Fund (Note 12) | 3,531 | 74,962 | (54,372) | 24,121 |
| The National Lottery Community Fund Covid Project (Note 12) | - | 17,250 | (16,029) | 1,221 |
| | <u>1,015</u> | <u>167,887</u> | <u>(140,151)</u> | <u>28,751</u> |

Children in Need

This project will support children from low income families and experiencing poor health in Slough. Children will develop a healthier lifestyle, improve family relationships and have greater confidence.

Henry Smith

This project will provide a specialist, bespoke support service to families with children with Autism. Slough has above average number of autistic children and the project aims to reduce the long term support costs by providing help and support to the parents in the early years of diagnosis.

Big Hopes, Big Future

The Big Hopes Big Future project supports families with school readiness. It aims to increase the readiness of children to attend school with a number of measures and focus interventions.

The National Lottery Community Fund

This project is a joint project with Home-Start Reading and Bracknell with the key objective of improving mental health throughout the whole family. Through a number of different interventions e.g. groups, courses and home visiting the support package is tailored to provide the best possible outcome for the beneficiary.

The National Lottery Community Fund Covid Project

This project provided us funding to increase our digital capability and create specific groups / courses / sessions for our families remotely. We worked with Home-Start Bracknell and Reading and have a full set of digital offerings that we can combine with our face to face service

Berkshire Community Foundation

This project enables us to provide support to young carers, through supporting families where there is a young carer involved. Parents often feel isolated & powerless and the child feels responsible for the parent. A volunteer going into the family home for 2-3 hours per week can make a huge difference to the family situation.

Home-Start Slough
Notes to the accounts

For the year ended 31 March 2021

12 The National Lottery Community Fund

The National Lottery Community Fund is provided through a consortium of Bracknell, Reading and Slough Home-Starts to represent the Thames Valley region. Home-Start Slough is the lead for the consortium and consolidates the reporting and distributes the funding on behalf of the group. The underspend for the year was primarily due to COVID and not being able to deliver the anticipated face to face groups. We have agreed with the funder how we will utilise the underspend in future years of the project. Below are the details of the Thames Valley region as a whole:

| | Opening | Incomings | Outgoings | 2021 |
|-----------|----------------|------------------|------------------|---------------|
| | £ | £ | £ | £ |
| Bracknell | 2,878 | 24,204 | (27,082) | - |
| Reading | (204) | 40,895 | (32,760) | 7,931 |
| Slough | 3,531 | 74,962 | (54,372) | 24,121 |
| | <u>6,205</u> | <u>140,061</u> | <u>(114,214)</u> | <u>32,052</u> |

The National Lottery Community Fund - Covid Project

| | Opening | Incomings | Outgoings | 2021 |
|-----------|----------------|------------------|------------------|--------------|
| | £ | £ | £ | £ |
| Bracknell | - | 14,000 | (14,000) | - |
| Reading | - | 14,000 | (14,000) | - |
| Slough | - | 17,250 | (16,029) | 1,221 |
| | <u>-</u> | <u>45,250</u> | <u>(44,029)</u> | <u>1,221</u> |

13 Charitable company limited by guarantee

Home-Start Slough is a company limited by guarantee controlled by its members and accordingly does not have a share capital.

Every member of the company undertakes to contribute such amount as may be required not exceeding £1 to the assets of the charitable company in the event of its being wound up while he or she is a member, or within one year after he or she ceases to be a member.

The charity was formally registered with the Charity Commissioners in 2015 under charity registered number 1162003 (and formerly under unincorporated charity registered number 1054713).

The registered office of the charity for Companies Act purposes is 111 High Street, Burnham, Bucks SL1 7JZ.

**HOME
START**

Slough