

HOME-START ESSEX

England & Wales · Charity number 1170940

Details

Status	Registered
Legal form	Charitable company
Company number	10348139
Registered	2017-01-03
Register	View on the Charity Commission register

Contact

Address	Maldon District Council Princes Road Maldon Essex CM9 5DL
Phone	01245 847410
Email	graham.robjohns@home-startessex.org.uk
Website	www.home-startessex.org.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 CARE; PRINCIPALLY BUT NOT EXCLUSIVELY WITHIN THE AREA OF ESSEX AND ITS ENVIRONS.

Activities: Home-Start Essex recruits and trains volunteers to offer, in families own homes, friendship, support and practical help to parents experiencing difficulties. The families must have at least one child under the age of five. Volunteers are managed by the scheme which in turn is supported by Home-Start UK. Home-Start Essex operates in the county of Essex.

Classification

- **How:** Provides Services
- **What:** General Charitable Purposes
- **Who:** Children/young People, People With Disabilities

Geography

- Essex

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£932,242	£875,839	£612,982	39
2024-03-31	£952,750	£918,411	£556,579	39
2023-03-31	£795,518	£799,065	£522,240	41
2022-03-31	£799,933	£751,531	£525,787	40
2021-03-31	£821,377	£621,017	£477,385	38

Trustees

Name	Role	Appointed
Graham Robjohns	Chair	2023-11-17
Bryan Robert Hardy Burrough DL		2019-09-17
Dawn Taylor		2022-09-16
Deborah Fielding		2025-05-16
Dr Edwin Patrick Powell		2023-01-20
HELEN ROBINSON		2023-11-17
Joanna Spyroulla Efthymiou Georgiades		2023-07-21
Neil Oakley		2022-10-01
Rebecca Dixon		2017-11-17
Sara Louise Tupper		2025-12-01

HOME-START ESSEX

England & Wales - Charity number 1170940

Accounts

COMPANY REGISTRATION NUMBER : 10348139

**HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE
UNAUDITED FINANCIAL STATEMENTS
31 MARCH 2025**

Charity Number : 1170940



Edmund Carr LLP
Chartered Accountants
146 New London Road
Chelmsford
Essex
CM2 0AW

**HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE
FINANCIAL STATEMENTS
YEAR ENDED 31 MARCH 2025**

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**HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE**

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 MARCH 2025

The Trustees, who are also Directors of the Charity for the purposes of the Companies Act 2006, present their report with the financial statements of the Charity for the year ended 31 March 2025. The Trustees/Directors have prepared the accounts in accordance with the Charities Act 2011, the Companies Act 2006 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

10348139 (England and Wales)

Registered Charity number

1170940

Registered office

Home-Start Essex
Maldon District Council
Princes Road
Maldon
Essex CM9 5DL

Trustees

Bryan Burrough (Vice Chair & Treasurer)
Anna Casbolt – resigned 15/11/24
Rebecca Dixon
Deborah Fielding – appointed 16/05/25
Joanna Georgiades
Lauren Josman
David Neale – resigned 15/05/24
Neil Oakley
Edwin Powell
Helen Robinson
Graham Robjohns (Chairman)
Sarah St. Pierre – resigned 15/11/24
Dawn Taylor

Company Secretary

Graham Robjohns

Chief Executive Officer

Nicola O'Brien

Ambassadors

Rex Howling KC
The Right Honourable Sir John Whittingdale OBE MP

**HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE**

TRUSTEES' ANNUAL REPORT (continued)

YEAR ENDED 31 MARCH 2025

Members Guarantee

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

Independent examiner

Alex Stone FCCA
Edmund Carr LLP
146 New London Road
Chelmsford
Essex
CM2 0AW

INTRODUCTION FROM THE CHAIR

It is a privilege to have taken on the role of Chair of Trustees for Home-Start Essex in November 2024 and to introduce this Annual Report for the year ending 31 March 2025.

I would first like to express heartfelt thanks to my predecessor, Sarah St Pierre. Sarah was initially a Trustee of Home-Start Maldon she then joined Home-Start Essex as a Trustee in 2017 when the charity was formed later stepping in as interim CEO before becoming Chair in December 2019. During her time as Chair, the charity has significantly grown the number of families and children we support and the organisation is well governed, strong and stable with an excellent team of people. We are deeply grateful for her dedication and delighted that she will continue her involvement with the charity as an Associate, offering ongoing support and insight.

At the heart of Home-Start Essex is our passionate team of staff and volunteers, who work tirelessly to deliver life-changing support to children and families navigating complex and often difficult circumstances. We believe in the power of a happy and secure childhood and the pivotal role parents play in shaping their children's futures. Our vision is that every child in Essex has the best possible start in life and grows up in a family that is strong and resilient and able to access support as and when they need it.

As demand for our services continues to rise, so too does the complexity of the challenges families face. In response we strive to be more targeted and effective; we have grown both the number of families we support and the scope of our service offer, focusing on areas of greatest need, including wellbeing, SEND and behaviour support.

In October 2024 we met as a trustee, staff and volunteer team to set an annual action plan to help meet our Strategic Priorities that we set out for the period 2022 to 2025. These priorities are central to our mission:

- Expanding the reach and range of our services
- Diversifying income streams
- Raising awareness of our work and impact
- Investing in and valuing our staff and volunteers
- Improving how we work to maximise our impact

**HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE**

TRUSTEES' ANNUAL REPORT (continued)

YEAR ENDED 31 MARCH 2025

Our volunteers are essential to the support we provide to families both in the home and in family groups. Whilst we are proud of our good volunteer retention, attracting new volunteers remains a challenge, one shared by many in the charity sector. Our Volunteer Strategy is helping us with this as well as improving our volunteer experience. We are also working hard to enhance the awareness of Home-Start Essex as we believe that people with a passion for our cause are far more likely to volunteer and so it is vital to bring our story to as many people as possible.

The funding environment remains highly competitive. This year, we welcomed two new fund raisers to help us navigate this difficult environment and to strengthen and diversify our income. We are immensely grateful to the trusts, foundations, local businesses, and individuals who continue to back our work, recognising the critical importance of early years development and supporting us in so many generous and meaningful ways.

Thanks to this support, we can continue to work tirelessly to help parents and carers give their young children the best possible start in life, because we believe that every child deserves the opportunity to thrive.

Graham Robjohns, Chair of Trustees

HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE
TRUSTEES' ANNUAL REPORT (continued)
YEAR ENDED 31 MARCH 2025

OBJECTIVES AND ACTIVITIES

Objectives and aims

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 care;*

Principally, but not exclusively, within the area of Essex and its environs.

The vision of the Charity, as captured in our Strategic Plan is:

“For every child and young person in Essex to grow up in a family that is strong and resilient and able to access the support they need, when and where they need it.”

The Charity’s Mission Statement is:

“To provide high-quality, family-led services, by ourselves and in collaboration with others, which enable families to be strong and resilient.”

Home-Start Essex (HSE) supports families experiencing difficulties and have at least one child under the age of eight. HSE supports children and parents/carers facing difficulties such as additional needs, learning or physical disabilities, mental health, domestic abuse, social isolation, poverty, bereavement and many other issues affecting their ability to cope and provide a nurturing environment for their children.

We recruit and train volunteers, through an accredited programme who provide regular weekly home-based, group or telephone support to families. They provide positive role models, offer friendly and informal confidential support to help parents build their confidence, resilience and to improve their wellbeing. They are supervised, supported, and receive ongoing training from experienced Family Support Co-ordinators who assess and with the family agree a bespoke programme of support. This may include specialist wellbeing or behaviour support programmes in addition to 1:1 and group support.

We receive referrals from statutory and other partner organisations and increasingly families refer themselves for support. We are well respected and are commissioned through the Essex Child & Family Well Being service to provide services across the three quadrants of Mid, West and South Essex.

All of the developments in our support to families during the early years are based on the belief that all children need a happy and secure childhood to help them to achieve their full potential and that underpinning this is a need for parents/carers to have the opportunity to have someone they trust alongside them to help them navigate when times are difficult.

HSE’s support of parents and children helps them to grow in confidence, strengthens their relationships, builds local supportive networks within the community, and so ensures that children are given the best possible start in life.

**HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE
TRUSTEES' ANNUAL REPORT (continued)
YEAR ENDED 31 MARCH 2025**

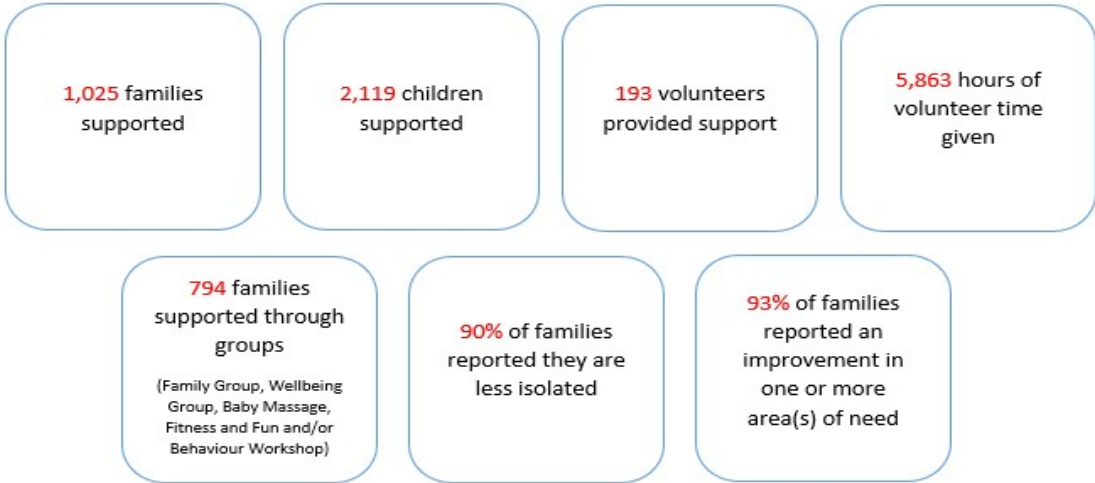
Public Benefit

The trustees confirm that they have reviewed the Charity Commission’s guidance on public benefit, including guidance on charging for services, when setting and reviewing the aims and objectives of the Charity and making plans for the future.

The Charity currently provides services at no cost to beneficiaries, and these are funded through applications to the National Lottery Community Fund, public sector bodies, trusts and foundations, and through community fundraising, individual giving, and sponsorship.

ACHIEVEMENTS AND PERFORMANCE

Through the Charity’s work, the Trustees/Directors are pleased to report the following Outputs and Outcomes as highlights for the financial year to 31 March 2025:



During 2024-2025 we received over 1,000 referrals, and we supported 1,025 families an increase of 11%, benefiting over 2,000 children and over 3,500 total beneficiaries.

We are committed to supporting families who are facing health inequalities and those families, living within the 20% most deprived communities, are often severely impacted. We continue to receive a high number of referrals where parents/carers are struggling with mental health issues and isolation. We continue to support many families who are struggling with finance issues, regularly using the Foodbanks, living in social or temporary housing, struggling with housing issues, having no access to transport and not having English as a 1st language. All of these factors increase health inequalities and negatively impact the longer-term outcomes of achieving healthy lifestyles for families.

**HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE**

TRUSTEES' ANNUAL REPORT (continued)

YEAR ENDED 31 MARCH 2025

Moreover, we have seen a dramatic increase in the number of parents/carers and children who have a special educational need or disability, rising to 41% of supported families, an increase of 20% from the previous year. In addition, of total supported families 36% of children were struggling to be school ready, an increase of 19% on the previous year and 51% of parent/carers struggle to manage their children's behaviour, an increase of 11% on the previous year.

In order to meet the rising need we have further developed our Behaviour Support programme by expanding the provision of group and 1:1 support by 46% and training additional staff and volunteers to support the delivery of the service.

Our successful school readiness programme continues to be a rolling programme delivered within our weekly Family Support Groups.

We have also expanded our SEND groups with a new group in Basildon providing the same provision as the existing groups in the Braintree district assisting families with getting appropriate advice and support/ strategies in place, providing a safe play and activity environment with other families that are experiencing similar or the same SEND issues. In addition, we invite local partners to attend to provide guidance to parents and support to access early developmental checks.

We have been able to provide new services to support both mental and physical wellbeing due to local authority health inequalities funding. We have opened a Family Fitness & Fun weekly group in Harlow, to introduce a variety of different fitness activities, healthy eating and school readiness activities to promote more active and healthy lifestyles. In addition, the Healthy Happy Family programme is a new wellbeing initiative focussed on identifying and tackling the challenges/barriers that maybe having a detrimental impact on mental health, such as finances, diet and nutrition, housing, unhealthy lifestyles, isolation, lack of support network and physical health/inactivity. In South Essex we have introduced an extended Healthy Happy Families programme which has a creative writing element helping parents/carers to develop new skills and build their confidence whilst exploring issues which are important to them.

The expansion of services within our Wellbeing programme, including our 'Mothers in Mind' perinatal group and therapeutic counselling service supporting mental health issues, has enabled us to provide further support to families within the perinatal period; 35% of supported families are within the perinatal period and all are struggling with mental health issues. Home-Start Essex's early support dramatically increases the parent/infant bond and positive mental health and development outcomes for the infant.

We are pleased to report the creation of a strength-based approach to partnership working with academic partners at the University of Essex. Together we have designed, implemented and are currently trialling an outcome framework that illustrates and evidences how differential but preventable health outcomes stemming from social inequalities can be mitigated. We will generate recommendations and potential solutions that are need sensitive to the affected communities and the final report will be produced in late 2025.

Volunteers are at the core of Home-Start Essex's support providing our holistic home-visiting and telephone Family Support Mentor service and vital support within our group environments. We have experienced another year impacted by low availability of volunteers but we have made great steps to overcome this issue by increasing the number of flexible volunteering opportunities to attract a wider demographic and provide volunteer options that can engage people wherever they are in their life journey.

HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE
TRUSTEES' ANNUAL REPORT (continued)
YEAR ENDED 31 MARCH 2025

Our expansion of service provision based on the emerging needs of families, within the local communities we support, enables us to provide early intervention to support families when it is needed and prevent needs escalating and becoming entrenched. We will often support families with 2 or even 3 services if there are multiple needs that require different support.

The following feedback is from a parent who accessed our weekly Family Support Group, our Behaviour Support group and a Wellbeing group:

“Support has helped me by meeting other mums at group, making new friends. It has helped with my own mental health and how the brain works. I feel I can now reign my emotions more and reach out more. The bond is strong with my youngest son. It helped having time and something to do at group at a time when I has post-natal depression.

I learnt how to communicate with my eldest son and give him more control, giving him warnings and options so he understands. Without the group, meeting new mums would have been a struggle and helped starting conversations.”

This parent moved on from Home-Start Essex support with a support network in place of other supported parents who created their own ongoing peer support network.

FUNDRAISING ACTIVITIES

Reported total income fell marginally to £932,242 but this masked an underlying increase of 27% over last year if you strip out the £220,961 one off income due from the Art Show the previous year.

Our grant income increased by over 50% to £676,196 with important new grants from the Public Sector Accelerator Bid, SSE Health Inequalities and Southend’s UK Shared Prosperity Fund. We have worked hard to encourage funding from both central and local government. We continue to be supported by the National Community Lottery Fund, BBC Children in Need, Elijah’s Pot and the Mulberry Trust. We also received grants from a number of Essex Community Foundation’s fund holders including Braintree District & Greenfields Community Fund and Daphne Woodward. The new Grants & Commissioning Manager, who started in June 2024 has made a meaningful impact on our fundraising activities.

Contractual income decreased from £238,178 to £175,000 due to two contracts being reclassified as grants. The remaining income represents the important sub-contract we have from the HCRG Care Group as part of the Essex Child & Family Wellbeing Service.

Donation and legacy income rose from £15,316 to £45,177, whilst income from fundraising activities fell from £29,957 to £25,414. This reflected the work of the new Events & Partnership Manager.

Given the increasing demand for our services, the Board of Trustees are encouraged by the increase in fundraising income following the appointment during the year of a Grants & Commissioning Manager and an Events & Partnership Manager.

PLANS FOR FUTURE PERIODS

Our plans for the coming year are focused on our Annual Plan for 2025/26 that we agreed in October 2024 to support our 2022-2025 Strategic Priorities. In summary the action plans for the coming year are:

- **Service delivery:** – To develop specialist roles for Volunteer Family Support Mentors.

HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE
TRUSTEES' ANNUAL REPORT (continued)
YEAR ENDED 31 MARCH 2025

- **Diversifying our income streams:** - Increasing our corporate relationships; developing a funding strategy; piloting a paid for service; building our major donor base and legacy funding; to grow our community fund raising and establish two or more strategic partnerships.
- **Raising awareness of our work and impact:** - Develop our communications and marketing plan to support fundraising and volunteers and build our profile; improve the use of our digital platforms; raise our profile to attract new volunteers including establishing a network of ambassadors to promote our profile and holding networking events.
- **Investing in and valuing our staff and volunteers:** - Increase our active volunteer base; improve our retention rate through developing a volunteer strategy and a Volunteer Journey; investing in training for staff and volunteers.
- **Improving how we work to maximise our impact:** - Research and establish a social value model; leverage our relationship with Essex University to evaluate the social impact of our different services; improve our effectiveness in using our IT systems and digital platforms.

In October of 2025 we will be reviewing our Strategic Priorities and updating them for the 2026-2028 3-year period.

Our core strategy focuses on broadening and diversifying our funding streams, strengthening and expanding our volunteer network, and investing in the development and wellbeing of our staff team to enhance and broaden our service delivery. In addition, we aim to work to broaden the awareness and recognition of Home-Start within the Essex community. We will be developing our detailed priorities around the key areas of funding, our volunteers, our staff, service delivery and brand awareness.

We expect that important themes for our updated strategic priorities will include social value and impact evaluation, partnership working and being ready for the risks and opportunities of the up-coming Essex local government reorganisation and increased devolution.

FINANCIAL REVIEW

	2025	2024
	£	£
Total Income	932,242	952,750
Total expenditure	<u>875,839</u>	<u>918,411</u>
Net Income / (Expenditure)	<u>56,403</u>	<u>34,339</u>

The income for the year comprised Donations and Legacies of £45,177, income from Charitable Activities of £851,196, income from other trading activities - fundraising of £25,414 and Bank Interest of £10,455. Donations rose by 151% following the appointment of a new Events & Partnership Manager. Income from Charitable Activities rose by 25% over last year, comprising of Grants of £676,196 and Contracts of £175,000. During the year, we were pleased to receive substantial grant income from several organisations including the National Lottery Community Fund (£173,784), Essex County Council’s Public Health Accelerator Bid (£128,313) and Southend City Council’s UK Shared Prosperity Fund (£45,570). In addition, once again we were grateful to the Essex Community Foundation, through which we received funds from various organisations totalling £36,843. Contract income was £175,000, down 27% due down due to reclassifying UKSP Southend and UKSP Uttlesford from contracts to grants, whilst we continued with the contract with HCRG Care Group.

HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE
TRUSTEES' ANNUAL REPORT (continued)
YEAR ENDED 31 MARCH 2025

There is more detailed information under the Fundraising Activities section (above) and also on page 22. We thank all those named in the Report, and all our other funders and donors, for their support in helping Home-Start Essex deliver their services to families in need of assistance.

During the year the Charity continued to adjust its services to meet the changes in need which, together with the effects of inflation, resulted in an increase in underlying costs if you strip out the impact of the Art Show last year. Staffing costs rose 11.6% over last year and continued to be the largest part of our expenditure at £724,067 (82.7%). The continuing changes in the modes of delivering the Charity's services saw an increase in Travelling and Expenses of staff and volunteers. There was an increase in Governance costs and project costs. However there was a reduction in Training costs.

The Trustees are confident that there are sufficient funds, both available and due to be received, to support the services being delivered by Home-Start Essex for, at least, the next twelve months. Monitoring procedures are in place to identify when grants and contracts are due to end, so that an early decision can be made, to either allocate alternative funding, or to re-plan service delivery.

Reserves Policy

The Home-Start Essex reserves policy is to hold unrestricted funds equivalent of three to six months' budgeted expenditure. The Trustees consider that this is essential in order to continue to provide existing services, to support an expansion of services to meet rising demand, to provide sufficient cover for the possible loss of one or more major funders and to enable a proper winding-down of the Charity, should that become necessary.

The total funds held by the Charity at 31 March 2025 stood at £612,982, of which £182,640 were restricted funds and £430,342 were unrestricted funds. This is in line with the reserves policy target level of unrestricted funds which, based on budgeted expenditure for 2025/26 of £977,052, is between £244,263 and £488,526.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

Home-Start Essex is a registered Charity, number 1170940 (Registered in England and Wales), and a Company Limited by Guarantee, number 10348139, as defined by the Companies Act 2006.

Home-Start Essex's governing document, a Memorandum and Articles of Association, sets out the significant structural rules relating to the organisation. It covers matters such as the minimum and maximum number of Trustees, the powers of Trustees, terms of office, and how important meetings are managed. The document also outlines the charitable objects (purpose) of the charity, which is the frame of reference for many of the decisions the Trustees will make.

**HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE**

TRUSTEES' ANNUAL REPORT (continued)

YEAR ENDED 31 MARCH 2025

Governance

Home-Start Essex relies on a strong, effective Board of Trustees. They have a wide range of responsibilities, in ensuring that the charity complies with regulatory requirements and delivers on its charitable purpose. Our Board of Trustees, who are also Directors of the Charity for the purposes of the Companies Act, have overall responsibility for setting the strategy of the Charity. Our Chief Executive Officer, working with the Senior Leadership Team, is responsible for delivering the Board's vision and strategy and for its day-to-day operations.

The Trustees annually review Board performance and meet at least four times a year, as do each of our three committees. The Operations and Governance, Finance and Business Development and Human Resources Management committees formally report to the Board at each Board meeting and operate under a Scheme of Delegation. The Trustees ensure that Home-Start Essex complies with all requirements of its Agreement with Home-Start UK (HSUK), and with the Home-Start Quality Assurance standards. We are required to report regularly on our compliance with the Quality Standards and are subject to external Quality Assurance reviews. We are also required to adopt and implement all mandatory policies provided by Home-Start UK. Home-Start Essex also leverages Home-Start UK's model policies and produces its own additional policies as necessary.

Recruitment and appointment of new Trustees

Home-Start Essex regularly reviews the skills of Trustees and identifies any specific skills gaps, and we endeavour to actively recruit new Trustees with those skills. We also take into consideration the need to have a succession plan, either by preparing existing Trustees to take on lead roles, or by actively advertising for Trustees, so that we reduce the risk of losing essential skills on the Board. In an attempt to increase the diversity of the Board's membership we advertise widely for new Trustees, and ensure, throughout the recruitment process, that all applicants from a wide variety of backgrounds have an opportunity to succeed.

The Board of Trustees has established procedures for recruiting and appointing Trustees, including informal visits or discussions, formal application and a panel of Trustees, with the Chief Executive Officer, interview all prospective Trustees to determine that they have the required skills to contribute to the charity's management and development. New appointments are ratified by the full Board of Trustees and co-opted to the Board and will hold office until they are duly elected to the Board at the next Annual General Meeting in accordance with the Articles of Association. We have also introduced a role of Special Advisor in order to strengthen and broaden the specialist support to our committees and the Board, for those who may not be able to commit to, or do not wish to have, a role as a Trustee, or who may wish to consider this role in the future.

HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE
TRUSTEES' ANNUAL REPORT (continued)
YEAR ENDED 31 MARCH 2025

Induction and training of new Trustees

Home-Start Essex is committed to the full induction and ongoing training of Trustees. A comprehensive induction pack and plan is agreed with all new Trustees, tailored to individual needs and previous experience, which includes meeting with operational staff, and opportunities to meet with families and volunteers. A Trustee Code of Conduct is signed by all new Trustees and under the Home-Start UK Agreement, all Trustees will be expected to complete the Home-Start UK induction within six months of becoming a Trustee. The Chair meets regularly with Trustees in order to continually learn, and provide development opportunities, in support of the organisation. All Trustees have an annual review with the Chair of Trustees.

Arrangements for setting pay and remuneration of key management posts

When determining the salaries for key management posts, Trustees collect information about comparable roles in other voluntary organisations as well as across the Home-Start Federation. This information is used to benchmark the Charity's salaries, normally aiming to set them at a level that appears to represent the market average. The pay of the Chief Executive Officer (CEO) comprises a single fixed salary point - i.e., no banding. The CEO's pay is reviewed annually. Each year, the Trustees will consider whether an independent review of salaries is necessary. In reviewing the Charity's Remuneration Policy and annual increments, the Trustees will consider available advice and best practice, including, but not limited to, the NCVO's guidance on "Setting and Communicating Remuneration Policies".

Risk management

The Board of Trustees has a duty to identify and review the risks to which the Charity is exposed and to ensure that appropriate controls are in place to manage these risks and provide reasonable assurance against fraud and error. The Board of Trustees has given careful consideration to the major risks to which the charity is exposed and are satisfied that the systems which have been established are effective in managing the risks.

The Board of Trustees reviews the Strategic Risk Register at least annually and to support the Board, each of the formal Board Committees takes a direct role in leading on the ongoing review of a group of identified risks from the register, which are reported to the Board at a minimum six monthly. At any stage as deemed relevant by Trustees or the CEO and Senior Management Team there may be a more detailed review to test the effectiveness of our approach to risk management.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved by order of the Board of Trustees/Directors on12 Sept 2025..... and signed on its behalf by:

Bryan Burrough
.....
B Burrough

**HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE
INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES
YEAR ENDED 31 MARCH 2025**

I report to the charity trustees on my examination of the accounts of the company for the year ended 31 March 2025 which are set out on pages 13 to 26.

Responsibilities and basis of report

As the charity trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your company's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

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

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

1. accounting records were not kept in respect of the company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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

Alex Stone

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Alex Stone FCCA
Edmund Carr LLP
146 New London Road
Chelmsford
CM2 0AW

25 September 2025

**HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE**

**STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND
EXPENDITURE ACCOUNT)**

YEAR ENDED 31 MARCH 2025

	Note	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £	Total Funds 2024 £
INCOME FROM:					
Donations and legacies	2	45,177	-	45,177	15,316
Charitable activities	3	250,134	601,062	851,196	681,584
Investments: Bank interest		10,455	-	10,455	4,932
Other trading activities: fundraising	4	25,414	-	25,414	250,918
TOTAL INCOME		<u>331,180</u>	<u>601,062</u>	<u>932,242</u>	<u>952,750</u>
EXPENDITURE ON:					
Raising funds	5	4,698	-	4,698	141,920
Charitable activities	6	366,375	504,766	871,141	776,491
TOTAL EXPENDITURE		<u>371,073</u>	<u>504,766</u>	<u>875,839</u>	<u>918,411</u>
NET INCOME / (EXPENDITURE)		(39,892)	96,295	56,403	34,339
Transfers between funds		-	-	-	-
NET MOVEMENT IN FUNDS		(39,892)	96,295	56,403	34,339
Reconciliation of funds:					
Total Funds brought forward		470,234	86,345	556,579	522,240
Total Funds carried forward		<u>430,342</u>	<u>182,640</u>	<u>612,982</u>	<u>556,579</u>

The charity has no recognised gains or losses other than the results for the period as set out above.

The notes on pages 16 to 26 form part of these financial statements.

HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE
BALANCE SHEET
AS AT 31 MARCH 2025

	Note	2025		2024	
		£	£	£	£
CURRENT ASSETS					
Debtors	9	55,954		33,538	
Cash at bank		603,991		573,038	
		<u>659,945</u>		<u>606,576</u>	
CREDITORS: Amounts falling due within one year					
	10	<u>(46,963)</u>		<u>(49,997)</u>	
NET CURRENT ASSETS					
			612,982		556,579
NET ASSETS					
			<u>612,982</u>		<u>556,579</u>
FUNDS OF THE CHARITY					
Restricted funds	12		182,640		86,345
Unrestricted funds	13		430,342		470,234
TOTAL CHARITY FUNDS					
			<u>612,982</u>		<u>556,579</u>

For the period ending 31 March 2025 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- i) The members have not required the company to obtain an audit of its accounts for the period in question in accordance with section 476;
- ii) The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These financial statements have been prepared in accordance with the special provisions for small companies under Part 15 of the Companies Act 2006.

These financial statements were approved by the Trustees on 12 September 2025... and are signed on their behalf by:

Bryan Burrough

Bryan Burrough

Trustee

Company Registration Number: 10348139

The notes on pages 16 to 26 form part of these financial statements.

**HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE
STATEMENT OF CASH FLOWS**

YEAR ENDED 31 MARCH 2025

	Notes	Total 2025 £	Total 2024 £
Net movement in funds for the reporting period (as per the statement of financial activities)		56,403	34,339
Adjustments for:			
(Increase) / decrease in debtors	7	(22,416)	28,329
Increase / (decrease) in creditors	8	(3,034)	30,802
Cash flows from operating activities:			
Net cash provided by / (used in) operating activities		<u>30,953</u>	<u>93,470</u>
Cash flows from investing activities:			
Dividends, interest and rents from investments		-	-
Net cash provided by / (used in) investing activities		<u>-</u>	<u>-</u>
Change in cash and cash equivalents in the reporting period		30,953	93,470
Cash and cash equivalents brought forward		573,038	479,568
Cash and cash equivalents carried forward		<u>603,991</u>	<u>573,038</u>

The notes on pages 16 to 26 form part of these financial statements.

**HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 MARCH 2025**

1. ACCOUNTING POLICIES

a) Basis of accounting

The financial statements have been prepared in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), 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 (effective 1 January 2019) (Charities SORP FRS 102) and the Companies Act 2006.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

b) Legal Status

The charity is a company limited by guarantee and meets the definition of a public benefit entity under FRS102. It is incorporated in England and Wales and its registered address is Maldon District Council, Princes Road, Maldon, England, CM9 5DL.

c) Income

Income from donations and grants, including capital and government grants, is included in incoming resources when these are receivable, except as follows:

When donors specify that donations and grants given to the charity must be used in future accounting periods, the income is deferred until those periods.

When donors impose conditions which have to be fulfilled before the charity becomes entitled to use such income, the income is deferred and not included in incoming resources until the pre-conditions have been met.

When donors specify that donations and grants, including capital grants, are for particular restricted purposes, which do not amount to pre-conditions regarding entitlement, this income is included in incoming resources of restricted funds when receivable.

**HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE**

NOTES TO THE FINANCIAL STATEMENTS (continued)

YEAR ENDED 31 MARCH 2025

d) Expenditure

All expenditure is accounted for on an accruals basis and includes VAT as the charity is not VAT registered. Governance costs are associated with the governance arrangements of the charity. Support costs are apportioned between the funds based on budgeted expenditure at the start of the year.

e) Fixed Assets

Capital items costing in excess of £1,000 are capitalised. Depreciation is calculated so as to write off the cost of an asset, less its estimated residual value, over the useful economic life of that asset by the straight-line method.

There were no capitalised assets at the year-end date.

f) Debtors

Trade and other debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid.

g) Creditors and provisions

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

h) Fund accounting

Funds held by the charity are either:

Unrestricted general funds – these are funds which can be used in accordance with the charitable objects at the discretion of the trustees.

Restricted funds – these are funds that can only be used for particular restricted purposes within the objects of the charity.

**HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE**

NOTES TO THE FINANCIAL STATEMENTS (continued)

YEAR ENDED 31 MARCH 2025

2. DONATIONS AND LEGACIES

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £	Total Funds 2024 £
General donations	38,532	-	38,532	15,316
Legacies	6,645	-	6,645	-
	<u>45,177</u>	<u>-</u>	<u>45,177</u>	<u>15,316</u>
<i>Total 2024</i>	<i>15,316</i>	<i>-</i>	<i>15,316</i>	

3. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £	Total Funds 2024 £
Grants to support charitable activities	75,134	601,062	676,196	443,406
Contracts to provide charitable activities	175,000	-	175,000	238,178
	<u>250,134</u>	<u>601,062</u>	<u>851,196</u>	<u>681,584</u>
<i>Total 2024</i>	<i>182,875</i>	<i>498,709</i>	<i>681,584</i>	

4. INCOME FROM TRADING ACTIVITIES

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £	Total Funds 2024 £
Art show - sales and sponsorship	-	-	-	220,961
Other	25,414	-	25,414	29,957
	<u>25,414</u>	<u>-</u>	<u>25,414</u>	<u>250,918</u>
<i>Total 2024</i>	<i>250,918</i>	<i>-</i>	<i>250,918</i>	

**HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE**

NOTES TO THE FINANCIAL STATEMENTS (continued)

YEAR ENDED 31 MARCH 2025

5. FUNDRAISING EXPENDITURE

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £	Total Funds 2023 £
Art show costs	-	-	-	137,107
Other	4,698	-	4,698	4,813
	<u>4,698</u>	<u>-</u>	<u>4,698</u>	<u>141,920</u>
<i>Total 2024</i>	<i>141,920</i>	<i>-</i>	<i>141,920</i>	

6. CHARITABLE EXPENDITURE

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £	Total Funds 2024 £
Service Delivery	-	12,464	12,464	9,673
Events	-	-	-	-
Staff costs	284,722	439,345	724,067	648,662
Home-Start UK Levy	12,000	-	12,000	12,000
Support costs:				
Rent and rates	9,600	-	9,600	9,600
Office costs	31,868	-	31,868	29,623
Equipment and materials	-	7,505	7,505	8,203
Travelling and expenses	-	42,767	42,767	31,265
Advertising	993	-	993	1,781
Training	-	2,685	2,685	4,716
Bank charges	60	-	60	66
Project costs	6,387	-	6,387	1,457
Other	5,471	-	5,471	6,843
Governance costs (note 7)	15,274	-	15,274	12,602
	<u>366,375</u>	<u>504,766</u>	<u>871,141</u>	<u>776,491</u>
<i>Total 2024</i>	<i>277,917</i>	<i>498,574</i>	<i>776,491</i>	

HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE
NOTES TO THE FINANCIAL STATEMENTS (continued)
YEAR ENDED 31 MARCH 2025

7. GOVERNANCE COSTS

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £	Total Funds 2024 £
Independent examination	1,680	-	1,680	1,600
Accounts preparation	5,710	-	5,710	3,580
Payroll fees	5,508	-	5,508	5,046
Fees payable to Independent Examiner	12,898	-	12,898	10,226
Other professional fees	2,376	-	2,376	2,376
	<u>15,274</u>	<u>-</u>	<u>15,274</u>	<u>12,602</u>

8. ANALYSIS OF STAFF COSTS

	2025 £	2024 £
Wages and salaries	660,931	595,240
Social security costs	44,792	36,164
Pension costs	18,087	16,139
Staff expenses	257	1,119
	<u>724,067</u>	<u>648,662</u>

Staff costs are allocated between funds based upon the time spent by staff members on restricted charitable activities and administration.

None of the employees' emoluments exceeded £60,000.

None of the trustees or persons connected with them received any remuneration for their services.

The average number of employees during the year, by head count, was 39 (2024: 39).

The remuneration benefits of key management personnel totalled £48,648 (2024: £49,874).

HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE
NOTES TO THE FINANCIAL STATEMENTS (continued)
YEAR ENDED 31 MARCH 2025

9. DEBTORS

	2025	2024
	£	£
Trade debtors	51,665	29,167
Prepayments	1,435	1,433
Accrued income	2,854	2,938
	<u>55,954</u>	<u>33,538</u>

10. CREDITORS: Amounts falling due within one year

	2025	2024
	£	£
Trade creditors	4,031	1,934
Other creditors	419	2,969
Tax and social security	11,558	9,169
Accruals	6,622	8,556
Deferred income	24,333	27,369
	<u>46,963</u>	<u>49,997</u>

Deferred income relates to grants received that are specified for expenditure in a future period.

11. COMMITMENTS UNDER OPERATING LEASES

Total future minimum lease payments under non-cancellable operating leases are as follows:

	2025	2024
	£	£
Within one year	5,450	5,450
Between 2 and 5 years	-	-
	<u>5,450</u>	<u>5,450</u>

HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE
YEAR ENDED 31 MARCH 2025

12. RESTRICTED FUNDS

	Movement in resources:			Balance at 31/03/2025
	Balance at 01/04/2024	Income	Expenditure	
	£	£	£	£
1) BBC Children in Need	5,850	37,132	(38,708)	4,274
2) Braintree District Council Cost of Living	-	10,000	(3,705)	6,295
3) Brentwood Community Fund	-	7,056	(7,056)	-
4) Essex County Council:				
a) Community Initiatives Fund	1,350	-	(1,350)	-
b) Local Community Funds for Basildon	-	7,620	(6,397)	1,223
c) Local Community Funds for Braintree	-	1,276	(1,276)	-
d) Local Community Funds for Brentwood	-	4,369	(4,369)	-
e) Local Community Funds for Epping	-	5,232	(5,232)	-
f) Local Community Funds for Uttlesford	-	6,000	(6,000)	-
g) Chelmsford Council Locality Fund	-	9,595	(9,595)	-
h) Public Health Accelerator Bid	-	128,313	(33,960)	94,353
5) Essex Community Foundation:				
a) Turncole Wind Farm Community Benefit Fund	5,000	-	(5,000)	-
b) Braintree District & Greenfields Community Fund	-	13,000	(12,824)	176
c) Daphne Woodward	-	10,843	(10,740)	103
d) Diana Tinson Fund	-	5,000	(5,000)	-
e) Little Braxted Community & Educational Fund	-	8,000	(8,000)	-
f) Sebright & Yellow Car Charitable Fund	1,867	-	(1,867)	-
6) Elijah's Pot	6,953	31,267	(30,477)	7,743
7) NHS Health Inequalities Fund for Basildon and Brentwood	-	3,766	(2,844)	922
8) Home-Start UK	7,068	12,375	(16,143)	3,300
9) Mulberry Trust	12,500	22,000	(27,481)	7,019
10) The National Lottery Community Fund	-	158,097	(130,779)	27,318
11) The National Lottery Community Fund - Awards for All	-	15,687	(6,946)	8,741
12) Neighbourly	419	-	(419)	-
13) The Places Foundation	5,000	-	(5,000)	-
14) Qualis Property Solutions Ltd, Qualis Community Benefit Fund	-	2,500	(2,500)	-
15) The Rosca Trust	-	3,500	(1,457)	2,043
16) Sir Jules Thorn Charitable Trust - Ann Rylands	2,000	-	(2,000)	-
17) Skipton Building Society Charitable Foundation	-	2,125	(1,896)	229
18) Southend City Council: UK Shared Prosperity Fund	-	45,570	(45,570)	-
19) NHS South East Essex Health Inequalities	-	26,560	(8,751)	17,809
20) Tesco Community Grant	422	875	(852)	445
21) UK Shared Prosperity Fund Castle Point Community Grant	-	4,303	(4,057)	246
22) UK Shared Prosperity Fund Health Inequalities for Chelmsford	-	8,000	(8,000)	-
23) Uttlesford District Council	-	9,000	(9,000)	-
24) Warburton Community Grant	-	400	-	400
25) Winter Active Families	-	1,600	(1,600)	-
26) Essex Youth Trust	2,500	-	(2,500)	-
27) Garfield Weston	35,417	-	(35,417)	-
25 Septe2025				
	<u>86,345</u>	<u>601,062</u>	<u>(504,766)</u>	<u>182,640</u>

HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE
NOTES TO THE FINANCIAL STATEMENTS (continued)
YEAR ENDED 31 MARCH 2025

12. RESTRICTED FUNDS (continued)

The purposes of the restricted funds are as detailed below:

- 1) BBC CIN: To fund Family Groups in Chelmsford, Witham, Basildon and Maldon.
 - 2) BDC Cost of Living: A contribution towards funding a family support group in Witham.
 - 3) BCF: To fund a family support group in Brentwood.
 - 4) **ECC Funds:**
 - a) ECC Community Initiatives Fund: To provide a text service.
 - b-f) ECC Local Community Funds: Contribution towards home-visiting and telephone befriending services and volunteer recruitment and training in the area specified.
 - g) ECC Chelmsford Council Locality Fund: To train new Volunteer Family Support Mentors to support families in the North Chelmsford area.
 - h) ECC Public Health Accelerator Bid: To provide well being services, staff and volunteer training.
 - 5) **Essex Community Foundation Funds:**
 - a) ECF Turncole Wind Farm Community Benefit Fund: To deliver behaviour support sessions.
 - b) ECF Braintree District & Eastlight Community Fund and Jean & Peter Davey Charitable fund: To support families with preschool aged children through family wellbeing groups.
 - c) ECF Daphne Woodward: To fund family holidays to families living in Essex.
 - d) ECF Diana Tinson Fund: To contribute towards the salaries of two staff members with responsibility for income generation and fundraising activities.
 - e) ECF Little Braxted Community & Educational Fund: A contribution towards funding a family support group in Witham.
 - f) ECF Sebright & Yellow Car Charitable Fund: To purchase IT equipment to be used to deliver peer support groups and training to volunteers in West Essex.
 - 6) Elijah's Pot: To contribute towards the Volunteer Co-ordinator's salary & to fund a family SEND group.
 - 7) NHS Health Inequalities Fund for Basildon and Brentwood: To provide baby massage services.
 - 8) Home-Start UK - Funding towards core costs, wellbeing and family support groups and volunteering.
 - 9) Mulberry Trust - Funding core costs and family support group.
 - 10) National Lottery - Family support services, volunteers and core costs were funded by:
Reaching Communities/Partnerships, Reaching Communities/Partnerships Cost of Living Fund
and Community Organisations Cost of Living Fund.
 - 11) National Lottery - Awards for All: To fund a family support group in Uttlesford.
 - 12) Neighbourly: To contribute towards volunteer training and appreciation.
 - 13) The Places Foundation: To provide wellbeing services.
 - 14) Qualis Property Solutions Ltd: To fund a well being services in Loughton.
 - 15) The Rosca Trust: To provide lone working devices and laptops.
 - 16) Sir Jules Thorn Charitable Trust - Ann Ryland Grants Programme:
A contribution towards administrative staff salaries.
 - 17) Skipton Building Society Charitable Fund: To provide families with air fryers.
 - 18) Southend City Council - UK Shared Prosperity Fund: For the Building Stronger Futures in Southend project.
 - 19) NHS South East Essex Health Inequalities: To provide well being services in South East Essex.
 - 20) Tesco Community Grant - To contribute towards our family support group and wellbeing services.
 - 21) UK Shared Prosperity Fund Castle Point Community Grant Programme: To recruit volunteers in Castle Point.
 - 22) UK Shared Prosperity Fund Health Inequalities for Chelmsford: To fund well being services in Chelmsford.
 - 23) Uttlesford District Council: To fund home-visiting volunteer support in Uttlesford.
 - 24) Warburton Community Grant: To fund family resources in South Essex.
 - 25) Winter Active Families: To fund family trips.
 - 26) Essex Youth Trust: To contribute to core costs
 - 27) Garfield Weston: to contribute to core costs
-

HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE
NOTES TO THE FINANCIAL STATEMENTS (continued)
YEAR ENDED 31 MARCH 2025

12. RESTRICTED FUNDS

Prior year restricted funds movement:

	Movement in resources:			Balance at 31/03/2024 £
	Balance at 01/04/2023 £	Income £	Expenditure £	
1) Basildon, Billericay & Brentwood NHS Health Inequalities Fund	-	2,651	(2,651)	-
2) BBC Children in Need	17,436	20,708	(32,294)	5,850
3) Chelmsford City Council Community Funding Scheme Essex County Council:	-	5,620	(5,620)	-
4) Community Initiatives Fund	350	1,000	-	1,350
5) Chelmsford Council Locality Fund	-	3,500	(3,500)	-
6) Co-Op Community Fund Essex Community Foundation:	1,265	-	(1,265)	-
7) Turncole Wind Farm Community Benefit Fund	-	5,000	-	5,000
8) Braintree District & Eastlight Community Fund and Jean & Peter Davey Charity Fund	7,824	-	(7,824)	-
9) Braintree District & Greenfields Community Fund	-	3,250	(3,250)	-
10) Daphne Woodward	-	6,861	(6,861)	-
11) Mid and South Essex Community Partnership	11,227	-	(11,227)	-
12) Provide Foundation	-	-	-	-
13) Sebright & Yellow Car Charitable Fund	-	3,342	(1,475)	1,867
14) Thriving Third Sector	8,250	10,000	(18,250)	-
15) Elijah's Pot	1,667	27,525	(22,239)	6,953
16) Essex Youth Trust	-	2,500	-	2,500
17) Garfield Weston	10,417	25,000	-	35,417
18) Home-Start UK	2,910	14,875	(10,717)	7,068
19) Mulberry Trust:	-	16,625	(4,125)	12,500
20) The National Lottery Community Fund	20,728	269,699	(290,427)	-
21) The National Lottery Community Fund - Awards for All	1,331	-	(1,331)	-
22) Neighbourly	556	-	(137)	419
23) The Places Foundation	-	5,000	-	5,000
24) Sir Jules Thorn Charitable Trust - Ann Rylands Grants programme	-	2,000	-	2,000
25) Southend City Council: UK Shared Prosperity Fund	598	38,613	(39,211)	-
26) Tesco Community Grant	1,652	1,375	(2,605)	422
27) Uttlesford District Council: UK Shared Prosperity Fund	-	24,565	(24,565)	-
28) Uttlesford District Council	-	9,000	(9,000)	-
	<u>86,210</u>	<u>498,709</u>	<u>(498,574)</u>	<u>86,345</u>

HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE
NOTES TO THE FINANCIAL STATEMENTS (continued)
YEAR ENDED 31 MARCH 2025

12. RESTRICTED FUNDS (Prior year continued)

The purposes of the restricted funds are as detailed below:

- 1) Basildon, Billericay & Brentwood NHS Health Inequalities Fund: To fund a family support group plus programme in Basildon
- 2) BBC CIN: To fund Family Groups in Chelmsford, Witham, Basildon and Maldon.
- 3) CCC Community Scheme: To provide funds to contribute to a family support groups in Chelmsford.
- 4) ECC Community Initiatives Fund: To support four families in Castle Point and Rochford and provide a text service.
- 5) ECC Chelmsford Council Locality Fund: To train new Volunteer Family Support Mentors to support families in the North Chelmsford area.
- 6) Co-Op Community Fund: To contribute towards volunteer training costs.
- 7) ECF Turncole Wind Farm Community Benefit Fund: To deliver behaviour support sessions.
- 8) ECF Braintree District & Eastlight Community Fund and Jean & Peter Davey Charitable fund: To support families with preschool aged children through family wellbeing groups.
- 9) ECF Braintree District & Greenfields Community Fund: To fund a family support group in Braintree
- 10) ECF Daphne Woodward: To fund family holidays to families living in Essex.
- 11) ECF Mid & South Essex Community Partnership: To fund well-being support to families in Mid and South Essex.
- 12) ECF Provide: To contribute towards the Area Lead Co-ordinators salaries to oversee service delivery.
- 13) ECF Sebright & Yellow Car Charitable Fund: To purchase IT equipment to be used to deliver peer support groups and training to volunteers in West Essex.
- 14) ECF Thriving Third Sector: Fundings towards Basildon, Witham, & Maldon family support groups and to upskill the communications and marketing team.
- 15) Elijah's Pot: To contribute towards the Volunteer Co-ordinator's salary & to fund a family SEND group.
- 16) Essex Youth Trust: To contribute towards core costs.
- 17) Garfield Weston: To contribute towards core costs.
- 18) Home-Start UK - Funding towards core costs, wellbeing and family support groups and volunteering.
- 19) Mulberry Trust - Funding core costs and family support group.
- 20) National Lottery - Family support services, volunteers and core costs were funded by:
Reaching Communities/Partnerships, Reaching Communities/Partnerships Cost of Living Fund and Community Organisations Cost of Living Fund.
- 21) National Lottery - Awards for All: To fund a family support group in Uttlesford.
- 22) Neighbourly: To contribute towards volunteer training and appreciation.
- 23) The Places Foundation: To provide wellbeing services.
- 24) Sir Jules Thorn Charitable Trust - Ann Ryland Grants Programme:
A contribution towards administrative staff salaries.
- 25) Southend City Council - UK Shared Prosperity Fund: For the Building Stronger Futures in Southend project.
- 26) Tesco Community Grant - To contribute towards our family support group and wellbeing services.
- 27) Uttlesford District Council - UK Shared Prosperity Fund: For the Building Stronger Futures in Uttlesford project.
- 28) Uttlesford District Council: To fund home-visiting volunteer support in Uttlesford.

HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE
NOTES TO THE FINANCIAL STATEMENTS (continued)
YEAR ENDED 31 MARCH 2025

13. UNRESTRICTED FUNDS

	Balance at 01/04/2024 £	Movement in resources:			Balance at 31/03/2025 £
		Income £	Expenditure £	Gains, losses & transfers £	
General unrestricted funds	470,234	331,180	(371,073)		430,342
	<u>470,234</u>	<u>331,180</u>	<u>(371,073)</u>	<u>-</u>	<u>430,342</u>

14. ANALYSIS OF NET ASSETS (between restricted and unrestricted funds)

	Tangible fixed assets £	Other net assets £	Total 2025 £	Total 2024 £
General unrestricted	-	430,342	430,342	470,234
Restricted	-	182,640	182,640	86,345
	<u>-</u>	<u>612,982</u>	<u>612,982</u>	<u>556,579</u>

15. RELATED PARTY TRANSACTIONS

Two trustees were reimbursed for expenses totalling £165 in the year (2024 - one trustee: £378).

16. COMPANY LIMITED BY GUARANTEE

Every member of the company undertakes to contribute to the assets of the Company in the event of the same being wound up during the time he/she is a member, or within one year afterwards, for the payments of the debts and liabilities of the company contracted before the time at which he/she ceases to be a member and of the costs, charges and expenses of winding up the same, and for the adjustments of the rights of the contributors among themselves such amount as may be required not exceeding one pound.

HOME-START ESSEX

England & Wales - Charity number 1170940

Accounts

COMPANY REGISTRATION NUMBER : 10348139

**HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE
UNAUDITED FINANCIAL STATEMENTS
31 MARCH 2024**

Charity Number : 1170940



Edmund Carr LLP
Chartered Accountants
146 New London Road
Chelmsford
Essex
CM2 0AW

**HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE
FINANCIAL STATEMENTS
YEAR ENDED 31 MARCH 2024**

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**HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE**

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 MARCH 2024

The Trustees, who are also Directors of the Charity for the purposes of the Companies Act 2006, present their report with the financial statements of the Charity for the period ended 31 March 2024. The Trustees/Directors have prepared the accounts in accordance with the Charities Act 2011, the Companies Act 2006 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

10348139 (England and Wales)

Registered Charity number

1170940

Registered office

Home-Start Essex
Maldon District Council
Princes Road
Maldon
Essex CM9 5DL

Trustees

Roselyn Bullen-Bell – resigned 17/11/2023
Johanna Burnett - resigned 17/11/2023
Bryan Burrough (Vice Chair)
Rhian Capener – resigned 26/05/2023
Rebecca Dixon
Joanna Georgiades - appointed 21/07/2023
David Neale - resigned 15/05/2024
Neil Oakley
Edwin Powell
Sarah St. Pierre (Chair)
Dawn Taylor
Anna Casbolt (Treasurer) - appointed 17/11/2023
Helen Robinson - appointed 17/11/2023
Lauren Josman - appointed 17/11/2023
Graham Robjohns - appointed 17/11/2023

Company Secretary

Graham Robjohns

Chief Executive Officer

Nicola O'Brien

Ambassadors

Rex Howling KC
Lady Rosemary Ruggles-Brise
The Right Honourable Sir John Whittingdale OBE MP

**HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE**

TRUSTEES' ANNUAL REPORT (continued)

YEAR ENDED 31 MARCH 2024

Members Guarantee

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

Independent examiner

Sandra Morrell FCCA
Edmund Carr LLP
146 New London Road
Chelmsford
Essex
CM2 0AW

INTRODUCTION FROM THE CHAIR

I have had the huge privilege of being Chair of Home-Start Essex since December 2019 and I am delighted to be able to celebrate the achievements of Home-Start Essex in this Annual Report. We have increasing numbers of families seeking our support, to help them overcome often multiple and complex difficulties in their lives and therefore we have to be flexible and adapt to meet their needs.

In October 2023 we reviewed our priorities in delivering our Strategic Objectives and welcomed for the first time volunteer representatives, who added their unique insights and experiences, alongside feedback from families, staff and trustees to inform our priorities for the year. Engaging and ensuring we gain feedback from families to inform developments in our services is essential to ensure that we support them in ways which make a real difference.

In March 2024 we released our Equity, Equality, Diversity and Inclusion (EEDI) Action Plan which will underpin all aspects of our work. We recognise that there is still much to do, to ensure that we are able to reach all of those in our communities, who could benefit from our support and to ensure that the way in which we deliver our support is fully inclusive. We have this year further developed and built our networks of support across the Home-Start Network, as well as with external partners and stakeholders to ensure that by working together, we ensure that we continue our journey of continuous improvement in supporting our beneficiaries.

Our volunteers are essential to both the delivery and development of Home-Start Essex. Our model of support to families in the home, and in the group programmes we provide, depends on volunteers and the cost of living crisis is making it harder to attract and retain volunteers. We undertook a self-assessment of our volunteering practice against national standards early in 2023 and from this we developed our Volunteer Strategy. Alongside this our volunteer network members continue to give us regular feedback on what is working well and how we can improve the volunteer experience, as well as piloting training and new ways of working.

**HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE**

TRUSTEES' ANNUAL REPORT (continued)

YEAR ENDED 31 MARCH 2024

The Annual Report highlights how improvements which we were piloting last year have been further developed and established as core to our service offer. Our group to support parents /carers of children with additional needs in one district has been so successful and demonstrated the success of partnership working. We know that there is a need for this specialist support in other districts, and will be looking to extend this support when funding allows. We will continue to work with partner organisations to look at opportunities where our skills and experiences together can make the greatest impact for families.

The funding environment is increasingly competitive, and we are extremely grateful to all those funders who have recognised the impact of the work we do, and have supported us. We are enormously grateful for the funding given to us from trusts and foundations, local businesses and individuals who recognise the importance of the early years for a child's development and support us in many and varied ways. Through our work supporting parents / carers and children in the early years, this continues to help us to achieve our aim *'Helping to give children the best possible start in life'*.

Sarah St Pierre, Chair of Trustees

HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE
TRUSTEES' ANNUAL REPORT (continued)
YEAR ENDED 31 MARCH 2024

OBJECTIVES AND ACTIVITIES

Objectives and aims

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 care;*

Principally, but not exclusively, within the area of Essex and its environs.

The vision of the Charity, as captured in our Strategic Plan is:

“For every child and young person in Essex to grow up in a family that is strong and resilient and able to access the support they need, when and where they need it.”

The Charity’s Mission Statement is:

“To provide high-quality, family-led services, by ourselves and in collaboration with others, which enable families to be strong and resilient.”

Home-Start Essex (HSE) supports families experiencing difficulties and have at least one child under the age of five. HSE supports children and parents/carers facing difficulties such as additional needs, learning or physical disabilities, mental health, domestic abuse, social isolation, poverty, bereavement and many other issues affecting their ability to cope and provide a nurturing environment for their children.

We recruit and train volunteers, through an accredited programme who provide regular weekly home-based, group or telephone support to families. They provide positive role models, offer friendly and informal confidential support to help parents build their confidence, resilience and to improve their wellbeing. They are supervised, supported, and receive ongoing training from experienced Family Support Co-ordinators who assess and with the family agree a bespoke programme of support. This may include specialist wellbeing or behaviour support programmes in addition to 1:1 and group support.

We receive referrals from statutory and other partner organisations and increasingly families refer themselves for support. We are well respected and are commissioned through the Essex Child & Family Well Being service to provide services across the three quadrants of Mid, West and South Essex.

All of the developments in our support to families during the early years are based on the belief that all children need a happy and secure childhood to help them to achieve their full potential and that underpinning this is a need for parents/carers to have the opportunity to have someone they trust alongside them to help them navigate when times are difficult.

Home-Start Essex’s support of parents and children helps them to grow in confidence, strengthens their relationships, builds local supportive networks within the community, and so ensures that children are given the best possible start in life.

HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE
TRUSTEES' ANNUAL REPORT (continued)
YEAR ENDED 31 MARCH 2024

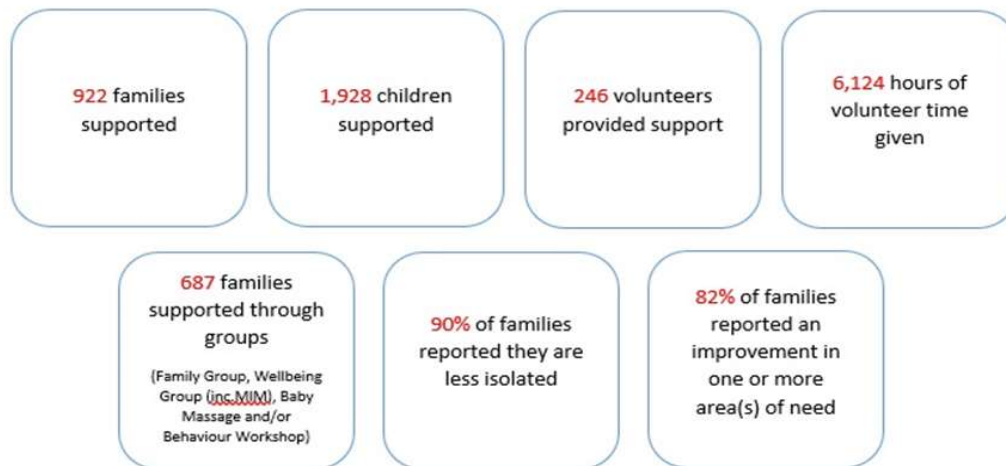
Public Benefit

The trustees confirm that they have reviewed the Charity Commission’s guidance on public benefit, including guidance on charging for services, when setting and reviewing the aims and objectives of the Charity and making plans for the future.

The Charity currently provides services at no cost to beneficiaries, and these are funded through applications to the National Lottery Community Fund, public sector bodies, trusts and foundations, and through community fundraising, individual giving, and sponsorship.

ACHIEVEMENTS AND PERFORMANCE

Through the Charity’s work, the Trustees/Directors are pleased to report the following Outputs and Outcomes as highlights for the financial year to 31 March 2024:



During 2023-2024 the demand for our services continued to grow. We received over 1000 referrals, an increase of 13% from the previous year and we supported 922 families an increase of 6%, benefiting over 1900 children. We have seen an increase in complexity of challenges that families are facing and health inequalities faced by families across South, West and Mid Essex. The longer-term impact of social isolation and increased poverty levels continue to directly impact on child development, children’s behaviour and school readiness and we have an increasing number of parents/carers struggling to manage children's behaviour. During 2023-2024 the demand for our behavioural support programme has been incredibly high; an increase of 95% since the service started in 2022. As a result, we have continued to expand our existing provision, offering more online behaviour workshops and online one to one behaviour support. A priority is to secure further funding to increase this service.

**HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE**

TRUSTEES' ANNUAL REPORT (continued)

YEAR ENDED 31 MARCH 2024

Many parents struggle to support their children's developmental needs and are unsure if developmental delay is due to isolation or neurodiversity. Continued long waiting lists for children's specialist assessments leave parents frustrated, confused and anxious with nowhere to turn. In October 2023 we established two SEND groups with sensory play and activities for parents/carers and children. The new groups assist families with getting appropriate advice and support/ strategies in place, provide a safe and friendly environment with other families that are experiencing similar or the same SEND issues, emotional support, support and guidance to parents who have learning difficulties/additional needs, and support to access early developmental checks so additional needs can be identified early. The group promotes Partnership Working, having local charities and professionals offering support and information during group sessions.

Mental health and isolation of families continue to be the highest expressed needs and particularly during the perinatal period where birth trauma can have devastating effects on maternal and infant mental health. During 2023-2024 we established three 'Mothers in Mind' groups focussed on supporting parents struggling with their mental health and wellbeing during the peri-natal period, providing coping strategies and confidential peer support. This in person group with pre-school children in attendance has been hugely successful.

The expansions to service provision within behaviour support, Mothers in Mind and our SEND groups has enabled Home-Start Essex to meet the emerging demand for support with particular challenges that families are facing when it is needed so issues are not becoming entrenched.

Volunteers are the foundations of Home-Start support to families and during the last year the cost-of-living crisis has continued to impact on people's ability to be able to give their time freely. Our volunteer strategy continues to focus on diversifying our volunteer base to attract a wider demographic including students who are looking for careers in children and family services and members of minority and more marginalised communities within the districts we support across Mid, West and South Essex.

Parents/Carers often need a holistic approach to supporting multiple needs and families are able to access a combination of services to meet new needs as they emerge. The following feedback is from a parent who accessed a combination of services.

"The support Home-Start has given me hasn't been life changing, it has been life giving... I am a happier Mum and wife, and as a result have four slightly older and thriving children. ... For me and my experience, I feel a more apt name for this amazing charity would be Life-Start. Without them I'm not sure I'd be here." Parent of 4 children who had suffered childhood trauma, bereavement, isolation and post-natal depression. This feedback came from a parent a couple of years after Home-Start support had finished and highlights the longer-term impact of Home-Start support.

HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE
TRUSTEES' ANNUAL REPORT (continued)
YEAR ENDED 31 MARCH 2024

FUNDRAISING ACTIVITIES

Total income rose 20% to £952,750. However this included £220,961 income from an Art Show. Excluding this underlying income fell 8% to £731,789. This reflected a generally difficult period for grant and commission income.

Grant income fell by 11% to £443,406. We continued to be supported by the National Community Lottery Fund and are pleased to have been awarded a vital grant for a further five years starting in 2024. Other substantial grants were received from BBC Children in Need, Garfield Weston and Elijah's Pot. We were also beneficiaries of the UK Government's levelling up programme via Shared Prosperity Funds from Southend City and Uttlesford District Councils. We were grateful for the continued help from a number of the fundholders of Essex Community Foundation (ECF).

Contractual income decreased by 5% to £238,178 as the contract with A Better Start Southend came to an end. The remaining contractual income represents the important sub-contract we have from the HCRG Care Group as part of the Essex Child & Family Wellbeing Service.

In February 2024 a contemporary Art Show called "Art at the Park" took place at Braxted Park in aid of Home-Start Essex. We are very grateful for the sponsorship of this Show from Duncan and Nicky Clark, the Chestnut Group and Howden UK Brokers Limited. After expenses the contribution from the Art Show to our net income was £83,854. Other donation income fell 5% to £15,316.

PLANS FOR FUTURE PERIODS

2023-2024 has seen ongoing and increased fundraising challenges as competition for grant and trust funding increases and availability of opportunities to access local authority and health funding decreases. In addition, the cost-of-living crisis impacts on levels of donations, community fundraising and corporate support. In order to secure Home-Start Essex's longer-term sustainability the Trustee Board have supported the CEO's proposal to expand the Fundraising department in order to increase and diversify the income streams. We have invested in the appointment of a Grants & Commissioning Manager and an Events & Partnerships Manager. This will allow us to sustain our applications to grants & trusts and apply for commissioned services. However, we can also dedicate an experienced and skilled Events and Partnerships Manager to growing corporate/events/community income. By creating a stable events portfolio and community fundraising options we will raise the profile of the charity and develop brand awareness.

We are investing in upskilling our staff team in mental health training, wellbeing support, children's behaviour management and management development training so we are succession planning widely across the staff team.

We are also investing in volunteer training and retention. Volunteers are the foundations of Home-Start Essex support and we need to invest in expanding, developing and valuing our volunteer team to ensure we are able to sustain and grow our volunteer base across all our areas of support. Ongoing training will upskill volunteers across a wide range of circumstances that families are struggling to cope with. We encourage volunteers to join the Home-Start Essex staff team when vacancies and opportunities arise. During the last three years we have welcomed three Home-Start Essex volunteers to the staff team. Moreover, a number of supported parents have joined us as volunteers.

**HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE**

TRUSTEES' ANNUAL REPORT (continued)

YEAR ENDED 31 MARCH 2024

During the last year our CEO and Chair of the Board completed 'The Lasting Difference' programme focussed on sustaining non-profit organisations, leaders and impact, centred around five core, interrelated capabilities as the foundations of sustainability: Involvement, Income generation, Innovation, Improvement and Impact Measurement. This has provided invaluable resources and support with planning and we have developed action plans for improvement. During October the Senior Management Team and Board of Trustees will meet to review the Strategic/Annual Plan incorporating the sustainability action plan into plans into 2025 and beyond.

The Trustees and staff of Home-Start Essex will continue to look forward and seek opportunities to develop our services further, taking into account the changing external factors impacting on family lives. Informed by feedback from the families, volunteers, staff and our partner organisations, we will also continue to strengthen and to demonstrate the outcomes and impact of our work with children and families.

FINANCIAL REVIEW

	2024	2023
	£	£
Total Income	952,750	795,518
Total expenditure	<u>918,411</u>	<u>799,065</u>
Net Income / (Expenditure)	<u>34,339</u>	<u>(3,547)</u>

The Income for the year, comprising Donations of £15,316, income from Charitable Activities of £681,584, income from other trading activities - fundraising of £250,918 (which included £220,961 from the Art show as detailed on page 7) and income of £4,932 from Bank Interest. Donations were 5% lower than last year. Income from the Charity's Fundraising activities increased by £222,935. Income from Charitable Activities, comprising Grants of £443,406 and from Contracts of £238,178, was 9% lower than last year. During the year, we were pleased to receive substantial grant income from several organisations including The National Lottery Community Fund (£269,699) and BBC Children in Need (£20,708). In addition, once again we were grateful to the Essex Community Foundation, through which we received funds from various organisations totalling £28,453. Contract income was down by 5.2% and this included £175,000 from HCRG Care Group, and £63,178 from the Southend City Council and Uttlesford District Council's UK Shared Prosperity Funds. There is more detailed information under the Fundraising Activities section page 7, and also on page 22. We thank all those named in the Report, and all our other funders and donors, for their support in helping Home-Start Essex deliver their services to families in need of assistance.

**HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE**

TRUSTEES' ANNUAL REPORT (continued)

YEAR ENDED 31 MARCH 2024

During the year the Charity adjusted further its services to meet the changes in need. The overall costs of providing services fell by 6.3%. Staffing costs continued to be the largest element of our expenditure at £648,662 (70.7%), and this figure was £22,448 (3.6%) higher than last year. The continuing changes in the modes of delivering the Charity's services meant that there were changes in the amounts being spent on different types of costs. There was an increase in the travelling and subsistence costs for staff and volunteers. However, this was offset by reductions in computer and website costs and external supervision and instructor fees.

The Trustees are confident that there are sufficient funds, both available and due to be received, to support the services being delivered by Home-Start Essex for, at least, the next twelve months. Monitoring procedures are in place to identify when grants and contracts are due to end, so that an early decision can be made, to either allocate alternative funding, or to re-plan service delivery.

Reserves Policy

The Home-Start Essex reserves policy is to hold unrestricted funds equivalent to three to six months' budgeted expenditure. The Trustees consider that this is essential in order to continue to provide existing services, to support an expansion of services to meet rising demand, to provide sufficient cover for the possible loss of one or more major funders and to enable a proper winding down of the Charity, should that become necessary.

The total funds held by the charity at the 31 March 2024 amounted to £556,579, of which £86,345 were restricted funds and £470,234 were unrestricted funds. This is in line with the reserves policy target level of unrestricted funds which, based on budgeted expenditure for 2024/25 of £950,903, is between £237,725 and £475,451.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

Home-Start Essex is a registered Charity, number 1170940 (Registered in England and Wales), and a Company Limited by Guarantee, number 10348139, as defined by the Companies Act 2006.

Home-Start Essex governing document a Memorandum and Articles of Association sets out the significant structural rules relating to the organisation. It covers matters such as the minimum and maximum number of trustees, the powers of trustees, terms of office, and how important meetings are managed. The document also outlines the charitable objects (purpose) of the charity, which is the frame of reference for many of the decisions the trustees will make.

**HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE**

TRUSTEES' ANNUAL REPORT (continued)

YEAR ENDED 31 MARCH 2024

Governance

Home-Start Essex relies on a strong, effective board of trustees. They have a wide range of responsibilities, in ensuring that the charity complies with regulatory requirements and delivers on its charitable purpose. Our Board of Trustees, who are also Directors of the Charity for the purposes of the Companies Act, have overall responsibility for setting the strategy of the Charity. Our Chief Executive, working with the Senior Leadership Team is responsible for delivering the Board's vision and strategy and for its day-to-day operations.

The trustees annually review Board performance and make changes to the frequency and arrangements for Board meetings and as a result from January 2024 moved to reducing the number of Board meetings to four a year and for committees to the Board aligning to this new arrangement. Board meetings are now all held in person and we are grateful to the Essex Community Foundation for allowing us free use of their accommodation. Following a review of our committee structure in early 2023 we have now incorporated Safeguarding Adults and Children (this was previously a separate committee) into the Operations and Governance Committee with the aim of managing the capacity of both trustees and staff more effectively. This committee along with Finance and Business Development and Human Resources Management formally report to the Board at each Board meeting and operate under a Scheme of Delegation. The trustees ensure that Home-Start Essex complies with all requirements of its Agreement with Home-Start UK (HSUK), and with the Home-Start Quality Assurance standards. We are required to report regularly on our compliance with the Quality Standards and are subject to external Quality Assurance reviews. We are also required to adopt and implement all mandatory policies provided by Home-Start UK. Home-Start Essex also leverages Home-Start UK model policies and produces its own additional policies as necessary.

Recruitment and appointment of new Trustees

Home-Start Essex regularly reviews the skills of trustees and identifies any specific skills gaps, and we endeavour to actively recruit new trustees with those skills. We also take into consideration the need to have a succession plan, either by preparing existing trustees to take on lead roles, or by actively advertising for trustees, so that we reduce the risk of losing essential skills on the Board. In an attempt to increase the diversity of the board's membership we advertise widely for new trustees, and ensure, throughout the recruitment process, that all applicants from a wide variety of backgrounds have an opportunity to succeed.

The Board of Trustees has established procedures for recruiting and appointing trustees, including informal visits or discussions, formal application and a panel of trustees with the CEO, interview all prospective trustees to determine that they have the required skills to contribute to the charity's management and development. New appointments are ratified by the full Board of Trustees and co-opted to the Board and will hold office until they are duly elected to the Board at the next AGM in accordance with the Articles of Association. We have also introduced a new role of Special Advisor in order to strengthen and broaden the specialist support to our committees and the Board, for those who may not be able to commit to, or do not wish to have, a role as a trustee, or who may wish to consider this role in the future.

HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE
TRUSTEES' ANNUAL REPORT (continued)
YEAR ENDED 31 MARCH 2024

Induction and training of new Trustees

Home-Start Essex is committed to full induction and ongoing training of trustees. A comprehensive induction pack and plan is agreed with all new Trustees, tailored to individual needs and previous experience, which includes meeting with operational staff, and opportunities to meet with families and volunteers. A Trustee Code of Conduct is signed by all new trustees and under the new Home-Start UK Agreement, all trustees will be expected to complete the Home-Start UK induction within six months of becoming a trustee. The Chair meets regularly with trustees in order to continually learn, and provide development opportunities, in support of the organisation. All trustees have an annual review with the Chair of Trustees.

Arrangements for setting pay and remuneration of key management posts.

When determining the salaries for key management posts, trustees collect information about comparable roles in other voluntary organisations as well as across the Home-Start Federation. This information is used to benchmark the Charity's salaries, normally aiming to set them at a level that appears to represent the market average. The pay of the Chief Executive Officer comprises a single fixed salary point - i.e., no banding. The CEO's pay is reviewed annually. Each year, the Trustees will consider whether an independent review of salaries is necessary. In reviewing the Charity's Remuneration Policy and annual increments, the Trustees will consider available advice and best practice, including, but not limited to, the NCVO's guidance on "Setting and Communicating Remuneration Policies".

Risk management

The Board of Trustees have a duty to identify and review the risks to which the Charity is exposed and to ensure that appropriate controls are in place manage these risks and provide reasonable assurance against fraud and error. They have given careful consideration to the major risks to which the charity is exposed and are satisfied that the systems which they have established are effective in managing the risks.

The Board of Trustees reviews the Strategic Risk Register at least annually and to support the Board, each of the formal Board Committees takes a direct role in leading on the ongoing review of a group of identified risks from the register, which are reported to the Board at a minimum six monthly. At any stage as deemed relevant by trustees or the CEO and Senior Management Team there may be a more detailed review to test the effectiveness of our approach to risk management.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved by order of the Board of Trustees/Directors on 21 October 2024 and signed on its behalf by:

Anna Casbolt

.....
A Casbolt
Trustee

**HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE
INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES
YEAR ENDED 31 MARCH 2024**

I report to the charity trustees on my examination of the accounts of the company for the year ended 31 March 2024 which are set out on pages 13 to 26.

Responsibilities and basis of report

As the charity trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your company's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

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

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

1. accounting records were not kept in respect of the company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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

Sandra Morrell

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Sandra Morrell FCCA
Edmund Carr LLP
146 New London Road
Chelmsford
CM2 0AW

21. October 2024

**HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE**

**STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND
EXPENDITURE ACCOUNT)**

YEAR ENDED 31 MARCH 2024

	Note	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £	Total Funds 2023 £
INCOME FROM:					
Donations	2	15,316	-	15,316	16,196
Charitable activities	3	182,875	498,709	681,584	749,314
Investments: Bank interest		4,932	-	4,932	2,025
Other trading activities: fundraising	4	250,918	-	250,918	27,983
TOTAL INCOME		<u>454,041</u>	<u>498,709</u>	<u>952,750</u>	<u>795,518</u>
EXPENDITURE ON:					
Raising funds	5	141,920	-	141,920	3,753
Charitable activities	6	277,917	498,574	776,491	795,312
TOTAL EXPENDITURE		<u>419,837</u>	<u>498,574</u>	<u>918,411</u>	<u>799,065</u>
NET INCOME / (EXPENDITURE)		34,204	135	34,339	(3,547)
Transfers between funds		-	-	-	-
NET MOVEMENT IN FUNDS		34,204	135	34,339	(3,547)
Reconciliation of funds:					
Total Funds brought forward		436,030	86,210	522,240	525,787
Total Funds carried forward		<u>470,234</u>	<u>86,345</u>	<u>556,579</u>	<u>522,240</u>

The charity has no recognised gains or losses other than the results for the period as set out above.

The notes on pages 16 to 26 form part of these financial statements.

HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE
BALANCE SHEET
AS AT 31 MARCH 2024

	Note	2024		2023	
		£	£	£	£
CURRENT ASSETS					
Debtors	9	33,538		61,867	
Cash at bank		573,038		479,568	
		<u>606,576</u>		<u>541,435</u>	
CREDITORS: Amounts falling due within one year					
	10	<u>(49,997)</u>		<u>(19,195)</u>	
NET CURRENT ASSETS			556,579	522,240	
NET ASSETS			<u>556,579</u>	<u>522,240</u>	
FUNDS OF THE CHARITY					
Restricted funds	12		86,345		86,210
Unrestricted funds	13		470,234		436,030
TOTAL CHARITY FUNDS			<u>556,579</u>	<u>522,240</u>	

For the period ending 31 March 2024 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- i) The members have not required the company to obtain an audit of its accounts for the period in question in accordance with section 476;
- ii) The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These financial statements have been prepared in accordance with the special provisions for small companies under Part 15 of the Companies Act 2006.

These financial statements were approved by the Trustees on21 October 2024.... and are signed on their behalf by:

Anna Casbolt

A Casbolt

Trustee

Company Registration Number: 10348139

The notes on pages 16 to 26 form part of these financial statements.

**HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE
STATEMENT OF CASH FLOWS**

YEAR ENDED 31 MARCH 2024

	Notes	Total 2024 £	Total 2023 £
Net movement in funds for the reporting period (as per the statement of financial activities)		34,339	(3,547)
Adjustments for:			
(Increase) / decrease in debtors	7	28,329	3,685
Increase / (decrease) in creditors	8	30,802	(31,366)
Cash flows from operating activities:			
Net cash provided by / (used in) operating activities		<u>93,470</u>	<u>(31,228)</u>
Cash flows from investing activities:			
Dividends, interest and rents from investments		-	-
Net cash provided by / (used in) investing activities		<u>-</u>	<u>-</u>
Change in cash and cash equivalents in the reporting period		93,470	(31,228)
Cash and cash equivalents brought forward		479,568	510,796
Cash and cash equivalents carried forward		<u>573,038</u>	<u>479,568</u>

The notes on pages 16 to 26 form part of these financial statements.

**HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 MARCH 2024**

1. ACCOUNTING POLICIES

a) Basis of accounting

The financial statements have been prepared in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), 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 (effective 1 January 2019) (Charities SORP FRS 102) and the Companies Act 2006.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

b) Legal Status

The charity is a company limited by guarantee and meets the definition of a public benefit entity under FRS102. It is incorporated in England and Wales and its registered address is Maldon District Council, Princes Road, Maldon, England, CM9 5DL.

c) Income

Income from donations and grants, including capital and government grants, is included in incoming resources when these are receivable, except as follows:

When donors specify that donations and grants given to the charity must be used in future accounting periods, the income is deferred until those periods.

When donors impose conditions which have to be fulfilled before the charity becomes entitled to use such income, the income is deferred and not included in incoming resources until the pre-conditions have been met.

When donors specify that donations and grants, including capital grants, are for particular restricted purposes, which do not amount to pre-conditions regarding entitlement, this income is included in incoming resources of restricted funds when receivable.

**HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE**

NOTES TO THE FINANCIAL STATEMENTS (continued)

YEAR ENDED 31 MARCH 2024

d) Expenditure

All expenditure is accounted for on an accruals basis and includes VAT as the charity is not VAT registered. Governance costs are associated with the governance arrangements of the charity. Support costs are apportioned between the funds based on budgeted expenditure at the start of the year.

e) Fixed Assets

Capital items costing in excess of £1,000 are capitalised. Depreciation is calculated so as to write off the cost of an asset, less its estimated residual value, over the useful economic life of that asset by the straight-line method.

There were no capitalised assets at the year-end date.

f) Debtors

Trade and other debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid.

g) Creditors and provisions

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

h) Fund accounting

Funds held by the charity are either:

Unrestricted general funds – these are funds which can be used in accordance with the charitable objects at the discretion of the trustees.

Designated funds – these are unrestricted funds that the Trustees have set aside for specific designated purposes.

Restricted funds – these are funds that can only be used for particular restricted purposes within the objects of the charity.

HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE
NOTES TO THE FINANCIAL STATEMENTS (continued)
YEAR ENDED 31 MARCH 2024

2. DONATIONS

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £	Total Funds 2023 £
General donations	15,316	-	15,316	16,196
	<u>15,316</u>	<u>-</u>	<u>15,316</u>	<u>16,196</u>
<i>Total 2023</i>	<i>16,196</i>	<i>-</i>	<i>16,196</i>	

3. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £	Total Funds 2023 £
Grants to support charitable activities	7,875	435,531	443,406	498,116
Contracts to provide charitable activities	175,000	63,178	238,178	251,198
	<u>182,875</u>	<u>498,709</u>	<u>681,584</u>	<u>749,314</u>
<i>Total 2023</i>	<i>205,994</i>	<i>543,320</i>	<i>749,314</i>	

4. INCOME FROM TRADING ACTIVITIES

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £	Total Funds 2023 £
Art show - sales and sponsorship	220,961		220,961	-
Other	29,957		29,957	27,983
	<u>250,918</u>	<u>-</u>	<u>250,918</u>	<u>27,983</u>
<i>Total 2023</i>	<i>27,983</i>	<i>-</i>	<i>27,983</i>	

**HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE**

NOTES TO THE FINANCIAL STATEMENTS (continued)

YEAR ENDED 31 MARCH 2024

5. FUNDRAISING EXPENDITURE

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £	Total Funds 2023 £
Art show costs	137,107	-	137,107	-
Other	4,813	-	4,813	3,753
	<u>141,920</u>	<u>-</u>	<u>141,920</u>	<u>3,753</u>
<i>Total 2023</i>	3,753	-	3,753	

6. CHARITABLE EXPENDITURE

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £	Total Funds 2023 £
Service Delivery	-	9,673	9,673	16,858
Events	-	-	-	1,220
Staff costs	203,945	444,717	648,662	626,214
Home-Start UK Levy	12,000	-	12,000	12,000
Support costs:				
Rent and rates	9,600	-	9,600	11,940
Office costs	29,623	-	29,623	46,021
Equipment and materials	-	8,203	8,203	7,586
Travelling and expenses	-	31,265	31,265	26,670
Advertising	1,781	-	1,781	3,900
Training	-	4,716	4,716	6,596
Bank charges	66	-	66	72
Project costs	1,457	-	1,457	11
Other	6,843	-	6,843	23,786
Governance costs (note 5)	12,602	-	12,602	12,438
	<u>277,917</u>	<u>498,574</u>	<u>776,491</u>	<u>795,312</u>
<i>Total 2023</i>	283,120	512,192	795,312	

HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE
NOTES TO THE FINANCIAL STATEMENTS (continued)
YEAR ENDED 31 MARCH 2024

7. GOVERNANCE COSTS

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £	Total Funds 2023 £
Independent examination	1,600	-	1,600	1,525
Accounts preparation	3,580	-	3,580	2,775
Payroll fees	5,046	-	5,046	4,512
Fees payable to Independent Examiner	10,226	-	10,226	8,812
Other professional fees	2,376	-	2,376	3,626
	<u>12,602</u>	<u>-</u>	<u>12,602</u>	<u>12,438</u>

8. ANALYSIS OF STAFF COSTS

	2024 £	2023 £
Wages and salaries	595,240	572,527
Social security costs	36,164	35,664
Pension costs	16,139	15,523
Staff expenses	1,119	2,500
	<u>648,662</u>	<u>626,214</u>

Staff costs are allocated between funds based upon the time spent by staff members on restricted charitable activities and administration.

None of the employees' emoluments exceeded £60,000.

None of the trustees or persons connected with them received any remuneration for their services.

The average number of employees during the year, by head count, was 39 (2023: 41).

The remuneration benefits of key management personnel totalled £49,874 (2023: £47,947).

HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE
NOTES TO THE FINANCIAL STATEMENTS (continued)
YEAR ENDED 31 MARCH 2024

9. DEBTORS

	2024	2023
	£	£
Trade debtors	29,167	60,434
Prepayments	1,433	1,433
Accrued income	2,938	-
	<u>33,538</u>	<u>61,867</u>

10. CREDITORS: Amounts falling due within one year

	2024	2023
	£	£
Trade creditors	1,934	1,298
Other creditors	2,969	143
Tax and social security	9,169	9,148
Accruals	8,556	8,606
Deferred income	27,369	-
	<u>49,997</u>	<u>19,195</u>

Deferred income relates to grants received that are specified for expenditure in a future period.

11. COMMITMENTS UNDER OPERATING LEASES

Total future minimum lease payments under non-cancellable operating leases are as follows:

	2024	2023
	£	£
Within one year	5,450	2,985
Between 2 and 5 years	-	-
	<u>5,450</u>	<u>2,985</u>

HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE
YEAR ENDED 31 MARCH 2024

12. RESTRICTED FUNDS

	Balance at 01/04/2023 £	Movement in resources:			Balance at 31/03/2024 £
		Income £	Expenditure £	Transfers £	
1) Basildon, Billericay & Brentwood NHS Health Inequalities Fund	-	2,651	(2,651)	-	-
2) BBC Children in Need	17,436	20,708	(32,294)	-	5,850
3) Chelmsford City Council Community Funding Scheme	-	5,620	(5,620)	-	-
Essex County Council:					
4) Community Initiatives Fund	350	1,000	-	-	1,350
5) Chelmsford Council Locality Fund	-	3,500	(3,500)	-	-
6) Co-Op Community Fund	1,265	-	(1,265)	-	-
Essex Community Foundation:					
7) Turncole Wind Farm Community Benefit Fund		5,000	-	-	5,000
8) Braintree District & Eastlight Community Fund and Jean & Peter Davey Charity Fund	7,824	-	(7,824)	-	-
9) Braintree District & Greenfields Community Fund	-	3,250	(3,250)	-	-
10) Daphne Woodward	-	6,861	(6,861)	-	-
11) Mid and South Essex Community Partnership	11,227	-	(11,227)	-	-
12) Provide Foundation	-	-	-	-	-
13) Sebright & Yellow Car Charitable Fund	-	3,342	(1,475)	-	1,867
14) Thriving Third Sector	8,250	10,000	(18,250)	-	-
15) Elijah's Pot	1,667	27,525	(22,239)	-	6,953
16) Essex Youth Trust	-	2,500	-	-	2,500
17) Garfield Weston	10,417	25,000	-	-	35,417
18) Home-Start UK	2,910	14,875	(10,717)	-	7,068
19) Mulberry Trust:	-	16,625	(4,125)	-	12,500
20) The National Lottery Community Fund	20,728	269,699	(290,427)	-	-
21) The National Lottery Community Fund - Awards for All	1,331	-	(1,331)	-	-
22) Neighbourly	556	-	(137)	-	419
23) The Places Foundation	-	5,000	-	-	5,000
24) Sir Jules Thorn Charitable Trust - Ann Rylands Grants programme	-	2,000	-	-	2,000
25) Southend City Council: UK Shared Prosperity Fund	598	38,613	(39,211)	-	-
26) Tesco Community Grant	1,652	1,375	(2,605)	-	422
27) Uttleford District Council: UK Shared Prosperity Fund	-	24,565	(24,565)	-	-
28) Uttlesford District Council	-	9,000	(9,000)	-	-
	<u>86,210</u>	<u>498,709</u>	<u>(498,574)</u>	<u>-</u>	<u>86,345</u>

HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE
NOTES TO THE FINANCIAL STATEMENTS (continued)
YEAR ENDED 31 MARCH 2024

12. RESTRICTED FUNDS (continued)

The purposes of the restricted funds are as detailed below:

- 1) Basildon, Billericay & Brentwood NHS Health Inequalities Fund: To fund a family support group plus programme in Basildon
- 2) BBC CIN: To fund Family Groups in Chelmsford, Witham, Basildon and Maldon.
- 3) CCC Community Scheme: To provide funds to contribute to a family support groups in Chelmsford.
- 4) ECC Community Initiatives Fund: To support four families in Castle Point and Rochford and provide a text service.
- 5) ECC Chelmsford Council Locality Fund: To train new Volunteer Family Support Mentors to support families in the North Chelmsford area.
- 6) Co-Op Community Fund: To contribute towards volunteer training costs.
- 7) ECF Turncole Wind Farm Community Benefit Fund: To deliver behaviour support sessions.
- 8) ECF Braintree District & Eastlight Community Fund and Jean & Peter Davey Charitable fund: To support families with preschool aged children through family wellbeing groups.
- 9) ECF Braintree District & Greenfields Community Fund: To fund a family support group in Braintree
- 10) ECF Daphne Woodward: To fund family holidays to families living in Essex.
- 11) ECF Mid & South Essex Community Partnership: To fund well-being support to families in Mid and South Essex.
- 12) ECF Provide: To contribute towards the Area Lead Co-ordinators salaries to oversea service delivery.
- 13) ECF Sebright & Yellow Car Charitable Fund: To purchase IT equipment to be used to deliver peer support groups and training to volunteers in West Essex.
- 14) ECF Thriving Third Sector: Fundings towards Basildon, Witham, & Maldon family support groups and to upskill the communications and marketing team.
- 15) Elijah's Pot: To contribute towards the Volunteer Co-ordinator's salary & to fund a family SEND group.
- 16) Essex Youth Trust: To contribute towards core costs.
- 17) Garfield Weston: To contribute towards core costs.
- 18) Home-Start UK - Funding towards core costs, wellbeing and family support groups and volunteering.
- 19) Mulberry Trust - Funding core costs and family support group.
- 20) National Lottery - Family support services, volunteers and core costs were funded by:
Reaching Communities/Partnerships, Reaching Communities/Partnerships Cost of Living Fund and Community Organisations Cost of Living Fund.
- 21) National Lottery - Awards for All: To fund a family support group in Uttlesford.
- 22) Neighbourly: To contribute towards volunteer training and appreciation.
- 23) The Places Foundation: To provide wellbeing services.
- 24) Sir Jules Thorn Charitable Trust - Ann Ryland Grants Programme:
A contribution towards administrative staff salaries.
- 25) Southend City Council - UK Shared Prosperity Fund: For the Building Stronger Futures in Southend project.
- 26) Tesco Community Grant - To contribute towards our family support group and wellbeing services.
- 27) Uttlesford District Council - UK Shared Prosperity Fund: For the Building Stronger Futures in Uttlesford project.
- 28) Uttlesford District Council: To fund home-visiting volunteer support in Uttlesford.

HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE
NOTES TO THE FINANCIAL STATEMENTS (continued)
YEAR ENDED 31 MARCH 2024

12. RESTRICTED FUNDS

Prior year restricted funds movement:

	Movement in resources:				Balance at
	Balance at	Income	Expenditure	Transfers	
	01/04/2022				
	£	£	£	£	£
1) ABSS	-	70,960	(70,960)	-	-
2) BBC Children in Need	17,194	46,318	(46,076)	-	17,436
Essex Community Foundation:					
3) The Henry Smith Charity	15,000	-	(15,000)	-	-
4) Daphne Woodward	-	8,136	(8,136)	-	-
5) Neighbourly	700	1,000	(1,144)	-	556
6) Mid and South Essex Community Partnership	3,478	36,976	(29,227)	-	11,227
7) Braintree District & Eastlight Community Fund and Jean & Peter Davey Charitable Fund	750	25,670	(18,596)	-	7,824
8) Provide Foundation	-	19,500	(19,500)	-	-
9) Thriving Third sector - Digital Development	-	13,110	(4,860)	-	8,250
10) Fowler, Smith & Jones	-	3,000	(3,000)	-	-
11) Garfield Weston	-	25,000	(14,583)	-	10,417
Mulberry Trust:					
12) Mulberry - Core	1,667	8,333	(10,000)	-	-
13) Mulberry - Carver Barracks	-	5,177	(5,177)	-	-
14) Uttlesford District Council	-	8,250	(8,250)	-	-
15) ECC DC Locality Fund	-	6,981	(6,981)	-	-
16) ECC - Thriving Third Sector Fund	-	1,000	(1,000)	-	-
17) CCC - family group	2,500	-	(2,500)	-	-
18) Rochford District Council	-	1,000	(1,000)	-	-
Home-Start UK:					
19) Pears Recovery and Resilience	8,420	-	(8,420)	-	-
20) Masonic	850	-	(850)	-	-
21) A Warm Spaces Cost of Living Award	-	1,000	-	-	1,000
22) Brook Trust	-	2,800	(1,250)	-	1,550
23) Volunteering Futures	-	5,000	(4,640)	-	360
National Lottery :					
24) National Lottery Community Fund	-	211,197	(190,469)	-	20,728
25) Awards for All	3,940	9,999	(12,608)	-	1,331
26) Essex Youth Trust	583	2,917	(3,500)	-	-
27) Community Initiatives Fund	-	1,743	(1,392)	-	350
28) Co-Op Community Fund	-	1,265	-	-	1,265
29) The Places Foundation	-	5,000	(5,000)	-	-
30) Southend City Council: UK Shared Prosperity Fund	-	5,238	(4,640)	-	598
31) Tesco Groundwork UK (SR)	-	1,000	(98)	-	902
32) Tesco Groundwork UK (WB)	-	750	-	-	750
33) Anonymous	-	15,000	(13,333)	-	1,667
	<u>55,082</u>	<u>543,320</u>	<u>(512,192)</u>	<u>-</u>	<u>86,210</u>

HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE
NOTES TO THE FINANCIAL STATEMENTS (continued)
YEAR ENDED 31 MARCH 2024

12. RESTRICTED FUNDS (Prior year continued)

The purposes of the restricted funds are as detailed below:

- 1) ABSS: To fund a home-visiting volunteer service for families within Southend.
 - 2) BBC CIN: To fund Family Groups in Chelmsford, Witham, Basildon and Maldon.
 - 3) ECF The Henry Smith Charity: To fund core costs.
 - 4) ECF Daphne Woodward: To fund family holidays to families living in Essex.
 - 5) ECF Neighbourly: To fund the purchase of food & basic essentials to families in Essex.
 - 6) ECF Mid and South Essex Community Partnership Grants Programme: To fund well-being
 - 7) ECF Braintree District & Eastlight Community Fund and Jean & Peter Davey Charitable fund: To support families with preschool aged children through family wellbeing groups.
 - 8) ECF Provide Foundation: To fund core costs
 - 9) ECF Thriving Third Sector Fund: To upskill the communications and marketing team
 - 10) Fowler, Smith, & Jones: A contribution towards core costs including central overheads.
 - 11) Garfield Weston: A contribution towards core costs including central overheads.
 - 12) Mulberry - Core: Funding towards the Fundraising and Marketing manager's salary.
 - 13) Mulberry - Carver Barracks: To run a parent support group in Saffron Walden, for a period of two school terms.
 - 14) Uttlesford District Council: To fund home-visiting support in Uttlesford.
 - 15) ECC - Locality Fund: To fund the costs of a family group delivered in the St Andrews ward, in Chelmsford.
 - 16) ECC - Thriving Third Sector Fund: Thrive programme bursary
 - 17) Chelmsford City Council: contribution towards the delivery of 2 family groups in Chelmsford.
 - 18) Rochford District Council: A contribution towards core costs of service delivery in Rochford.
 - 19) Home-Start UK-Pears Recovery & Resilience: To contribute towards IT development.
 - 20) Home-Start UK-Masonic: To fund our Big Hopes Big Futures (BHBF) school readiness programme.
 - 21) Home-Start UK: Contributing towards creating warm spaces for families during the winter.
 - 22) Home-Start UK: Learn, Test, Change Governance Groups: In support of The Chair's participation in all learning group discussions on supporting communities.
 - 23) Home-Start UK: To attract and recruit new volunteers through community engagement and promotion.
 - 24) National Lottery Community Fund: To fund home-visiting, well-being and family groups throughout Mid, South and West Essex.
 - 25) National Lottery Awards for All: To fund a family group in Uttlesford.
 - 26) The Essex Youth Trust: To contribute towards core costs.
 - 27) Community Initiatives Fund: To fund a Family Support Worker working with complex families, in Castle Point and Rochford.
 - 28) Co-Op Community Fund: Contribute towards cost of training and retention of family support volunteers.
 - 29) The Places Foundation: To support the delivery of volunteer training and support for our volunteer co-ordinator.
 - 30) Southend City Council: To deliver a range of impactful volunteering opportunities throughout Southend.
 - 31) Tesco - Groundwork UK (SF): To purchase school readiness resources in the Saffron Walden area.
 - 32) Tesco - Groundwork UK (SF): To deliver one to one well-being support to families.
 - 33) Anonymous - Allocated to funding to digital development and to contribute towards the salary of the volunteer co-ordinator.
-

HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE
NOTES TO THE FINANCIAL STATEMENTS (continued)
YEAR ENDED 31 MARCH 2024

13. UNRESTRICTED FUNDS

	Balance at 01/04/2023	Movement in resources:			Balance at 31/03/2024
		Income	Expenditure	Gains, losses & transfers	
	£	£	£	£	£
General unrestricted funds	423,068	454,041	(406,875)		470,234
Designated funds	12,962	-	(12,962)	-	-
	<u>436,030</u>	<u>454,041</u>	<u>(419,837)</u>	<u>-</u>	<u>470,234</u>

Designated funds relate to donations received that are intended for use in specific areas of Essex.

14. ANALYSIS OF NET ASSETS (between restricted and unrestricted funds)

	Tangible fixed assets	Other net assets	Total 2024	Total 2023
	£	£	£	£
General unrestricted	-	470,234	470,234	423,068
Designated	-	-	-	12,962
Total unrestricted	<u>-</u>	<u>470,234</u>	<u>470,234</u>	<u>436,030</u>
Restricted	-	86,345	86,345	86,210
	<u>-</u>	<u>556,579</u>	<u>556,579</u>	<u>522,240</u>

15. RELATED PARTY TRANSACTIONS

One trustee was repaid for expenses of £378 in the year (2023 - £83).

16. COMPANY LIMITED BY GUARANTEE

Every member of the company undertakes to contribute to the assets of the Company in the event of the same being wound up during the time he/she is a member, or within one year afterwards, for the payments of the debts and liabilities of the company contracted before the time at which he/she ceases to be a member and of the costs, charges and expenses of winding up the same, and for the adjustments of the rights of the contributors among themselves such amount as may be required not exceeding one pound.

HOME-START ESSEX

England & Wales - Charity number 1170940

Accounts

COMPANY REGISTRATION NUMBER : 10348139

**HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE
UNAUDITED FINANCIAL STATEMENTS
31 MARCH 2023**

Charity Number : 1170940



Edmund Carr LLP
Chartered Accountants
146 New London Road
Chelmsford
Essex
CM2 0AW

**HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE
FINANCIAL STATEMENTS
YEAR ENDED 31 MARCH 2023**

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HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE
TRUSTEES' ANNUAL REPORT
YEAR ENDED 31 MARCH 2023

The Trustees, who are also Directors of the Charity for the purposes of the Companies Act 2006, present their report with the financial statements of the Charity for the period ended 31 March 2023. The Trustees/Directors have prepared the accounts in accordance with the Charities Act 2011, the Companies Act 2006 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

10348139 (England and Wales)

Registered Charity number

1170940

Registered office

Home-Start Essex
Maldon District Council
Princes Road
Maldon
Essex CM9 5DL

Trustees

Roselyn Bullen-Bell – appointed 16/09/2022
Johanna Burnett
Bryan Burrough
Rhian Capener – appointed 18/11/2022 and resigned 26/05/2023
Karl Davies – resigned 15/07/2022
Rebecca Dixon
Joanna Georgiades – appointed 21/07/2023
Trudy Nash – resigned 20/05/2022
David Neale
Neil Oakley – appointed 1/10/2022
Edwin Powell – appointed 20/01/2023
Nerisha Sethi – resigned 16/09/2022
Lance Spring – resigned 6/03/2023
Sarah St. Pierre (Chair)
Dawn Taylor – appointed 16/09/2022
Ann Tomlins – resigned 20/01/2023

Company Secretary

David Neale

Chief Executive Officer

Nicola O'Brien

Ambassadors

Rex Howling KC
Lady Rosemary Ruggles-Brise
The Right Honourable Sir John Whittingdale OBE MP

**HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE**

TRUSTEES' ANNUAL REPORT (continued)

YEAR ENDED 31 MARCH 2023

Members Guarantee

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

Independent examiner

Raymond Crace FCA
Edmund Carr LLP
146 New London Road
Chelmsford
Essex
CM2 0AW

INTRODUCTION FROM THE CHAIR

I have had the privilege of being Chair of Home-Start Essex since December 2019 during a period which has seen us as a local Home-Start grapple and overcome the challenges of a global pandemic and the subsequent impact of social isolation and more recently the cost-of-living crisis on both families and children. Despite these huge challenges, I am delighted to be able to celebrate the achievements of Home-Start Essex and in this Annual Report to share how we have responded and adapted to help families overcome the struggles they face.

In October 2022 we reviewed and revised our Strategic Plan to 2025, to reflect more accurately; the changing needs of the families we support, the increasing pressures which are affecting the availability of many of our volunteers, and the challenging environment in which we operate as the funding landscape gets harder. I am especially pleased that our strategy also acknowledges the need for us to take further action on diversity to ensure that we are inclusive and fully accessible to all of those in our communities. In November 2022 we signed a new Home-Start Agreement with Home-Start UK alongside a new Home-Start Handbook which underpins our relationship with them and lays out the Quality Assurance standards for our charity.

Our volunteers are essential to both the delivery and development of Home-Start Essex. We have established a Network group of volunteers who are bringing their experience and insights alongside feedback from families and staff to inform improvements in service delivery. It will also improve the volunteering experience at Home-Start Essex.

The Annual Report highlights many improvements across all aspects of our operations. I am particularly proud of the way in which we have tested out new ways of working to reflect and address the emerging needs for families, such as specialist behaviour support, support for new mothers, wellbeing support and we are about to launch in partnership with another charity, a specialist support group for families of children with additional needs in one of our districts. We have also been successful in gaining additional funding from several grants through HSUK to support families in different ways and are working closely with partner organisations to look at opportunities where our skills and experiences together can make the greatest impact for families.

We are enormously grateful for the funding given to us from trusts and foundations, local businesses and individuals who recognise the importance of the early years for a child's development. Through our work supporting parents / carers and children in the early years, this will lay the foundations to help us to achieve our aim '*Helping to give children the best possible start in life*'.

Sarah St Pierre, Chair of Trustees

HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE
TRUSTEES' ANNUAL REPORT (continued)
YEAR ENDED 31 MARCH 2023

OBJECTIVES AND ACTIVITIES

Objectives and aims

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 care;*

Principally, but not exclusively, within the area of Essex and its environs.

The vision of the Charity, as captured in our Strategic Plan is:

“For every child and young person in Essex to grow up in a family that is strong and resilient and able to access the support they need, when and where they need it.”

The Charity’s Mission Statement is:

“To provide high-quality, family-led services, by ourselves and in collaboration with others, which enable families to be strong and resilient.”

The financial year to 31 March 2023 was our sixth full year of trading since the merger of seven local Home-Starts in Mid, West and South Essex districts. It was a year that saw the emerging challenges of the cost-of-living crisis impacting on families and we had to consider this impact in shaping services. Accessing services was a key barrier for many families and we have focussed on providing many services both online and face to face to give more opportunities for support and additionally have supported transport costs to enable families struggling with finances to access our services.

In 2023 Home-Start, celebrates 50 years of supporting families during the early most vital years in a child’s life. As Home-Start Essex we remain dedicated to supporting parents to build their confidence in themselves and their parenting and to find ways to manage the challenges they face by building trusting, helpful relationships with families.

A key focus of our support to families remains our volunteer Home-Visiting services, alongside Family Groups, School Readiness programmes, Wellbeing services and our behaviour support programme.

Home-Start Essex recruits and trains volunteers, who provide regular weekly home-based support to families, usually with, at least, one child under five, and struggling with a wide range of factors affecting their ability to cope. They offer friendly and informal confidential support to help parents build their confidence, resilience and to improve their wellbeing. They are supervised, supported, and receive ongoing training from experienced Family Support Co-ordinators.

Volunteers also provide support on a 121 basis via telephone befriending, provide positive role models at the family groups, emotional and practical support within the wellbeing and behaviour support programmes, supporting family events, fundraising events and at community events.

HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE
TRUSTEES' ANNUAL REPORT (continued)
YEAR ENDED 31 MARCH 2023

All of the developments in our support to families are based on the belief that all children need a happy and secure childhood to help them to achieve their full potential and that underpinning this is a need for parents/carers to have the opportunity to have someone they trust alongside them to help them navigate when times are difficult.

Home-Start Essex's support of parents and children helps them to grow in confidence, strengthens their relationships, builds local supportive networks within the community, and so ensures that children are given the best possible start in life.

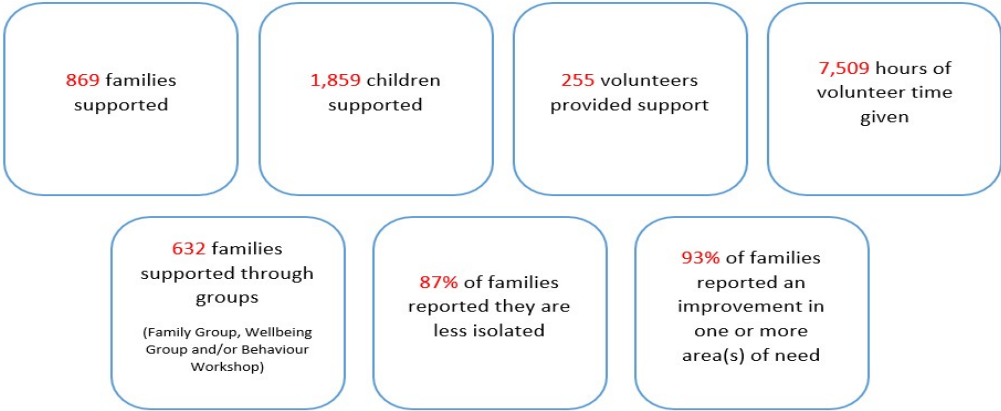
Public Benefit

The trustees confirm that they have reviewed the Charity Commission's guidance on public benefit, including guidance on charging for services, when setting and reviewing the aims and objectives of the Charity and making plans for the future.

The Charity currently provides services at no cost to beneficiaries, and these are funded through applications to the National Lottery Community Fund, public sector bodies, trusts and foundations, and through community fundraising, individual giving, and sponsorship.

ACHIEVEMENTS AND PERFORMANCE

Through the Charity's work, the Trustees/Directors are pleased to report the following Outputs and Outcomes as highlights for the financial year to 31 March 2023:



During the year 2022-2023 the longer-term impact of social isolation caused by the pandemic and the cost-of-living crisis and increased poverty levels have directly impacted on child development, children's behaviour and school readiness and we have an increasing number of parents/carers struggling to manage children's behaviour or be involved in supporting their children's developmental needs. Long waiting lists for children's specialist assessments leave parents frustrated, confused and anxious. As a result, we have expanded our service provision, to include a wider behaviour support programme (led by an experienced behaviour specialist), incorporating behaviour support within groups for parents struggling with common issues and 121 for those needing more focussed support around specific behavioural challenges. In addition, we have listened to family feedback via our annual survey and continued to provide telephone/video volunteer mentor support as some families are unable/uncomfortable in having support within the home.

HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE
TRUSTEES' ANNUAL REPORT (continued)
YEAR ENDED 31 MARCH 2023

Mental health and isolation of families continue to be the highest expressed needs and we have focussed on removing barriers for families by, where necessary, supporting transport costs for families accessing our groups. Where possible, we are using our Family Group locations to distribute essential supplies and have expanded this, due to a successful funding application, to include slow cookers (to support healthy/cheaper eating) and carbon monoxide alarms to families. We also continue to be a conduit of Essex County Council's Household fund so are able to give direct payments to families struggling to cope financially during the cost-of-living crisis.

During this last year, we have expanded services to give additional Wellbeing support to meet local demand. This includes the introduction of a Baby Massage Group in one of our districts in January 2023, which has proven to be extremely successful. In addition, both online and face to face group and 121 support, offering support for the whole family or just for parents/carers.

Expansions to service provision throughout the year have enabled Home-Start Essex to go a long way in meeting the emerging needs giving support when it is needed so issues are not becoming entrenched. During 2022-2023 the demand for our services grew to their highest levels and we supported 1859 children and a total of 869 families, this was an increase of 159 supported families and 492 additional children, from the previous year.

Volunteers are essential to our support for families. The pandemic reduced opportunities for volunteers to support families and the subsequent cost-of-living crisis, has resulted in many people being unable to consider volunteering due to needing paid employment. However, we have been focussed on building our volunteer capacity by broadening the scope of volunteer opportunities. 2022-2023 saw the implementation of a volunteer strategy to introduce more flexible opportunities to reach a wider demographic across Mid, South and West Essex and is an aspect of volunteering which we are looking to further develop. In total Home-Start Essex Volunteers have provided 7509 hours of their own time, which equates to a value of over £90,000 over the year.

Parent/Carers have told us that Home-Start support has been a lifeline for them. By providing complementing services for families as and when they need them, we are able to build a bespoke programme of holistic support, meaning that families have time to build trusting, helpful relationships with us and build their support networks.

'This support has changed my life, I am sad to lose [volunteer] but deep down I know I no longer need the support, and she needs to help others.'

Mum of 1 child, aged 4 months, who received Home-Visiting from a Volunteer.

With mental health difficulties being our highest referred need it is wonderful to see that 88% of supported parents experienced an improvement in their wellbeing following support and 87% felt less isolated.

**HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE**

TRUSTEES' ANNUAL REPORT (continued)

YEAR ENDED 31 MARCH 2023

Fundraising activities

Total income fell slightly by 0.6% to £795,518. Our grants received reflected a broad spread of funders both new and old. We continued to be supported by the National Community Lottery Fund, BBC Children in Need and the Mulberry Trust. We were awarded new grants by the Garfield Weston Foundation and Provide Foundation. We were grateful for the continued help from Essex Community Foundation (ECF) and the grant from the Mid and South East Community Partnership. We also received grants from a number of ECF's fund holders in particular the Braintree District and Eastlight Community Fund and the Jean & Peter Davey Charitable Fund.

Contractual income decreased marginally to £251,198. This income represents the important sub-contract we have from the HCRG Care Group as part of the Essex Child & Family Wellbeing Service, and also the contract with A Better Start Southend.

Donation income fell from £80,439 to £16,196 but this mainly reflected a large donation the previous year of £60,000 from an anonymous donor. However, we received grant income of £15,000 from this source this year.

Income from fundraising activities grew from £16,094 to £27,983 as activities recommenced after the restrictions of the Covid-19 pandemic.

We have been working closely with the Mid and South Essex Integrated Care Board to try to ensure that the Board understands the health and social care aspects of parental health and the impact on their children's development. We plan to launch a funded Family Group in September 2023 for special educational needs and disability children. This project has involved Home-Start Essex working with a number of specialist charities in this field. Finally, we have created the role of a new Corporate & Community Fundraising Assistant in January 2023 and look to grow our income from these sources and thus diversify our income streams.

PLANS FOR FUTURE PERIODS

During 2021-2022 we successfully adopted a model of hybrid working for the staff team and during 2022-2023 we decided to make further cost efficiencies by leaving our large head office premises in Chelmsford and relocating to an existing Home-Start Essex office location within Maldon District Council offices. This has been further supported by being able to utilise Essex Community Foundation's offices in Chelmsford for staff and trustee meetings and also use of hot-desking space. We are so grateful for this opportunity which further aids partnership working within the VCFSE sector.

Safety remains a primary concern for staff and family support. To this end Family Support Co-ordinators now have personal safety devices to be worn when making home-visits. In addition, with the continued provision of online services to families we have expanded our safeguarding practices to supported families, staff and volunteers. This includes guidelines for facilitating and attending online support and resources for families as we want to better inform families of online safeguarding risks.

Digital development remains a priority and we have made improvements to our data management system to enable more detailed needs analysis for the communities we support and impact reporting data to better reflect the outcomes we achieve.

**HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE**

TRUSTEES' ANNUAL REPORT (continued)

YEAR ENDED 31 MARCH 2023

We have established an equality, equity, diversity, and inclusion working group to develop an action plan to attract, reach and support all communities within Mid, South and West Essex. Our aim is to reduce barriers that minority groups face due to inequalities of access to services.

During November 2022 we held our first in-person Networking Event where we launched our Impact report. It was a great success and brought together statutory sector partners, VCFSE partners, funders, volunteers, and supported families. Presentations of the difference that Home-Start Essex has made on their lives, from supported families and volunteers, made a lasting impact for those attending. This event was the trigger to initiate funding to support the establishment of a SEND Family Group within the Braintree District.

During October 2023 the Board and CEO held a Strategic/Annual Plan review but will invite further representation from the staff team and also the volunteer team to reflect on our current position and objectives for the year ahead, utilising a volunteer from Cranfield Trust to help facilitate the day.

The overall longer-term ambition for the Board and CEO continues to be the sustainability of Home-Start Essex. To this end the Chair of Trustees and CEO are engaging in a 6-month tailored programme initiated by Home-Start UK that focusses on involvement and income generation, sustaining and measuring impact, innovation and reviewing progress. During 2022-2023 we have invested in expanding the Fundraising department with the appointment of a Corporate and Community Fundraiser and dividing the roles of Fundraising and Marketing so that a Communications and Marketing Manager is able to focus on building the profile of Home-Start Essex which is vital to our sustainability.

The Trustees and staff of Home-Start Essex will continue to look forward and seek opportunities to develop our services further, taking into account the changing external factors impacting on family lives. Informed by feedback from the families, volunteers, staff and our partner organisations, we will also continue to strengthen and to demonstrate the outcomes and impact of our work with children and families.

FINANCIAL REVIEW

In the financial year to 31 March 2023, the Statement of Financial Activities shows a Net Movement in funds of -£3,547 for the year, which means that with the Total Funds brought forward figure of £525,787, we carry forward into the next financial year, a balance of £522,240. With Income remaining fairly stable, the reduction in the Charity's net surplus was almost entirely due to an increase in Expenditure of £47,534 (6%).

	2023 £	2022 £
Total Income	795,518	799,933
Total expenditure	<u>799,065</u>	<u>751,531</u>
Net Income / (Expenditure)	<u>(3,547)</u>	<u>48,402</u>

HOME-START ESSEX LIMITED COMPANY LIMITED BY GUARANTEE

TRUSTEES' ANNUAL REPORT (continued)

YEAR ENDED 31 MARCH 2023

The Income for the year, comprising Donations of £16,196, income from Charitable Activities of £749,314, income from other trading activities - fundraising of £27,983 and the income of £2,025 from Bank Interest. Donations were 80% lower than last year, but this was due to a very generous three-year donation coming to a close. Income from the Charity's Fundraising activities increased by 74% and this was due partly to a new fundraising team, and partly because more events were possible with the easing of COVID-19 restrictions. Income from Charitable Activities, comprising Grants of £498,116 and from Contracts of £251,198, was 6.7% higher than last year. During the year, we were pleased to receive substantial grant income from several organisations including The National Lottery Community Fund (£211,197) and BBC Children in Need (£46,318). In addition, once again we were grateful to the Essex Community Foundation, through which we received funds from various organisations totalling £104,392. Contract income was down by just 1.9% and this included £175,000 from HCRG Care Group, and £70,960 from A Better Start Southend. There is more detailed information under the Fundraising Activities section (above), and also on page 21. We thank all those named in the Report, and all our other funders and donors, for their support in helping Home-Start Essex deliver their services to families in need of assistance.

During the year the Charity adjusted further its services to meet the changes in need, and together with the effects of inflation it resulted in an increase in costs. Staffing costs continued to be the largest element of our expenditure at £626,214 (78.4%), and this figure was £44,987 (7.7%) higher than last year. The continuing changes in the modes of delivering the Charity's services meant that there were changes in the amounts being spent on different types of costs. There were increases in the Travelling and Expenses for staff and volunteers, in External Supervision and instructor fees, and in Computer and website costs. However, there were reductions in costs for Equipment and Materials, for Repairs and Maintenance, and for Advertising and Promoting.

The Trustees are confident that there are sufficient funds, both available and due to be received, to support the services being delivered by Home-Start Essex for, at least, the next twelve months. Monitoring procedures are in place to identify when grants and contracts are due to end, so that an early decision can be made, to either allocate alternative funding, or to re-plan service delivery.

Reserves Policy

The total funds held by the charity at the 31 March 2023, amounted to £522,240, of which £86,210 were restricted funds and £436,030 were unrestricted funds. The Home-Start Essex reserves policy is to hold sufficient funds to cover three to six months' expenditure. In addition to having the funds to enable a proper winding down of the Charity, should that become necessary, the Trustees consider that it is essential to provide sufficient cover for the possible loss of one or more major funders. As of 31 March 2023, based on the Unrestricted Funds held and budgeted expenditure for 2023/4, this target was met.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

Home-Start Essex is a registered Charity, number 1170940 (Registered in England and Wales), and a Company Limited by Guarantee, number 10348139, as defined by the Companies Act 2006.

HOME-START ESSEX LIMITED COMPANY LIMITED BY GUARANTEE

TRUSTEES' ANNUAL REPORT (continued)

YEAR ENDED 31 MARCH 2023

Home-Start Essex governing document a Memorandum and Articles of Association sets out the significant structural rules relating to the organisation. It covers matters such as the minimum and maximum number of trustees, the powers of trustees, terms of office, and how important meetings are managed. The document also outlines the charitable objects (purpose) of the charity, which is the frame of reference for many of the decisions the trustees will make.

Governance

Home-Start Essex relies on a strong, effective board of trustees. They have a wide range of responsibilities, in ensuring that the charity complies with regulatory requirements and delivers on its charitable purpose. Our Board of Trustees, who are also Directors of the Charity for the purposes of the Companies Act, have overall responsibility for setting the strategy of the Charity. Our Chief Executive, working with the Senior Leadership Team is responsible for delivering the Board's vision and strategy and for its day-to-day operations.

The trustees annually review Board performance and make changes to the frequency and arrangements for Board meetings and as a result in 2022 moved to reducing the number of Board meetings to six a year and for committees to the Board aligning to this new arrangement. As a result of changes made during the pandemic, we have continued to use a hybrid approach with some meetings in person and some virtually. Early in 2023 we also reviewed our committee structure and have now incorporated Safeguarding Adults and Children (this was previously a separate committee) into the Operations and Governance Committee with the aim of managing the capacity of both trustees and staff more effectively. This committee along with Finance and Business Development and Human Resources Management formally report to the Board at each Board meeting under a Scheme of Delegation. The trustees ensure that Home-Start Essex complies with all requirements of its Agreement with Home-Start UK, and with the Home-Start Quality Assurance standards. We are required to report regularly on our compliance with the Quality Standards and are subject to external Quality Assurance reviews. We are also required to adopt and implement all mandatory policies provided by Home-Start UK. Home-Start Essex also leverages Home-Start UK model policies and produces its own additional policies as necessary.

Recruitment and appointment of new Trustees

Home-Start Essex regularly reviews the skills of trustees and identifies any specific skills gaps, and we endeavour to actively recruit new trustees with those skills. We also take into consideration the need to have a succession plan, either by preparing existing trustees to take on lead roles, or by actively advertising for trustees, so that we reduce the risk of losing essential skills on the Board. In an attempt to increase the diversity of the board's membership we advertise widely for new trustees, and ensure, throughout the recruitment process, that all applicants from a wide variety of backgrounds have an opportunity to succeed.

The Board of Trustees has established procedures for recruiting and appointing trustees, including informal visits or discussions, formal application and a panel of trustees interview all prospective trustees to determine that they have the required skills to contribute to the charity's management and development. New appointments are ratified by the full Board of Trustees. We have also introduced a new role of Special Advisor in order to strengthen and broaden the specialist support to our committees and the Board, for those who may not be able to commit to, or do not wish to have, a role as a trustee, or who may wish to consider this role in the future.

**HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE**

TRUSTEES' ANNUAL REPORT (continued)

YEAR ENDED 31 MARCH 2023

Induction and training of new Trustees

Home-Start Essex is committed to full induction and ongoing training of trustees. A comprehensive induction pack and plan is agreed with all new Trustees, tailored to individual needs and previous experience, which includes meeting with operational staff, and opportunities to meet with families and volunteers. A Trustee Code of Conduct is signed by all new trustees and under the new Home-Start UK Agreement, all trustees will be expected to complete the Home-Start UK induction within six months of becoming a trustee. The Chair meets regularly with trustees in order to continually learn, and provide development opportunities, in support of the organisation.

Arrangements for setting pay and remuneration of key management posts.

When determining the salaries for key management posts, trustees collect information about comparable roles in other voluntary organisations as well as across the Home-Start Federation. This information is used to benchmark the Charity's salaries, normally aiming to set them at a level that appears to represent the market average. The pay of the Chief Executive Officer comprises a single fixed salary point - i.e., no banding. The CEO's pay is reviewed annually. Each year, the Trustees will consider whether an independent review of salaries is necessary. In reviewing the Charity's Remuneration Policy and annual increments, the Trustees will consider available advice and best practice, including, but not limited to, the NCVO's guidance on "Setting and Communicating Remuneration Policies".

Risk management

The Board of Trustees have a duty to identify and review the risks to which the Charity is exposed and to ensure that appropriate controls are in place to provide reasonable assurance against fraud and error. They have given careful consideration to the major risks to which the charity is exposed and are satisfied that the systems which they have established are effective in managing the risks.

The Board of Trustees annually reviews the Strategic Risk Register and to support the Board, each of the formal Board Committees takes a direct role in leading on the ongoing review of a group of identified risks from the register, which are reported to the Board at a minimum six monthly. At any stage as deemed relevant by trustees or the CEO and Senior Management Team there may be a more detailed review to test the effectiveness of our approach to risk management.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved by order of the Board of Trustees/Directors on 23 October 2023 and signed on its behalf by:

David Neale

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D Neale

Trustee

**HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE**

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES

YEAR ENDED 31 MARCH 2023

I report to the charity trustees on my examination of the accounts of the company for the year ended 31 March 2023 which are set out on pages 12 to 25.

Responsibilities and basis of report

As the charity trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your company's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of The Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

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

1. accounting records were not kept in respect of the company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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

Raymond Crace

.....
Raymond Crace FCA
146 New London Road
Chelmsford
CM2 0AW

25 October 2023

**HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE**

**STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND
EXPENDITURE ACCOUNT)**

YEAR ENDED 31 MARCH 2023

	Note	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £	Total Funds 2022 £
INCOME FROM:					
Donations	2	16,196	-	16,196	80,439
Charitable activities	3	205,994	543,320	749,314	701,969
Investments: Bank interest		2,025	-	2,025	-
Other trading activities: fundraising		27,983	-	27,983	16,094
Other income: Job Retention Scheme		-	-	-	1,431
TOTAL INCOME		252,198	543,320	795,518	799,933
EXPENDITURE ON:					
Raising funds		3,753	-	3,753	2,357
Charitable activities	4	283,120	512,192	795,312	749,174
TOTAL EXPENDITURE		286,873	512,192	799,065	751,531
NET INCOME / (EXPENDITURE)		(34,675)	31,128	(3,547)	48,402
Transfers between funds		-	-	-	-
NET MOVEMENT IN FUNDS		(34,675)	31,128	(3,547)	48,402
Reconciliation of funds:					
Total Funds brought forward		470,705	55,082	525,787	477,385
Total Funds carried forward		436,030	86,210	522,240	525,787

The charity has no recognised gains or losses other than the results for the period as set out above.

The notes on pages 15 to 25 form part of these financial statements.

**HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE
BALANCE SHEET
AS AT 31 MARCH 2023**

	Note	2023		2022	
		£	£	£	£
CURRENT ASSETS					
Debtors	7	61,867		65,552	
Cash at bank		479,568		510,796	
		<u>541,435</u>		<u>576,348</u>	
CREDITORS: Amounts falling due within one year					
	8	<u>(19,195)</u>		<u>(50,561)</u>	
NET CURRENT ASSETS			522,240		525,787
NET ASSETS			<u>522,240</u>		<u>525,787</u>
FUNDS OF THE CHARITY					
Restricted funds	10		86,210		55,082
Unrestricted funds	11		436,030		470,705
TOTAL CHARITY FUNDS			<u>522,240</u>		<u>525,787</u>

For the period ending 31 March 2023 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- i) The members have not required the company to obtain an audit of its accounts for the period in question in accordance with section 476;
- ii) The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These financial statements have been prepared in accordance with the special provisions for small companies under Part 15 of the Companies Act 2006.

These financial statements were approved by the Trustees on 23 October 2023 and are signed on their behalf by:

David Neale
.....

D Neale

Trustee

Company Registration Number: 10348139

The notes on pages 15 to 25 form part of these financial statements.

**HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE
STATEMENT OF CASH FLOWS
YEAR ENDED 31 MARCH 2023**

	Notes	Total 2023 £	Total 2022 £
Net movement in funds for the reporting period (as per the statement of financial activities)		(3,547)	48,402
Adjustments for:			
(Increase) / decrease in debtors	7	3,685	(24,272)
Increase / (decrease) in creditors	8	(31,366)	(7,835)
Cash flows from operating activities:			
Net cash provided by / (used in) operating activities		<u>(31,228)</u>	<u>16,295</u>
Cash flows from investing activities:			
Dividends, interest and rents from investments		-	-
Net cash provided by / (used in) investing activities		<u>-</u>	<u>-</u>
Change in cash and cash equivalents in the reporting period		(31,228)	16,295
Cash and cash equivalents brought forward		510,796	494,501
Cash and cash equivalents carried forward		<u>479,568</u>	<u>510,796</u>

The notes on pages 15 to 25 form part of these financial statements.

**HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 MARCH 2023**

1. ACCOUNTING POLICIES

a) Basis of accounting

The financial statements have been prepared in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), 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 (effective 1 January 2019) (Charities SORP FRS 102) and the Companies Act 2006.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

b) Legal Status

The charity is a company limited by guarantee and meets the definition of a public benefit entity under FRS102. It is incorporated in England and Wales and its registered address is Maldon District Council, Princes Road, Maldon, England, CM9 5DL.

c) Income

Income from donations and grants, including capital and government grants, is included in incoming resources when these are receivable, except as follows:

When donors specify that donations and grants given to the charity must be used in future accounting periods, the income is deferred until those periods.

When donors impose conditions which have to be fulfilled before the charity becomes entitled to use such income, the income is deferred and not included in incoming resources until the pre-conditions have been met.

When donors specify that donations and grants, including capital grants, are for particular restricted purposes, which do not amount to pre-conditions regarding entitlement, this income is included in incoming resources of restricted funds when receivable.

**HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE**

NOTES TO THE FINANCIAL STATEMENTS (continued)

YEAR ENDED 31 MARCH 2023

d) Expenditure

All expenditure is accounted for on an accruals basis and includes VAT as the charity is not VAT registered. Governance costs are associated with the governance arrangements of the charity. Support costs are apportioned between the funds based on budgeted expenditure at the start of the year.

e) Fixed Assets

Capital items costing in excess of £1,000 are capitalised. Depreciation is calculated so as to write off the cost of an asset, less its estimated residual value, over the useful economic life of that asset by the straight-line method.

There were no capitalised assets at the year-end date.

f) Debtors

Trade and other debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid.

g) Creditors and provisions

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

h) Fund accounting

Funds held by the charity are either:

Unrestricted general funds – these are funds which can be used in accordance with the charitable objects at the discretion of the trustees.

Designated funds – these are unrestricted funds that the Trustees have set aside for specific designated purposes.

Restricted funds – these are funds that can only be used for particular restricted purposes within the objects of the charity.

**HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE**

NOTES TO THE FINANCIAL STATEMENTS (continued)

YEAR ENDED 31 MARCH 2023

2. DONATIONS

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £	Total Funds 2022 £
Large donations	-	-	-	60,000
General donations	16,196	-	16,196	20,439
	<u>16,196</u>	<u>-</u>	<u>16,196</u>	<u>80,439</u>
<i>Total 2022</i>	<i>80,439</i>	<i>-</i>	<i>80,439</i>	

3. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £	Total Funds 2022 £
Grants to support charitable activities	30,994	467,122	498,116	445,801
Contracts to provide charitable activities	175,000	76,198	251,198	256,168
	<u>205,994</u>	<u>543,320</u>	<u>749,314</u>	<u>701,969</u>
<i>Total 2022</i>	<i>188,837</i>	<i>513,132</i>	<i>701,969</i>	

**HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE**

NOTES TO THE FINANCIAL STATEMENTS (continued)

YEAR ENDED 31 MARCH 2023

4. CHARITABLE EXPENDITURE

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £	Total Funds 2022 £
Service Delivery	-	16,858	16,858	11,724
Events	-	1,220	1,220	2,212
Staff costs	172,952	453,262	626,214	581,227
Home-Start UK Levy	12,000	-	12,000	10,000
Support costs:				
Rent and rates	11,940	-	11,940	11,940
Office costs	46,021	-	46,021	41,853
Equipment and materials	-	7,586	7,586	25,340
Travelling and expenses	-	26,670	26,670	12,500
Advertising	3,900	-	3,900	12,656
Training	-	6,596	6,596	11,870
Bank charges	72	-	72	113
Project costs	11	-	11	-
Other	23,786	-	23,786	16,220
Governance costs (note 5)	12,438	-	12,438	11,519
	<u>283,120</u>	<u>512,192</u>	<u>795,312</u>	<u>749,174</u>
<i>Total 2022</i>	<i>200,733</i>	<i>548,441</i>	<i>749,174</i>	

5. GOVERNANCE COSTS

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £	Total Funds 2022 £
Independent examination	1,525	-	1,525	1,525
Accounts preparation	2,775	-	2,775	2,835
Payroll fees	4,512	-	4,512	4,542
Fees payable to Independent Examiner	8,812	-	8,812	8,902
Other professional fees	3,626	-	3,626	2,617
	<u>12,438</u>	<u>-</u>	<u>12,438</u>	<u>11,519</u>

HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE
NOTES TO THE FINANCIAL STATEMENTS (continued)
YEAR ENDED 31 MARCH 2023

6. ANALYSIS OF STAFF COSTS

	2023	2022
	£	£
Wages and salaries	572,527	522,373
Social security costs	35,664	31,867
Pension costs	15,523	13,991
Staff expenses	2,500	12,996
	<u>626,214</u>	<u>581,227</u>

Staff costs are allocated between funds based upon the time spent by staff members on restricted charitable activities and administration.

None of the employees' emoluments exceeded £60,000.

None of the trustees or persons connected with them received any remuneration for their services.

The average number of employees during the year, by head count, was 41 (2022: 40).

The remuneration benefits of key management personnel totalled £47,947 (2022: £43,735).

HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE
NOTES TO THE FINANCIAL STATEMENTS (continued)
YEAR ENDED 31 MARCH 2023

7. DEBTORS

	2023	2022
	£	£
Trade debtors	60,434	29,167
Prepayments	1,433	1,433
Accrued income	-	34,952
	<u>61,867</u>	<u>65,552</u>

8. CREDITORS: Amounts falling due within one year

	2023	2022
	£	£
Trade creditors	1,298	9,222
Other creditors	143	3,089
Tax and social security	9,148	8,807
Accruals	8,606	5,115
Deferred income	-	24,328
	<u>19,195</u>	<u>50,561</u>

9. COMMITMENTS UNDER OPERATING LEASES

Total future minimum lease payments under non-cancellable operating leases are as follows:

	2023	2022
	£	£
Within one year	2,985	2,985
Between 2 and 5 years	-	-
	<u>2,985</u>	<u>2,985</u>

HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE

YEAR ENDED 31 MARCH 2023

10 RESTRICTED FUNDS

	Movement in resources:				Balance at 31/03/2023
	Balance at 01/04/2022	Income	Expenditure	Transfers	
	£	£	£	£	£
1) ABSS	-	70,960	(70,960)	-	-
2) BBC Children in Need	17,194	46,318	(46,076)	-	17,436
Essex Community Foundation:					
3) The Henry Smith Charity	15,000	-	(15,000)	-	-
4) Daphne Woodward	-	8,136	(8,136)	-	-
5) Neighbourly	700	1,000	(1,144)	-	556
6) Mid and South Essex Community Partnership	3,478	36,976	(29,227)	-	11,227
7) Braintree District & Eastlight Community Fund and Jean & Peter Davey Charitable Fund	750	25,670	(18,596)	-	7,824
8) Provide Foundation	-	19,500	(19,500)	-	-
9) Thriving Third sector - Digital Development	-	13,110	(4,860)	-	8,250
10) Fowler, Smith & Jones	-	3,000	(3,000)	-	-
11) Garfield Weston	-	25,000	(14,583)	-	10,417
Mulberry Trust:					
12) Mulberry - Core	1,667	8,333	(10,000)	-	-
13) Mulberry - Carver Barracks	-	5,177	(5,177)	-	-
14) Uttlesford District Council	-	8,250	(8,250)	-	-
15) ECC DC Locality Fund	-	6,981	(6,981)	-	-
16) ECC - Thriving Third Sector Fund	-	1,000	(1,000)	-	-
17) CCC - family group	2,500	-	(2,500)	-	-
18) Rochford District Council	-	1,000	(1,000)	-	-
Home-Start UK:					
19) Pears Recovery and Resilience	8,420	-	(8,420)	-	-
20) Masonic	850	-	(850)	-	-
21) A Warm Spaces Cost of Living Award	-	1,000	-	-	1,000
22) Brook Trust	-	2,800	(1,250)	-	1,550
23) Volunteering Futures	-	5,000	(4,640)	-	360
National Lottery :					
24) National Lottery Community Fund	-	211,197	(190,469)	-	20,728
25) Awards for All	3,940	9,999	(12,608)	-	1,331
26) Essex Youth Trust	583	2,917	(3,500)	-	-
27) Community Initiatives Fund	-	1,743	(1,392)	-	350
28) Co-Op Community Fund	-	1,265	-	-	1,265
29) The Places Foundation	-	5,000	(5,000)	-	-
30) Southend City Council: UK Shared Prosperity Fund	-	5,238	(4,640)	-	598
31) Tesco Groundwork UK (SR)	-	1,000	(98)	-	902
32) Tesco Groundwork UK (WB)	-	750	-	-	750
33) Anonymous	-	15,000	(13,333)	-	1,667
	<u>55,082</u>	<u>543,320</u>	<u>(512,192)</u>	<u>-</u>	<u>86,210</u>

HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE
NOTES TO THE FINANCIAL STATEMENTS (continued)
YEAR ENDED 31 MARCH 2023

10 RESTRICTED FUNDS

The purposes of the restricted funds are as detailed below:

- 1) ABSS: To fund a home-visiting volunteer service for families within Southend.
 - 2) BBC CIN: To fund Family Groups in Chelmsford, Witham, Basildon and Maldon.
 - 3) ECF The Henry Smith Charity: To fund core costs.
 - 4) ECF Daphne Woodward: To fund family holidays to families living in Essex.
 - 5) ECF Neighbourly: To fund the purchase of food & basic essentials to families in Essex.
 - 6) ECF Mid and South Essex Community Partnership Grants Programme: To fund well-being
 - 7) ECF Braintree District & Eastlight Community Fund and Jean & Peter Davey Charitable fund: To support families with preschool aged children through family wellbeing groups.
 - 8) ECF Provide Foundation: To fund core costs
 - 9) ECF Thriving Third Sector Fund: To upskill the communications and marketing team
 - 10) Fowler, Smith, & Jones: A contribution towards core costs including central overheads.
 - 11) Garfield Weston: A contribution towards core costs including central overheads.
 - 12) Mulberry - Core: Funding towards the Fundraising and Marketing manager's salary.
 - 13) Mulberry - Carver Barracks: To run a parent support group in Saffron Walden, for a period of two school terms.
 - 14) Uttlesford District Council: To fund home-visiting support in Uttlesford.
 - 15) ECC - Locality Fund: To fund the costs of a family group delivered in the St Andrews ward, in Chelmsford.
 - 16) ECC - Thriving Third Sector Fund: Thrive programme bursary
 - 17) Chelmsford City Council: contribution towards the delivery of 2 family groups in Chelmsford.
 - 18) Rochford District Council: A contribution towards core costs of service delivery in Rochford.
 - 19) Home-Start UK-Pears Recovery & Resilience: To contribute towards IT development.
 - 20) Home-Start UK-Masonic: To fund our Big Hopes Big Futures (BHBF) school readiness programme.
 - 21) Home-Start UK: Contributing towards creating warm spaces for families during the winter.
 - 22) Home-Start UK: Learn, Test, Change Governance Groups: In support of The Chair's participation in all learning group discussions on supporting communities.
 - 23) Home-Start UK: To attract and recruit new volunteers through community engagement and promotion.
 - 24) National Lottery Community Fund: To fund home-visiting, well-being and family groups throughout Mid, South and West Essex.
 - 25) National Lottery Awards for All: To fund a family group in Uttlesford.
 - 26) The Essex Youth Trust: To contribute towards core costs.
 - 27) Community Initiatives Fund: To fund a Family Support Worker working with complex families, in Castle Point and Rochford.
 - 28) Co-Op Community Fund: Contribute towards cost of training and retention of family support volunteers.
 - 29) The Places Foundation: To support the delivery of volunteer training and support for our volunteer co-ordinator.
 - 30) Southend City Council: To deliver a range of impactful volunteering opportunities throughout Southend.
 - 31) Tesco - Groundwork UK (SF): To purchase school readiness resources in the Saffron Walden area.
 - 32) Tesco - Groundwork UK (SF): To deliver one to one well-being support to families.
 - 33) Anonymous - Allocated to funding to digital development and to contribute towards the salary of the volunteer co-ordinator.
-

HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE
NOTES TO THE FINANCIAL STATEMENTS (continued)
YEAR ENDED 31 MARCH 2023

10 RESTRICTED FUNDS

Prior year restricted funds movement:

	Balance at 01/04/2021 £	Movement in resources:			Balance at 31/03/2022 £
		Income £	Expenditure £	Transfers £	
1) ABSS	7,341	72,855	(80,196)	-	-
2) BBC Children in Need	20,301	44,502	(47,609)	-	17,194
Essex Community Foundation:					
3) Healthwatch	1,250	-	(1,250)	-	-
4) The Henry Smith Charity	15,000	60,000	(60,000)	-	15,000
5) Braintree District and Greenfields Community Fund	679	-	(679)	-	-
6) Daphne Woodward	750	3,168	(3,918)	-	-
7) Frank Litchfield General Charitable Trust	6,900	-	(6,900)	-	-
8) Neighbourly	-	1,000	(300)	-	700
9) Turncole Wind Farm Community Benefit Fund	1,775	-	(1,775)	-	-
10) Mid and South Essex Community Partnership	-	18,488	(15,010)	-	3,478
11) Braintree District & Eastlight Community Fund and Jean & Peter Davey Charitable Fund	-	3,303	(2,553)	-	750
Mulberry Trust:					
12) Mulberry - Uttlesford	355	-	(355)	-	-
13) Mulberry - Core	5,320	10,000	(13,653)	-	1,667
14) Mulberry - Perinatal	7,172	-	(7,172)	-	-
15) Uttlesford District Council	1,621	10,500	(12,121)	-	-
16) ECC Warm & Safe	8,813	36,594	(45,407)	-	-
17) ECC Covid Response Fund	-	40,171	(40,171)	-	-
18) CCC - family group	-	6,000	(3,500)	-	2,500
19) People's Postcode Lottery	6,484	-	(6,484)	-	-
Home-Start UK:					
20) Pears Recovery and Resilience	-	9,709	(1,289)	-	8,420
21) Masonic	1,094	4,374	(4,618)	-	850
National Lottery :					
22) National Lottery Community Fund	-	166,501	(166,501)	-	-
23) Coronavirus Community Support Fund	2,956	-	(2,956)	-	-
24) Awards for All	-	9,456	(5,516)	-	3,940
25) Basildon Council Mental Health Fund	2,580	-	(2,580)	-	-
26) Essex Youth Trust - Covid 19	-	3,500	(2,917)	-	583
27) CCC Business Adaptation	-	4,140	(4,140)	-	-
28) Other restricted funds	-	8,871	(8,871)	-	-
	<u>90,391</u>	<u>513,132</u>	<u>(548,441)</u>	<u>-</u>	<u>55,082</u>

HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE
NOTES TO THE FINANCIAL STATEMENTS (continued)
YEAR ENDED 31 MARCH 2023

10 RESTRICTED FUNDS

The purposes of the restricted funds are as detailed below:

- 1) ABSS: To fund a home-visiting volunteer service for families within Southend.
- 2) BBC CIN: To fund Family Groups in Chelmsford, Witham, Basildon and Maldon.
- 3) ECF Healthwatch: To fund research into perinatal mental health services in West Essex and deliver an elpitha programme in West Essex.
- 4) ECF The Henry Smith Charity: To fund core costs.
- 5) ECF Greenfields: To fund well-being groups and fitness and fun in Braintree.
- 6) ECF Daphne Woodward: To fund family holidays to families living in Essex.
- 7) ECF Frank Lichfield: To fund fitness and fun groups in Burnham-on-Crouch and Southminster.
- 8) ECF Neighbourly: To fund the purchase of food & basic essentials to families in Essex.
- 9) ECF Turncole Wind Farm: To fund fitness and fun groups in Burnham-on-Crouch and Southminster.
- 10) ECF Mid and South Essex Community Partnership Grants Programme: To fund well-being support to families in Mid and South Essex.
- 11) ECF Braintree District & Eastlight Community Fund and Jean & Peter Davey Charitable fund: To support families with preschool aged children through family wellbeing groups.
- 12) Mulberry Trust: To fund Family, Friendship and Fun Groups in Uttlesford.
- 13) Mulberry - Core: Funding towards the Fundraising and Marketing manager's salary.
- 14) Mulberry - Harlow: To fund perinatal work in Harlow.
- 15) Uttlesford District Council: To fund home-visiting support in Uttlesford.
- 16) ECC Warm & Safe: To fund the delivery of an immediate response for families in need of additional support through the pandemic with children under the age of 5 years.
- 17) ECC VCS COVID Response Fund: To fund service delivery costs and the salary of a Volunteer Co-ordinator.
- 18) Chelmsford City Council: contribution towards the delivery of 2 family groups in Chelmsford.
- 19) Postcode Community Lottery: To fund a family group in Braintree and Halstead.
- 20) Home-Start UK-Pears Recovery & Resilience: To contribute towards IT development.
- 21) Home-Start UK-Masonic: To fund our Big Hopes Big Futures (BHBF) school readiness programme.
- 22) National Lottery Community Fund: To fund home-visiting, well-being and family groups throughout Mid, South and West Essex.
- 23) National Lottery Community Fund – Coronavirus Community Support Fund: To fund the adaption of delivering our services remotely. The balance of £2,956 was spent on computer equipment.
- 24) National Lottery Awards for All: To fund a family group in Uttlesford.
- 25) Basildon District Council: To fund mental health well-being groups in Basildon.
- 26) The Essex Youth Trust: To contribute towards core costs.
- 27) CCC Business Adaptation grant: To fund IT equipment.
- 28) Other restricted funds include small grants received for specific purposes.

HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE
NOTES TO THE FINANCIAL STATEMENTS (continued)
YEAR ENDED 31 MARCH 2023

11 UNRESTRICTED FUNDS

	Movement in resources:				Balance at 31/03/2023
	Balance at 01/04/2022	Income	Expenditure	Gains, losses & transfers	
	£	£	£	£	£
General unrestricted funds	457,743	252,198	(286,873)	-	423,068
Designated funds	12,962	-	-	-	12,962
	<u>470,705</u>	<u>252,198</u>	<u>(286,873)</u>	<u>-</u>	<u>436,030</u>

Designated funds relate to donations received that are intended for use in specific areas of Essex.

12 ANALYSIS OF NET ASSETS (between restricted and unrestricted funds)

	Tangible fixed assets	Other net assets	Total 2023	Total 2022
	£	£	£	£
General unrestricted	-	423,068	423,068	457,743
Designated	-	12,962	12,962	12,962
Total unrestricted	<u>-</u>	<u>436,030</u>	<u>436,030</u>	<u>470,705</u>
Restricted	-	86,210	86,210	55,082
	<u>-</u>	<u>522,240</u>	<u>522,240</u>	<u>525,787</u>

13 RELATED PARTY TRANSACTIONS

One trustee was repaid for expenses of £83 in the year. (2022 - £0)

14 COMPANY LIMITED BY GUARANTEE

Every member of the company undertakes to contribute to the assets of the Company in the event of the same being wound up during the time he/she is a member, or within one year afterwards, for the payments of the debts and liabilities of the company contracted before the time at which he/she ceases to be a member and of the costs, charges and expenses of winding up the same, and for the adjustments of the rights of the contributors among themselves such amount as may be required not exceeding one pound.

HOME-START ESSEX

England & Wales - Charity number 1170940

Accounts

COMPANY REGISTRATION NUMBER : 10348139

**HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE
UNAUDITED FINANCIAL STATEMENTS
31 MARCH 2022**

Charity Number : 1170940



Edmund Carr LLP
Chartered Accountants
146 New London Road
Chelmsford
Essex
CM2 0AW

**HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE
FINANCIAL STATEMENTS
YEAR ENDED 31 MARCH 2022**

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**HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE**

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 MARCH 2022

The Trustees, who are also Directors of the Charity for the purposes of the Companies Act 2006, present their report with the financial statements of the Charity for the period ended 31 March 2022. The Trustees/Directors have prepared the accounts in accordance with the Charities Act 2011, the Companies Act 2006 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

10348139 (England and Wales)

Registered Charity number

1170940

Registered office

Home-Start Essex
Unit 16D
Reeds Farm Estate
Roxwell Road
Chelmsford
Essex CM1 3ST

Trustees

Roselyn Bullen-Bell – appointed 16/09/2022

Johanna Burnett – appointed 20/08/2021

Bryan Burrough

Karl Davies – resigned 15/07/2022

Diane Deans – resigned 28/02/2022

Rebecca Dixon

Clare Dorothy - resigned 21/05/2021

Trudy Nash – resigned 20/05/2022

David Neale

Neil Oakley – appointed 1/10/2022

Nerisha Sethi – resigned 16/09/2022

Lance Spring

Sarah St. Pierre (Chair)

Dawn Taylor – appointed 16/09/2022

Ann Tomlins

Company Secretary

David Neale

Chief Executive Officer

Nicola O'Brien

HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE
TRUSTEES' ANNUAL REPORT (continued)
YEAR ENDED 31 MARCH 2022

Ambassadors

Rex Howling KC
Lady Rosemary Ruggles-Brise
John Whittingdale MP OBE

Members Guarantee

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

Independent examiner

Raymond Crace FCA
Edmund Carr LLP
146 New London Road
Chelmsford
Essex
CM2 0AW

OBJECTIVES AND ACTIVITIES

Objectives and aims

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 care;*

Principally, but not exclusively, within the area of Essex and its environs.

The vision of the Charity, as captured in our Strategic Plan is:

“For every child and young person in Essex to grow up in a family that is strong and resilient and able to access the support they need, when and where they need it.”

The Charity’s Mission Statement is:

“To provide high-quality, family-led services, by ourselves and in collaboration with others, which enable families to be strong and resilient.”

**HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE**

TRUSTEES' ANNUAL REPORT (continued)

YEAR ENDED 31 MARCH 2022

The financial year to 31 March 2022 was our fifth full year of trading, and was a year where we asked our families, volunteers and staff their views on the services which had of necessity been adapted during the pandemic, and whether they felt that any of the changes we had made, such as virtual support, should be continued as part of our core model for the future. This feedback enabled us to continue to be flexible with our methods of delivery as needed through periods of reduced COVID-19 restrictions, to returning to increased restrictions during the winter months of 2021-2022. Uncertainties during this time underpinned our ambitions for further digital developments within our website design, social media, and improving communication channels with staff, volunteers and families.

A key focus of our support to families remains our volunteer Home-Visiting services, alongside Group, School Readiness programmes and Wellbeing services. We have seen how social isolation caused by lock-downs during the pandemic has directly impacted on the emotional, mental health and wellbeing of both parents/carers and their children, therefore, wellbeing support has become an integral part of our service provision to families. All of the developments in our support to families are based on the belief that all children need a happy and secure childhood to help them to achieve their full potential and that underpinning this is a need for parents/carers to have the opportunity to have someone they trust alongside them to help them navigate when times are difficult.

Public Benefit

The Trustees confirm that they have reviewed the Charity Commission's guidance on public benefit, including guidance on charging for services, when setting and reviewing the aims and objectives of the Charity and making plans for the future.

The Charity currently provides services at no cost to beneficiaries, and is funded through applications to the National Lottery Community Fund, public sector bodies, trusts and charities, and through community fundraising, individual giving and sponsorship. In the future, fees may be charged for some services; however, the Trustees would, at all times, be mindful of the needs of those living on low incomes and on benefits, when setting fees, charges and concessions.

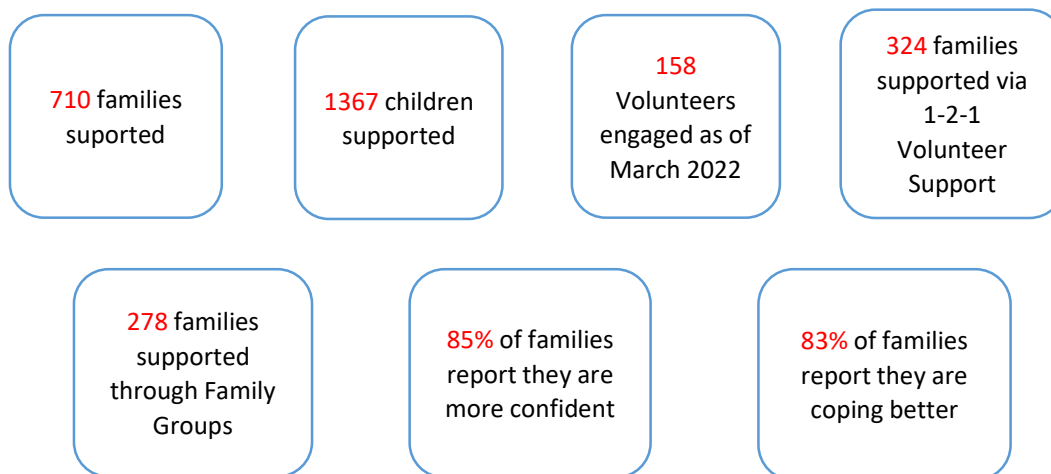
Home-Start Essex recruits and trains volunteers, who have parenting experience or experience of working with families with children. They provide regular weekly home-based support to families, usually with, at least, one child under five, and struggling with a wide range of factors affecting their ability to cope. They offer friendly and informal confidential support to help parents build their confidence, resilience and to improve their wellbeing. Volunteers also provide support via telephone befriending, at the family groups, wellbeing group crèche, family events, fundraising events and other special projects, and are supervised, supported and receive ongoing training from experienced Co-ordinators.

Home-Start Essex's support of parents and children helps them to grow in confidence, strengthens their relationships, builds local supportive networks within the community and so ensures that children are given the best possible start in life.

HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE
TRUSTEES' ANNUAL REPORT (continued)
YEAR ENDED 31 MARCH 2022

ACHIEVEMENTS AND PERFORMANCE

Through the Charity's work, the Trustees/Directors are pleased to report the following Outputs and Outcomes as highlights for the financial year to 31 March 2022:



Early in 2021-2022 we started to see the direct impact of social isolation on families with pre-school children: an impact on parental and child/infant mental health and wellbeing, on children's learning, development and social interactions skills, nutrition, family finances and poverty and increased safeguarding issues, resulting in multiple and more complex issues for families that require enhanced support from Home-Start Essex.

Pandemic related funding opportunities have enabled us to enhance our wellbeing programme with continued telephone befriending, online wellbeing groups and Dads' wellbeing groups. However, as restrictions relaxed and we were able to return to face to face support, there was a strong desire from families to be together, to meet in a group environment. A hybrid Family/Wellbeing Group has also been successfully delivered with a focus on wellbeing for the whole family. We were able to extend our reach with Family Groups across the South and West quadrants of the County by opening new groups in Basildon and Epping Forest. This resulted in 278 families being supported through family groups, despite delivering online and through outdoor groups for part of the year. In addition, in response to the increased need of parents to manage children's challenging behaviour as a result of social isolation, we have provided behavioural workshops and additional training for staff and volunteers to improve their skills.

In combination with our core services, this expansion of our service provision has enabled us to support the emerging, wider needs of families, as they become apparent following the pandemic. We have been able to support 710 families, an increase of 76 from the previous year. We have also been able to complement our family support as a conduit for the Household Fund, which has been a vital means of financial support for the most economically deprived families we support.

HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE
TRUSTEES' ANNUAL REPORT (continued)
YEAR ENDED 31 MARCH 2022

We have been extremely conscious of our need to build our volunteer capacity, increasing our focus and support to volunteers, and looking to broaden the scope of volunteer opportunities. To this end, we have been fortunate in securing funding to appoint a Volunteer Co-ordinator to lead on our volunteer strategy and recruitment. Although we lost volunteers through the year due to the continued barriers people felt, we were still able to successfully recruit volunteers and end the year with 158.

As we emerged from the pandemic, families have told us that support from Home-Start Essex has been more vital than ever. Many statutory services are offering online provision, but many in-person visits and groups are no longer available. At Home-Start Essex we continue to strive to meet the in-built demand for family support services that social isolation has left the current generation of pre-school families with. Our performance measures reflect that families feeling more confident after support remains high at 85%, and has increased on last year from 80% to 83% where families report that they are coping better following support.

Fundraising activities

Our income was again influenced by the impact of the COVID-19 pandemic. On a positive note, our income from Charitable Activities rose from £670,842 to £701,969 with the help of the Essex County Council COVID Response grant of £40,171. We continue to be well supported by the National Lottery Community Fund, The Henry Smith Charity and Children in Need. We continue to work closely with the Essex Community Foundation and were successful in receiving a grant from the Mid and South Essex Community Partnership Programme to enhance health and wellbeing outcomes. However, our fundraising events were still curtailed by the pandemic in the early part of the year, although we were able to carry out more events than the previous year. So our income from Fundraising rose from £2,332 to £16,094.

The donation income fell from £117,857 to £80,439 but was still substantially boosted by our anonymous donor's contribution of £60,000, down from £80,000 the previous year.

Commission income rose from £242,813 to £256,168 with the first year of our latest contract from the Essex Child and Family Wellbeing Service (ECFWS) sub-contracted by HCRG Care Group. This contract covers our geographic footprint in Essex. We saw increased income from our home-visiting volunteer service contract with A Better Start Southend (ABSS).

We reviewed our Fundraising Strategy during the year and have decided to recruit a Corporate and Community Fundraising Assistant. This is to help us fulfil our strategic aim of diversifying our income sources away from an over-reliance on grant income. We are also looking to improve our Impact reporting including the possible use of Social Value reporting. Finally, we are investigating the potential to provide peri-natal services.

**HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE
TRUSTEES' ANNUAL REPORT (continued)
YEAR ENDED 31 MARCH 2022**

PLANS FOR FUTURE PERIODS

During 2020-2021 we moved to a model of home-working due to the pandemic. Subsequently, the annual staff survey results have confirmed that the staff team were happy to adopt a model of hybrid working. During this past year the Board and CEO have developed a staff and volunteer wellbeing strategy to support this model, and ensure that, considering the nature of, at times, complex family support needs, we have in place a robust wellbeing programme.

We have established Staff Wellbeing Champions and also a Staff survey working group, to take forward recommendations for improvements, including working practices and use of IT, that are being incorporated into the Annual Plan of priorities and objectives. In addition to this, as a result of the pressures brought about by the pandemic, we introduced a pilot providing external staff support facilitated group sessions; these have proved to be invaluable in providing additional wellbeing support and the provision has been extended to all service delivery staff.

Since deciding to continue some of our adapted services alongside our core services, family feedback has become invaluable in ensuring we are meeting the needs of families and achieving outcomes. To this end we completed a further annual family survey, and have begun to introduce 6 and 12 month follow-up surveys with families that have moved on from Home-Start, to understand our longer-term impact.

We also produced our first annual Impact report, and held our first Stakeholder event, to provide an overview of our Impact, and also the opportunity to external stakeholders to give their own feedback on the Home-Start Essex service provision.

As a Board, CEO and Senior Management Team we reviewed our progress against our Annual Plan in October 2021, to give us the opportunity to assess our position and to flex our objectives according to the continuously changing landscape, as we emerge from the unprecedented pandemic period.

The Trustees and CEO continue to meet bi-annually to review and update the Annual Plan, which underpins the ambitions of the Strategic Plan 2019-2024. The strategic focus of our service delivery continues to be modelled on four key themes - wellbeing, parenting, social isolation and school readiness, in order to support families on their journey to be happy, healthy and resilient within their community.

The Strategic aims and priorities of the plan will ensure that we continue to achieve efficiencies and improvements to support the delivery of high quality services, which we aim to provide to families. This has been supported by the engagement in the Thrive Programme via Essex Community Foundation and in partnership with Cranfield Trust, to develop infrastructure efficiencies, and additional support via Cranfield Trust to improve digital efficiencies through our client relationship management system. The overarching aim is to achieve longer-term financial sustainability given our fundraising position and plans.

The Trustees and staff of Home-Start Essex will continue to look forward and seek opportunities to develop our services further, taking into account the changing external factors impacting on family lives. Informed by feedback from the families, volunteers, staff and our partner organisations, we will also continue to strengthen and to demonstrate the outcomes and impact of our work with children and families.

HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE
TRUSTEES' ANNUAL REPORT (continued)
YEAR ENDED 31 MARCH 2022

FINANCIAL REVIEW

In the financial year to 31 March 2022, the Statement of Financial Activities shows a Net Movement in funds of £48,402 for the year, which means that with the Total Funds brought forward figure of £477,385, we carry forward into the next financial year, a balance of £525,787.

	2022	2021
	£	£
Total Income	799,933	821,377
Total expenditure	<u>751,531</u>	<u>621,017</u>
Net Income	<u>48,402</u>	<u>200,360</u>

The substantial reduction in the Charity's net surplus was almost entirely due to an increase in expenditure of £130,514 (21%), and this takes us back to where we were prior to the COVID-19 pandemic. During the year, the service delivery gradually increased as the situation improved, but costs also rose as we needed to find new ways of coping with the expected and significant increase in demand.

The income for the year, comprising Donations of £80,439, income from Charitable Activities of £701,969, income from other trading activities - fundraising of £16,094 and the income of £1,431 from the Job Retention Scheme, was £21,444 (2.6%) lower than the previous year. Donations were 31.7% lower than last year, but this was expected after the extraordinary generosity displayed during the pandemic. The largest donation was the £60,000 from our very generous anonymous donor, which came through the Essex Community Foundation. Over the last three years, this donation has totalled £180,000, and Home-Start Essex is so grateful to the organisation concerned.

Income from Charitable Activities, comprising Grants of £445,801 and receipts from Contracts of £256,168, was 4.6% higher than last year. During the year, we were pleased to receive substantial grant income from several organisations including The National Lottery Community Fund (£166,501) and BBC Children in Need (£44,502). We were also, once again, grateful to the Essex Community Foundation, through which we received funds from various organisations totalling £85,959 including the grant from The Henry Smith Charity (£60,000). In addition, Essex County Council, through its Warm & Safe and COVID funds, asked Home-Start Essex to distribute more than £75,000 to families in need of financial support. As reported under Fundraising Activities (above), Contract income increased with services provided to HCRG Care Group (£175,000), A Better Start Southend and Tavistock Relationships. As always we send our sincerest thanks to all those named above, and to all our many other funders and donors, for their support for our services during, what has been another very difficult year for the families in Essex that we work to support.

HOME-START ESSEX LIMITED COMPANY LIMITED BY GUARANTEE

TRUSTEES' ANNUAL REPORT (continued)

YEAR ENDED 31 MARCH 2022

As mentioned above, as the Charity rebuilt its services as the most serious restrictions COVID-19 reduced, so expenditure on both its traditional and new methods of delivery increased. Staffing costs continued to be by far the largest element of our expenditure at £581,227 (77.3%), and this figure was £87,673 (17.8%) higher than last year, but interestingly, was only 2.3% higher than it had been the previous year. Although several items of expenditure such as Service Delivery, Office Costs, Travelling Expenses, Training and Governance, were either stable or went back to the level of the previous year, there were some major changes that happened as service delivery methods changed. With the use of offices changing, the cost of Rent and Rates were only £11,940, against £17,844 last year, and £27,902 in 2019/20. Due to the increasing use of technology, the cost of Equipment and materials increased from £10,512 to £25,340.

The Trustees are confident that there are sufficient funds, both available and due to be received, to support the services being delivered by Home-Start Essex for, at least, the next twelve months. However, several of our key grants are coming to an end during the year 2022/23 and our new fundraising team will be working hard to replace this income, either with new grants or contracts, or through developing new sources. Monitoring procedures are in place to identify when grants are due to end, so that an early decision can be made, to either allocate alternative funding, or to re-plan service delivery.

Reserves Policy

The total funds held by the charity at the 31 March 2022, amounted to £525,787, of which £55,082 were restricted funds and £470,705 were unrestricted funds. The Home-Start Essex reserves policy is to hold sufficient funds to cover three to six months' expenditure. As of 31st March, 2022, based on the Unrestricted Funds held, this target was exceeded, and, using the same measure, the figure at 31st March, 2023, is expected to be within the target range.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

Home-Start Essex is a registered Charity, number 1170940 (Registered in England and Wales), and a Company Limited by Guarantee, number 10348139, as defined by the Companies Act 2006.

Home-Start Essex is controlled by its governing document, a Memorandum and Articles of Association, dated 11 July 2016, and also abides by its Agreement with Home-Start UK. During 2021 Home-Start UK commenced a large piece of work, in conjunction with local Home-Starts, to look at developing a Strategic Framework for the Home-Start Federation, and also to review the Home-Start Agreement, the Governance Framework and mandatory requirements, for us to operate as a local Home-Start. Following a period of consultation this is due to be completed by the end of 2022.

HOME-START ESSEX LIMITED COMPANY LIMITED BY GUARANTEE

TRUSTEES' ANNUAL REPORT (continued)

YEAR ENDED 31 MARCH 2022

Governance

The Trustees are responsible for formulating the strategy, and ensuring compliance with policies, for Home-Start Essex, and for meeting regularly as necessary, in accordance with the procedures stipulated in the Articles of Association. The Trustees annually review Board performance and make changes to the frequency and arrangements for Board meetings. As a result of changes made during the pandemic, we have now moved to a hybrid approach with some meetings in person and some virtually. Home-Start Essex has a Scheme of Delegation in place for the four committees of the Board, which are Safeguarding, Operations and Governance, Finance and Business Development and Human Resources Management, and formally report to the Board at each Board meeting. The Trustees ensure that Home-Start Essex complies with all requirements of its Agreement with Home-Start UK, and with the Home-Start Quality Assurance system. We are required to report regularly on our compliance with the Quality Standards and are subject to external Quality Assurance reviews. We are also required to adopt and implement all mandatory policies provided by Home-Start UK. Home-Start Essex also leverages Home-Start UK model policies and produces its own additional policies as necessary.

Recruitment and appointment of new Trustees

Home-Start Essex regularly reviews the skills of Trustees and identifies any specific skills gaps, and we endeavour to actively recruit new Trustees with those skills. We also take into consideration the need to have a succession plan, either by preparing existing Trustees to take on lead roles, or by actively advertising for Trustees, so that we reduce the risk of losing essential skills on the Board. We seek to have a Board, which embraces the principles of Equality, Equity, Fairness, Diversity and Inclusion, and are representative of the population of Essex.

The Board of Trustees has established procedures for recruiting and appointing Trustees, including informal visits or discussions, formal application and interview, consideration by the full Board of Trustees, and election by a majority of votes. We have also introduced a new role of Special Advisor in order to strengthen and broaden the specialist support to our committees and the Board, for those who may not be able to commit to, or do not wish to have, a role as a Trustee, or who may wish to consider this role in the future.

Induction and training of new Trustees

Home-Start Essex is committed to full induction and ongoing training of Trustees. A comprehensive induction pack and plan is agreed with all new Trustees, tailored to individual needs and previous experience, which includes meeting with operational staff, and opportunities to meet with families and volunteers. A Trustee Code of Conduct is signed by all new Trustees and under the new Home-Start UK Agreement, all Trustees will be expected to complete the Home-Start UK induction within six months of becoming a Trustee. The Chair meets regularly with Trustees in order to continually learn, and provide development opportunities, in support of the organisation.

**HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE**

TRUSTEES' ANNUAL REPORT (continued)

YEAR ENDED 31 MARCH 2022

Arrangements for setting pay and remuneration of key management

When determining the salaries for key management posts, Trustees collect information about comparable roles in other voluntary organisations as well as across the Home-Start Federation. This information is used to benchmark the Charity's salaries, normally aiming to set them at a level that appears to represent the market average. The pay of the Chief Executive Officer comprises a single fixed salary point - i.e. no banding. The CEO's pay is reviewed annually. Each year, the Trustees will consider whether an independent review of salaries is necessary. In reviewing the Charity's Remuneration Policy and annual increments, the Trustees will consider available advice and best practice, including, but not limited to, the NCVO's guidance on "Setting and Communicating Remuneration Policies".

Risk management

The Trustees have a duty to identify and review the risks to which the Charity is exposed; to ensure that appropriate controls are in place to provide reasonable assurance against fraud and error. The Strategic Risk Register is formed of individual risk registers managed by each of the Committees of the Board. These are reviewed every six months; more frequently if the need arises, and any changes are reported by the committees to the Board. The Strategic Risk Register is reviewed once a year by the CEO and by the Board of Trustees.

A supplemental risk register was developed in response to the COVID-19 pandemic. The Trustees are satisfied that systems and procedures are in place to mitigate exposure to such risks, and benefit from strong support of funders/stakeholders.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved by order of the Board of Trustees/Directors on 28 October 2022 and signed on its behalf by:

David Neale

D Neale

Trustee

**HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE**

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES

YEAR ENDED 31 MARCH 2022

I report to the charity trustees on my examination of the accounts of the company for the year ended 31 March 2022 which are set out on pages 12 to 25.

Responsibilities and basis of report

As the charity trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your company's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of The Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

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

1. accounting records were not kept in respect of the company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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

Raymond Crace

Raymond Crace FCA
146 New London Road
Chelmsford
CM2 0AW

14 November 2022

**HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE**

**STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND
EXPENDITURE ACCOUNT)**

YEAR ENDED 31 MARCH 2022

	Note	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £	Total Funds 2021 £
INCOME FROM:					
Donations	2	80,439	-	80,439	117,857
Charitable activities	3	188,837	513,132	701,969	670,842
Other trading activities: fundraising		16,094	-	16,094	2,332
Other income: Job Retention Scheme		1,431	-	1,431	30,346
TOTAL INCOME		286,801	513,132	799,933	821,377
EXPENDITURE ON:					
Raising funds		2,357	-	2,357	-
Charitable activities	4	200,733	548,441	749,174	621,017
TOTAL EXPENDITURE		203,090	548,441	751,531	621,017
NET INCOME / (EXPENDITURE)		83,711	(35,309)	48,402	200,360
Transfers between funds		-	-	-	-
NET MOVEMENT IN FUNDS		83,711	(35,309)	48,402	200,360
Reconciliation of funds:					
Total Funds brought forward		386,994	90,391	477,385	277,025
Total Funds carried forward		470,705	55,082	525,787	477,385

The charity has no recognised gains or losses other than the results for the period as set out above.

The notes on pages 15 to 25 form part of these financial statements.

**HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE
BALANCE SHEET
AS AT 31 MARCH 2022**

	Note	2022		2021	
		£	£	£	£
CURRENT ASSETS					
Debtors	7	65,552		41,280	
Cash at bank		510,796		494,501	
		<u>576,348</u>		<u>535,781</u>	
CREDITORS: Amounts falling due within one year					
	8	<u>(50,561)</u>		<u>(58,396)</u>	
NET CURRENT ASSETS			525,787		477,385
NET ASSETS			<u>525,787</u>		<u>477,385</u>
FUNDS OF THE CHARITY					
Restricted funds	10		55,082		90,391
Unrestricted funds	11		470,705		386,994
TOTAL CHARITY FUNDS			<u>525,787</u>		<u>477,385</u>

For the period ending 31 March 2022 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- i) The members have not required the company to obtain an audit of its accounts for the period in question in accordance with section 476;
- ii) The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These financial statements have been prepared in accordance with the special provisions for small companies under Part 15 of the Companies Act 2006.

These financial statements were approved by the Trustees on 28 October 2022 and are signed on their behalf by:

David Neale

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D Neale

Trustee

Company Registration Number: 10348139

The notes on pages 15 to 25 form part of these financial statements.

**HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE
STATEMENT OF CASH FLOWS
YEAR ENDED 31 MARCH 2022**

	Notes	Total 2022 £	Total 2021 £
Net movement in funds for the reporting period (as per the statement of financial activities)		48,402	200,360
Adjustments for:			
(Increase) / decrease in debtors	7	(24,272)	40,372
Increase / (decrease) in creditors	8	(7,835)	1,781
Cash flows from operating activities:			
Net cash provided by / (used in) operating activities		<u>16,295</u>	<u>242,513</u>
Cash flows from investing activities:			
Dividends, interest and rents from investments		<u>-</u>	<u>-</u>
Net cash provided by / (used in) investing activities		<u>-</u>	<u>-</u>
Change in cash and cash equivalents in the reporting period		16,295	242,513
Cash and cash equivalents brought forward		494,501	251,988
Cash and cash equivalents carried forward		<u>510,796</u>	<u>494,501</u>

The notes on pages 15 to 25 form part of these financial statements.

HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 MARCH 2022

1. ACCOUNTING POLICIES

a) Basis of accounting

The financial statements have been prepared in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), 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 (effective 1 January 2019) (Charities SORP FRS 102) and the Companies Act 2006.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

b) Legal Status

The charity is a company limited by guarantee and meets the definition of a public benefit entity under FRS102. It is incorporated in England and Wales and its registered address is Unit 16D Reeds Farm Estate, Roxwell Road, Chelmsford, Essex, CM1 3ST.

c) Income

Income from donations and grants, including capital and government grants, is included in incoming resources when these are receivable, except as follows:

When donors specify that donations and grants given to the charity must be used in future accounting periods, the income is deferred until those periods.

When donors impose conditions which have to be fulfilled before the charity becomes entitled to use such income, the income is deferred and not included in incoming resources until the pre-conditions have been met.

When donors specify that donations and grants, including capital grants, are for particular restricted purposes, which do not amount to pre-conditions regarding entitlement, this income is included in incoming resources of restricted funds when receivable.

**HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE**

NOTES TO THE FINANCIAL STATEMENTS (continued)

YEAR ENDED 31 MARCH 2022

d) Expenditure

All expenditure is accounted for on an accruals basis and includes VAT as the charity is not VAT registered. Governance costs are associated with the governance arrangements of the charity. Support costs are apportioned between the funds based on budgeted expenditure at the start of the year.

e) Fixed Assets

Capital items costing in excess of £1,000 are capitalised. Depreciation is calculated so as to write off the cost of an asset, less its estimated residual value, over the useful economic life of that asset by the straight-line method.

There were no capitalised assets at the year-end date.

f) Debtors

Trade and other debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid.

g) Creditors and provisions

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

h) Fund accounting

Funds held by the charity are either:

Unrestricted general funds – these are funds which can be used in accordance with the charitable objects at the discretion of the trustees.

Designated funds – these are unrestricted funds that the Trustees have set aside for specific designated purposes.

Restricted funds – these are funds that can only be used for particular restricted purposes within the objects of the charity.

**HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE**

NOTES TO THE FINANCIAL STATEMENTS (continued)

YEAR ENDED 31 MARCH 2022

2. DONATIONS

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £	Total Funds 2021 £
Large donations	60,000	-	60,000	80,000
General donations	20,439	-	20,439	37,857
	<u>80,439</u>	<u>-</u>	<u>80,439</u>	<u>117,857</u>
<i>Total 2021</i>	<i>117,857</i>	<i>-</i>	<i>117,857</i>	

3. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £	Total Funds 2021 £
Grants to support charitable activities	5,523	440,278	445,801	428,029
Contracts to provide charitable activities	183,314	72,854	256,168	242,813
	<u>188,837</u>	<u>513,132</u>	<u>701,969</u>	<u>670,842</u>
<i>Total 2021</i>	<i>202,936</i>	<i>467,906</i>	<i>670,842</i>	

**HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE**

NOTES TO THE FINANCIAL STATEMENTS (continued)

YEAR ENDED 31 MARCH 2022

4. CHARITABLE EXPENDITURE

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £	Total Funds 2021 £
Service Delivery	-	11,724	11,724	5,000
Events	-	2,212	2,212	1,700
Staff costs	96,432	484,795	581,227	493,554
Home-Start UK Levy	10,000	-	10,000	10,029
Support costs:				
Rent and rates	11,940	-	11,940	17,844
Office costs	41,853	-	41,853	40,875
Equipment and materials	-	25,340	25,340	10,512
Travelling and expenses	-	12,500	12,500	3,703
Advertising	12,656	-	12,656	1,459
Training	-	11,870	11,870	6,286
Bank charges	113	-	113	69
Other	16,220	-	16,220	19,931
Governance costs (note 5)	11,519	-	11,519	10,055
	<u>200,733</u>	<u>548,441</u>	<u>749,174</u>	<u>621,017</u>
<i>Total 2021</i>	<i>158,721</i>	<i>462,296</i>	<i>621,017</i>	

5. GOVERNANCE COSTS

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £	Total Funds 2021 £
Independent examination	1,525	-	1,525	1,500
Payroll and furlough claim fees	4,542	-	4,542	6,420
Accounts preparation	2,835	-	2,835	2,135
Fees payable to Independent Examiner	8,902	-	8,902	10,055
Other professional fees	2,617	-	2,617	-
	<u>11,519</u>	<u>-</u>	<u>11,519</u>	<u>10,055</u>

HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE
NOTES TO THE FINANCIAL STATEMENTS (continued)
YEAR ENDED 31 MARCH 2022

6. ANALYSIS OF STAFF COSTS

	2022	2021
	£	£
Wages and salaries	522,373	456,480
Social security costs	31,867	24,503
Pension costs	13,991	12,509
Staff expenses	12,996	62
	<u>581,227</u>	<u>493,554</u>

Staff costs are allocated between funds based upon the time spent by staff members on restricted charitable activities and administration.

None of the employees' emoluments exceeded £60,000.

None of the trustees or persons connected with them received any remuneration for their services.

The average number of employees during the year, by head count, was 40 (2021: 38).

The remuneration benefits of key management personnel totalled £43,735 (2021: £41,830).

HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE
NOTES TO THE FINANCIAL STATEMENTS (continued)
YEAR ENDED 31 MARCH 2022

7. DEBTORS

	2022	2021
	£	£
Trade debtors	29,167	14,583
Prepayments	1,433	1,433
Accrued income	34,952	25,264
	<u>65,552</u>	<u>41,280</u>

8. CREDITORS: Amounts falling due within one year

	2022	2021
	£	£
Trade creditors	9,222	1,124
Other creditors	3,089	2,675
Tax and social security	8,807	7,987
Accruals	5,115	4,943
Deferred income	24,328	41,667
	<u>50,561</u>	<u>58,396</u>

Deferred income relates to grants received that specify use in the following period.
All deferred income at 31 March 2021 was released in the year ended 31 March 2022.

9. COMMITMENTS UNDER OPERATING LEASES

Total future minimum lease payments under non-cancellable operating leases are as follows:

	2022	2021
	£	£
Within one year	2,985	5,528
Between 2 and 5 years	-	-
	<u>2,985</u>	<u>5,528</u>

HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE

YEAR ENDED 31 MARCH 2022

10 RESTRICTED FUNDS

	Balance at 01/04/2021 £	Movement in resources:			Balance at 31/03/2022 £
		Income £	Expenditure £	Transfers £	
1) ABSS	7,341	72,855	(80,196)	-	-
2) BBC Children in Need	20,301	44,502	(47,609)	-	17,194
Essex Community Foundation:					
3) Healthwatch	1,250	-	(1,250)	-	-
4) The Henry Smith Charity	15,000	60,000	(60,000)	-	15,000
5) Braintree District and Greenfields Community Fund	679	-	(679)	-	-
6) Daphne Woodward	750	3,168	(3,918)	-	-
7) Frank Litchfield General Charitable Trust	6,900	-	(6,900)	-	-
8) Neighbourly	-	1,000	(300)	-	700
9) Turncole Wind Farm Community Benefit Fund	1,775	-	(1,775)	-	-
10) Mid and South Essex Community Partnership	-	18,488	(15,010)	-	3,478
11) Braintree District & Eastlight Community Fund and Jean & Peter Davey Charitable Fund	-	3,303	(2,553)	-	750
Mulberry Trust:					
12) Mulberry - Uttlesford	355	-	(355)	-	-
13) Mulberry - Core	5,320	10,000	(13,653)	-	1,667
14) Mulberry - Perinatal	7,172	-	(7,172)	-	-
15) Uttlesford District Council	1,621	10,500	(12,121)	-	-
16) ECC Warm & Safe	8,813	36,594	(45,407)	-	-
17) ECC Covid Response Fund	-	40,171	(40,171)	-	-
18) CCC - family group	-	6,000	(3,500)	-	2,500
19) People's Postcode Lottery	6,484	-	(6,484)	-	-
Home-Start UK:					
20) Pears Recovery and Resilience	-	9,709	(1,289)	-	8,420
21) Masonic	1,094	4,374	(4,618)	-	850
National Lottery :					
22) National Lottery Community Fund	-	166,501	(166,501)	-	-
23) Coronavirus Community Support Fund	2,956	-	(2,956)	-	-
24) Awards for All	-	9,456	(5,516)	-	3,940
25) Basildon Council Mental Health Fund	2,580	-	(2,580)	-	-
26) Essex Youth Trust - Covid 19	-	3,500	(2,917)	-	583
27) CCC Business Adaptation	-	4,140	(4,140)	-	-
28) Other restricted funds	-	8,871	(8,871)	-	-
	<u>90,391</u>	<u>513,132</u>	<u>(548,441)</u>	<u>-</u>	<u>55,082</u>

HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE
NOTES TO THE FINANCIAL STATEMENTS (continued)
YEAR ENDED 31 MARCH 2022

10 RESTRICTED FUNDS

The purposes of the restricted funds are as detailed below:

- 1) ABSS: To fund a home-visiting volunteer service for families within Southend.
- 2) BBC CIN: To fund Family Groups in Chelmsford, Witham, Basildon and Maldon.
- 3) ECF Healthwatch: To fund research into perinatal mental health services in West Essex and deliver an elpitha programme in West Essex.
- 4) ECF The Henry Smith Charity: To fund core costs.
- 5) ECF Greenfields: To fund well-being groups and fitness and fun in Braintree.
- 6) ECF Daphne Woodward: To fund family holidays to families living in Essex.
- 7) ECF Frank Lichfield: To fund fitness and fun groups in Burnham-on-Crouch and Southminster.
- 8) ECF Neighbourly: To fund the purchase of food & basic essentials to families in Essex.
- 9) ECF Turncole Wind Farm: To fund fitness and fun groups in Burnham-on-Crouch and Southminster.
- 10) ECF Mid and South Essex Community Partnership Grants Programme: To fund well-being support to families in Mid and South Essex.
- 11) ECF Braintree District & Eastlight Community Fund and Jean & Peter Davey Charitable fund: To support families with preschool aged children through family wellbeing groups.
- 12) Mulberry Trust: To fund Family, Friendship and Fun Groups in Uttlesford.
- 13) Mulberry - Core: Funding towards the Fundraising and Marketing manager's salary.
- 14) Mulberry - Harlow: To fund perinatal work in Harlow.
- 15) Uttlesford District Council: To fund home-visiting support in Uttlesford.
- 16) ECC Warm & Safe: To fund the delivery of an immediate response for families in need of additional support through the pandemic with children under the age of 5 years.
- 17) ECC VCS COVID Response Fund: To fund service delivery costs and the salary of a Volunteer Co-ordinator.
- 18) Chelmsford City Council: contribution towards the delivery of 2 family groups in Chelmsford.
- 19) Postcode Community Lottery: To fund a family group in Braintree and Halstead.
- 20) Home-Start UK-Pears Recovery & Resilience: To contribute towards IT development.
- 21) Home-Start UK-Masonic: To fund our Big Hopes Big Futures (BHBF) school readiness programme.
- 22) National Lottery Community Fund: To fund home-visiting, well-being and family groups throughout Mid, South and West Essex.
- 23) National Lottery Community Fund – Coronavirus Community Support Fund: To fund the adaption of delivering our services remotely. The balance of £2,956 was spent on computer equipment.
- 24) National Lottery Awards for All: To fund a family group in Uttlesford.
- 25) Basildon District Council: To fund mental health well-being groups in Basildon.
- 26) The Essex Youth Trust: To contribute towards core costs.
- 27) CCC Business Adaptation grant: To fund IT equipment.
- 28) Other restricted funds include small grants received for specific purposes.

HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE
NOTES TO THE FINANCIAL STATEMENTS (continued)
YEAR ENDED 31 MARCH 2022

10 RESTRICTED FUNDS

Prior year restricted funds movement:

	Balance at 01/04/2020 £	Movement in resources:			Balance at 31/03/2021 £
		Income £	Expenditure £	Transfers £	
1) ABSS	-	43,378	(36,037)	-	7,341
2) BBC Children in Need	8,035	38,010	(25,744)	-	20,301
Essex Community Foundation:					
3) Healthwatch	11,183	7,000	(16,933)	-	1,250
4) NET Emergency	-	15,000	(15,000)	-	-
5) The Henry Smith Charity	15,000	60,000	(60,000)	-	15,000
6) Braintree District and Greenfields Community Fund	4,884	19,500	(23,705)	-	679
7) Daphne Woodward	-	750	-	-	750
8) Chrysalis/Wellbeing Fund	13,477	-	(13,477)	-	-
9) Frank Litchfield General Charitable Trust	-	6,900	-	-	6,900
10) Neighbourly	-	400	(400)	-	-
11) Turncole Wind Farm Community Benefit Fund	3,725	-	(1,950)	-	1,775
Mulberry Trust:					
12) Mulberry - Core	4,785	-	(4,430)	-	355
13) Mulberry - Core	-	15,000	(9,680)	-	5,320
14) Mulberry - Perinatal	-	13,160	(5,988)	-	7,172
15) Tavistock Relationships	6,191	-	-	(6,191)	-
16) Uttlesford District Council	-	10,500	(8,879)	-	1,621
17) Chelmsford City Council	-	6,000	(6,000)	-	-
18) ECC Warm & Safe	-	33,333	(24,520)	-	8,813
19) People's Postcode Lottery	-	14,100	(7,616)	-	6,484
Home-Start UK:					
20) Home-Start UK - Army Grant	4,500	-	(4,500)	-	-
21) Home-Start UK - Masonic	-	4,375	(3,281)	-	1,094
22) Home-Start UK - Emergency Covid	-	2,000	(2,000)	-	-
23) Cadent Foundation	-	5,000	(5,000)	-	-
National Lottery Community Fund:					
24) National Lottery Community Fund	84,673	54,930	(74,122)	(65,481)	-
25) Coronavirus Community Support Fund 1	-	54,990	(54,990)	-	-
26) Coronavirus Community Support Fund 2	-	60,500	(57,544)	-	2,956
27) Thomas Beckett	3,600	-	-	(3,600)	-
28) Groundwork	-	500	(500)	-	-
29) Basildon Council Mental Health Fund	-	2,580	-	-	2,580
	<u>160,053</u>	<u>467,906</u>	<u>(462,296)</u>	<u>(75,272)</u>	<u>90,391</u>

Transfers: these have arisen following a review of the restricted funds brought forward by the Trustees as detailed on page 24.

HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE
NOTES TO THE FINANCIAL STATEMENTS (continued)
YEAR ENDED 31 MARCH 2022

10 RESTRICTED FUNDS

The purposes of the restricted funds are as detailed below:

- 1) ABSS: To fund a home-visiting volunteer service for families within Southend.
 - 2) BBC CIN: To fund Family Groups in Chelmsford, Witham, Basildon and Maldon.
 - 3) ECF Healthwatch: To fund research into perinatal mental health services in West Essex and deliver an elpitha programme in West Essex.
 - 4) ECF NET Emergency: To provide resources to families to support our adapted services including IT resources, online resources and school readiness resources.
 - 5) ECF The Henry Smith Charity: To fund core costs.
 - 6) ECF Greenfields: To fund well-being groups and fitness and fun in Braintree.
 - 7) ECF Daphne Woodward: To fund family holidays to families living in Essex.
 - 8) ECF Chrysalis/Wellbeing Fund: To fund a well-being group in Chelmsford.
 - 9) ECF Frank Lichfield: To fund fitness and fun groups in Burnham-on-Crouch and Southminster.
 - 10) ECF Neighbourly: To fund the purchase of food & basic essentials to families in Essex.
 - 11) ECF Turncole Wind Farm: To fund fitness and fun groups in Burnham-on-Crouch and Southminster.
 - 12) Mulberry Trust: To fund walk and talk, fitness and fun groups in Uttlesford.
 - 13) Mulberry - Core: Funding towards the Fundraising and Marketing manager's salary.
 - 14) Mulberry - Harlow: To fund perinatal work in Harlow.
 - 15) Tavistock Relationships: A contract to fund the parenting together programme in Essex. This fund has been reclassified as unrestricted.
 - 16) Uttlesford District Council: To fund home-visiting groups in Uttlesford.
 - 17) Chelmsford City Council: To fund a family group in Chelmsford.
 - 18) ECC Warm & Safe: To fund the delivery of an immediate response for families in need of additional support through the pandemic with children under the age of 5 years.
 - 19) Postcode Community Lottery: To fund a family group in Braintree and Halstead.
 - 20) Home-Start UK - Army Grant: To fund a Carver Barracks drop in group.
 - 21) Home-Start UK - Masonic: To fund our Big Hopes Big Futures (BHBF) school readiness programme.
 - 22) Home-Start UK - Emergency Covid: To fund core costs and tablets and data dongles for families.
 - 23) Cadent Foundation: To fund school readiness resources.
 - 24) National Lottery Community Fund: To fund home-visiting, well-being and family groups throughout Essex. A review of expense allocation over the term of the contract identified an underallocation of costs to this fund resulting in a transfer to unrestricted funds.
 - 25) National Lottery Community Fund – Coronavirus Community Support Fund 1: To fund the adaption of delivering our services remotely.
 - 26) National Lottery Community Fund – Coronavirus Community Support Fund 2: To fund the adaption of delivering our services remotely. The closing balance of £2,956 was spent on computer equipment after the year end.
 - 27) Thomas Beckett: To fund core costs. This fund has been reclassified as unrestricted.
 - 28) Groundwork: To fund service delivery costs.
 - 29) Basildon District Council: To fund mental health well-being groups in Basildon.
-

HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE
NOTES TO THE FINANCIAL STATEMENTS (continued)
YEAR ENDED 31 MARCH 2022

11 UNRESTRICTED FUNDS

	Movement in resources:				Balance at 31/03/2022 £
	Balance at 01/04/2021 £	Income £	Expenditure £	Gains, losses & transfers £	
General unrestricted funds	386,994	268,396	(197,647)	-	457,743
Designated funds	-	18,405	(5,443)	-	12,962
	<u>386,994</u>	<u>286,801</u>	<u>(203,090)</u>	<u>-</u>	<u>470,705</u>

Designated funds relate to donations received that are intended for use in specific areas of Essex.

12 ANALYSIS OF NET ASSETS (between restricted and unrestricted funds)

	Tangible fixed assets £	Other net assets £	Total 2022 £	Total 2021 £
General unrestricted	-	457,743	457,743	386,994
Designated	-	12,962	12,962	-
Total unrestricted	<u>-</u>	<u>470,705</u>	<u>470,705</u>	<u>386,994</u>
Restricted	-	55,082	55,082	90,391
	<u>-</u>	<u>525,787</u>	<u>525,787</u>	<u>477,385</u>

13 RELATED PARTY TRANSACTIONS

There were no related party transactions during the year.

14 COMPANY LIMITED BY GUARANTEE

Every member of the company undertakes to contribute to the assets of the Company in the event of the same being wound up during the time he/she is a member, or within one year afterwards, for the payments of the debts and liabilities of the company contracted before the time at which he/she ceases to be a member and of the costs, charges and expenses of winding up the same, and for the adjustments of the rights of the contributors among themselves such amount as may be required not exceeding one pound.

HOME-START ESSEX

England & Wales - Charity number 1170940

Accounts

COMPANY REGISTRATION NUMBER : 10348139

**HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE
UNAUDITED FINANCIAL STATEMENTS
31 MARCH 2021**

Charity Number : 1170940



Edmund Carr LLP
Chartered Accountants
146 New London Road
Chelmsford
Essex
CM2 0AW

**HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE**

FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2021

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**HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE**

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 MARCH 2021

The Trustees, who are also Directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the period ended 31 March 2021. The Trustees/Directors have prepared the accounts in accordance with the Charities Act 2011, the Companies Act 2006 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

10348139 (England and Wales)

Registered Charity number

1170940

Registered office

Home-Start Essex
Unit 16D
Reeds Farm Estate
Roxwell Road
Chelmsford
Essex CM1 3ST

Trustees

Jill Barclay – resigned 4/05/2020
Bryan Burrough
Karl Davies
Diane Deans – appointed 17/04/2020
Rebecca Dixon
Clare Dorothy - resigned 21/05/2021
Trudy Nash – appointed 18/09/2020
David Neale
Nerisha Sethi – appointed 15/05/2020
Lance Spring
Sarah St. Pierre (Chair)
Ann Tomlins
Johanna Burnett - appointed 20/08/2021

Company Secretary

David Neale

Chief Executive Officer

Nicola O'Brien

**HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE**

TRUSTEES' ANNUAL REPORT (continued)

YEAR ENDED 31 MARCH 2021

Members Guarantee

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

Independent examiner

Raymond Crace FCA
Edmund Carr LLP
146 New London Road
Chelmsford
Essex
CM2 0AW

OBJECTIVES AND ACTIVITIES

Objectives and aims

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 care;*

Principally, but not exclusively, within the area of Essex and its environs.

The vision of the charity, as captured in our Strategic Plan is:

“For every child and young person in Essex to grow up in a family that is strong and resilient and able to access the support they need, when and where they need it.”

The Charity’s Mission Statement is:

“To provide high-quality, family-led services, by ourselves and in collaboration with others, which enable families to be strong and resilient.”

The financial year to 31 March 2021 was our fourth full year of trading and was a year where we changed and adapted our services and the way in which we, as Trustees, staff and volunteers, worked to meet both the requirements of the pandemic, but also to ensure that we kept operating to meet the varying increasing needs of the families we support. We were fortunate to recruit three new Trustees to our Board and to continue to review and strengthen our Governance arrangements. It was a year of significant development in our use of IT, both in managing the business of the organisation, but also in providing vital support and communicating with our families and volunteers, including improvements to our website and the use of social media.

A key focus of our support to families remains our volunteer home-visiting services, alongside Group and School Readiness programmes. Home-Start Essex believes that all children need a happy and secure childhood to help them to achieve their full potential. The recognition that parents play a key role in giving their children the best start in life has meant that there is an increasing emphasis on developing our wellbeing services in order to support the emotional and mental health needs of parents.

HOME-START ESSEX LIMITED COMPANY LIMITED BY GUARANTEE

TRUSTEES' ANNUAL REPORT (continued)

YEAR ENDED 31 MARCH 2021

Public benefit

The Trustees confirm that they have reviewed the Charity Commission's guidance on public benefit, including guidance on public benefit and charging, when setting and reviewing the aims and objectives of the charity and making plans for the future.

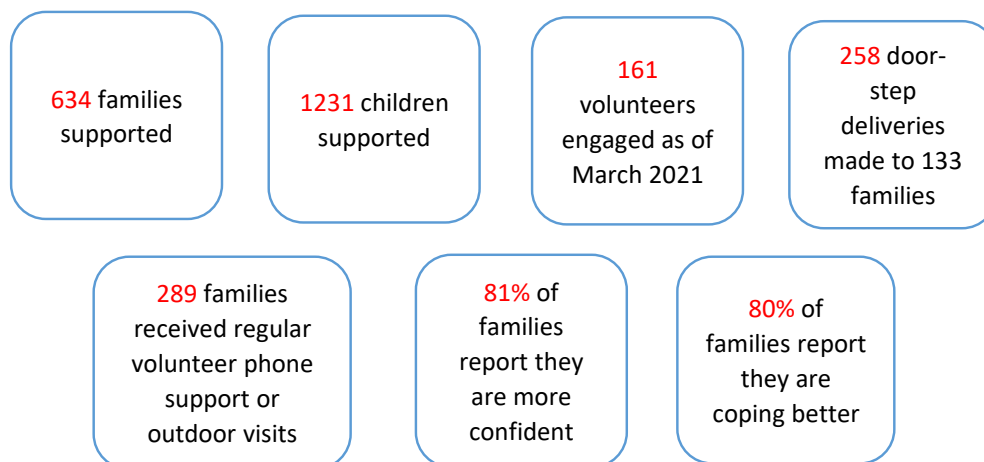
The charity currently provides services at no cost to beneficiaries, funded through applications to the National Lottery Community Fund, public sector bodies, trusts and charities, through community fundraising, individual giving and sponsorship. In the future, fees may be charged for some services; however, the Trustees would, at all times, be mindful of the needs of those living on low incomes and on benefits, when setting fees, charges and concessions.

Home-Start Essex recruits and trains volunteers, who have parenting experience or experience of working with families and children, to provide regular weekly home-based support to families, usually with, at least, one child under five struggling with a wide range of factors affecting their ability to cope. They offer friendly and informal confidential support to help parents build their confidence, resilience and improve their wellbeing. Volunteers also provide support at the family groups, family events, fundraising events and other special projects and are supervised, supported and receive ongoing training from experienced Co-ordinators.

Home-Start Essex's support of parents and children helps them to grow in confidence, strengthen their relationships, build local supportive networks within the community and so ensure that children are given the best possible start in life.

ACHIEVEMENTS AND PERFORMANCE

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



2020-2021 saw a complete adaptation to Home-Start Essex services as a result of lockdown and social distancing due to the pandemic. This resulted in an immediate cessation of our home-visiting volunteer service in March 2020 and a switch to providing support to families via telephone/video. We quickly changed our volunteer training programme to an online course and introduced additional telephone befriending training. Although many existing home-visiting volunteers felt unable to support during lockdown, we were able to recruit further volunteers and also provide weekly support to families via paid staff such as our family Co-ordinators, who worked tirelessly to ensure that families had the support they needed. Despite the loss of volunteers during this period, we were still able to end the year with 161 volunteers.

HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE
TRUSTEES' ANNUAL REPORT (continued)
YEAR ENDED 31 MARCH 2021

In addition, face to face Family and Wellbeing Groups had to cease and we adapted the groups to be delivered online, supported by a rapid expansion of our website resources in the provision of online resources that families could access to support nursery/school readiness, creative play activities, healthy eating/living and emotional wellbeing support.

Volunteers and staff also provided door-step drop-offs of resources for families, including essential basic supplies, food and clothing, Christmas hampers and presents, school readiness resources and play resources to support online group engagement. We completed 258 door-step deliveries during the year. Our service transitioned during this year to be even more holistic in approach; we continued to provide the vital much needed weekly emotional support and practical help, but extended that support to meet financial and basic needs of extremely vulnerable families.

Despite the pandemic, many families felt that support from Home-Start Essex was a lifeline and the performance measures on families feeling more confident after support remain high at 81% and have increased on last year from 77% to 80% where families report that they are coping better following support.

Our quick transition to adapting service provision for families enabled us to still support 634 families throughout the year and increase the number of children supported by nearly 200 to 1231.

However, due to the pandemic, Home-Start Essex has been unable to provide regular face to face weekly support to families. Therefore, the depth of our service provision has not reached the levels of previous years. This potentially results in an in-built demand and unmet need for services in the next few years. The pandemic has directly impacted on children's health, nutrition, education, learning, protection, wellbeing, family finances and poverty, also resulting in the emergence of a 'lost generation' that will need enhanced support for many years to come.

Fundraising activities

The COVID-19 restrictions made it difficult to hold fundraising events, so, although we did run a number of very successful on line quiz evenings, income from this source reduced. However, mainly thanks to our anonymous donor, who increased their donation from £40,000 to £80,000, income from all our donors increased from £58,947 to £117,857. With so many organisations requiring additional finance during the pandemic, we were very fortunate that our grant income fell by less than 10%, and we greatly appreciated the support of our grant funders, with particular thanks to the National Lottery Community Fund, The Henry Smith Charity and the Essex Community Foundation.

Our contract income also rose during the year with continuing work with Virgin Care Services Limited to provide services under the Essex County Council's 'Essex Child and Family Wellbeing Service' (ECFWS). We were pleased that the contract was renewed for, at least, a further two years. We also worked directly with Essex County Council through the pandemic and were funded to deliver a 'Warm and Safe Programme' to respond to some of the issues families faced during this challenging time. We started delivery of a two-year contract in April 2020 with A Better Start Southend to provide a home-visiting volunteer service in six identified wards with the highest levels of deprivation in Southend.

We continue to seek to diversify our sources of income and are prioritising corporate sponsorship and the possibility of setting up a trading subsidiary to generate income for the charity. We are increasingly looking to work with partners to use our joint efforts to meet the needs of families. Once restrictions allow, we aim to improve our local fundraising efforts.

**HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE**

TRUSTEES' ANNUAL REPORT (continued)

YEAR ENDED 31 MARCH 2021

PLANS FOR FUTURE PERIODS

On 23 March 2020, the UK went into full lockdown and Home-Start Essex had to adapt quickly. Home-Start Essex continued to provide family support and rapidly adjusted the services to ensure that we remained open to the families, who needed help more than ever.

During the pandemic, Home-Start Essex established a 'Stronger Futures' working group to survey families, volunteers, and staff on their feedback on COVID-19 adapted services, ways of working and new or continued service provision needs following the pandemic. The findings provided several recommendations that were agreed by the Board and became part of our annual plan objectives moving forward. The learning from these adaptations and different ways of working will continue to inform the way in which the organisation develops its service offer to children and families across Essex, making them relevant to the external pressures we face.

As we start to establish a new 'normal' and can start to return to face-to-face services, we have made the decision to offer the adapted services, which have been successfully received, as part of our normal service. We will continue to offer a Volunteer Telephone Befriending service and continue to provide Virtual Wellbeing Online groups. These services will complement our core services.

The Trustees and CEO continue to meet bi-annually to review and update the Annual Plan, which underpins the ambitions of the Strategic Plan 2019-2024. The strategic focus of our service delivery continues to be modelled on four key themes - wellbeing, parenting, social isolation and school readiness, and also to support families on their journey to be happy, healthy and resilient within their community.

The Strategic aims and priorities of the plan will ensure that we continue to achieve efficiencies and improvements to support the delivery of high quality services, which we aim to provide to families. This has been supported by the engagement in the Thrive Programme via Essex Community Foundation and in partnership with Cranfield Trust to develop infrastructure efficiencies and additional support via Cranfield Trust to improve digital efficiencies through our client relationship management system. The overarching aim is to achieve longer-term financial sustainability given our fundraising position and plans.

The Trustees and staff of Home-Start Essex will continue to look forward and seek opportunities to develop our services further, informed by feedback from the families and partner organisations, and to demonstrate the outcomes and impact of our work with children and families.

FINANCIAL REVIEW

In the financial year to 31 March 2021, the Statement of Financial Activities shows a net surplus in funds of £200,360 for the year, which means that with the Total Funds brought forward figure of £277,025, we carry forward into the next financial year, a balance of £477,385.

	2021	2020
	£	£
Total Income	821,377	781,299
Total expenditure	<u>621,017</u>	<u>740,051</u>
Net Income / (Expenditure)	<u>200,360</u>	<u>41,248</u>

HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE
TRUSTEES' ANNUAL REPORT (continued)
YEAR ENDED 31 MARCH 2021

The substantial improvement in the financial position was almost entirely due to a reduction in expenditure of £119,034 (16.1%) brought about by the revision of service delivery due to the COVID-19 pandemic. In addition, under Income, the Job Retention Scheme (£30,346) was a payment from the Government that enabled Home-Start Essex to retain some valuable members of staff, who were unable to continue working normally, due to the pandemic. However, the enforced changes in service delivery to our families has meant that there will be an increasing number requiring our support, and a demand for additional services, and so this will inevitably lead to an increase in costs over the next few years.

The income for the year, comprising Donations of £117,857, income from Charitable Activities of £670,842, income from other trading activities: fundraising of £2,332 and the income of £30,346 from the Job Retention Scheme, was £40,078 (5.1%) higher than the previous year. Donations were 100% up on last year, despite the impact of the coronavirus pandemic. This increase was mainly due to the receipt of the second instalment, through the Essex Community Foundation, of £80,000 from our generous anonymous donor – up from £40,000 last year. Income from Charitable Activities, comprising Grants of £428,029 and from Contracts of £242,813, was 6.7% lower than last year. During the year, we were pleased to receive substantial grant income from several organisations including The National Lottery Community Fund (£170,420) and BBC Children in Need (£38,010). In addition, once again we were grateful to the Essex Community Foundation, through which we received funds from various organisations totalling £109,550 including the grant from The Henry Smith Charity (£60,000). As reported under Fundraising Activities (above), Contract income increased with the £175,000 from Virgin Care Services, and further work with Tavistock Relationships and A Better Start Southend. We thank all those named above, and all our other funders and donors, for their support for our services during, what has been, a very challenging year for the Charity, and most certainly for the families that we work to support.

As mentioned above, COVID-19 had a major impact on expenditure last year, due to the fact that we had to make so many changes to the way we delivered our services. Staffing costs continued to be the largest element of our expenditure at £493,554 (79.5%), but this figure was £74,380 (13.1%) lower than last year, even before taking into consideration the monies received from the Government under the Job Retention Scheme. As expected under these circumstances, the cost of delivery was down on last year so that, for instance, Travelling and Expenses for staff and volunteers were down by £11,050 (74.9%). In addition, Rent and Rates were down by £10,058 (36%) due mainly to the closing of two offices and Governance costs were down by £8,028 (44.4%) because the previous year's figure included the cost of consultants to produce an Impact Report.

The Trustees are confident that there are sufficient funds, both available and due to be received, to support the services being delivered by Home-Start Essex for, at least, the next twelve months. Monitoring procedures are in place to identify when grants are due to end, so that an early decision can be made, to either allocate alternative funding, or to re-plan service delivery.

Reserves Policy

The total funds held by the charity at the 31 March 2021, amounted to £477,385, of which £90,391 were restricted funds and £386,994 were unrestricted funds. The Home-Start Essex reserves policy is to hold sufficient funds to cover three to six months' expenditure. As of 31 March 2021, based on the Unrestricted Funds held and budgeted expenditure for 2022, this target was met.

**HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE**

TRUSTEES' ANNUAL REPORT (continued)

YEAR ENDED 31 MARCH 2021

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

Home-Start Essex is a registered Charity, number 1170940 (Registered in England and Wales), and a Company Limited by Guarantee, number 10348139, as defined by the Companies Act 2006.

Home-Start Essex is controlled by its governing document, a Memorandum and Articles of Association, dated 11 July 2016, and also abides by its Agreement with Home-Start UK.

Governance

The Trustees are responsible for formulating the strategy and ensuring compliance with policies for Home-Start Essex and meet regularly and as necessary, in accordance with the procedures stipulated in the Articles of Association.

The Trustees ensure that Home-Start Essex complies with all requirements of its agreement with Home-Start UK and the Home-Start Quality Assurance system, working to the Home-Start UK quality standards, and adopting and implementing all mandatory policies provided by Home-Start UK. Home-Start Essex also leverages Home-Start UK model policies and produces its own additional policies as necessary.

Recruitment and appointment of new Trustees

Home-Start Essex regularly reviews the skills of Trustees, and, for any specific identified skills gaps, we endeavour to actively recruit new Trustees with those skills. We also take into consideration the need to succession plan, either by preparing existing Trustees to take on lead roles or actively advertising for Trustees, so that we reduce the risk of losing essential skills on the Board. We seek to have a Board, which embraces the principles of Equality, Fairness, Diversity and Inclusion, and represents the population of Essex.

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

Induction and training of new Trustees

Home-Start Essex is committed to full induction and ongoing training of Trustees. A comprehensive induction pack and plan is agreed with all new Trustees, tailored to individual needs and previous experience, which includes meeting with operational staff and opportunities to meet with families and volunteers. A Trustee Code of Conduct is signed by all new Trustees and there are opportunities to attend an induction with Home-Start UK. The Chair meets regularly with Trustees in order to continually learn and provide development opportunities in support of the organisation.

Arrangements for setting pay and remuneration of key management

When determining the salaries for key management posts, Trustees collect information about comparable roles in other voluntary organisations as well as across the Home-Start national network. This information is used to benchmark the charity's salaries, normally aiming to set them at a level that appears to represent the market average. The pay of the Chief Executive Officer comprises a single fixed salary point - i.e. no banding. The CEO's pay is reviewed annually. Each year, the Trustees will consider whether an independent review of salaries is necessary. In reviewing the charity's Remuneration Policy and annual increments, the Trustees will consider available advice and best practice, including, but not limited to, the NCVO's guidance on "Setting and Communicating Remuneration Policies".

**HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE**

TRUSTEES' ANNUAL REPORT (continued)

YEAR ENDED 31 MARCH 2021

Risk management

The Trustees have a duty to identify and review the risks to which the Charity is exposed; to ensure that appropriate controls are in place to provide reasonable assurance against fraud and error. The Strategic Risk Register is formed of individual risk registers managed by each of the Committees of the Board. These are reviewed every three months; more frequently if the need arises. The Strategic Risk Register is reviewed once a year by the CEO or by the Board of Trustees.

A supplemental risk register was developed in response to the COVID-19 pandemic. The Trustees are satisfied that systems and procedures are in place to mitigate exposure to such risks, and benefit from strong support of funders/stakeholders.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved by order of the Board of Trustees/Directors on 29 October 2021 and signed on its behalf by:

David Neale

D Neale

Trustee

**HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE**

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES

YEAR ENDED 31 MARCH 2021

I report on the accounts of the company for the period ended 31 March 2021 which are set out on pages 10 to 22.

Responsibilities and basis of report

As the charity trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your company's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

I confirm that I am qualified to undertake the examination because I am a member of The Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

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

1. accounting records were not kept in respect of the company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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

Raymond Crace

Raymond Crace FCA
146 New London Road
Chelmsford
CM2 0AW

29 October 2021

**HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE**

**STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND
EXPENDITURE ACCOUNT)**

YEAR ENDED 31 MARCH 2021

	Note	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £	Total Funds 2020 £
INCOME FROM:					
Donations	2	117,857	-	117,857	58,947
Charitable activities	3	202,936	467,906	670,842	719,184
Other trading activities: fundraising		2,332	-	2,332	3,168
Other income: Job Retention Scheme		30,346	-	30,346	-
TOTAL INCOME		<u>353,471</u>	<u>467,906</u>	<u>821,377</u>	<u>781,299</u>
EXPENDITURE ON:					
Raising funds		-	-	-	1,878
Charitable activities	4	158,721	462,296	621,017	738,173
TOTAL EXPENDITURE		<u>158,721</u>	<u>462,296</u>	<u>621,017</u>	<u>740,051</u>
NET INCOME / (EXPENDITURE)		194,750	5,610	200,360	41,248
Transfers between funds		<u>75,272</u>	<u>(75,272)</u>	<u>-</u>	<u>-</u>
NET MOVEMENT IN FUNDS		270,022	(69,662)	200,360	41,248
Reconciliation of funds:					
Total Funds brought forward		116,972	160,053	277,025	235,777
Total Funds carried forward		<u>386,994</u>	<u>90,391</u>	<u>477,385</u>	<u>277,025</u>

The charity has no recognised gains or losses other than the results for the period as set out above.

The notes on pages 13 to 22 form part of these financial statements.

**HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE
BALANCE SHEET
AS AT 31 MARCH 2021**

	Note	2021		2020	
		£	£	£	£
CURRENT ASSETS					
Debtors	8	41,280		81,652	
Cash at bank		494,501		251,988	
		<u>535,781</u>		<u>333,640</u>	
CREDITORS: Amounts falling due within one year					
	9	<u>(58,396)</u>		<u>(56,615)</u>	
NET CURRENT ASSETS					
			477,385		277,025
NET ASSETS					
			<u>477,385</u>		<u>277,025</u>
FUNDS OF THE CHARITY					
Restricted funds	11		90,391		160,053
Unrestricted funds	12		386,994		116,972
TOTAL CHARITY FUNDS					
			<u>477,385</u>		<u>277,025</u>

For the period ending 31 March 2021 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- i) The members have not required the company to obtain an audit of its accounts for the period in question in accordance with section 476;
- ii) The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These financial statements have been prepared in accordance with the special provisions for small companies under Part 15 of the Companies Act 2006.

These financial statements were approved by the Trustees on 29 October 2021 and are signed on their behalf by:

David Neale

D Neale

Trustee

Company Registration Number: 10348139

The notes on pages 13 to 22 form part of these financial statements.

**HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE
STATEMENT OF CASH FLOWS
YEAR ENDED 31 MARCH 2021**

	Notes	Total 2021 £	Total 2020 £
Net movement in funds for the reporting period (as per the statement of financial activities)		200,360	41,248
Adjustments for:			
(Increase) / decrease in debtors	8	40,372	(39,133)
Increase / (decrease) in creditors	9	1,781	(5,389)
Cash flows from operating activities:			
Net cash provided by / (used in) operating activities		<u>242,513</u>	<u>(3,274)</u>
Cash flows from investing activities:			
Dividends, interest and rents from investments		-	-
Net cash provided by / (used in) investing activities		<u>-</u>	<u>-</u>
Change in cash and cash equivalents in the reporting period		242,513	(3,274)
Cash and cash equivalents brought forward		251,988	255,262
Cash and cash equivalents carried forward		<u>494,501</u>	<u>251,988</u>

The notes on pages 13 to 22 form part of these financial statements.

**HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE**

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2021

1. ACCOUNTING POLICIES

a) Basis of accounting

The financial statements have been prepared in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), 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 (effective 1 January 2019) (Charities SORP FRS 102) and the Companies Act 2006.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

The Trustees have considered the impact of the Covid-19 pandemic in their assessment of the charity's ability to prepare accounts as a going concern. Because of the uncertainties surrounding the effects of the economic slowdown it is difficult to predict the impact on the charity and its funders, but having taken all the factors into account, the trustees are of the opinion that the charity has sufficient resources to continue trading for the next 12 months from the date of signing these accounts.

b) Legal Status

The charity is a company limited by guarantee and meets the definition of a public benefit entity under FRS102. It is incorporated in England and Wales and its registered address is Unit 16D Reeds Farm Estate, Roxwell Road, Chelmsford, Essex, CM1 3ST.

c) Income

Income from donations and grants, including capital grants, is included in incoming resources when these are receivable, except as follows:

When donors specify that donations and grants given to the charity must be used in future accounting periods, the income is deferred until those periods.

When donors impose conditions which have to be fulfilled before the charity becomes entitled to use such income, the income is deferred and not included in incoming resources until the pre-conditions have been met.

When donors specify that donations and grants, including capital grants, are for particular restricted purposes, which do not amount to pre-conditions regarding entitlement, this income is included in incoming resources of restricted funds when receivable.

**HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE**

NOTES TO THE FINANCIAL STATEMENTS (continued)

YEAR ENDED 31 MARCH 2021

d) Expenditure

All expenditure is accounted for on an accruals basis and includes VAT as the charity is not VAT registered. Governance costs are associated with the governance arrangements of the charity. Support costs are apportioned between the funds based on budgeted expenditure at the start of the year.

e) Fixed Assets

Capital items costing in excess of £1,000 are capitalised. Depreciation is calculated so as to write off the cost of an asset, less its estimated residual value, over the useful economic life of that asset by the straight-line method.

There were no capitalised assets at the year-end date.

f) Debtors

Trade and other debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid.

g) Creditors and provisions

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

h) Fund accounting

Funds held by the charity are either:

Unrestricted general funds – these are funds which can be used in accordance with the charitable objects at the discretion of the trustees.

Designated funds – these are unrestricted funds that the Trustees have set aside for specific designated purposes.

Restricted funds – these are funds that can only be used for particular restricted purposes within the objects of the charity.

**HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE**

NOTES TO THE FINANCIAL STATEMENTS (continued)

YEAR ENDED 31 MARCH 2021

2. DONATIONS

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £	Total Funds 2020 £
Large donations	80,000	-	80,000	40,000
General donations	37,857	-	37,857	18,947
	<u>117,857</u>	<u>-</u>	<u>117,857</u>	<u>58,947</u>
<i>Total 2020</i>	<i>58,947</i>	<i>-</i>	<i>58,947</i>	

3. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £	Total Funds 2020 £
Grants to support charitable activities	3,500	424,529	428,029	474,559
Contracts to provide charitable activities	199,436	43,377	242,813	244,625
	<u>202,936</u>	<u>467,906</u>	<u>670,842</u>	<u>719,184</u>
<i>Total 2020</i>	<i>23,109</i>	<i>696,075</i>	<i>719,184</i>	

**HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE**

NOTES TO THE FINANCIAL STATEMENTS (continued)

YEAR ENDED 31 MARCH 2021

4. CHARITABLE EXPENDITURE

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £	Total Funds 2020 £
Service Delivery	-	5,000	5,000	12,881
Events	-	1,700	1,700	2,514
Staff costs	58,459	435,095	493,554	567,934
Home-Start UK Levy	10,029	-	10,029	14,620
Support costs:				
Rent and rates	17,844	-	17,844	27,902
Office costs	40,875	-	40,875	39,446
Equipment and materials	-	10,512	10,512	-
Travelling and expenses	-	3,703	3,703	14,753
Advertising	1,459	-	1,459	2,743
Training	-	6,286	6,286	10,400
Bank charges	69	-	69	60
Other	19,931	-	19,931	26,837
Governance costs (note 5)	10,055	-	10,055	18,083
	<u>158,721</u>	<u>462,296</u>	<u>621,017</u>	<u>738,173</u>
<i>Total 2020</i>	<i>65,254</i>	<i>672,919</i>	<i>738,173</i>	

5. GOVERNANCE COSTS

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £	Total Funds 2020 £
Independent examination	1,500	-	1,500	1,500
Payroll and furlough claim fees	6,420	-	6,420	4,202
Accounts preparation	2,135	-	2,135	2,265
Fees payable to Independent Examiner	10,055	-	10,055	7,967
Other professional fees	-	-	-	10,116
	<u>10,055</u>	<u>-</u>	<u>10,055</u>	<u>18,083</u>

**HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE**

NOTES TO THE FINANCIAL STATEMENTS (continued)

YEAR ENDED 31 MARCH 2021

6. ANALYSIS OF STAFF COSTS

	2021	2020
	£	£
Wages and salaries	456,480	503,208
Social security costs	24,503	29,758
Pension costs	12,509	13,186
Staff expenses	62	21,782
	<u>493,554</u>	<u>567,934</u>

Staff costs are allocated between funds based upon the time spent by staff members on restricted charitable activities and administration.

None of the employees' emoluments exceeded £60,000.

None of the trustees or persons connected with them received any remuneration for their services.

The average number of employees during the year, by head count, was 38 (2020: 38).

The remuneration benefits of key management personnel totalled £41,830 (2020: £41,851).

7. NET INCOME / (EXPENDITURE) FOR THE YEAR

This is stated after charging:

	2021	2020
	£	£
Independent examination fee	1,500	1,500
Payroll and furlough claim fees	6,420	4,202
Accounts preparation	<u>2,135</u>	<u>2,265</u>

HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE
NOTES TO THE FINANCIAL STATEMENTS (continued)
YEAR ENDED 31 MARCH 2021

8. DEBTORS

	2021	2020
	£	£
Trade debtors	14,583	45,209
Prepayments	1,433	16,053
Accrued income	25,264	20,390
	<u>41,280</u>	<u>81,652</u>

9. CREDITORS: Amounts falling due within one year

	2021	2020
	£	£
Trade creditors	1,124	21,209
Other creditors	2,675	2,240
Tax and social security	7,987	4,462
Accruals	4,943	6,732
Deferred income	41,667	21,972
	<u>58,396</u>	<u>56,615</u>

10. COMMITMENTS UNDER OPERATING LEASES

Total future minimum lease payments under non-cancellable operating leases are as follows:

	2021	2020
	£	£
Within one year	5,528	8,073
Between 2 and 5 years	-	2,544
	<u>5,528</u>	<u>10,617</u>

HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE
NOTES TO THE FINANCIAL STATEMENTS (continued)
YEAR ENDED 31 MARCH 2021

11. RESTRICTED FUNDS

	Balance at 01/04/2020	Movement in resources:			Balance at 31/03/2021
		Income	Expenditure	Transfers	
	£	£	£	£	£
1) ABSS	-	43,378	(36,037)	-	7,341
2) BBC Children in Need	8,035	38,010	(25,744)	-	20,301
Essex Community Foundation:					
3) Healthwatch	11,183	7,000	(16,933)	-	1,250
4) NET Emergency	-	15,000	(15,000)	-	-
5) The Henry Smith Charity	15,000	60,000	(60,000)	-	15,000
6) Braintree District and Greenfields Community Fund	4,884	19,500	(23,705)	-	679
7) Daphne Woodward	-	750	-	-	750
8) Chrysalis/Wellbeing Fund	13,477	-	(13,477)	-	-
9) Frank Litchfield General Charitable Trust	-	6,900	-	-	6,900
10) Neighbourly	-	400	(400)	-	-
11) Turncole Wind Farm Community Benefit Fund	3,725	-	(1,950)	-	1,775
Mulberry Trust:					
12) Mulberry - Core	4,785	-	(4,430)	-	355
13) Mulberry - Core	-	15,000	(9,680)	-	5,320
14) Mulberry - Perinatal	-	13,160	(5,988)	-	7,172
15) Tavistock Relationships	6,191	-	-	(6,191)	-
16) Uttlesford District Council	-	10,500	(8,879)	-	1,621
17) Chelmsford City Council	-	6,000	(6,000)	-	-
18) ECC Warm & Safe	-	33,333	(24,520)	-	8,813
19) People's Postcode Lottery	-	14,100	(7,616)	-	6,484
Home-Start UK:					
20) Home-Start UK - Army Grant	4,500	-	(4,500)	-	-
21) Home-Start UK - Masonic	-	4,375	(3,281)	-	1,094
22) Home-Start UK - Emergency Covid	-	2,000	(2,000)	-	-
23) Cadent Foundation	-	5,000	(5,000)	-	-
National Lottery Community Fund:					
24) National Lottery Community Fund	84,673	54,930	(74,122)	(65,481)	-
25) Coronavirus Community Support Fund 1	-	54,990	(54,990)	-	-
26) Coronavirus Community Support Fund 2	-	60,500	(57,544)	-	2,956
27) Thomas Beckett	3,600	-	-	(3,600)	-
28) Groundwork	-	500	(500)	-	-
29) Basildon Council Mental Health Fund	-	2,580	-	-	2,580
	<u>160,053</u>	<u>467,906</u>	<u>(462,296)</u>	<u>(75,272)</u>	<u>90,391</u>

Transfers: these have arisen following a review of the restricted funds brought forward by the Trustees as detailed on page 20.

HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE
NOTES TO THE FINANCIAL STATEMENTS (continued)
YEAR ENDED 31 MARCH 2021

11. RESTRICTED FUNDS

The purposes of the restricted funds are as detailed below:

- 1) ABSS: To fund a home-visiting volunteer service for families within Southend.
- 2) BBC CIN: To fund Family Groups in Chelmsford, Witham, Braintree, Halstead and Maldon.
- 3) ECF Healthwatch: To fund research into perinatal mental health services in West Essex and deliver an elpitha programme in West Essex.
- 4) ECF NET Emergency: To provide resources to families to support our adapted services including IT resources, online resources and school readiness resources.
- 5) ECF The Henry Smith Charity: To fund core costs.
- 6) ECF Greenfields: To fund well-being groups and fitness and fun in Braintree.
- 7) ECF Daphne Woodward: To fund family holidays to families living in Essex.
- 8) ECF Chrysalis/Wellbeing Fund: To fund a well-being group in Chelmsford.
- 9) ECF Frank Lichfield: To fund fitness and fun groups in Burnham-on-Crouch and Southminster.
- 10) ECF Neighbourly: To fund the purchase of food & basic essentials to families in Essex.
- 11) ECF Turncole Wind Farm: To fund fitness and fun groups in Burnham-on-Crouch and Southminster.
- 12) Mulberry Trust: To fund walk and talk, fitness and fun groups in Uttlesford.
- 13) Mulberry - Core: Funding towards the Fundraising and Marketing manager's salary.
- 14) Mulberry - Harlow: To fund perinatal work in Harlow.
- 15) Tavistock Relationships: A contract to fund the parenting together programme in Essex. This fund has been reclassified as unrestricted.
- 16) Uttlesford District Council: To fund home-visiting groups in Uttlesford.
- 17) Chelmsford City Council: To fund a family group in Chelmsford.
- 18) ECC Warm & Safe: To fund the delivery of an immediate response for families in need of additional support through the pandemic with children under the age of 5 years.
- 19) Postcode Community Lottery: To fund a family group in Braintree and Halstead.
- 20) Home-Start UK - Army Grant: To fund a Carver Barracks drop in group.
- 21) Home-Start UK - Masonic: To fund our Big Hopes Big Futures (BHBF) school readiness programme.
- 22) Home-Start UK - Emergency Covid: To fund core costs and tablets and data dongles for families.
- 23) Cadent Foundation: To fund school readiness resources.
- 24) National Lottery Community Fund: To fund home-visiting, well-being and family groups throughout Essex. A review of expense allocation over the term of the contract identified an underallocation of costs to this fund resulting in a transfer to unrestricted funds.
- 25) National Lottery Community Fund – Coronavirus Community Support Fund 1: To fund the adaption of delivering our services remotely.
- 26) National Lottery Community Fund – Coronavirus Community Support Fund 2: To fund the adaption of delivering our services remotely. The closing balance of £2,956 was spent on computer equipment after the year end.
- 27) Thomas Beckett: To fund core costs. This fund has been reclassified as unrestricted.
- 28) Groundwork: To fund service delivery costs.
- 29) Basildon District Council: To fund mental health well-being groups in Basildon.

HOME-START ESSEX LIMITED
COMPANY LIMITED BY GUARANTEE
NOTES TO THE FINANCIAL STATEMENTS (continued)
YEAR ENDED 31 MARCH 2021

11. RESTRICTED FUNDS (continued)

Prior year restricted funds movement:

	Movement in resources:				Balance at 31/03/2020 £
	Balance at 01/04/2019 £	Income £	Expenditure £	Transfers £	
a) ABSS	-	11,954	(11,954)	-	-
b) BBC Children in Need	11,118	28,137	(31,220)	-	8,035
Essex Community Foundation:					-
c) Healthwatch	4,156	7,000	-	-	11,156
d) Thriving Third Sector	17,500	10,000	(27,500)	-	-
e) Henry Smith Trust	-	60,000	(45,000)	-	15,000
f) Braintree District and Greenfields Community Fund	14,110	-	(9,226)	-	4,884
g) Other ECF funds	26,078	27,891	(36,740)	-	17,229
h) Mulberry Trust	3,000	14,785	(13,000)	-	4,785
i) National Lottery Community Fund	9,601	285,162	(210,090)	-	84,673
j) Tavistock Relationships	-	51,357	(45,166)	-	6,191
k) Uttlesford District Council	-	8,250	(8,250)	-	-
l) Virgin Care Services	-	175,000	(175,000)	-	-
m) Garfield Weston	37,500	-	(37,500)	-	-
n) Gingerbread	-	6,314	(6,314)	-	-
o) Other	7,419	10,225	(15,959)	6,415	8,100
	<u>130,482</u>	<u>696,075</u>	<u>(672,919)</u>	<u>6,415</u>	<u>160,053</u>

- a) To fund a home-visiting volunteer service for families within Southend.
- b) To fund family groups in Chelmsford, Witham, Basildon and Maldon.
- c) HSE is developing a new model for delivering information, advice and guidance (IAG) for mothers during the perinatal period.
- d) Funding for part funding of the CEO's salary.
- e) Funding for core costs.
- f) To expand delivery of the Well-Being services through the provision of an ongoing well-being group and a quarterly Fitness & Fun workshop delivered in the Braintree District.
- g) Includes wellbeing group as well as family holiday grants.
Funding for work focussing on domestic abuse.
- h) Award for the remuneration and costs relating to the post of Finance Manager.
- i) The Reaching Communities Funding is for the provision of friendship, support, and practical help through a weekly volunteer home visiting and group well-being / mental health counselling services to families in need across Mid and South Essex, usually where at least one child is under the age of five.
- j) To fund the parenting together programme in Essex.
- k) Volunteer recruitment and training, and supporting families in Uttlesford.
- l) Funding for family support across Essex.
- m) To cover core costs in order to continue providing a service to parents with young children.
- n) The Working Forward Project which offers wrap-around support to lone parents, aiming to enhance their skills, to prepare them for and enable them to move into or closer to the local workforce.
- o) Other restricted donations and grants given for a variety of restricted purposes.

HOME-START ESSEX LIMITED
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NOTES TO THE FINANCIAL STATEMENTS (continued)
YEAR ENDED 31 MARCH 2021

12. UNRESTRICTED FUNDS

	Movement in resources:				Balance at 31/03/2021
	Balance at 01/04/2020	Income	Expenditure	Gains, losses & transfers	
	£	£	£	£	£
General unrestricted funds	114,133	353,471	(158,721)	78,111	386,994
Designated unrestricted funds	2,839	-	-	(2,839)	-
	<u>116,972</u>	<u>353,471</u>	<u>(158,721)</u>	<u>75,272</u>	<u>386,994</u>

13. ANALYSIS OF NET ASSETS (between restricted and unrestricted funds)

	Tangible fixed assets	Other net assets	Total 2021	Total 2020
	£	£	£	£
General unrestricted	-	386,994	386,994	114,133
Designated	-	-	-	2,839
Total unrestricted	<u>-</u>	<u>386,994</u>	<u>386,994</u>	<u>116,972</u>
Restricted	-	90,391	90,391	160,053
	<u>-</u>	<u>477,385</u>	<u>477,385</u>	<u>277,025</u>

14. RELATED PARTY TRANSACTIONS

There were no related party transactions during the year.

15. COMPANY LIMITED BY GUARANTEE

Every member of the company undertakes to contribute to the assets of the Company in the event of the same being wound up during the time he/she is a member, or within one year afterwards, for the payments of the debts and liabilities of the company contracted before the time at which he/she ceases to be a member and of the costs, charges and expenses of winding up the same, and for the adjustments of the rights of the contributors among themselves such amount as may be required not exceeding one pound.