

THE HAPPY BABY COMMUNITY

England & Wales · Charity number 1181633

Details

Status Registered

Legal form CIO

Registered 2019-01-18

Register [View on the Charity Commission register](#)

Contact

Address Anslems Mission Hall
11 Sancroft Street
London
Se11 5UG

Phone 07712647282

Email hello@happybabycommunity.org.uk

Website happybabycommunity.org.uk

Activities

Objects: THE OBJECTS OF THE CIO ARE1. TO PRESERVE AND PROMOTE THE MENTAL AND PHYSICAL HEALTH OF PREGNANT WOMEN AND WOMEN AND GIRLS, WHO HAVE CHILDREN UNDER THE AGE OF 5 YEARS, WHO HAVE EXPERIENCED PHYSICAL OR MENTAL ILL HEALTH OR DISABILITY AS A RESULT OF VIOLATIONS OF HUMAN RIGHTS, TORTURE, HUMAN TRAFFICKING AND DOMESTIC AND SEXUAL VIOLENCE AND ABUSE2. TO PROVIDE FINANCIAL AND OTHER FORMS OF RELIEF FOR REFUGEES AND THOSE SEEKING INTERNATIONAL PROTECTION, IN PARTICULAR MOTHERS AND THEIR CHILDREN WHO ARE IN CONDITIONS OF HARDSHIP OR DISTRESS.3. TO ADVANCE THE EDUCATION AND TRAINING OF PEOPLE IN NEED THEREOF SO AS TO ADVANCE THEM IN LIFE, BUILD SELF-CONFIDENCE, BASIC SKILLS AND AN ABILITY TO MAKE AN IMPACT UPON THEIR OWN LIVES AND ASSIST THEM TO ADAPT WITHIN A NEW COMMUNITY

Activities: The Happy Baby Community provides practical and emotional support to new and expectant mums who have fled from traffickers or violence, and have sought international protection in the UK for themselves and their babies

Classification

- **How:** Makes Grants To Individuals, Makes Grants To Organisations, Provides Services, Provides Advocacy/advice/information
- **What:** The Advancement Of Health Or Saving Of Lives, Disability, The Prevention Or Relief Of Poverty, Economic/community Development/employment, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** Children/young People, People Of A Particular Ethnic Or Racial Origin, Other Charities Or Voluntary Bodies, The General Public/mankind

Geography

- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£1,204,068	£1,104,086	£379,865	24
2023-12-31	£792,521	£719,972	£279,727	5
2022-12-31	£378,780	£451,762	-	-
2021-12-31	£483,192	£420,673	-	-
2020-12-31	£344,181	£198,343	-	-

Trustees

Name	Role	Appointed
SABRINA SIMONE BALS	Chair	2023-07-18
Andrena Winifred Mary Cumella		2023-11-17
Catherine Margaret Sullivan		2025-07-27
David Noble		2024-01-30
Katherine Letley Waterfall		2024-01-30
Ouafia Ibrir		2023-07-18
PENELOPE HELEN FARRAR		2023-07-18
Polly Armstrong-Beaver		2026-04-21
Raperin Almohammad		2026-01-20
SARAH ELIZABETH HUGHES		2023-11-17
Tamar Natsvlshvili		2025-01-21

THE HAPPY BABY COMMUNITY

England & Wales - Charity number 1181633

Accounts



**HAPPY BABY
COMMUNITY**



The Queen's Award
for Voluntary Service



2025 WINNER OF
ROCKENDEN
INTERNATIONAL

**SUPPORTING NEW MUMS WHO HAVE FLED FROM TRAFFICKERS OR VIOLENCE, AND HAVE
SOUGHT INTERNATIONAL PROTECTION IN THE UK FOR THEMSELVES AND THEIR BABIES**

ANNUAL REPORT

Trustees' Annual Report and Summary Financial Statements
for Year Ending December 2024

HAPPYBABYCOMMUNITY.ORG.UK

Registered Charity – 1181633

Illustration 'The Sleeping Baby' printed with kind permission of Anita Klein

THE WORDS OF BETH (one of our community leaders)

“ I’ve gone through many ups and downs in life, and each challenge has only made me stronger. One of the hardest things I’ve had to face was losing so much and having to start over from scratch, especially while raising a child on my own. At such a young age, it felt like a huge responsibility, and there are days I ask myself I’m doing this right? But it’s also been one of the most important experiences in shaping who I am today as the Volunteer Manager at the Happy Baby Community. Though life has been tough at times, I’ve learned so much from every hardship. Each struggle has taught me valuable lessons and given me skills that I carry with me.

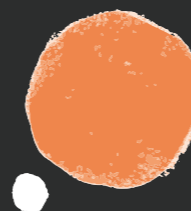
One of the biggest things I’ve learned is to never take anything for granted. Life can change in an instant, so I make sure to seize every opportunity that comes my way. Those moments, big or small, are what help me build my strength. I find that reflecting on myself regularly is a great way to stay grounded. Taking time to think about where I am in life and how far I’ve come helps me stay on track. Staying positive is also crucial. Even when things aren’t going well, I try to focus on what I do have and all the people around me who made me feel safe and comfortable where I could sense belonging and very much appreciate it.

I try to plan ahead and follow through with those plans, because staying organised and focused helps me face challenges with a clear mind. While I’ve come a long way, I know there’s still a lot to learn and a lot to be disciplined. I’m constantly working to improve myself but I also recognise there’s so much more to learn and do. Every challenge is a chance to grow.

Happy Baby Community has played a significant role in my journey, especially during some of my toughest times. When I was going through the challenges of raising a child alone and dealing with difficult circumstances, the support from the Happy Baby online community was a lifeline. The activities they offered and the people who checked in on me made a huge difference during the lockdown period, providing a sense of comfort and connection when everything felt uncertain.

Volunteering with Happy Baby was also a turning point for me. It gave me the opportunity to step outside of my usual routine, especially during the lockdown when I was taking online courses only. Even though I was volunteering, I found that I was gaining so much more in return. The positive energy and encouragement from the community inspired me and made me feel like I was contributing to something meaningful. When I faced the devastating loss of my brother, the support I received from Happy Baby was invaluable. Even though I withdrew from volunteering during that time, the community continued to check on me, offering emotional support. This made me realize how important it was to have people who genuinely cared, and it gave me a sense of belonging.

Eventually, I returned to volunteering in different roles, and over the past three years, I’ve been able to grow personally and professionally, all while being supported by the amazing people at Happy Baby. Now, nearly a year since I started working for Happy Baby, I feel safe, valued, and supported. This journey has empowered me, and I’m grateful for the opportunity to contribute to a community that has given me so much. In return, I’ve done my best to give back to Happy Baby. Whether through volunteering, offering support, or helping create a positive environment, I hope I’ve been able to help others the way this community has helped me. It’s a place that feels like home, and I’m proud to be part of it.



HAPPY BABY COMMUNITY

OUR VISION

To care for and empower new mums who have survived trafficking and violence in the UK, and to enable them and their young children to thrive.

OUR MISSION

To create and foster a strong sense of connection and value among our members, their children, volunteers, and staff. We are dedicated to providing opportunities that empower each individual to thrive and seamlessly integrate into the UK community.

24

STAFF

320

VOLUNTEERS

2,322

WOMEN SUPPORTED

679

BABIES

3,360

CHILDREN SUPPORTED

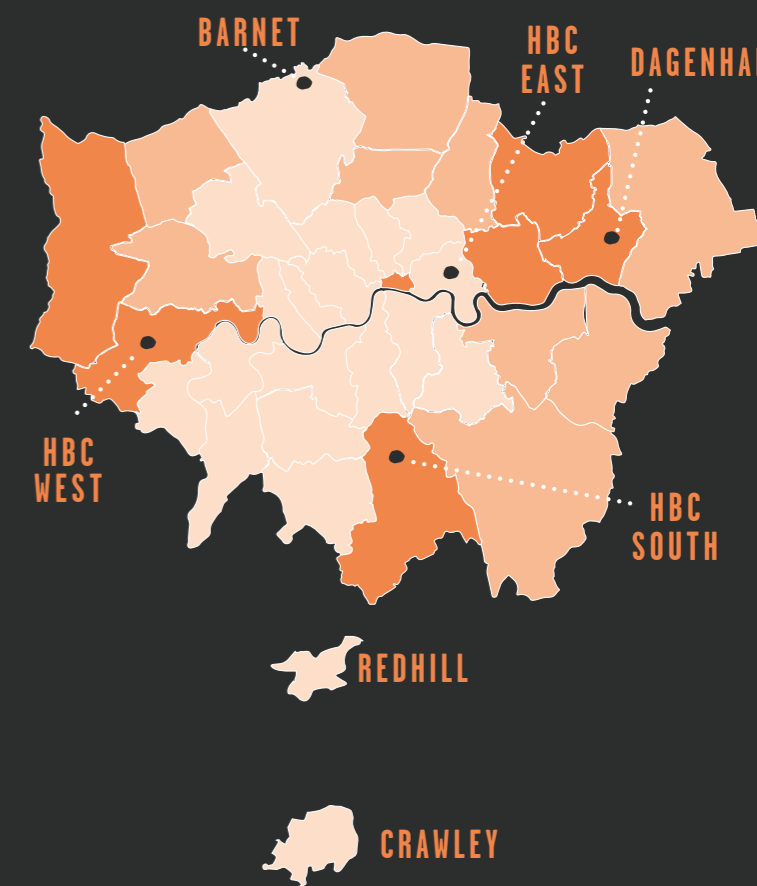
818

NEW REFERRALS IN 2024

85,440

HOURS OF VOLUNTEERING TIME

OUR COMMUNITY GROUPS



WHAT WE DO



Women and children, including pregnant women fleeing traffickers, violence, and war zones, exhaust all their resources and energy to find safety in the UK. The Home Office houses these vulnerable individuals in hostels and hotels, stripping them of agency and identity. With minimal feedback on asylum claims, lengthy waits (often years), and just £8.86 a week for essentials, they face a hostile environment with substandard food and the dehumanisation of being referred to by room or Home Office numbers. This inevitably leads to overwhelming feelings of inertia, isolation, shame, fear, and loneliness.

HBC is the sanctuary these mothers asked for. It sees our community of women and children as individuals, cherishes the children and motherhood and recognises their resilience and bravery. Like a family, HBC offers support without judgment, ensures communication is in the language of the women, respects their decisions and responds promptly to calls or messages. Guided by those with similar experiences, HBC provides support, activities, love, and opportunities to rebuild self-esteem, foster trust, and empower mothers to confidently raise their children in the UK.

SYSTEM CHANGE

Creating System Change through Community Empowerment

The Happy Baby Community is not just supporting vulnerable mothers and babies – we are fundamentally transforming systems that perpetuate poverty and exclusion. By putting lived experience at the centre of our work, with 65% of our management team and 69% of our staff having experienced the challenges our community faces, we create a powerful platform for authentic change.

Our community-led approach embodies “community power” – enabling people to influence and change the places they live, the services they use and the decisions that affect their lives. This is particularly vital for asylum-seeking mothers who are marginalised and excluded from decision-making processes that directly impact them.

Through our perinatal support program, leadership pathways and community hubs, we don’t just meet immediate needs – we build capacity for lasting transformation. When mothers progress from service users to community leaders, they don’t just change their own circumstances – they reshape the systems that failed them. Their collective voice informs healthcare providers, influences local authorities, and challenges harmful immigration policies.

The evidence is clear: our model works. By addressing both material poverty (through practical support) and non-material aspects (through building community and belonging), we create multiple pathways out of poverty. Our approach aligns perfectly with emerging government priorities to support communities to come together, help children thrive, and enable people to live healthier lives.

In a landscape where child poverty is rising alarmingly, HBC demonstrates that community-led solutions offer the most sustainable path forward.

WE DON'T JUST TREAT SYMPTOMS – WE TRANSFORM SYSTEMS BY EMPOWERING THOSE MOST AFFECTED TO LEAD THE CHANGE.



Drawing by Mani Winterstein

CREATING SYSTEM CHANGE

ADVOCACY FOR OTHERS AND FOR CHANGE

Women go on to speak out – in hospitals, with local authorities, in national forums. They challenge injustice, shape services, and stand up for others still navigating the system. Lived experience becomes leadership.

SKILLS, LEARNING AND LEADERSHIP

Through workshops, mentoring and supported roles, women develop language, facilitation, and advocacy skills. Some train as peer supporters, doulas, or group leaders – becoming recognised, skilled contributors to maternity and community care.

INDIVIDUALISED, PRACTICAL SUPPORT

Whether she needs a doula, breastfeeding help, a birth plan, or just a buggy and baby clothes – HBC tailors support to what she needs, not what the system assumes she needs. Crucially, HBC helps her understand her rights and choices.

REACHING THE UNREACHABLE

Women who are isolated, newly arrived, or hidden from services are referred by NHS midwives, GPs, safeguarding teams, or through peer networks. HBC steps in where the system struggles to engage, building trust from day one.

EMPOWERMENT THROUGH INVOLVEMENT

Once safe and supported, women are invited to join peer groups, share their stories, and take part in activities that build confidence and community. Many begin volunteering – cooking, welcoming new mothers, supporting at groups.

TRUST & SAFETY

On first contact, the woman is met without judgment. HBC provides interpreters, cultural safety, and trauma-informed care. She's listened to and believed – often for the first time in her journey.

LED BY OUR COMMUNITY

At Happy Baby Community, our strategic priority is clear:

WE ARE COMMITTED TO BEING MAJORITY LED AND MANAGED BY WOMEN WITH LIVED EXPERIENCE OF MIGRATION AS REFUGEES INTO THE UK.

This isn't merely an aspiration – it's fundamental to our identity and effectiveness.

When leadership emerges from within the community we serve, our work is grounded in authentic understanding rather than assumption. Women who have navigated the trauma of forced migration and trafficking bring invaluable insight that shapes every aspect of our services, from practical support through to advocacy.

To achieve this, we've implemented initiatives that empower our community members and embed user leadership and voice:

By embodying the principles of user-led leadership, we create a stronger, more responsive organisation that truly understands the complex needs of refugee mothers and their children. This deep understanding enables us to provide holistic support that addresses both immediate needs and long-term wellbeing, helping women rebuild their confidence, develop new skills, and create safe, nurturing environments where both they and their young children can heal from trauma and thrive in their new communities.

OUR BESPOKE LEADERSHIP PROGRAM

has equipped 31 women to become inspiring community leaders.



OUR MANAGEMENT COMMITTEE AND STAFF TEAM

are overwhelmingly composed of women with lived experience (65% and 69% respectively).

OUR EMERGING COMMUNITY LEADERS BOARD

provides direct governance input. This approach ensures our work remains genuinely responsive to community needs while creating powerful pathways to agency and influence for women whose voices have too often been marginalised.



Members of The Happy Baby Community Leaders Board



BOARD EQUITY, DIVERSITY AND INCLUSION

OUR IMPACT

2,322 WOMEN
3,360 CHILDREN
679 BABIES
320 VOLUNTEERS
57 COUNTRIES



Thrive

LIVED EXPERIENCE...

65% Management Team | 69% Staff | 100% Community Leaders Board | 42% Volunteers

Esteem

28 Community members attended Leadership programme

81% Women said they felt proud of themselves

82.4% Women said they felt positive about their future

61 Mums attended mentoring and coaching programs

Love & belonging

318 Face-to-face Community sessions

80.2% Women said they felt they belonged to a community

287 Members of the Employment Pathway

7,044 Mums attending the HBC Community Groups

220 Doula supported births

9,861 Children attending the HBC Community Groups

Safety needs

NO WAITING LIST
Always open for referrals

818 New referrals

24 HOUR / 365 DAYS
Birth Support phone line

193 Staff & volunteers attending safeguarding training

490 Perinatal referrals

98% of the community reported feeling safe at the HBC community groups

285 Women supported with breastfeeding

468 English lessons run online

381 Welfare cases supported

46 Online medical & education sessions

Physiological needs

195,000 Own language texts sent in 2024

7,140 Travel refunds to enable women to attend the community groups and leadership training

14,088 Breakfasts & lunches

459 Hospital bags

342 Baby boxes

1,392 Clothing packs

330 Sets of school uniform for Year 1 and Reception children

TRANSFORMING MATERNITY CARE FOR THE WOMEN THE SYSTEM LEAVES BEHIND – IN PARTNERSHIP WITH THE NHS

Happy Baby Community's Perinatal Programme supports women in the asylum and immigration system who face the highest barriers to safe, respectful maternity care. In partnership with NHS midwives, health visitors, perinatal mental health teams, safeguarding professionals and MNVPs, we are changing how women are cared for – together.

Through trauma-informed, culturally responsive, woman-led support, we are helping to close critical gaps in the system, ensuring that even in the most complex cases, women are heard, protected, and empowered.

EVERY WOMAN. EVERY BIRTH. EVERY TIME.

HBC IMPACT ON MATERNITY SYSTEMS & OUTCOMES

- **BETTER BIRTHS:** Fewer unplanned interventions, more informed choices, closer connections from the start
- **SAFER CARE:** Doulas help women feel heard, reduce miscommunication and support consent-based care
- **CONTINUITY WHERE THERE IS NONE:** HBC fills critical gaps in care for women with no stable midwife, interpreter, or support system
- **IMMEDIATE POSTNATAL SAFETY NET:** Support continues when women go home, especially vital after traumatic or surgical births
- **IMPROVED ENGAGEMENT WITH HEALTHCARE:** Women more likely to attend appointments, access mental health support and follow postnatal care plans
- **HUMANISING THE SYSTEM:** HBC's presence brings kindness, time, and trust into clinical spaces

2024 HEADLINES

- 600+ women received personalised perinatal support
- 250+ women received one-to-one doula or birth support cases including complex/traumatic births
- Over 300 breastfeeding sessions delivered
- 600+ baby essentials bundles given (maternity bags, baby boxes, buggies)
- Dozens of women advocated for directly around consent, interpretation, and respectful care

WE ACT WHEN IT'S URGENT:

- Women in care or fleeing domestic abuse
- Last-minute inductions, emergency caesareans
- Separated families – baby in NICU, mother discharged without support
- No transport to hospital, no essentials for baby, no one to advocate

SHAPING NATIONAL & GLOBAL AGENDAS

Our work feeds into policy and practice on:

- Reducing maternity inequalities
- Trauma-informed care
- Dignity and consent in childbirth
- Best start in life for every baby
- Continuity of care



Illustration 'Betty and the leaves' printed with kind permission of Anita Klein

SUPPORTING HUNDREDS OF BIRTHS EVERY YEAR

- Hundreds more by phone/ classes/ groups
- Tailored to individual- what/ how much they want: full doula support, calls only (pregnancy +/- or postnatal), information (in person, online, by phone), breastfeeding, peer caller
- No judgment or agenda for women, other than that they are informed, listened to and treated with respect and kindness

OUR TEAM

- Layered support: doula with them for hours or days, mentor supports doula, managers support mentors
- Highly trained and reflective group of perinatal professionals – doulas, educators, breastfeeding specialists
- Senior team who value communication, reflection, collaboration
- Ongoing professional learning and development for entire perinatal team

HIGHLY PERSONAL/ INDIVIDUAL/SENSITIVE/ IN CRUCIAL SITUATIONS

- Premature birth/ baby in special care
- Mother in care, separated from baby – father taking care of baby
- Intense postnatal care needed after traumatic births
- Domestic violence pregnancy / postpartum
- Bereavement – miscarriage, stillbirth, neonatal death
- Specialised breastfeeding support
- Twins
- Last minute births
- Getting essentials for women who have nothing, often last minute
- Women with NRFP and no money transport to and from hospital
- Paying for women to travel to feed/care for baby in special care
- Straight forward births, birth centres, waterbirths
- Complicated births, labour ward, inductions, caesareans

ADDRESSING MUCH MORE THAN PREGNANCY/ BIRTH/POSTNATAL

We respond to women's loneliness and isolation, and the helplessness that often comes with poverty – such as not having basic items for their babies or being denied transport to hospital during labour, or when returning home with their newborn. Women frequently face discrimination, culturally insensitive treatment, and birth trauma in a system that is not always informed by compassion or understanding. HBC Perinatal provides vital support through group sessions, hospital visits, one-to-one doula and breastfeeding help, and advocacy with healthcare professionals – especially around interpretation and consent. We help women create birth plans and receive essential items like maternity bags, baby boxes, and buggies through partner organisations. Our strong relationships with midwives, health visitors, perinatal mental health teams and MNVPs help to ensure more equitable and sensitive care for HBC mothers and their babies.



In 2025 the Happy Baby Community was awarded the Ockendon International Prize.

“Happy Baby Community, UK, the inaugural winner of the UK Prize for a project advancing the self-reliance of refugees and/or asylum-seekers living in Northern Ireland, Scotland, England or Wales, for its ‘Starting Well’ project in London (and Crawley, Surrey), which impressed the judges for its sensitive and holistic approach to early childhood and parenting, and more particularly for its gentle support of pregnant refugees and

new mothers more often than not living far away from extended family support.

The judges said: “Happy Baby Community is professional, friendly and experienced with a passionate commitment to mutual respect and care. It never turns anyone away and has an impressive involvement of refugees, most of whom were beneficiaries themselves.”

HBC, they observed, “has developed strong links with local hospitals, hospital staff and volunteers, a great depth of engagement and sympathetic understanding of the women and families in their care, with an inspiring emphasis on lasting friendship and compassion.”



CONFRONTING THE HIDDEN CRISIS OF YOUNG ASYLUM-SEEKING CHILDREN

3,360

children under 3 years old supported by HBC and living in the asylum system

THE CHALLENGES FOR CHILDREN LIVING IN THE ASYLUM SYSTEM

Children under 3 living in the asylum system are among the most vulnerable in the UK – yet they remain invisible in national child poverty statistics. These infants are not counted, not tracked and not recognised in the very data meant to protect and support the most at-risk children. They are enduring some of the harshest conditions imaginable.

FROM THEIR EARLIEST DAYS, THEY FACE EXTREME ADVERSITY:

- Cramped and unstable housing
- Food poverty and poor nutrition
- No access to Healthy Start vitamins
- Disrupted sleep in overcrowded rooms
- Nowhere to play
- No extended family bonds
- Trauma from conflict, displacement, and ongoing insecurity

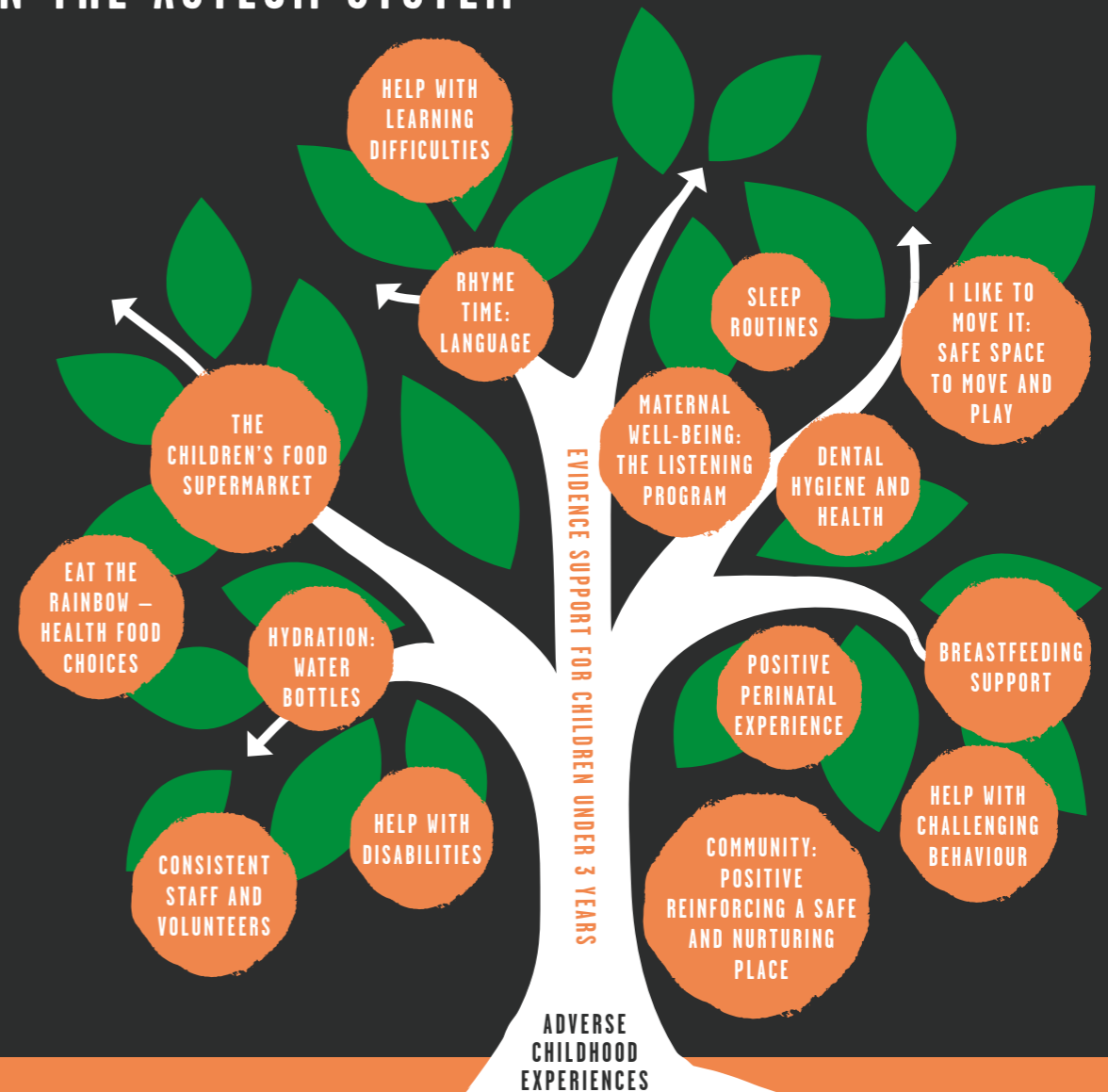
These are not minor disadvantages – they are structural harms. They affect physical growth, brain development, emotional wellbeing, and future learning. Without intervention, these children are at risk of lifelong disadvantage before they've even had a chance to begin.

HAPPY BABY COMMUNITY'S EVERY CHILD CAN THRIVE PROJECT IS OUR RESPONSE:

HBC commits to ensure children living in the asylum system are not just surviving, but seen, supported and set up to thrive. Every child deserves the chance to thrive, regardless of their circumstances. Through targeted early intervention, using current evidence from UCL, NHS and Government guidelines, we are working toward a future where a child's immigration status doesn't determine their life outcomes – where children with the greatest disadvantages receive the greatest support to overcome them.



HBC SOLUTIONS FOR ADDRESSING ADVERSE CHILDHOOD EXPERIENCES IN THE ASYLUM SYSTEM



SAFEGUARDING



The Happy Baby Community is committed to ensuring the well-being and safety of all individuals we support, as many are particularly vulnerable. They include babies, children, and women at risk. Our charity recognises the importance of creating a safe and supportive environment that protects individuals from harm, abuse, neglect, and exploitation.

We prioritise safeguarding at the Happy Baby Community, implementing robust policies, procedures, and training. Our team is well-informed and equipped to recognise, report, and respond to safeguarding concerns, complying with all relevant laws and regulations.

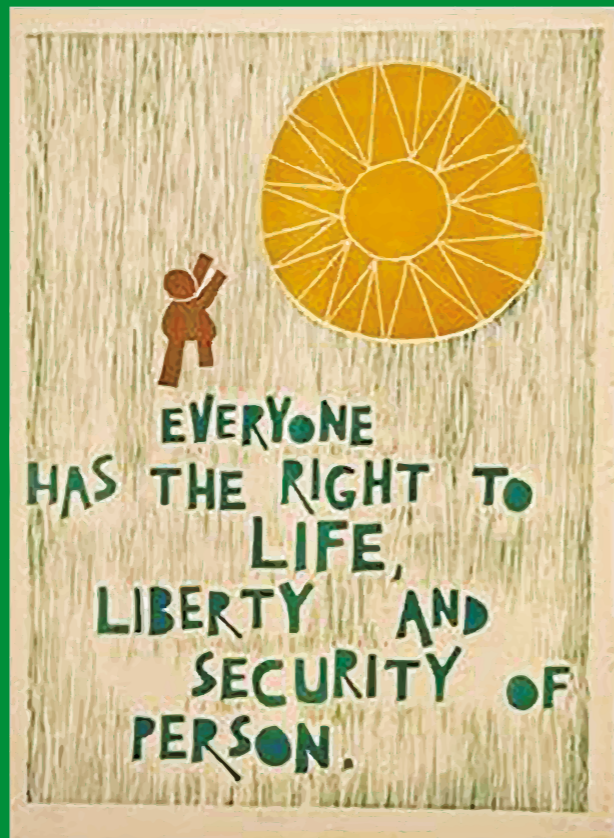
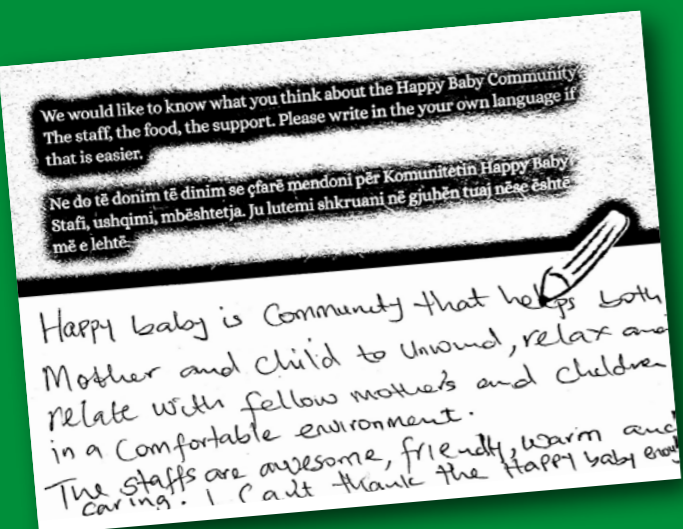
Through monthly online training sessions, we ensure our staff and volunteers are knowledgeable and prepared to identify signs of abuse, follow reporting procedures, and maintain confidentiality.

We maintain an open and accountable culture, encouraging the reporting of any safeguarding concerns. Prompt and confidential action is taken, including providing immediate support and collaborating with external agencies if needed.

Comprehensive records are kept, enabling us to monitor trends, learn from experiences, and continually improve our safeguarding practices.

With Deborah Wright, a Senior Social Worker, and Sarah Hughes, our Trustee Safeguarding Lead, we regularly review and update our policies and procedures. External resources and feedback help us stay informed about best practices and emerging issues.

At the Happy Baby Community, safeguarding is paramount. We foster a safe and respectful environment, ensuring the well-being and protection of all those involved in our organisation.



THE HBC 2024–2025: STRATEGIC PRIORITIES



OUR FUNDERS



WORKING TOGETHER – OUR REFERRAL PARTNERS



FINANCIAL REVIEW

Income and expenditure 2024

£1.2M HBC'S TOTAL REVENUE
(2023: £793K)

£1.1M HBC'S TOTAL EXPENDITURE
(2023: £719K)

In 2024, Happy Baby Community experienced a transformative year of growth, with total income reaching £1,204,068 – a rise from £793,065 in 2023. This increase was primarily driven by substantial grant funding and donations, particularly restricted funds amounting to £767,879. Key funders included the National Lottery, City Bridge Trust and Garfield Weston, among others. These contributions enabled the charity to significantly expand its capacity support to more children and women than ever before. Income from unrestricted sources also rose sharply to £436,189, providing valuable flexibility to invest in core services, in particular volunteering and outreach to the asylum accommodation sites, and to ensure operational stability.

HBC exceeded its £975,000 fundraising target for 2024, successfully establishing multiple long-term partnerships with trusts and foundations and securing several successful multi-year agreements that will provide sustained income beyond the initial year.

With enhanced funding, the charity expanded both the breadth and depth of its support for refugee and asylum-seeking women and children. Charitable expenditure rose to £1,104,086, enabling the development of new services and 38% more support sessions across 6 locations in Greater London and the South East. This included a significant increase in direct provision costs – covering essentials such as food, travel, rent and children's and perinatal support. Staffing levels increased, with an average of 22 (FTE 11) employees (compared to 18 (FTE 9) in 2023), allowing the charity to meet demand more effectively. One of the most significant achievements in 2024 was Happy Baby Community's ability to ensure that no woman or child was ever turned away due to

capacity limits. The charity began the year with a planned budget of £973,000 but made the strategic decision to exceed this in response to rising demand – particularly in Central London. By drawing on unrestricted funds, it successfully launched a new project site in Central London in September 2024. This bold, needs-led expansion exemplifies the charity's commitment to responsive and inclusive care.

By the end of the year, the charity held total funds of £379,865, with £167,028 restricted and £212,837 unrestricted. These carried-forward funds are earmarked for delivering committed work in the first quarter of 2025, including continuing the expansion of the community hubs in partnership with the Babyzone in Barnet and Barking and scaling key programmes across all locations.

The charity manages its cash flow with great care, maintaining monthly financial updates and reviews to ensure accountability, transparency, and agility. With strong reserves, a growing and skilled team, and deep community trust, Happy Baby Community enters 2025 well-prepared to meet evolving needs and deliver its mission without compromise.



Drawing by Mani Winterstein

Donations in kind

In line with best practice as set out in the Charities SORP, the value of donated goods distributed during the year has been recognised in the accounts as both income and expenditure, where the charity had control over the goods, was able to reliably measure their value, and used them in the furtherance of its charitable purposes.



Reserves

The Trustees continually monitor the charity’s financial position and specifically review its required level of reserves each year. This review takes into account the types of income and the risks and uncertainties associated with each; the level of fixed costs including salaries and property rent; variable costs associated with providing our services; the needs of the families whom we support; the funds required to achieve our strategic goals; and any one-off expenditure planned in the foreseeable future.

RESERVES POLICY

The Happy Baby Community holds just over £200,000 of unrestricted funds. The Charity Reserves Policy has been agreed in accordance with the Charity Commission Guidance. The charity reserves are an essential element of the strategic, operational and budgetary planning and are set to ensure the charity is operating with sufficient unrestricted funds to avoid financial challenges in 2025 and 2026.

Happy Baby Community aims to maintain reserves equivalent to at least 25% of the annual operating expenditure, which based on the budget forecast for 2025 amounts to £300,000. This has grown since 2023 following demand and accordingly plans are being refined in order to achieve this target over the next 2-3 years. This target will continue to be periodically reviewed and adjusted based on the organisation’s needs, financial position, and regulatory requirements.

Going concern

The fragile economy and ongoing cost of living crisis mean that The Happy Baby Community is operating in a generally uncertain environment. The principal risk that The Happy Baby Community faces is our ability to remain open to all referrals and never turn anyone away.

The level of income needed to support the ever-increasing number of families who seek our help and to meet our own growing level of costs. Taking these factors into account, the Trustees have reviewed the level of reserves currently held, along with the budgeted income and expenditure, and have concluded that the charity’s funds will be sufficient to sustain its activities for a period of at least twelve months from the date of finalising these accounts. Accordingly, the accounts have been prepared on a going concern basis. A broader discussion on the risks and uncertainties facing The Happy Baby Community and the management of those risks, is set out below in the next section ‘Structure, governance and management’.

Investment policy

In addition to the balance held in the charity’s current accounts, £5,000 is placed in a medium term interest-bearing deposit Charity Bank. The charity will address further cash being held on deposit in the future.

STRUCTURE GOVERNANCE AND MANAGEMENT

Governance

The charity is a Charitable Incorporated Organisation (CIO), registered as a charity on 19th January 2019. The charity was established under constitution based on the ‘Foundation CIO’ model. The constitution establishes the objects and powers of the CIO and sets out the way in which it is governed. The Trustees are the only members of the charity and are entitled only to voting rights. The Trustees have no beneficial interest in the charity and, in the event of winding-up, they have no liability to contribute to its assets and no personal responsibility for settling its debts and liabilities. The financial statements comply with current statutory requirements, the charity’s constitution and the Statement of Recommended Practice – Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102 (issued October 2019).

TRUSTEES

- Sabrina Bals – **Chair**
- Penelope Farrar – **Finance Committee and Risk Lead**
- Sarah Hughes – **Safeguarding Lead**
- Andrena Cumella – **Leadership Lead**
- Oufia Ibrir – **Community Leadership**
- David Noble – **Legal Lead**
- Katherine Waterfall – **Perinatal Lead**
- Annie Kelly – **Communications Lead (Resigned 21/01/2025)**

THE COMMUNITY LEADERS BOARD

- Andrena Cumella – **Chair**
- Jesmima Kadriaj – **Vice-Chair**
- Nadia Rahman
- Narges Askari
- Zewdi Amanuel
- Berivan Mamash
- Miklovana Demja

MANAGEMENT EXECUTIVES

- Sue Balmer and Lucy Bracken – **Co-Directors**
- Jill Miller – **Perinatal Director**

CHARITY NUMBER 1181633

REGISTERED OFFICE

Anslem’s Mission Hall, 11 Sancroft Steet, London SE11 5UG

ACCOUNTANTS

Third Sector Accountancy Ltd, Holyoake House, Hanover Street, Manchester M60 0AS
thirdsectoraccountancy.coop

BANKERS

- CAF Bank, 25 Kings Hill Avenue, West Malling, Kent ME14 4JQ.
- Metro Bank, One Southampton Row, London WC1B 5HA
- Charity Bank, Fosse House. 182 High Street, Tonbridge, TN9 1BE

PUBLIC BENEFIT

The Trustees have referred to the guidance contained in the Charity Commission’s general guidance on public benefit when reviewing the charity’s aims and objectives and in planning its future activities. In particular, the Trustees consider how planned activities will contribute to the aims and objectives that have been set.

HBC CHARITABLE OBJECTIVES:

1 To preserve and promote the mental and physical health of pregnant women and women and girls, who have children under the age of 3 years, who have experienced physical or mental ill health or disability as a result of violations of human rights, torture, human trafficking and domestic and sexual violence and abuse.

2 To provide financial and other forms of relief for refugees and those seeking international protection, in particular mothers and their children who are in conditions of hardship or distress.

3 To advance the education and training of people in need thereof so as to advance them in life, build self-confidence, basic skills and an ability to make an impact upon their own lives and assist them to adapt within a new community.

APPOINTMENT AND INDUCTION OF TRUSTEES

Roles are openly advertised and Trustees are recruited through an interview process led by nominated members of the Board of Trustees and the Community Leaders Board. New Trustees receive an induction programme which includes meetings with key members of the management team, a briefing pack and at least one site visit.

All Trustees commit to volunteering with The Happy Baby Community regularly so that they have a good understanding of the work that the charity does.

All Board members participate in an annual review and objective setting process, led by the Chair of Trustees. Trustees are appointed for a three-year term with the option to renew for one further three-year term. In exceptional circumstances, a Trustee may be appointed beyond a second three-year term by a resolution of the Trustees.

ORGANISATIONAL STRUCTURE AND DECISION MAKING

The Board of Trustees has collective responsibility for everything that the charity does, including the legal responsibility to ensure it is controlled and properly managed. The Board delegates responsibility for operational management to the Executive Directors and the Management Committee.

To develop plans, policies and procedures, The Management Committee follow the Board's advice and require their approval. As at 31 December 2024, the staff team are as shown.

The Board of Trustees is responsible for the strategic direction of the charity and meets quarterly together with the Executive Directors and management team to review progress and to ensure the charity is on track to meet its objectives. The Board has two sub-committees: a Finance Committee and the Community Leaders Board.

THE COMMUNITY LEADERS BOARD

The Community Leaders Board (CLB) was formally established in 2024 as a designated Committee of the HBC Board of Trustees. This innovative governance structure embodies our commitment to centring the voices of women with lived experience in our decision-making processes. The CLB sits between the Trustee Board and the Management Board in our governance structure, focusing specifically on designing service delivery to meet community needs. Chaired by Trustee Andrena Cumella, with Jasmina Kadriaj serving as Vice Chair, the CLB consists of six members representing different cultural backgrounds and program areas within HBC.

Each CLB member serves as a Champion for specific service areas, including Perinatal Support, Children's Programs, Education and Employment, enabling in-depth knowledge and representation across all HBC activities. The CLB meets bi-monthly, with representatives attending The Trustee Board meetings to ensure seamless communication between governance bodies.

Through this structure, HBC ensures that the expertise of women with lived experience directly influences our strategic priorities and operational decisions, strengthening our ability to provide responsive, culturally appropriate services to mothers and children seeking safety in the UK.

REMUNERATION POLICY

All Trustees give their time voluntarily and receive no benefits from the charity. Any expenses reclaimed from the charity are set out in note 12 to the accounts.

In setting salaries, HBC strives to pay at a competitive level within the sector and considers changes in the cost of living/inflation and changes to roles and responsibilities.

The charity also takes into account the need to remain prudent so that salary costs are sustainable both at the current time and in the future. All employees are paid at least the London living wage as defined by the Living Wage Foundation.

The Board of Trustees reviews and agrees the annual remuneration of the Executives and agrees the remuneration level of senior staff, in conjunction with the Co-Directors.

HBC is committed to creating roles that enable people to balance purpose-driven work with other priorities in life.

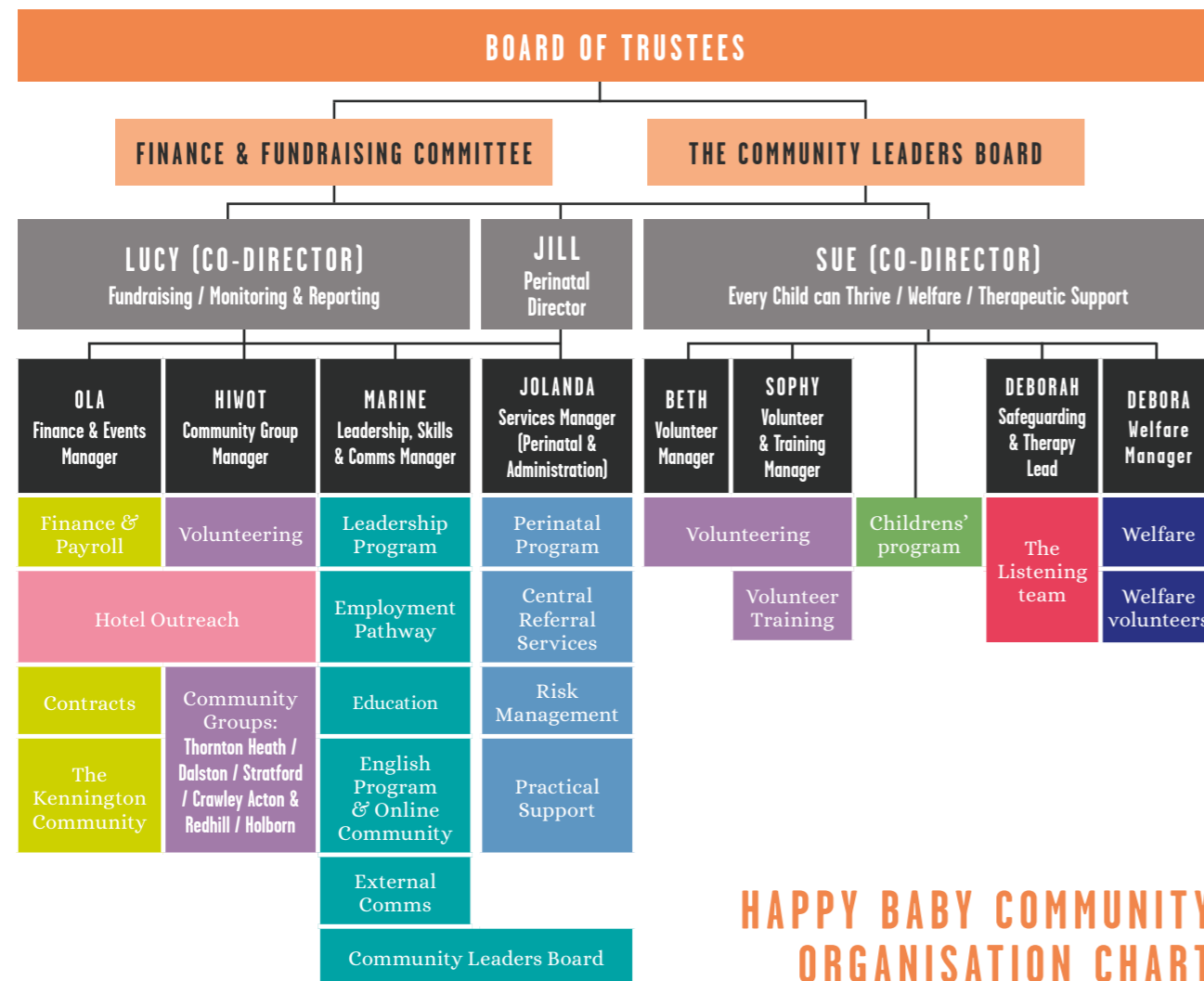
EQUITY, DIVERSITY AND INCLUSION

Our Management Committee led an in-depth review of HBC's Equity, Diversity and Inclusion policy in 2024, with Trustee David Noble providing legal guidance throughout the process. This comprehensive review incorporated input from multiple stakeholders, including partner organisations, funders and service users.

The Community Leaders Board played a crucial role in evaluating and refining policy recommendations, ensuring they authentically reflected the diverse experiences of our community members and created meaningful pathways for inclusion at all levels of the organisation.

From 2025, our implementation strategy includes mandatory EDI training for all staff and volunteers, which will be led by Deborah Wright, our Safeguarding Lead. The training program has been specifically designed to provide sufficient time for participants to thoroughly understand, reflect upon and integrate the policy principles into their daily work. Rather than a one-time session, the training will be delivered in multiple modules throughout the year, allowing for deeper engagement and practical application of concepts.

This methodical approach ensures that equity, diversity and inclusion become embedded in our organisational culture and practices, strengthening HBC's ability to provide responsive and inclusive support to all community members.



HAPPY BABY COMMUNITY ORGANISATION CHART

OUR VOLUNTEERS: THE HEART OF HBC

356 : Approx.
85,440 HOURS : of volunteering in 2024
Volunteers

The Trustees acknowledge with profound gratitude the extraordinary contribution made by our 356 active volunteers in 2024. These remarkable individuals represent the very essence of the Happy Baby Community, generously giving their time, skills and compassion across all aspects of our work.

Far more than just additional support, our volunteers are the lifeblood of HBC. They are the welcoming faces at our community groups, the skilled doulas supporting mothers through childbirth, the dedicated English teachers, the passionate advocates, the caring listeners who build trusting relationships with vulnerable women and children, the sewers, the knitters and the packers, who give time and love every day to the community. Their dedication transforms our vision into reality every single day.

In a challenging funding environment, the economic value of our volunteers contribution is immeasurable – but it is their human impact that truly cannot be quantified. Through their cultural knowledge, language skills and lived experience, our volunteers create bridges of understanding.

The Happy Baby Community exists because of these extraordinary individuals. They embody our values of compassion, inclusivity and empowerment, and their unwavering commitment enables us to respond to the increasing needs of refugee and asylum-seeking mothers and their children.

The Trustees recognise that without our volunteers, there would be no Happy Baby Community, and for this, we extend our deepest appreciation.

FUNDRAISING

Fundraising was led by the Co-Director Lucy Bracken, with significant involvement from the Management Committee. The charity spent less than 0.6% of its annual turnover on fundraising. This is largely thanks to the outstanding skills of the retained fundraisers Caroline Campbell and Loretta Curtin.

The staff team at HBC work very hard to ensure that funders have connection with the work that they are funding. They are welcomed to visit the community hubs and speak to the staff and volunteers.

We did not receive any complaints about our fundraising. We keep up to date with changing regulation and ensure we comply with it by changing our processes if needed. We understand our duty to protect vulnerable people and to protect people's privacy and we do not engage in any intrusive methods of raising funds.



Drawings by Mami Winterstein

PRINCIPAL RISKS AND UNCERTAINTIES

The charity has a risk register in place which sets out key risks (covering governance, financial, operational, external and reputational, legal and compliance) and how they are managed. The HBC risk register is formally reviewed quarterly by the Board having been reviewed and updated by the Management Committee and CLB.

THE TRUSTEES AND MANAGEMENT TEAM HAVE IDENTIFIED THE FOLLOWING AS KEY STRATEGIC RISKS FACING THE HAPPY BABY COMMUNITY:

- 1 The sudden change in Home Office Policy with regards the support of asylum seekers.
- 2 The unexpected change in political events in the world causing a huge increase in asylum support needed in the UK.
- 3 A breach of the charity's safeguarding policy. This is mitigated by ensuring that all staff, volunteers and Trustees receive regular safeguarding training and that a safeguarding is embedded in all aspect of the service delivery.
- 4 A shortfall in income leading to a breach of the reserves policy. This risk is managed by having forward planning around fundraising and diversifying fundraising streams. In addition, there is regular monitoring of financial performance throughout the year, including cash flow forecasting, so that mitigating measures can be put in place, if needed.
- 5 Loss of key staff. This is mitigated by having objectives and development plans in place for staff and by developing a strategy which includes performance management and development.
- 6 A data breach or cyber attack that causes reputational risk and/ or impacts our ability to operate. Centralised management of technology, anti-virus software and data back-ups act in mitigation.



POLICIES

Policies for all relevant areas are maintained, including safeguarding (adult and child), Health and Safety, Data Protection, EDI, Conflicts of Interest, Whistleblowing, Employee Handbook, Finance Policy and Processes and GDPR. Policies are scheduled to be annually reviewed and approved by the board at the quarterly Board meetings.

RELATED PARTIES

We work in partnership with a wide range of organisations, such as Migrant Help, Home-Start and statutory services including midwifery teams, health visitors and local authorities. There are no entities or charities we work with which are related parties.

STATEMENT OF TRUSTEES RESPONSIBILITIES

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

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

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Charities SORP;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable UK Accounting Standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements; and
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

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

In so far as the Trustees are aware:

- There is no relevant audit information of which the charity's auditors are unaware.
- The Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

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

AUDITORS

Third Sector Accountancy Limited were re-appointed as the charity's auditors in 2024 and have expressed their willingness to continue in that capacity.

The Trustees' Annual Report has been approved by the Trustees and signed on their behalf by:



Sabrina Bals
Chair of the Board of Trustees of the
Happy Baby Community
Date: 08/07/2025

AUDITORS REPORTS AND FINANCIAL STATEMENTS

Year Ended: 31st December 2024

The Happy Baby Community

Charity number: 1181633

OPINION

We have audited the financial statements of The Happy Baby Community (the 'charity') for the year ended 31 December 2024 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the affairs as at 31 December 2024 and of its incoming resources and application of resources for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

BASIS FOR OPINION

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that

the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

CONCLUSIONS RELATING TO GOING CONCERN

In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

OTHER INFORMATION

The other information comprises the information included in the Trustees' Annual Report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the trustees' report; or
- the charity has not kept adequate accounting records; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

RESPONSIBILITIES OF TRUSTEES

As explained more fully in the trustees' responsibilities statement set out on page 24, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

AUDITOR'S RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with regulations made under Section 154 of that Act.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below.

CAPABILITY OF THE AUDIT IN DETECTING IRREGULARITIES, INCLUDING FRAUD

Based on our understanding of the charity and environment in which it operates, we identified the principal risks of non-compliance with laws and regulations related to pension legislation, tax legislation, employment legislation, health and safety legislation, and other legislation specific to the industry in which the charity operates, and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Reporting requirements under the Charities SORP and FRS102, and the Charities Act 2011.

We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principal risks were related to the pressure on management to achieve particular results. Audit procedures performed by the engagement team included:

- Review of policies;
- Discussions with management and trustees including consideration of known or suspected instances of non-compliance;
- Evaluating management's controls designed to prevent and detect irregularities;
- Identifying and testing journal entries; and
- Challenging assumptions and judgments made by management.

There are inherent limitations in the audit procedures described above and the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at [frc.org.uk/auditorsresponsibilities](https://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditor's report.

USE OF THE AUDIT REPORT

This report is made solely to the charity's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body for our audit work, for this report, or for the opinions we have formed.

Third Sector Accountancy Limited

Patrick Morello
Date: 08/07/2025



Third Sector Accountancy Limited,
Statutory Auditor
Holyoake House, Hanover St, Manchester
M60 0AS, United Kingdom

Third Sector Accountancy Limited is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006.

THE ACCOUNTS

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING REVENUE ACCOUNT

For the year ending 31 December 2024

	Note	2024			2023		
		Unrestricted funds (£)	Restricted funds (£)	Total funds (£)	Unrestricted funds (£)	Restricted funds (£)	Total funds (£)
INCOME							
Donations and legacies	3	425,429	766,117	1,191,546	189,400	603,121	792,521
Other income	4	9,963	1,762	11,952	-	-	-
Investment income	5	797	-	797	544	-	544
TOTAL INCOME		436,189	767,879	1,204,068	189,944	603,121	793,065
EXPENDITURE							
Cost of raising funds	6	8,905	-	8,905	7,971	-	7,971
Charitable activities	6	391,385	703,796	1,095,181	156,903	555,098	712,001
TOTAL EXPENDITURE	2	400,290	703,796	1,104,086	164,874	555,098	719,972
Net income/ (expenditure) for the year		35,899	64,083	99,982	25,070	48,023	73,093
Transfers between funds		(49,259)	49,259	-	(3,000)	3,000	-
Net movement in funds for the year		(13,360)	113,342	99,982	22,070	51,023	73,093
RECONCILIATION OF FUNDS							
Total funds brought forward		226,197	53,686	279,727	204,127	2,663	206,790
TOTAL FUNDS CARRIED FORWARD		212,837	167,028	379,865	226,197	53,686	279,727

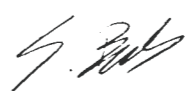
The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

BALANCE SHEET

For the year ending 31 December 2024

	Note	2024 (£)	2023 (£)
FIXED ASSETS			
Tangible assets	15	5,510	-
TOTAL FIXED ASSETS		5,510	-
CURRENT ASSETS			
Debtors	13	112	-
Cash at bank and in hand		431,113	303,998
TOTAL CURRENT ASSETS		431,225	303,998
LIABILITIES			
Creditors: Amounts falling due in less than one year	14	(56,870)	(24,271)
Net current assets		374,335	279,727
Total assets less current liabilities		379,865	279,727
Net assets		379,865	279,727
THE FUNDS OF THE CHARITY			
Restricted income funds		167,029	53,686
Unrestricted income funds		212,836	226,041
TOTAL CHARITY FUNDS		379,865	279,727

The notes on pages 30–31 form part of these accounts.

	Signature	Print name	Date of approval (dd/mm/yyyy)
Approved by the Trustees and signed on their behalf by:		SABRINA BALS	08/07/2025

STATEMENT OF CASH FLOWS

For the year ending 31 December 2024

	Note	2024 (£)	2023 (£)
CASH PROVIDED BY/(USED IN) OPERATING ACTIVITIES	18	133,727	79,458
CASH FLOWS FROM INVESTING ACTIVITIES:			
Dividends, interest, and rents from investments		-	-
Purchase of tangible fixed assets		(6,612)	-
CASH PROVIDED BY/(USED IN) INVESTING ACTIVITIES		(6,612)	-
Increase/(decrease) in cash and cash equivalents in the year		127,114	79,458
Cash and cash equivalents at the beginning of the year		303,998	224,540
CASH AND CASH EQUIVALENTS AT THE END OF THE YEAR		431,113	303,998

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

NOTES TO THE ACCOUNTS

1: ACCOUNTING POLICIES

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

a. Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued in October 2019 – (Charities SORP (FRS 102), and the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

Happy Baby Community meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note. The financial statements are presented in sterling which is the functional currency of the charity and rounded to the nearest £ sterling.

b. Judgments and estimates

The trustees have made no key judgments which have a significant effect on the accounts. The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities within the next reporting period.

c. Preparation of the accounts on a going concern basis

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern.

d. Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount

can be measured reliably and is not deferred. Income received in advance of a provision of a specified service is deferred until the criteria for income recognition are met.

e. Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the Bank.

f. Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of charity.

Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose.

Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

g. Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds comprise the costs of fundraising and the associated support
- Expenditure on charitable activities includes the costs undertaken to further the purposes of the charity and their associated support costs.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was

h. Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities.

Support costs include back office costs, finance, personnel, payroll and governance costs which support the charity's programmes and activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities. The bases on which support costs have been allocated are set out in note 5.

i. Operating leases

Operating leases are leases in which the title to the assets, and the risks and rewards of ownership, remain with the lessor. Rental charges are charged on a straight line basis over the term of the lease.

j. Tangible fixed assets

Individual fixed assets of an amount greater than £3,000 are recognised on a cost basis and are depreciated over their estimated useful economic lives as follows:

FIXTURES AND FITTINGS: 17%

k. Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

l. Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

m. Creditors and provisions

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

n. Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

o. Pensions

Employees of the charity are entitled to join a defined contribution 'money purchase' scheme. The charity's contribution is restricted to the contributions disclosed in the wages and salaries note. There were no outstanding contributions at the year end. The costs of the defined contribution scheme are included within support and governance costs and allocated to the funds of the charity.

p. Donated goods and service

Donated items are not included in the financial statements until they are sold or distributed on the basis that it is considered impractical to measure the fair value of donated goods. The value recognised is the estimated value to the charity of the service or goods received.

2: LEGAL STATUS OF THE CHARITY

The charity is a company limited by guarantee registered in England and Wales and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The registered office address is disclosed on page 19.

3: INCOME FROM DONATIONS AND LEGACIES

	2024			2023		
	Unrestricted (£)	Restricted (£)	Total (£)	Unrestricted (£)	Restricted (£)	Total (£)
Donation income	142,556	4,100	146,656	85,705	1,900	87,605
Grant income	282,873	762,017	1,044,890	103,695	601,221	704,916
TOTAL INCOME	425,429	766,117	1,191,546	189,400	603,121	792,521

Included within donation income is £66,111 which relates to donated goods including food, clothes and phones.

4: OTHER INCOME

	2024			2023		
	Unrestricted (£)	Restricted (£)	Total (£)	Unrestricted (£)	Restricted (£)	Total (£)
Other income	9,963	1,762	11,752	-	-	-
TOTAL INCOME	9,963	1,762	11,752	-	-	-

5: INVESTMENT INCOME

All of the charity's investment income arises from money held in interest bearing deposit accounts.

All investment income is unrestricted.

6: ANALYSIS OF EXPENDITURE ON CHARITABLE ACTIVITIES

	Note	2024			2023		
		Charitable Activities (£)	Cost of raising funds (£)	Total (£)	Charitable Activities (£)	Cost of raising funds (£)	Total (£)
Fundraising			8,905	8,905	-	7,971	7,971
Wages and salaries		206,678	-	206,678	119,466	-	119,466
Other staff costs		37,152	-	37,152	48,383	-	48,383
Direct provision		340,964	-	340,964	219,893	-	219,893
Other programme costs		42,243	-	42,243	23,371	-	23,371
Rental costs		67,654	-	67,654	46,559	-	46,559
Bank charges		2,144	-	2,144	1,849	-	1,849
Consultancy costs		17,502	-	17,502	7,627	-	7,627
Insurance		1,400	-	1,400	1,273	-	1,273
Subscriptions		2,386	-	2,386	1,767	-	1,767
Travel costs		5,715	-	5,715	7,522	-	7,522
Support costs	9	330,558	-	330,558	215,018	-	215,018
Governance costs	9	40,786	-	40,786	19,273	-	19,273
TOTAL EXPENDITURE		1,095,181	8,905	1,104,086	712,001	7,971	719,972

7: ANALYSIS OF GOVERNANCE AND SUPPORT COSTS

	2024			2023		
	Support (£)	Governance (£)	Total (£)	Support (£)	Governance (£)	Total (£)
Wages and salaries	190,780		190,780	110,276		110,276
Depreciation	1,102		1,102	-		-
Consultancy costs	70,006		70,006	30,509		30,509
Volunteer Support Costs	8,070		8,070	5,289		5,289
Subcontractor costs	32,212			45,283		45,283
Travel costs	5,715			7,522		7,522
Office costs	10,734			7,922		7,922
Rental costs	11,939			8,216		8,216
Audit & Accountancy Fees		17,370			10,132	10,132
Other Professional Fees		16,484			9,109	9,109
Board expenses		6,932			32	32
TOTAL COSTS	330,558	40,786	269,958	215,018	19,273	234,290

8: NET INCOME/(EXPENDITURE) FOR THE YEAR

This is stated after charging/(crediting):	2024 (£)	2023 (£)
Depreciation	1,102	7,710
Auditor's remuneration – audit fees	5,000	-
Auditor's remuneration – accounts prep fees	1,800	-

9: STAFF COSTS

	2024 (£)	2023 (£)
Wages and salaries	368,698	211,873
Employer's National Insurance costs	22,181	14,218
Employer's contribution to defined contribution pension scheme	6,579	3,651
TOTAL STAFF COSTS	397,458	229,742
Allocated as follows:		
Charitable activities	206,678	119,466
Support costs	190,780	14,218
	397,458	229,742

No employees had employee benefits in excess of £60,000 (2023: Nil).

The average monthly number of staff employed during the period was 24 (2023: 5).

The key management personnel of the charity comprise 3 co-directors. There were no employee benefits as they are self-employed. See Note 10 for disclosure of payments.

10: TRUSTEE'S REMUNERATION

Andrena Cumella is a trustee of Happy Baby Community. The Board of Trustees engaged Andrena as consultant for 8 months as she is an expert in user led leadership, She was commissioned to support the setting up and leadership training of the Community Leaders Board. Andrena Cumella is a trustee of Happy Baby Community. She received £8,470 & £912 in relation to consultancy fees and travel and other expenses respectively. (2023: £Nil). Authority for this payment is included in the charity's constitution.

Aggregate donations from trustees were £Nil (2023: £Nil).

There were no donations from related parties which are outside the normal course of business and no restricted donations from related parties. The key management personnel of the charity comprise 3 co-directors. There were no employee benefits as they are self-employed. Total remuneration in the year was £23,200 (2023: £14,400), £23,174 (2023: £11,196) and £23,200 (2023: £10,800) respectively.

11: GOVERNMENT GRANTS

The government grants recognised in the accounts were as follows:

	2024 (£)	2023 (£)
National Lottery	111,631	-
TOTAL GOVERNMENT GRANTS	111,631	-

There were no unfulfilled conditions and contingencies attaching to the grants.

12: CORPORATION TAX

The charity is exempt from tax on income and gains falling within Chapter 3 of Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects. No tax charges have arisen in the charity.

13: DEBTORS

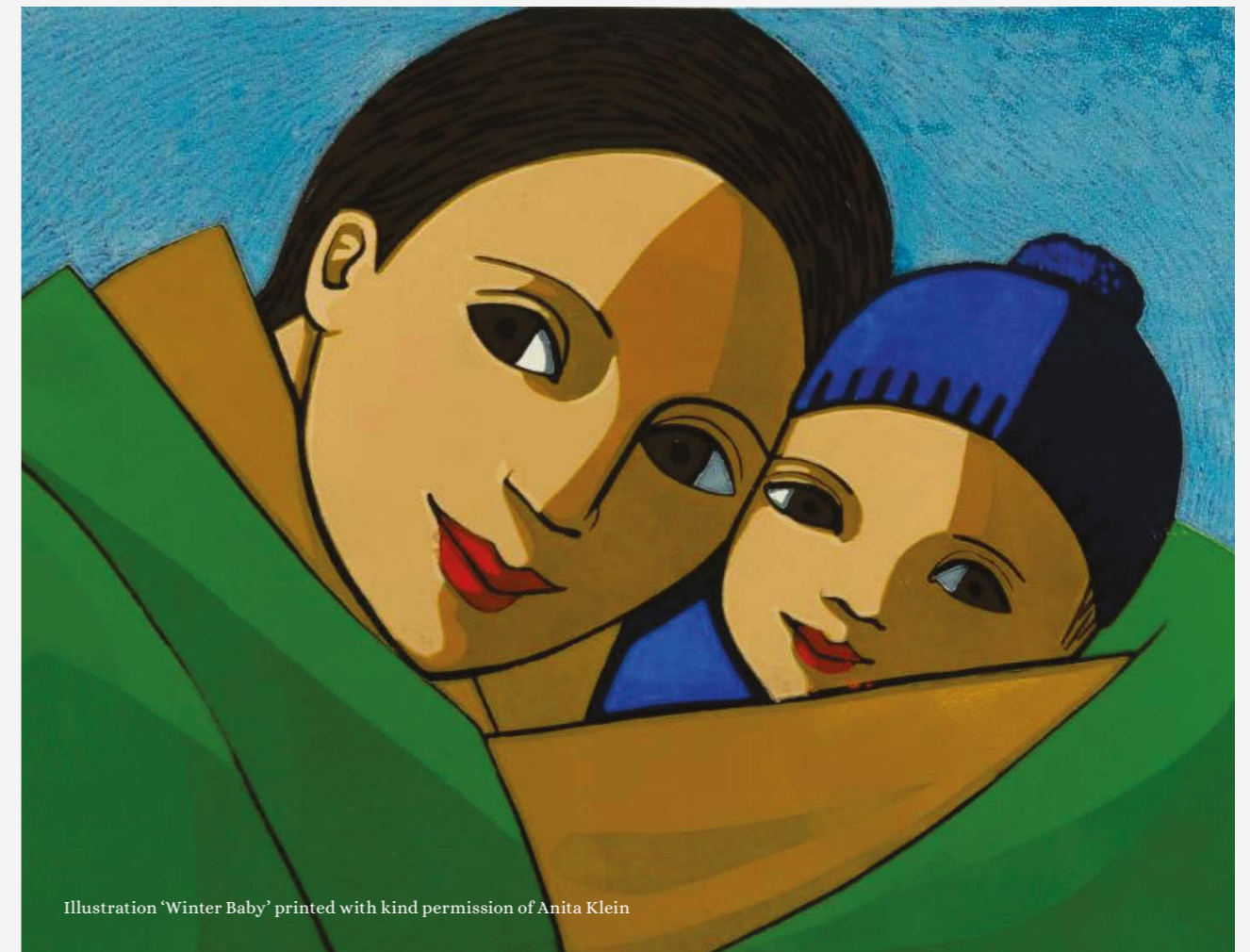
	2024 (£)	2023 (£)
Trade Debtors	-	-
Prepayments	112	-
TOTAL DEBTORS	112	-

NOTE 14: CREDITORS (AMOUNTS FALLING DUE WITHIN ONE YEAR)

	2024 (£)	2023 (£)
Trade Creditors	10,580	24,271
Accruals	6,600	-
Deferred Income	28,000	-
Taxation and social security	10,183	-
Other creditors	1,507	-
TOTAL CREDITORS	56,870	24,271

15: FIXED ASSETS: TANGIBLE ASSETS

	Fixtures, Furniture & Equipment (£)	Total (£)
COST		
At 1 January 2024	-	-
Additions	6,612	6,612
At 31 December 2024	6,612	6,612
DEPRECIATION		
At 1 January 2024	-	-
Charge for the year	1,102	1,102
At 31 December 2024	1,102	1,102
NET BOOK VALUE		
At 31 December 2024	5,510	5,510
At 31 December 2023	-	-



15: ANALYSIS OF MOVEMENTS IN RESTRICTED FUNDS

2024	Balance at 1 January 2024 (£)	Income (£)	Expenditure (£)	Transfer between funds (£)	Balance at 31 December 2024 (£)
Migrant Helpline	566	240,071	(214,181)	1,545	-
The National Lottery	18,162	111,631	(113,224)	-	16,569
City Bridge Trust	7,709	60,000	(66,369)	-	1,340
Lifelines International	-	55,332	(67,599)	13,309	1,042
The Smallwood Trust	(27,115)	25,230	(25,978)	27,863	-
BBC Children in Need	-	32,657	(31,705)	-	952
Purley Food Hub	142	6,230	(6,197)	-	175
KPMG Foundation	28,407	35,015	(36,560)	-	26,861
MOPAC	25,780	-	(25,780)	-	-
Legacy Health and Equity Partnership	5,000	-	-	-	5,000
The London Churches Refugee Fund	-	1,750	(1,771)	(21)	-
The Clarkson Foundation	-	29,160	(18,131)	-	11,029
Croydon Almshouses	-	15,000	(7,964)	-	7,036
Cash for Kids	-	3,000	(3,000)	-	-
Garfield Weston Foundation	-	25,000	(5,276)	-	19,724
The Masonic Charitable Foundation	-	20,000	-	-	20,000
Reigate and Banstead Council	-	6,702	(8,329)	1,627	-
The Rayne Foundation	-	30,000	(13,404)	-	16,596
The Cherry Family Foundation	-	20,000	(13,095)	-	6,905
The Mercers Company	-	64,632	(36,811)	-	27,821
Sport England	-	14,400	(8,421)	-	5,979
Other	(4,965)	71	-	4,894	-
TOTAL RESTRICTED FUNDS	53,686	767,879	(703,796)	49,259	167,029

15: ANALYSIS OF MOVEMENTS IN RESTRICTED FUNDS (CONTINUED)

2023 – Previous reporting period	Balance at 1 January 2023 (£)	Income (£)	Expenditure (£)	Transfer between funds (£)	Balance at 31 December 2023 (£)
Migrant Helpline	-	152,018	(151,452)	-	566
Healthy London	-	146,314	(146,314)	-	-
National Lottery	-	89,084	(70,922)	-	18,162
City Bridge Trust	-	60,000	(52,291)	-	7,709
Lifelines International	-	42,497	(42,497)	-	-
The Smallwood Trust	-	10,000	(37,115)	-	(27,115)
Children in Need	-	32,649	(32,649)	-	-
Purley Food Hub	213	3,941	(4,012)	-	142
KPMG Foundation	-	30,000	(1,593)	-	28,407
MOPAC	-	29,880	(4,100)	-	25,780
Legacy Health and Equity Partnership	-	5,000	-	-	5,000
London Churches Refugee Fund	1,500	1,900	(3,400)	-	-
Other	1,862	-	(9,827)	3,000	(4,965)
TOTAL RESTRICTED FUNDS	3,575	603,283	(556,172)	3,000	53,686

NAME OF RESTRICTED FUND	Description and Purpose of Fund
Migrant Help	The Perinatal program – Support of pregnant mums
The National Lottery	The Crawley Community + The Perinatal program
City Bridge Trust	Welfare, Education and the Listening service
Lifelines International	The Acton Community
The Smallwood Trust	The support of the referrals team t
BBC Children In Need	The Childrens Team and their development
Purley Food Hub	Food for the community groups
The KPMG Foundation	The Every Child Can Thrive program of activities
MOPAC	Cost of living for the staff
Legacy Health and Equity Partnership	The London Community groups
The London Church Refugee Fund	Food and hospital bags for the community groups
The Clarkson Foundation	Hospital bags and Emergency perinatal support
Croydon Alms-houses	The Thornton heath Community
Cash for Kids	Support for children with special needs
Garfield Weston Foundation	London Community groups – core costs
The Masonic CT	The Every Child Can Thrive program of activities
The Rayne Foundation	The Every Child Can Thrive program of activities
The Cherry Foundation	Community Leadership program
The Mercers Company	Supporting the well-being of the community members
Sport England	Sports, Zumba and yoga for the community members

16: ANALYSIS OF MOVEMENT IN GROUP UNRESTRICTED FUNDS

	Balance at 1 January (£)	Income (£)	Expenditure (£)	Transfer between funds (£)	Balance at 31 December (£)
2024 – Current reporting period					
General fund	226,041	436,039	(395,246)	(54,259)	212,575
TOTAL GENERAL FUNDS	226,041	436,039	(395,246)	(54,259)	212,575
Hardship Fund	-	305	(5,044)	5,000	261
TOTAL DESIGNATED FUNDS	-	305	(5,044)	5,000	261
TOTAL UNRESTRICTED FUNDS	226,041	436,344	(400,290)	(49,259)	212,836
2023 – Previous reporting period					
General fund	203,971	189,944	(164,874)	(3,000)	226,041
TOTAL GENERAL FUNDS	203,971	189,944	(164,874)	(3,000)	226,041
TOTAL UNRESTRICTED FUNDS	-	-	-	-	-
TOTAL UNRESTRICTED FUNDS	203,971	189,944	(164,874)	(3,000)	226,041
NAME OF UNRESTRICTED FUND	DESCRIPTION, NATURE AND PURPOSES OF THE FUND				
General Fund	The free reserves after allowing for all designated funds				

17: ANALYSIS OF GROUP NET ASSETS BETWEEN FUNDS

	General funds (£)	Designated funds (£)	Restricted funds (£)	Total funds (£)
2024 – Current reporting period				
Tangible fixed assets	5,510	-	-	5,510
Net current assets/(liabilities)	207,065	261	167,029	374,355
TOTAL UNRESTRICTED FUNDS 2024	212,575	261	167,029	379,865
2023 – Previous reporting period				
Tangible fixed assets	-	-	-	-
Net current assets/(liabilities)	226,041	-	53,686	279,727
TOTAL UNRESTRICTED FUNDS	226,041	-	53,686	279,727

NOTE 18: RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FLOW FROM OPERATING ACTIVITIES

Net income/(expenditure) for the year	2024 (£)	2023 (£)
Adjustments for:		
Net income/(expenditure) for the year	99,982	73,093
Adjustments for:		
Depreciation	1,102	-
Other movement	156	-
Decrease/(increase) in debtors	(112)	-
Increase/(decrease) in creditors	32,599	6,365
NET CASH PROVIDED BY/(USED IN) OPERATING ACTIVITIES	133,727	79,458

THANK YOU

With heartfelt gratitude...

To every person who has walked alongside us on this journey – our donors, partners, supporters, and friends – we extend our most profound gratitude.

In a world that too often turns away from suffering, you chose to look directly at it. In a society that frequently asks “why help?”, you simply asked “how can I help more?” Your belief in our mission has transformed possibility into reality for thousands of vulnerable women and children seeking safety and dignity in the UK.

When women arrive at our door having experienced the darkest aspects of humanity – trafficking, violence, exploitation – your support enables us to offer the brightest expressions of humanity in return: genuine compassion, unconditional acceptance, and the warm embrace of community.

Every baby clothed, every mother empowered, every family housed, every smile rekindled – these moments of transformation exist because

you dared to care. Your contributions, whether through funding, expertise, advocacy, or simply spreading the word, have created ripples of hope that extend far beyond what you may ever see.

The Happy Baby Community exists in the space between what is and what could be. Thanks to you, we continue to bridge that gap, offering not just services but genuine human connection to those who have been denied both.

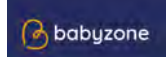
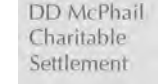
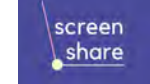
For believing in our vision when others couldn't see it, for sustaining our work when challenges mounted, and for championing the dignity of every woman and child who comes through our doors – we thank you from the depths of our hearts.

You have helped us prove that love is the most powerful response to suffering – and for that, we are eternally grateful.

With deepest appreciation,
The Happy Baby Community Family

OUR PARTNERS

Report design by oakshed.co.uk



THE HAPPY BABY COMMUNITY

England & Wales - Charity number 1181633

Accounts



HAPPY BABY COMMUNITY

SUPPORTING NEW MUMS WHO HAVE FLED FROM TRAFFICKERS OR VIOLENCE, AND HAVE SOUGHT INTERNATIONAL PROTECTION IN THE UK FOR THEMSELVES AND THEIR BABIES

ANNUAL REPORT

Trustees' Annual Report and Summary Financial Statements
for Year Ending December 2022

 happybabycommunity.org.uk Registered Charity – 1181633



Illustration 'Sacha Sleeping' printed with kind permission of Anita Klein



The Queen's Award
for Voluntary Service

WORDS FROM ONE OF OUR COMMUNITY MEMBERS'...

“When I referred to “Happy Baby Community” for the first time, I was in a hopeless situation because I had asked for help in many associations, I had sent endless emails and no one answered me, so I thought that the same thing would happen to me here, but quite the opposite happened.

I had hope in everything they did and I started to be convinced that they really are the people I needed so much in a not easy situation in which I was. I was 8 months pregnant, I had absolutely nothing about the baby, I had no information about the birth.

At the first meeting in Dalston garden I felt very good because it was a very warm environment even though it was the first time I participated in their group. I couldn't wait for Monday when I would join the children and mothers of the Happy Baby community staff.

Every week I met wonderful people, one of them is Jill, who helped me exceptionally much with pregnancy information from breastfeeding, birth or even post-partum. Every week I was in physical contact and on the phone with different members of the group, which eased every difficulty and gave me the assurance that everything would go very well.

In this association, I also met wonderful mothers who brought me clothes for my daughter, whom I am raising with the gifts they give, I also met “Pram Depot” who brought me the first box for my daughter with everything she needed.

The Happy Baby Community network is so big that it is dear to me because even today, when my daughter is 2 months old, they don't stop helping. They gave me the opportunity to attend online courses but also online meetings with different doctors for different diseases and problems. Another great help for me was Debbie, in welfare who contacted me every day about any problem I had.

Thank you from the bottom of my heart to the Albanian girls I met there who did their best to get the right support in translation or in other circumstances. I will not leave without mentioning the doula Sara, she is a blessing in my life and I thank God but also the Happy baby community who sent her to the hospital.

3 days before my due date, I was transferred to another city 45 minutes away from London and I experienced it very badly because I thought I would be alone, but happy baby community sent Sara, who stayed with me from the first moment of labour until my little girl was born. She was my biggest support in the most beautiful and difficult moments of my life. I never thought that someone would do what Sara did for me. She was tortured, without sleep, without food, she gave me a massage, she motivated me all the time “you're doing very good, you're a wonderful mum etc”. 26 hours with me and 3 weeks after I gave birth, she called me twice a week about the problems I might encounter or even about the pleasure I was experiencing.

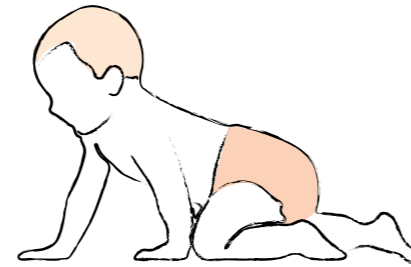
Now I say with full conviction that I have a sister and my daughter has an aunt to whom we are infinitely grateful and we love her very much.

Thank you very much Happy Baby Community for making the birth of my daughter so easy and beautiful. You are my family today and always will be. I will speak to my daughter with more love for the environment and the people who helped her come into life and be a happy baby.

I can't wait to meet you again.
With love



A dark past to a bright future



"I was frightened."

"Every week I got a message telling me about the groups and encouraging me to go to the nearest one."

"The Happy Baby Community called me the next day after I had contacted them, with a person who spoke my language. She listened to me."

"I had nothing for the baby."

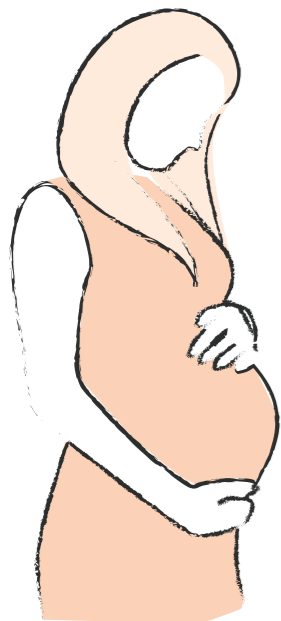
"There were other mums like me volunteering and helping out with the lunch, it felt like a family."

"I got a call from a lady who said she would stay with me when I had my baby."

"When I went to the group, I was met by a coordinator who was really kind and introduced me to other mums who spoke my language."

"I had been through so much before getting to the UK, there were times when it was hard to cope. A therapist from Happy Baby called me and we had calls to help me through the difficult times."

"Happy Baby sent me a big bag, with everything I needed for my new baby."



"I was alone."

"I got a big box of lovely things for my little girl, it has books and toys and clothes. Someone had made special things like a teddy and a cardigan. That was lovely."

"I had no idea about stuff like how to get a birth certificate or ask the doctor for help. I joined into the sessions at the group where we talked about how to do these things."

"I didn't understand."

"Everyone always spent time when I asked for help and arranged for someone to help in my language."

"The group I went to was really fun for me and my baby, I got to know other mums. Everyone hugs you when you arrive - its lovely."



"A doula started to support me with my pregnancy - I got to know her the weeks before I had my baby. She arrived at the hospital with me and stayed the whole time. She made me feel safe and cared for."

"I was given a phone and data so that I could join the online English classes. That was the only way I could study with my baby. It was a small group and I learnt quickly."

"The group coordinator suggested that I join as a volunteer and help with some of the tasks at the group. I have a qualification in teaching and so it was great to help other mums with to take part in the children's program."

"I just wanted to work and support my baby."

"When I told one of the volunteers that I had qualifications and wanted to start working, they helped me join the employment pathway, and study and join a mentoring program."

LED BY OUR COMMUNITY

THE MANAGEMENT OF THE HAPPY BABY COMMUNITY

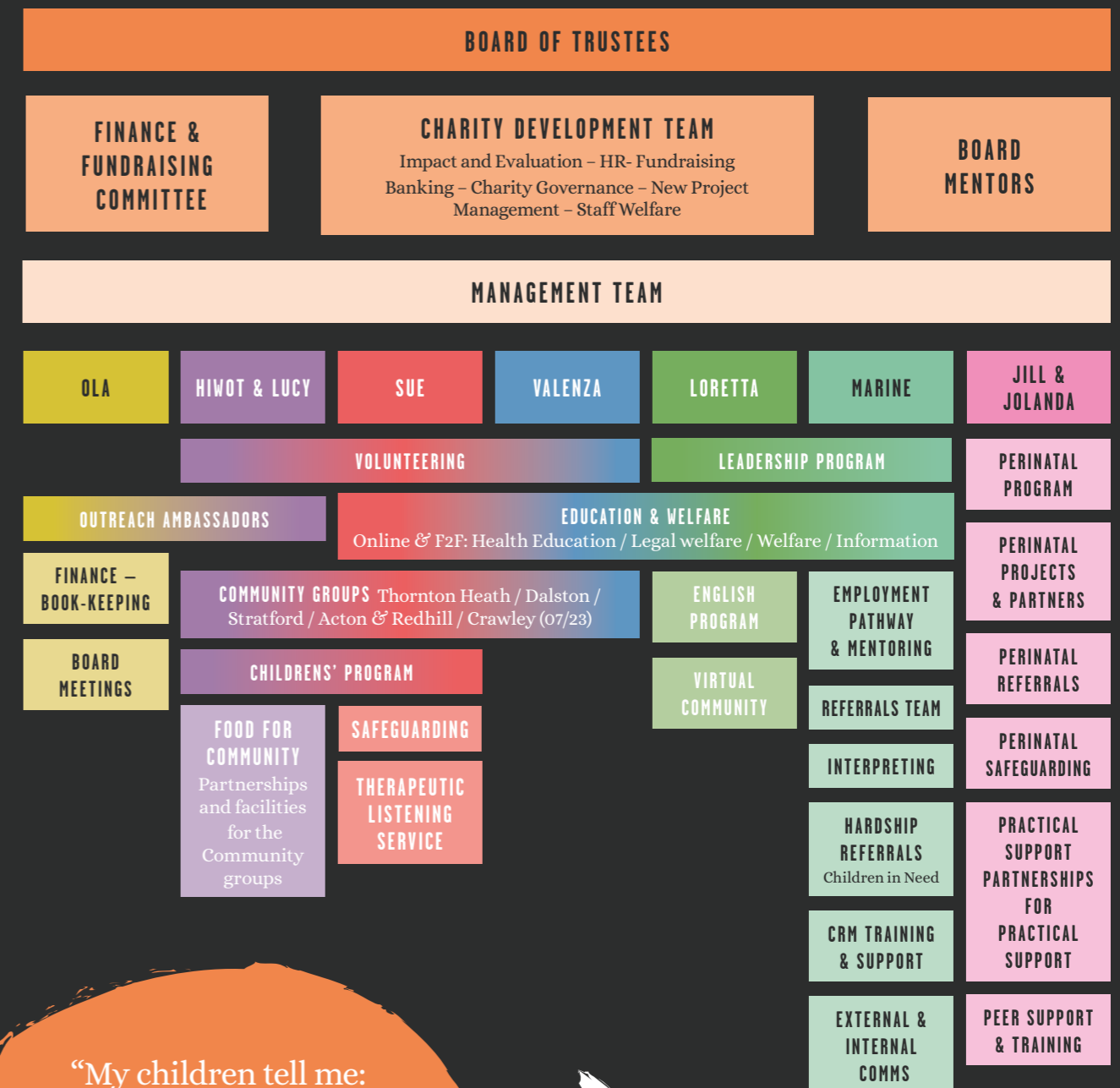
At Happy Baby Community, our strategic priority is clear: we are majority led and managed by women with lived experience of migration as refugees in the UK.

To achieve this, we've implemented initiatives that empower our community members and embed user leadership and voice:

- 1 OUR BESPOKE LEADERSHIP PROGRAM** supported by the Lloyds Foundation, has empowered 13 women to become inspiring leaders. They also participated in a mentoring program with the Routes Collective, further developing their capabilities.
- 2 OUR BOARD OF TRUSTEE MEETINGS** always involve the management committee, ensuring direct user input into decision-making.
- 3 TRUSTEES MENTOR SENIOR LEADERSHIP TEAM MEMBERS** nurturing their growth and expertise.
- 4 OUR CHARITY DEVELOPMENT TEAM** focuses on equipping staff to assume strategic roles while mentoring new program participants to take on substantive positions.
- 5 THE HAPPY BABY COMMUNITY'S VOLUNTEER AND EMPLOYMENT PATHWAY PROGRAM** supports community leaders in the asylum system, preparing them to be work-ready when the legal opportunity arises.
- 5 THE MAJORITY OF OUR MANAGEMENT COMMITTEE (85%) AND STAFF TEAM (90%) HAVE LIVED EXPERIENCE**, reinforcing our user-led approach.
- 7 WE PRIORITISE STAFF WITH YOUNG CHILDREN** offering support to ensure their well-being.
- 8 EMBRACING JOB-SHARES** our Co-Development Directors, Sue Balmer and Lucy Bracken, lead the charge for a more inclusive work environment.

At the Happy Baby Community, we walk the talk of user-led leadership. By empowering women with lived experience, we create a stronger, more compassionate community dedicated to nurturing and supporting one another. Together, we build a brighter future for all.

HAPPY BABY COMMUNITY ORGANISATION CHART



“My children tell me: ‘Mum let’s go to bed soon, tomorrow is HBC, and I don’t want to miss it’. That’s why I am so grateful; you can only find fun and happiness in the Happy Baby Community.”

“For me, Happy Baby Community has been very supportive to me (...) especially when I was a bit depressed, well I was really depressed when my pregnancy and Happy Baby Community have done a lot, I have received stuff, I had people calling me to ask me how my mood is, and you know... it has been a very good thing for me.”

THANK YOU FOR BEING A HAPPY BABY COMMUNITY ANGEL

Happy Baby Community thrives with the support of an incredible network:

182
DEDICATED
VOLUNTEERS

100+
HELPERS

45
DOULAS

... AND A
REMARKABLE
COMMUNITY OF
KIND & GENEROUS
SUPPORTERS.



Image: 'Baby in the stars' © Anita Klein

Their collective impact is astounding, as they contribute an estimated 57,000 hours of volunteering each year. These wonderful individuals selflessly give their time, skills, and energy to empower the charity and support the women within Happy Baby Community.

Their commitment is the driving force behind our impact, making a profound difference in the lives of our community members. We are immensely grateful for their unwavering support and the extraordinary impact they make every single day.

OUR INCREDIBLE SUPPORT NETWORK...

- Our doulas
- Our English teaches
- Cooks & washer uppers
- Childrens' Activity volunteers
- Therapists
- Infant feeding support
- Perinatal peer support
- Outreach Ambassadors
- Our Practical support team
- Donors of clothes & toiletries
- Welfare support
- Baby huggers
- Knitters and sewers
- Listeners
- Trustees
- Interpreters
- Group Coordinators
- Childbirth preparation

SAFEGUARDING

The Happy Baby Community is committed to ensuring the well-being and safety of all individuals we support, as many are particularly vulnerable. They include babies, children, young people, and adults at risk. Our charity recognises the importance of creating a safe and supportive environment that protects individuals from harm, abuse, neglect, and exploitation.

We prioritise safeguarding at the Happy Baby Community, implementing robust policies, procedures, and training. Our team is well-informed and equipped to recognize, report, and respond to safeguarding concerns, complying with all relevant laws and regulations.

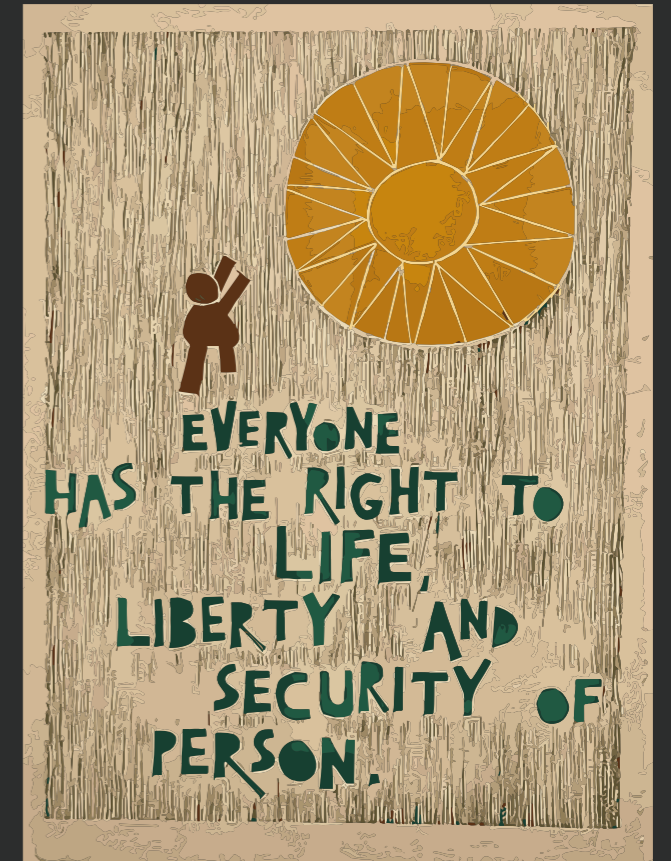
Through bi-weekly online training sessions, we ensure our staff and volunteers are knowledgeable and prepared to identify signs of abuse, follow reporting procedures, and maintain confidentiality.

We maintain an open and accountable culture, encouraging the reporting of any safeguarding concerns. Prompt and confidential action is taken, including providing immediate support and collaborating with external agencies if needed.

Comprehensive records are kept, enabling us to monitor trends, learn from experiences, and continually improve our safeguarding practices.

With Deborah Wright, a Senior Social Worker, and Sarah Hughes, our Trustee Safeguarding Lead, we regularly review and update our policies and procedures. External resources and feedback help us stay informed about best practices and emerging issues.

At the Happy Baby Community, safeguarding is paramount. We foster a safe and respectful environment, ensuring the well-being and protection of all those involved in our organisation.



“Being a member of the Happy Baby Community is akin to belonging to a large and caring family. It imbues me with a sense of warmth and friendship that transforms work from a mere obligation into an enjoyable and fulfilling endeavour.”

OUR IMPACT

Dear Happy Baby Community,

I am writing this letter filled with appreciation and gratitude for everything you have done for our journey. Words cannot express how deeply grateful and appreciative I am for all the love, care, and support you have provided me and my family throughout our entire life journey. From the moment we arrived in the United Kingdom, feeling lost and lonely, your warm voice reached out to us, promising support and companionship, and it brought tears of joy to my eyes.

As a mother with a daughter and twin pregnancies, your presence and assistance were nothing short of miraculous. You cared for us like family, attending to every aspect of our well-being from our toes to our heads. When my twin babies were born and had to be in the intensive care unit, your constant calls and reassuring words gave us strength during a challenging time.

You have been instrumental in building our future, providing us with a home and everything we needed to thrive. Your generosity and goodness have touched us deeply, and the memories of those days spent with you bring tears of gratitude to my eyes.

Happy Baby Community, you are more than just an organisation to us; you are our extended family. Your unwavering support and love have made a profound impact on our lives, and we will forever cherish the memories we have created together.

I can only hope to convey a fraction of the overwhelming emotions I feel when I say thank you. Your kindness has forever changed our lives, and we are eternally grateful.

Happy Baby Community Member

At the Happy Baby Community, we understand the struggles faced by mothers who are asylum seekers and survivors of violence. These new mums often find it challenging to access and trust statutory services, lacking the confidence to seek help.

OUR APPROACH INVOLVES THREE WELL-EVIDENCED STRATEGIES

as detailed in our 2023 HBC Impact Report, available on our website www.happybabycommunity.org.uk

- 1 COMMUNITY-CENTRED APPROACH:** We prioritise community involvement, creating a supportive environment where people with shared identities or affiliations come together to contribute to each other's health and well-being.
- 2 USER-LED ORGANISATION:** Our approach empowers women to take the lead, ensuring they have a voice in local decisions and promoting social connections that foster good health and combat social exclusion.
- 3 FOCUS ON 0-3 YEARS:** Our services are tailored to meet the unique needs of children aged 0-3 years living in restricted accommodation, providing crucial support during this critical developmental stage.

Through participatory approaches, we tackle health inequalities head-on, addressing marginalisation and empowering individuals to overcome adversity. At the Happy Baby Community, we are committed to breaking barriers and building a resilient, inclusive community that uplifts and supports every individual, no matter their circumstances. Together, we create a brighter future for these courageous mums and their children.

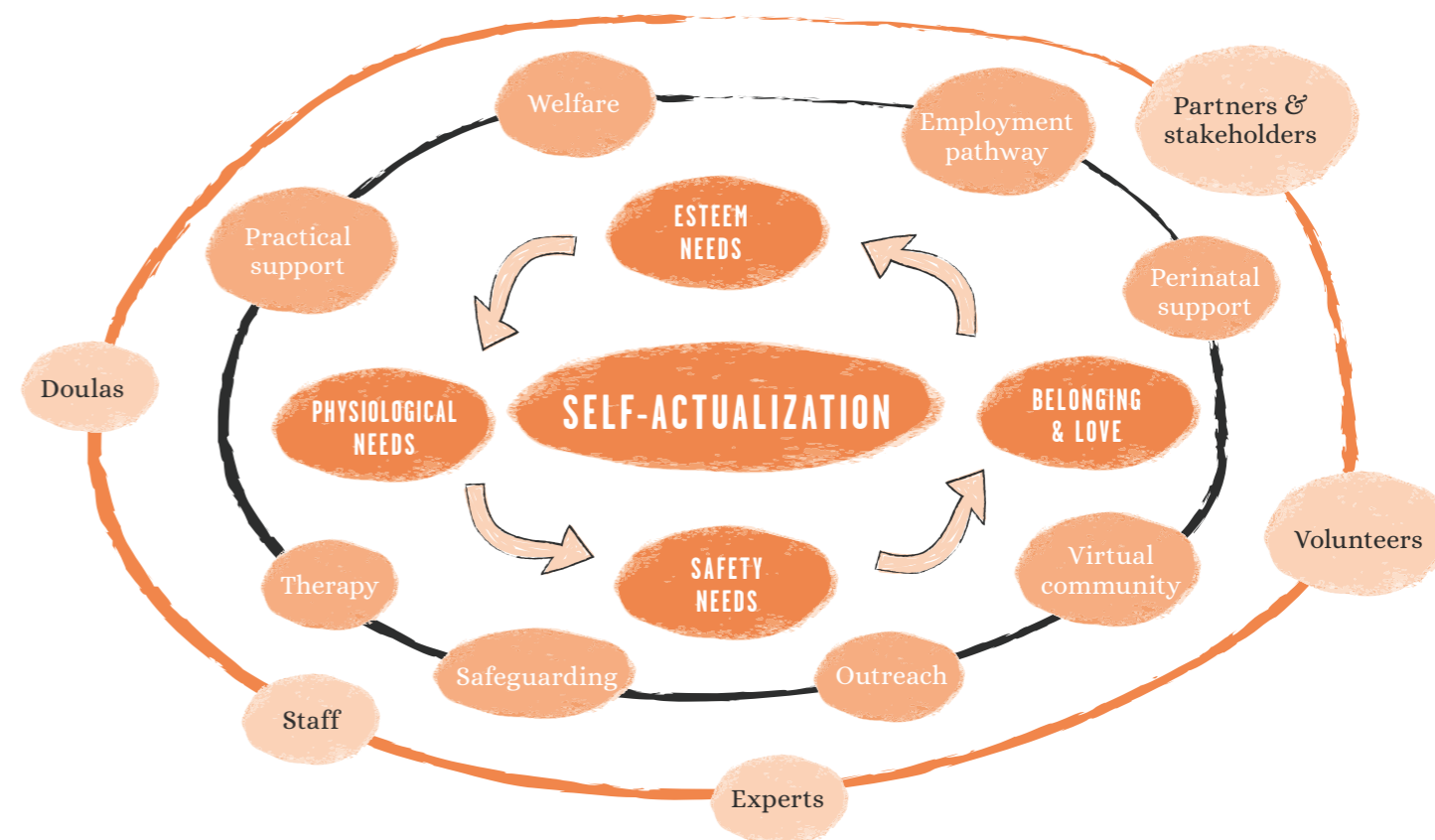
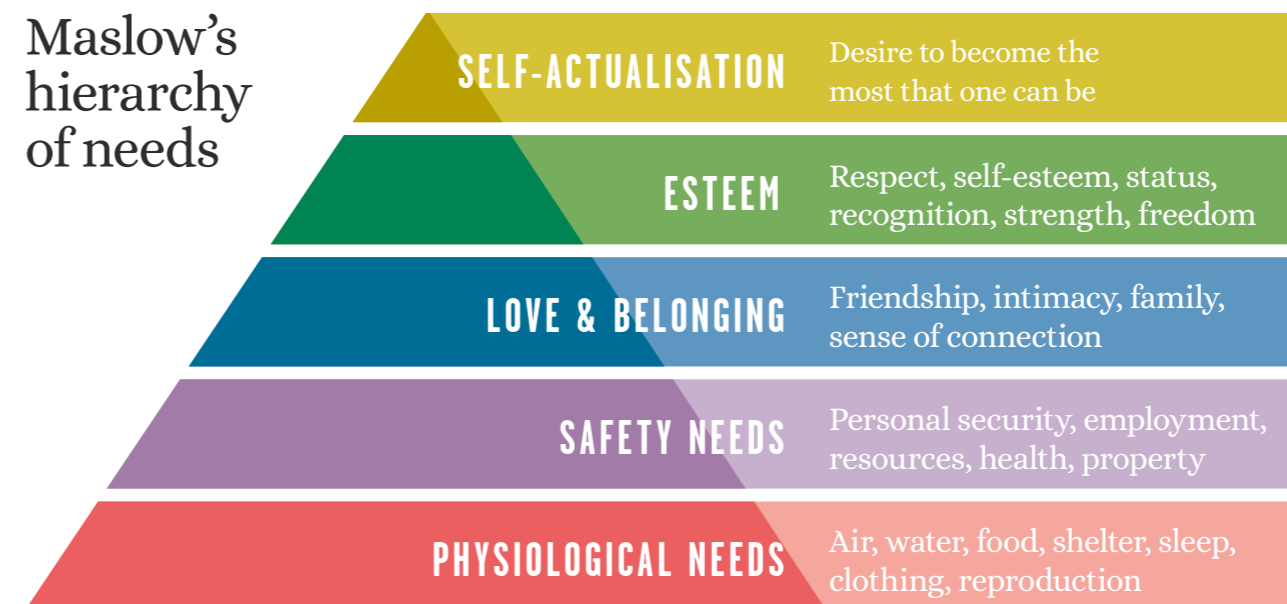
HOW WE MAKE CHANGE HAPPEN

The Happy Baby Community follows a theory of change model aligned with Maslow's hierarchy of needs. This model recognises that meeting basic needs is crucial before mums and their babies can pursue higher-level goals and feel able to thrive.

REFERENCES The 2023 Happy Baby Community Impact Report The Perinatal Care Project – Evaluation 2023

THE HAPPY BABY COMMUNITY THEORY OF CHANGE

Maslow's hierarchy of needs



1374 WOMEN
67 COUNTRIES
1840 CHILDREN
560 BABIES

THRIVING SELF-ACUALISATION

HBC leaders spoke at **11** Stakeholder Events

86% of our Community leaders have a strong sense of confidence in the consistent recognition and serious consideration of their ideas within the charity.

100% of our Community leaders, believe that their involvement in the charity serves as a powerful source of inspiration for fellow community members, fostering a positive outlook and confidence in their future prospects.

90% of our Community leaders consistently experience an unwavering sense of purpose in their work within the charity.

90% of our Community leaders express that their engagement with the charity significantly contributes to the realisation of their long-term aspirations and personal dreams.

86% of our Community leaders consistently experience a high level of respect from their peers within the charity.

ESTEEM

Over **540** women actively engaged in skills training programs facilitated by the charity.

96% of our Community leaders expressed a deep level of trust in the charity, enabling them to authentically be themselves while carrying out their responsibilities.

90% of Community leaders say they feel valued and respected by others for the work that they do.

82% of our Community leaders affirm that their involvement with the charity consistently provides invaluable assistance in overcoming challenges and setbacks.

30 Community Leaders have attended the Leadership Program

73% of community leaders report receiving feedback from the community, indicating that their involvement with the charity has a highly beneficial impact on their mental health.

82% of our Community leaders consistently said that their involvement with the charity mitigates feelings of isolation and loneliness a lot.

LOVE & BELONGING

Supporting mums to give birth in **22** hospitals across London

84 Partner organisations

78% of the community engaging with the charity each month face to face

100% of the team think that HBC always makes community members feel cared for and valued

132 Women participated in employment program

72 Community volunteers

11 Paid staff / **82%** of paid staff are community members

97% of the staff and volunteer team always feel connected to HBC

182 Volunteers

6 All 6 community co-ordinators with lived experience

SAFETY NEEDS

Always open for referrals, no wait list

618 New referrals called in own language

445 Perinatal referral calls

154 Volunteers completing safeguarding training

12 Safeguarding training sessions offered

5 days a week referrals open
24 hour response

184 Welfare cases supported

24 Health & wellbeing sessions run

445 Women supported with breastfeeding

38 Women attending 1:1 therapy

95% of the community leaders reported feeling safer all the time

398 women having 1:1 birth support

238 Specialist sessions run for children under 3 years

1006 Under 3's attending Specialist Children sessions

559 English lessons run online

2202 Attendances at English classes

PHYSIOLOGICAL NEEDS

238 Face to face session / **5892** Attendances

2000 Period packs

990 Baby and childrens clothes

71,448 own language texts (sent weekly)

5580 Travel refunds to enable women to attend the groups

4500 Bags of fresh food & meals to take-away

11,780 Lunches & breakfast

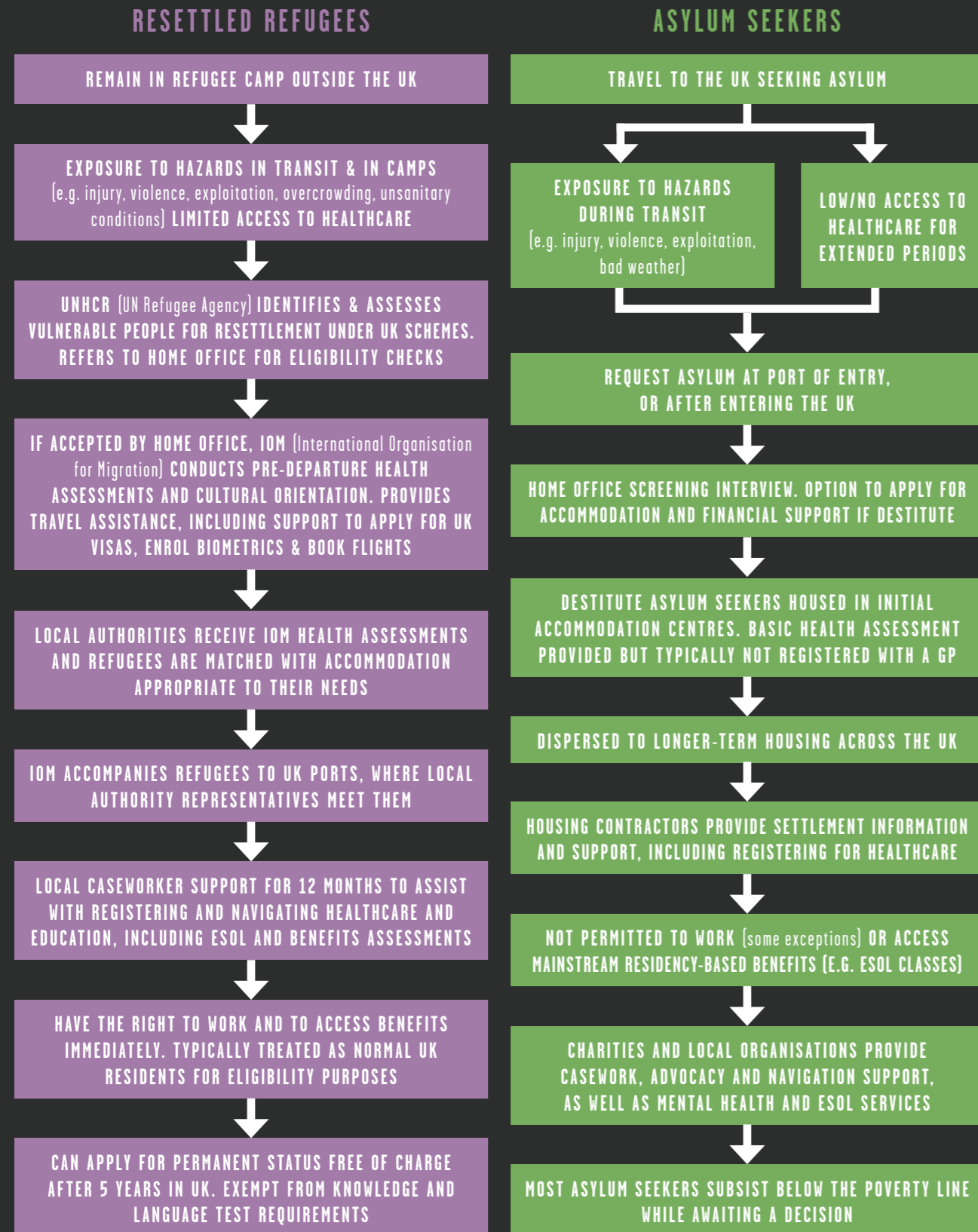
315 Hospital bags / **11** Breasts pumps

540 Data Sims

500 Winter coats

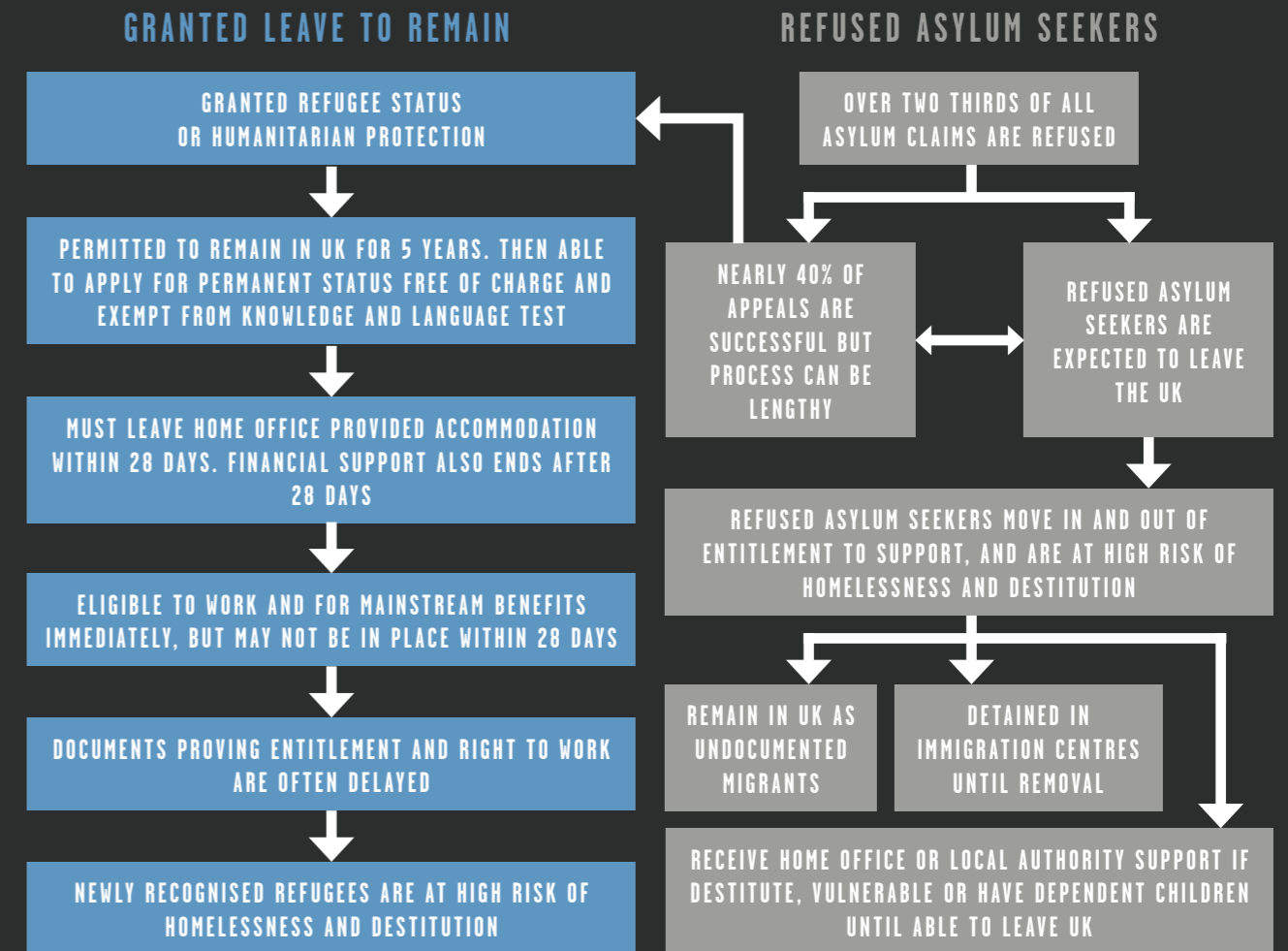
THE REFUGEE JOURNEY

Happy Baby Community are supporting women and their children referred at all points in the asylum system. The process is slow – often taking years for a decision to be made by the Home Office. The Happy Baby Community offers a safe, stable and trusted community to these women and their children as they navigate the uncertainty and challenges of this system.



DECISIONS ON IN-COUNTRY ASYLUM CLAIMS

The legal processes for the women in the asylum system and those who have been accepted as survivors of trafficking are very challenging. Being recognised as a survivor of trafficking by the National Referral Mechanism does not entitle a woman to asylum in the UK.



Data sourced from BMA



The Happy Baby Community Governance

TRUSTEES

Penelope Farrar – Chair
Sabrina Bals – Treasurer
Sarah Hughes
Andrena Cumella
Annie Kelly
Jill Miller
Oufia Ibrir
Methodia Mathias

MANAGEMENT EXECUTIVES

Sue Balmer and Lucy Bracken
– Co-Development Directors

CHARITY NUMBER

1181633

REGISTERED OFFICE

94 Engelfield Road, London N1 3LG

ACCOUNTANT

Catherine Sullivan FCA

BANKERS

CAF Bank, 25 Kings Hill Avenue, West Malling,
Kent ME19 4JQ/ Metro Bank, One Southampton Row,
London, WC1B 5HA

TRUSTEE STATEMENT

The Trustees confirm that these financial statements comply with current statutory requirements and the charities constitution. The financial statements comply with Financial Reporting Standard applicable in the UK (FRS102) and the Charities Act 2011.

FINANCIAL FRAMEWORK WITHIN WHICH HBC FUNCTIONS

Policies relating to reserves and the need to generate operating surplus together provide a financial framework within which HBC functions.

PUBLIC BENEFIT

In setting HBC's strategic objectives and planning its activities, the Board of Trustees has given careful consideration to the Charity Commissions' general guidance on public benefit. In particular the Board of Trustees considers how all planned activities contribute to the aims and objectives that have been set.

THE HAPPY BABY COMMUNITY CHARITABLE OBJECTIVES:

1 To preserve and promote the mental and physical health of pregnant women and women and girls, who have children under the age of 3 years, who have experienced physical or mental ill health or disability as a result of violations of human rights, torture, human trafficking and domestic and sexual violence and abuse.

2 To provide financial and other forms of relief for refugees and those seeking international protection, in particular mothers and their children who are in conditions of hardship or distress.

3 To advance the education and training of people in need thereof so as to advance them in life, build self-confidence, basic skills and an ability to make an impact upon their own lives and assist them to adapt within a new community.

RESERVES POLICY

The Happy Baby Community holds £203,000 of unrestricted funds. The Charity Reserves Policy has been agreed in accordance with the Charity Commission Guidance. The charity reserves are an essential element of the strategic, operational and budgetary planning and are set to ensure the charity is operating with sufficient unrestricted funds to avoid financial challenges in 2023 and 2024.

Happy Baby Community will maintain reserves equivalent to at least 25% of the annual operating expenditure, which based on budget forecast for 2023 amounts to £180,000. This target will be periodically reviewed and adjusted based on the organisation's needs, financial position, and regulatory requirements.

PURPOSE OF RESERVES

Our reserves policy will cover:

- Capacity building and growth: An unforeseen potential expenditure which would present a lost opportunity for the charity to make an impact if not pursued
- Continuity of services: To ensure the continuous delivery of essential services, particularly during periods of temporary funding fluctuations or delays. This includes a critical source of income or grant not being renewed
- Emergency and contingency: An unforeseen emergency or other unexpected need such as unforeseen operational costs

HBC has unrestricted funds to meet the commitments within this reserves policy.

The policy will be reviewed annually.

DELEGATED AUTHORITY

The Scheme of Delegation is reviewed annually by the Trustees. All banking transactions require two signatories .

Drawings by Mani Winterstein

CASH CONTROLS

The charity uses cash to refund travel costs for community members and volunteers attending the community groups. These are small payments @ £3.50–£15.00

Cash disbursements are authorised by designated staff members.

Adequate documentation and supporting evidence, including invoices or attendance register reports, are maintained for all payments.

Cash reconciliations are managed through our book-keeping software – Xero, by our in-house book-keeper.

All cash reconciliations are done daily. Monthly cash balance checks are completed and double checked by designated staff.

INCOME FOR 2022

The Happy Baby Community raised £378,780 in 2022 from donations and grants, enabling the charity to have significantly greater reach and provide more and equitable support to its community members.



SUMMARY OF RESULTS

In 2022 the charity allocated its unrestricted funds for the purpose of enhancing our organisational capacity with the explicit goal of ensuring timely acceptance of referrals, providing services in the preferred language of individuals, and ensuring equitable access to all our support.

At Happy Baby Community ALL referrals are welcomed without exception. No one who meets our referral criteria is ever turned away.

Our referrals increased by 55% in 2022 as a consequence of many services remaining closed post COVID for new referrals and an increase in the number of new and expectant mums being accepted into the asylum system and housed in London.

Our commitment to these principles aligns with our core strategy, to empower and support community members, both children and mothers, to thrive.

With the unrestricted funds allocated in 2022, we have undertaken specific initiatives to build our capacity and improve our service delivery in line with our objectives. These initiatives included:

DEVELOPING THE COMMUNITY LEADERSHIP TEAM

Through the generous support of the Lloyds Foundation, we have implemented a leadership program to empower and train our community members to effectively manage the charity's operations.

EXPANDING VOLUNTEER MANAGEMENT

We have dedicated resources to expand our volunteer management capabilities, enabling us to improve recruitment, retention, and development of community volunteers who play a vital role in our services.

STRENGTHENING MULTI-LANGUAGE REFERRALS TEAM

Additional resources have been allocated to enhance the capacity of our multi-language referrals team, ensuring effective communication and support for individuals with diverse linguistic needs.

ENHANCING OUTREACH EFFORTS

Our outreach teams have undergone training to develop community ambassadors who can effectively engage with the community and expand our reach to provide support where it is most needed.

STRENGTHENING COMMUNITY HUBS

We have worked on developing our community hubs by fostering partnerships with local services and providing comprehensive training to our volunteers, enabling us to better meet the practical needs of community members.

MEETING BASIC NEEDS

With the allocated funds, we have been able to address the practical needs of community members, including providing essential items such as baby and child clothing, as well as food support.

ENHANCING WELFARE & THERAPEUTIC SUPPORT

We have significantly expanded our capacity to provide welfare and therapeutic support to community members, ensuring their overall well-being and resilience.

SUPPORTING PREGNANT & NEW MOTHERS

A key focus has been on the perinatal program, where we have recruited and trained doulas to provide comprehensive support for pregnant and new mothers during this critical period.

RISK MANAGEMENT

The Happy Baby Community recognises the importance of effective risk management in achieving our mission and ensuring the sustainability of our operations. We are committed to identifying, assessing, and mitigating risks that may impact our organisation.

Our risk management approach is documented in our Risk Register. It involves:

RISK IDENTIFICATION: We proactively identify potential risks by conducting regular assessments of internal and external factors that may affect our activities. This includes considering financial, operational, reputational, and regulatory risks.

RISK ASSESSMENT: We evaluate the likelihood and potential impact of identified risks to prioritise and focus our mitigation efforts. This helps us allocate resources efficiently and implement appropriate controls.

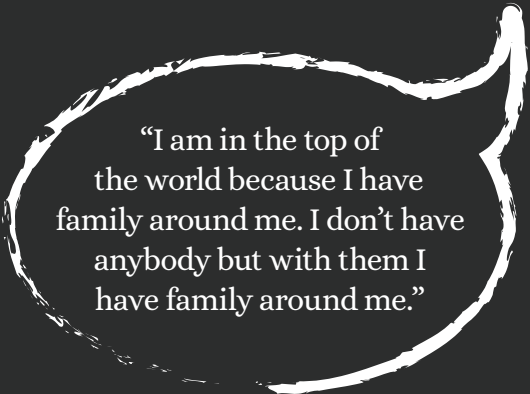
RISK MITIGATION: We develop and implement strategies, policies, and procedures to mitigate identified risks. This may involve establishing internal controls, adopting best practices, training our staff and volunteers, and maintaining appropriate insurance coverage.

MONITORING & REVIEW: We continuously monitor and review our risk management practices to ensure their effectiveness and responsiveness to evolving risks. Regular reviews allow us to make necessary adjustments and improvements to our risk mitigation strategies.

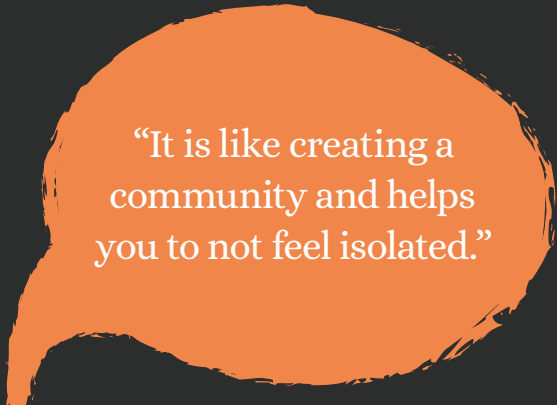
GOVERNANCE & LEADERSHIP: Our Board of Directors reviews the Risk Register quarterly. They actively engage in risk discussions and ensure that appropriate risk management policies and procedures are in place.

We understand that risk is inherent in the pursuit of our charitable objectives. By maintaining a robust risk management framework, we aim to minimise potential disruptions to our operations, protect the interests of our community members and all of our stakeholders and safeguard the staff, volunteers and community members both women and children.

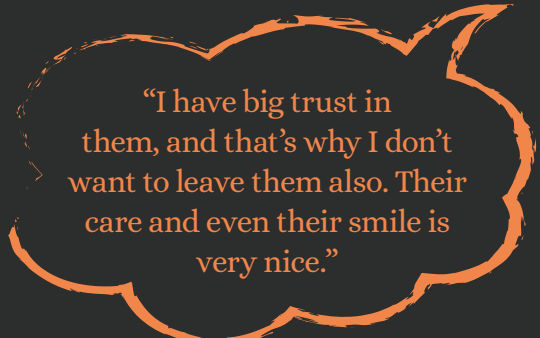
We are committed to transparency and accountability in our risk management practices. The Happy Baby Community is dedicated to delivering our mission and creating a positive impact while proactively managing risks.



“I am in the top of the world because I have family around me. I don't have anybody but with them I have family around me.”



“It is like creating a community and helps you to not feel isolated.”



“I have big trust in them, and that's why I don't want to leave them also. Their care and even their smile is very nice.”

GOING CONCERN

The Trustees of The Happy Baby Community have prepared the financial statements on a going concern basis, as they believe the charity has the ability to continue its operations for the foreseeable future.

The Trustees have considered the following factors in making this assessment:

FINANCIAL PERFORMANCE: The charity has reviewed its financial performance, including revenue generation, expenditure management, and funding sources, to ensure ongoing sustainability. Based on this analysis, the Trustees are confident in the charity's ability to meet its financial obligations and maintain its operations.

FUNDING & RESERVES: The charity has evaluated its funding sources and reserves to determine their adequacy in supporting current and future activities. The Trustees have taken appropriate steps to secure funding and maintain sufficient reserves to cover potential risks and uncertainties.

LONG-TERM PLANS & STRATEGIES: The charity has developed long-term plans and strategies to fulfil its mission and objectives. The Trustees have considered the viability of these plans, taking into account any potential changes in the external environment and adapting accordingly.

DEPENDENCE ON KEY INDIVIDUALS: The charity has evaluated its reliance on key individuals, such as staff, volunteers, and Trustees, to ensure that suitable succession plans are in place. The Trustees have taken steps to mitigate any risks associated with the loss of key personnel.

Based on the comprehensive assessment of these factors, the Trustees are confident that The Happy Baby Community will continue to operate as a going concern for the foreseeable future. They believe that the charity's financial position, ongoing fundraising efforts, and prudent financial management practices provide a solid foundation for its continued operations and the fulfilment of its charitable objectives.

The Trustees will continue to closely monitor the financial performance and sustainability of the charity, ensuring appropriate actions are taken to address any emerging risks or challenges. They remain committed to the prudent stewardship of the charity's resources and the achievement of its charitable mission.

"I want to say thank you so much for your support, you didn't leave my side, you were like a mother, you trusted me & didn't doubt me and I'm very thankful. I have no problem with my birth, I am very, very happy mother."

"I had a rough labour (...) and after gave birth to my daughter, I wrote Happy Baby a message. But it wasn't a regular message – it was a message from the soul. It gets very emotional every time I think about it because it is the only door that was opened to me in England."

REMUNERATION POLICY

The Happy Baby Community's Remuneration Policy is designed with the following objectives:

ATTRACTING AND RETAINING HIGH-CALIBRE STAFF:

The policy aims to reward staff appropriately, particularly those with lived experience, to attract and retain exceptional individuals who can contribute to the organisation's mission.

RESPONSIBLE RESOURCE UTILISATION:

The policy ensures that the charity's resources are utilised properly and in alignment with its objectives. The remuneration levels are set within affordable limits, considering the financial circumstances of the charity.

NON-DISCRIMINATORY AND EQUITABLE EVALUATION:

The policy promotes fairness and equality by establishing a just and equitable framework for job evaluation and remuneration. It aims to provide a stable and consistent approach to evaluating roles and determining appropriate compensation.

ABOVE LONDON LIVING WAGE:

The policy commits to paying salaries that exceed the London Living Wage, recognising the importance of providing a fair and decent income for employees.

COMPLIANCE WITH LEGAL REQUIREMENTS:

The policy operates within the bounds of the law, ensuring that all remuneration practices are in accordance with legal regulations and obligations.

SIMPLE AND TRANSPARENT PAY STRUCTURE:

The policy adopts a straightforward, transparent, and non-hierarchical pay structure. It maintains only two pay levels, simplifying the compensation framework and promoting transparency across the organisation.

The Happy Baby Community is dedicated to upholding these principles and objectives within its remuneration practices, fostering an environment of fairness, equality, and employee satisfaction.

Remuneration is reviewed on an annual basis and agreed by the Board of Trustees.

The Happy Baby Community places great importance on its volunteers, who often hold significant roles within the organisation. These key volunteers generously contribute their time and expertise without receiving any remuneration or other benefits from the charity.

In-line with this commitment, both Co-Directors of the organisation have chosen to serve as volunteers, demonstrating their dedication to the cause.

To ensure equitable treatment and support for all our staff, whether they are remunerated or voluntary, the Happy Baby Community has engaged the services of Peopletime. Peopletime provides essential training, HR advice, and ongoing support to ensure that all staff members, including volunteers, are treated fairly and receive appropriate assistance.



Drawing by Mani Winterstein

THE INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF THE HAPPY BABY COMMUNITY

I have examined the accounts of the Happy Baby Community for the year ended December 2022, which comprise the Statement of Financial Position, the Statement of Activities, the Statement of Cash Flows, and the accompanying notes. My examination was conducted in accordance with the directions issued by the Charity Commission for England and Wales and with the International Standard on Review Engagements (UK and Ireland).

Responsibilities of the Trustees

The Trustees are responsible for the preparation of the accounts in accordance with the applicable law and United Kingdom Accounting Standards (United Kingdom generally Acceptable Accounting Practice). This includes ensuring that the accounts present a true and fair view of the financial position of Happy Baby Community and its activities during the financial year.

Independent Examiner's Responsibility

My responsibility as an independent examiner is to express a conclusion on these financial statements based on my examination. I conducted the examination in accordance with the International Standard on Review Engagements (UK and Ireland). This standard requires that I plan and perform the examination to obtain reasonable assurance as to whether the financial statements are free from material misstatements.

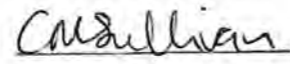
Examination Findings

Based on my examination, nothing came to my attention that indicates the financial statements of Happy Baby Community do not present a true and fair view, in all material respects, of the financial position of the charity as of December 2022 and of its activities for the year then ended in accordance with the applicable law and United Kingdom Accounting Standards (United Kingdom generally Acceptable Accounting Practice).

I have also reviewed the accompanying notes to the financial statements and found them to be appropriate and adequately disclosed.

Conclusion

In my opinion, the financial statements of Happy Baby Community for the year ended December 2022 give a true and fair view, in all material respects, of the financial position of the charity as of that date and of its activities for the year then ended in accordance with the applicable law and United Kingdom Accounting Standards (United Kingdom generally Acceptable Accounting Practice)



Catherine Sullivan, Independent Examiner, FCA
Date: 01/08/2023



Drawing by Mani Winterstein

STATEMENT OF TRUSTEES RESPONSIBILITIES

The Financial Statements for 2022 of the Happy Baby Community have been prepared by the Trustees in compliance with the relevant laws and United Kingdom Accounting Standards (United Kingdom generally Acceptable Accounting Practice).

The preparation of the 2022 Financial Accounts was overseen by Catherine Sullivan, a qualified Chartered Accountant (FCA). The information necessary for the accounts was provided by our bookkeeper, Erjola Sadria, and our retained financial consultant, Frances Taylor, also an FCA.

To facilitate efficient record-keeping and reconciliation of receipts, the Happy Baby Community utilizes XERO, a cloud-based accounting software, along with the integrated receipt management service called Hubdoc.

By employing these tools, we ensure accurate financial reporting and maintain efficient processes for managing and reconciling our receipts.

The Happy Baby Community remains committed to adhering to the highest standards of financial transparency and accountability in line with our organisational values.

Catherine Sullivan is a Chartered Accountant and Independent Examiner.

Signed on behalf of the Board of Trustees



Penny Farrar
Chair of the Board of Trustees of the Happy Baby Community, Date: 01/08/2023

Image: 'Hugging the children' © Anita Klein



THE STRATEGIC PRIORITIES FOR THE HAPPY BABY COMMUNITY 2023-2024

In The last quarter of 2022, we started engaging in extensive consultations with our community members, dedicated volunteers, staff, and valued stakeholders to craft a comprehensive two-year plan. This plan reflects our unwavering commitment to fulfilling four strategic priorities.

PRIORITY 1

WE ARE A USER-LED COMMUNITY

- 1 Empowering User Voice:** Prioritise the inclusion of the voices, perspectives, and experiences of the individuals the charity serves in decision-making processes.
- 2 Culturally Sensitive, Trauma Informed and Inclusive:** Recognise and address the unique needs and experiences of marginalized communities, asylum seekers, migrants, and those facing intersectional forms of discrimination.
- 3 Capacity Building for Community Members:** Provide training, education, and skills development opportunities to enhance the capacity and leadership potential of individuals with lived experience.
- 4 Co-producing Services:** Collaborate with community members to design and deliver services that meet their specific needs and preferences.
- 5 Embedded Diversity, Equity, and Inclusion:** Ensure fair and equitable access to resources and opportunities for all by incorporating principles of diversity, equity, and inclusion into all aspects of the charity's work.

BY FOCUSING ON THESE KEY STRATEGIES, THE CHARITY WILL CREATE A MORE INCLUSIVE AND IMPACTFUL APPROACH TO SUPPORTING ASYLUM-SEEKING PREGNANT WOMEN AND THEIR CHILDREN.

PRIORITY 2

WE ARE A GRASSROOTS CHARITY COMMITTED TO PROVIDING TRAUMA INFORMED SERVICES THAT MEET THE NEEDS OF WOMEN AND CHILDREN LIVING IN LONDON, SURREY AND SUSSEX WHO HAVE SURVIVED TRAFFICKING AND VIOLENCE AND WHO ARE SEEKING SAFETY IN THE UK, SO THAT THEY CAN THRIVE.

- 1 Understand and Adapt Services:** Identify and address the specific challenges and needs of asylum-seeking pregnant women and children, including practical, emotional, healthcare, housing, legal, and psychosocial support needs, while considering cultural and language barriers.
- 2 Cultural Sensitivity and Inclusivity:** Recognize and address the unique needs of diverse populations, such as marginalized communities, immigrants, refugees, and those facing discrimination, by providing culturally sensitive services and promoting inclusivity in all aspects of the charity's work.
- 3 Outreach and Engagement:** Prioritise efforts to engage marginalized women and children who face barriers to accessing services.
- 4 Support Access to Education for Women:** Ensure support and access to educational opportunities for asylum-seeking women.
- 5 Developmental Milestones Support:** Provide resources and support for mothers and children to overcome challenges and meet appropriate child developmental milestones.

“I am writing to express my heartfelt gratitude for the hospital bag you recently sent me. As an asylum seeker, I am going through a very tough time, and your thoughtful gesture means a lot to me. I literally have tears in my eyes because I have no financial support at the moment and I am even struggling with the food & transport issues at the residence by the Home office.

I cannot express in words how much I appreciate your kindness and support during this difficult period of my life. The hospital bag is not only a practical and helpful gift, but it also reminds me that there are still good people in the world who are willing to lend a helping hand to those in need.

As you may know, I am currently facing challenging circumstances, and I am unable to rely on the support of my family and husband who abandoned me and my baby. However, your generosity has given me hope and strength to face these challenges and keep moving forward.

Once again, thank you so much for your kindness and support & those who refer me towards your organization. I will never forget your thoughtfulness, and I will always be grateful for what you have done for me.

With heartfelt thanks and best wishes.”

Happy Baby Community Member

BY IMPLEMENTING THESE STRATEGIES, THE CHARITY WILL BETTER SUPPORT ASYLUM-SEEKING PREGNANT WOMEN AND THEIR CHILDREN, PROMOTING THEIR WELL-BEING AND EMPOWERING THEM TO OVERCOME BARRIERS AND ACHIEVE POSITIVE OUTCOMES.

PRIORITY 3

WE ARE A SUSTAINABLE CHARITY WITH CAPACITY AND ENERGY TO MEET THE NEEDS OF ALL REFERRALS.

- 1 Sustainable Governance:** Prioritise long-term sustainability, diverse funding, and community involvement in decision-making.
- 2 Risk Management and Funding:** Mitigate risks, diversify funding, and ensure contingency planning.
- 3 Capacity Building:** Strengthen internal systems, staff training, and governance practices for effectiveness.
- 4 Collaboration and Partnerships:** Foster partnerships to leverage resources and maximize impact.
- 5 Sustainability and Succession:** Develop strategies for sustained volunteer-led models and smooth leadership transitions.
- 6 Impact Evaluation and Feedback:** Implement monitoring, evaluation, and user feedback for accountability and improvement.
- 7 Trauma Informed:** Embedding reflection, supervision and therapeutic support for all staff and volunteers.

BY FOCUSING ON THESE STRATEGIES, THE CHARITY WILL ENSURE SUSTAINABLE GOVERNANCE, EFFECTIVE OPERATIONS, AND CONTINUOUS IMPROVEMENT TO MAKE A LASTING IMPACT.

Image right: 'The new baby' © Anita Klein

PRIORITY 4

WE ARE A VOLUNTEER LED CHARITY.

- 1 Volunteer Recruitment and Retention:** Implement a comprehensive strategy to attract, recruit, and retain a diverse range of skilled volunteers.
- 2 Volunteer Training and Development:** Provide ongoing training and professional development opportunities to enhance volunteer capabilities.
- 3 Volunteer Engagement and Recognition:** Actively engage volunteers, foster a sense of ownership, and recognise their contributions. Identify and support volunteer leaders.
- 4 Volunteer Diversity and Inclusion:** Prioritise diversity and inclusivity by reaching out to underrepresented groups, ensuring equitable access, and fostering an inclusive environment.

BY IMPLEMENTING THESE STRATEGIES, WE CAN EFFECTIVELY RECRUIT AND RETAIN SKILLED AND DEDICATED VOLUNTEERS, PROVIDE THEM WITH MEANINGFUL ENGAGEMENT AND DEVELOPMENT OPPORTUNITIES, AND FOSTER A DIVERSE AND INCLUSIVE VOLUNTEER COMMUNITY.



THE ACCOUNTS

SECTION A: STATEMENT OF FINANCIAL ACTIVITIES


Annual accounts for the period 1 January – 31 December 2022

	Note	Unrestricted (£)	Restricted (£)	2022 Total funds (£)	2021 Total funds (£)
INCOME					
CHARITABLE ACTIVITIES					
Grants, donations & consultancies	2, 10	186,321	192,433	378,754	483,192
Interest income		26		26	
TOTAL INCOME		186,347	192,433	378,780	483,192
EXPENDITURE					
Raising funds		5,705	-	5,705	7,065
CHARITABLE ACTIVITIES					
Other	4, 5	253,054	193,002	446,056	413,608
TOTAL EXPENDITURE	3	258,760	193,002	451,762	420,673
Net incoming/(outgoing) resources before transfers		(72,413)	(569)	(72,982)	62,519
Transfers between funds		33,446	(33,446)	-	-
Net movement in funds		(38,966)	(34,016)	(72,982)	62,519
Funds as at 1 January		242,937	36,679	279,616	217,097
Funds as at 31 December	8	203,971	2,663	206,634	279,616

The Statement of Financial Activities includes all gains and losses in the year. All income and expenditure derives from continuing activities.

SECTION B: BALANCE SHEET

	Note	2022 (£)	2021 (£)
CURRENT ASSETS			
Debtors and accrued income	6	-	15,087
Cash at bank and in hand		224,540	277,708
Total current assets		224,540	292,795
LIABILITIES			
Creditors: Amounts falling due within one year	7	17,906	13,180
Net current assets		206,634	279,616
Net assets		206,634	279,616
THE FUNDS OF THE CHARITY			
Unrestricted		203,971	242,937
Restricted		2,663	36,679
Total funds	8, 9	206,634	279,616

	Signature	Print name	Date of approval (dd/mm/yyyy)
Approved by the Trustees and signed on their behalf by:		PENNY FARRAR	20/08/2023

Additional information on the items contained in these summary Financial Statements is available in the full accounts of the Charity which are available on request and are filed with the Charity Commission.

SECTION C: NOTES TO THE ACCOUNTS

NOTE 1: ACCOUNTING POLICIES

1.1 THE BASIS OF ACCOUNTING

The accounts have been prepared under the historical cost convention with items recognised at cost or transaction value, unless otherwise stated in the notes to these accounts.

These Financial Statements have been prepared in accordance with the Statement of recommended practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) and the Charities Act 2011.

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

1.2 RECOGNITION OF INCOME

All income is recognised on receipt of income. Donations and grants are recognised on settlement date. In the event that a donation or grant is subject to conditions that require a level of performance before the charity is entitled to draw down on the grant, then that part of the funds will not be recognised until those conditions are fully met.

There is no interest on funds, as no funds are currently held on deposit.

1.3 EXPENDITURE

Expenditure is recognised on an accruals basis. All expenses including support costs and governance costs are allocated or apportioned to the applicable expenditure headings. Cost in respect of future activities are charged when the relevant activity takes place.

Governance costs compare all cost involving the public accountability of the charity and its compliance with regulations and good practice.

1.4 FIXED ASSETS

Only assets with a purchase price of at least £3,000 are capitalised. There are no assets of that value in the charity.

1.5 LIABILITIES

The charity has very limited liabilities for the locations that it rents to facilitate its community work. All current rental agreements have a one month or less termination condition.

The charity has responsibility to its 11 paid staff. All permanent staff are on one month notice. The Trustees have ensured that the cost of closure held in the reserve policy includes at least a 3 months notice period should the charity be closed.

1.6 TAXATION

No tax provision is included in the financial statements as its a registered charity and entitled to exception from tax under Section 505 of the Income and Corporation Taxes Act 1988.

1.7 GIFT AID

The charity has recently applied to HMRC to register for Gift Aid. There is allowance for a two year retrospective claim which is expected to amount to @ £3000.

1.8 FUND ACCOUNTING

The charity has restricted funds, where the donor has specified that they can only be used on specific projects in future. All other funds are unrestricted.

1.9 PENSION COSTS

The charity operates a defined contribution pension scheme for employees. The assets of the scheme are held separately from those of the company. The annual contributions payable are charged to the statement of financial activities.

1.10 GOING CONCERN

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

1.11 CRITICAL ACCOUNTING ESTIMATES AND JUDGEMENTS

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

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

NOTE 2: GRANTS, DONATIONS AND CONSULTANCIES

	2022 (£)	2021 (£)		2022 (£)	2021 (£)
UNRESTRICTED			RESTRICTED		
AB Charitable Trust	-	15,000	Blue Thread	-	10,000
Birthrights	-	4,320	Cadbury Barrow	-	9,800
Esme Fairbairn	15,000		Croydon COF	-	5,000
Lloyds	27,250	-	Lloyds Bank Foundation	-	52,351
ICS	6,010	16,302	Smallwood Trust	-	24,831
London Quakers	11,548	4,000	HBC Redhill	-	26,285
Marshall Family Trust	-	10,188	Children in Need	33,149	-
D McPhail	4,000		London Churches	1,500	1,500
National Lottery	-	9,666	ROSA – Women Thrive Fund	49,831	-
Sir James Reckitt	-	5,150	First Community Health & Care CIC	22,890	-
Sutasoma Trust	7,132	7,000	Alliance for Better Health	14,580	-
Sylvia Adams	10,000	-	NHS	-	8,333
The Blue Thread	43,000	10,000	Purley Food Hub	-	6,560
Other	62,382	30,694	Hestia / Starting Well	69,192	171,578
Total unrestricted	186,321	112,320	Sylvia Adams CT	-	40,000
			Two Magpies	-	14,634
			Other	1,290	-
			Total restricted	192,433	370,872
			Total grants, donations and consultancies	378,754	483,192

DONATED GOODS AND SERVICES

No material donations to be disclosed (2021: £nil)

“When you are volunteering you are happy because you are helping. Your conscience is happy, you are putting your head on your pillow at night by thinking that today you’ve done something, and that makes you happy.”

NOTE 3: EXPENDITURE

	2022			2021		
	Charitable Activities	Raising funds	Total	Charitable Activities	Raising funds	Total
Fundraising		5,705	5,705	-	7,065	7,065
Staff	178,130		178,130	101,308	-	101,308
Direct provision for service users	127,726		127,726	146,199	-	146,199
Other programme costs	28,088		28,088	50,732	-	50,732
Governance	11,767		11,767	11,441	-	11,441
Rent and office costs	100,321		100,345	103,903	-	103,927
Total expenditure	446,032	5,705	451,762	413,584	7,065	420,673

NOTE 4: STAFF COSTS

	2022 (£)	2021 (£)
Wages and salaries	163,935	99,951
Employer's National Insurance costs	11,751	502
Employer's contribution to defined contribution pension scheme	2,444	855
Total Staff costs	178,130	101,308

The average headcount in 2022 was 4.5 (2021:4).

No employee earned over £50,000 in the year (2021: nil)

“Thank you very much, since you exist, we feel like we are in our homeland.”

“They went above and beyond to help me and be there for me (...) Actually, they’re improving themselves every day (...) Happy Baby has taught me everything that I know about being a mum and has helped me with every single thing that I needed as a new mum for my daughter.”

NOTE 5: TRUSTEE'S REMUNERATION

Trustees' expenses of £nil were reimbursed (2021: £nil)

One Trustee, Jill Miller, received payments of £16,060 in 2022 for the provision of consultancy services on the perinatal programme. This was specifically approved by the Board.

NOTE 6: DEBTORS

	2022 (£)	2021 (£)
Trade Debtors	-	12,500
Debtors and accrued income	-	-
Other Debtors	-	2,587
Total Debtors	-	15,087

NOTE 7: CREDITORS

	2022 (£)	2021 (£)
Expense creditors	-	-
Trade creditors	17,906	8,950
Taxation and social services benefits	-	3,439
Accruals	-	9,124
Deferred revenue	-	-
Total Creditors	17,906	21,513

NOTE 8: ANALYSIS OF NET ASSETS OVER FUNDS

	2022			2021		
	Unrestricted funds	Restricted funds	Total funds	Unrestricted funds	Restricted funds	Total funds
Net current assets	203,971	2,663	206,634	242,937	36,679	279,616
Total net current assets	203,971	2,663	206,634	242,937	36,679	279,616

NOTE 9: FUNDS

	Brought Forward	Income	Expenditure	Transfer between funds	Carried forward
UNRESTRICTED					
Total unrestricted funds	242,937	186,321	(257,350)	33,446	203,971
RESTRICTED					
Sylvia Adams	20,626	-	-	(20,626)	-
ROSA	-	25,000	(25,000)	-	-
Alliance for Better Health	5,000	-	-	(5,000)	-
First Community Health and Care CIC	8,110	37,470	(45,843)	263	-
Children in Need	-	33,149	(33,149)	-	-
Smallwood Trust	-	24,831	(24,831)	-	-
Hestia	-	69,192	(61,109)	(8,083)	-
Purley Food Hub	2,943	-	(2,730)	-	213
Other	-	2,790	(340)	-	2,450
Total restricted funds	36,679	192,433	(193,002)	(33,446)	2,663
Total funds	279,616	378,754	(450,352)	-	206,634

NOTE 10: RESTRICTED FUNDS

Sylvia Adams Charitable Trust – Childrens' Program.

ROSA- UK Fund for Women and Girls – Employment Program

Alliance for Better Health – Redhill Community

First Community Health and Care CIC – Redhill Community

Smallwood Trust – Leadership Program

Hestia – Starting Well – Perinatal Program.

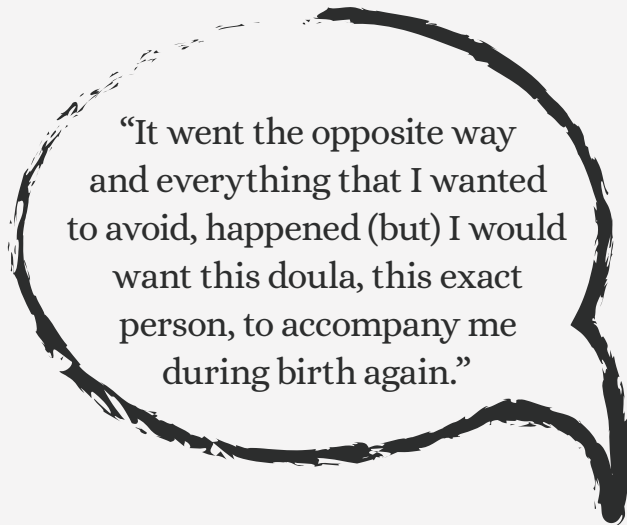
Purley Food Hub – Community food support

NOTE 11: COMMITMENTS UNDER OPERATING LEASES

The charity had no commitments under non-cancellable operating leases in the year (2021: £nil)

NOTE 12: RELATED PARTY TRANSACTIONS

In both 2021 and 2022 there were no related party transactions.



“It went the opposite way and everything that I wanted to avoid, happened (but) I would want this doula, this exact person, to accompany me during birth again.”

WORKING TOGETHER

The Happy Baby Community works closely with 84 dedicated organisations and countless individuals, all driven to empower families in overcoming daily hurdles to nurture thriving lives for mums and their babies.

TOGETHER

OUR COLLABORATIVE EFFORTS YIELD INNOVATIVE SOLUTIONS WITH A SHARED PURPOSE:

- Ensuring universal accessibility
- Prioritising safety and security
- Infusing compassion throughout
- Nurturing sustainability
- Seamlessly integrating with allied services
- Shaping best practices
- Driving positive systemic change in healthcare services.

TOGETHER, WE ARE COMMITTED TO MAKING A TRANSFORMATIVE IMPACT.



THE HAPPY BABY COMMUNITY PERINATAL PROGRAM

In 2013, the Happy Baby Community Perinatal program emerged from Jill Miller’s resolute vision. A founding force of our charity, she witnessed the harrowing impact on women and their babies who’d survived violence and trafficking – left feeling alone during childbirth. Developing a skilled and committed team of birth partners and doulas, the Happy Baby Community Perinatal program has with community members co-produced a service that has for 9 impactful years, held the hands of thousands of women who asked for our help in childbirth, transforming their experience of childbirth in a positive and empowering way.

THE PERINATAL SUPPORT PROJECT EVALUATION IS AVAILABLE AT: WWW.HAPPYBABYCOMMUNITY.ORG.UK

Our Perinatal Program gives women an essential companion on the profound journey of childbirth, offering invaluable physical and emotional support. Rooted in both compassionate trauma informed care and evidence-based practices, the birth support team bring a wealth of knowledge to the birthing process. Their presence is characterised by their deep understanding of the physiological and emotional intricacies involved, allowing them to provide a reassuring and calming influence in the delivery room.

In partnership with our colleagues in healthcare, The Happy Baby Community Perinatal Program has been demonstrated to significantly contribute to optimal maternal outcomes. Offering a holistic approach that aligns with medical care.

COLLABORATIVELY EMPOWERING BIRTH CHOICES

Our goal is to ensure that every mother has the opportunity and the ability to allocate time and express her own choices. Within the Perinatal Program at Happy Baby Community:

- Every pregnant mother engages in discussions in her preferred language with our perinatal team
- Invitations to sessions and personalised preparations for birth in the UK, infant feeding, and new-born care are extended
- The chance to express birth preferences is offered
- A personal doula is offered – a companion through birth and the preceding and subsequent weeks
- Ongoing individual perinatal peer support is available.

NO MOTHER WITHIN THE COMMUNITY FACES BIRTH ALONE, UNLESS SHE CHOOSES TO DO SO.

Quotes from Midwives...

“She went above and beyond to care for the woman”

“Happy Baby Community helps mums to feel heard and seen instead of being a number or another case.”

Happy Baby Community welcome collaboration with research that enables system changes that will improve the chances of women and their children to thrive.

THE PERINATAL PROGRAM HAS CONTRIBUTED TO:

- **BIRTHRIGHTS:** Perinatal Information on Women’s Rights and Advocacy
- **CITY OF SANCTUARY MATERNITY STREAM:** – Steering group
- **DR KERRIE STEVENSON, MAMAH STUDY:** Steering group
- **MATERNAL MENTAL HEALTH SOCIETY:** Developing a Mental Health Toolkit for Communities
- **MIDWIFE JO CULL, UNIVERSITY OF CENTRAL LANCASHIRE:** Guidelines for Medical Practitioners to Discuss Previous Trauma with Pregnant Women.
- **MIDWIFE ELLA CAINE, DARZI FELLOW:** Language Barriers and Provision of Interpretation in Maternity Care for Migrant women.
- **INTERNATIONAL JOURNAL OF BIRTH AND PARENT EDUCATION:** Speaker
- **MATERNITY CONSORTIUM:** Speaker
- **UCLH- NEONATAL CARE PRACTITIONERS:** Speaker
- **UCLH STUDENT OB-GYN SOCIETY:** Conference speaker
- **LULLABY TRUST:** Multi-lingual Development of Safe Sleeping Guidelines for Women who are Seeking Asylum
- **BIRTH COMPANIONS:** Women Facing Disadvantage in Maternity
- **ROYAL COLLEGE OF MIDWIVES:** Advisory on policy for the care of migrant women
- **ROYAL COLLEGE OF OBSTETRICIANS & GYNAECOLOGISTS:** Advisory on policy for the care of migrant women



OUR PARTNERS

Report design by oakshed.co.uk



THE HAPPY BABY COMMUNITY

England & Wales - Charity number 1181633

Accounts



HAPPY BABY COMMUNITY

SUPPORTING NEW MUMS WHO HAVE FLED FROM TRAFFICKERS OR VIOLENCE, AND HAVE SOUGHT INTERNATIONAL PROTECTION IN THE UK FOR THEMSELVES AND THEIR BABIES

ANNUAL REPORT

Trustees' Annual Report and Summary Financial Statements
for Year Ending December 2022

 happybabycommunity.org.uk Registered Charity – 1181633



Illustration 'Sacha Sleeping' printed with kind permission of Anita Klein



The Queen's Award
for Voluntary Service

WORDS FROM ONE OF OUR COMMUNITY MEMBERS'...

“When I referred to “Happy Baby Community” for the first time, I was in a hopeless situation because I had asked for help in many associations, I had sent endless emails and no one answered me, so I thought that the same thing would happen to me here, but quite the opposite happened.

I had hope in everything they did and I started to be convinced that they really are the people I needed so much in a not easy situation in which I was. I was 8 months pregnant, I had absolutely nothing about the baby, I had no information about the birth.

At the first meeting in Dalston garden I felt very good because it was a very warm environment even though it was the first time I participated in their group. I couldn't wait for Monday when I would join the children and mothers of the Happy Baby community staff.

Every week I met wonderful people, one of them is Jill, who helped me exceptionally much with pregnancy information from breastfeeding, birth or even post-partum. Every week I was in physical contact and on the phone with different members of the group, which eased every difficulty and gave me the assurance that everything would go very well.

In this association, I also met wonderful mothers who brought me clothes for my daughter, whom I am raising with the gifts they give, I also met “Pram Depot” who brought me the first box for my daughter with everything she needed.

The Happy Baby Community network is so big that it is dear to me because even today, when my daughter is 2 months old, they don't stop helping. They gave me the opportunity to attend online courses but also online meetings with different doctors for different diseases and problems. Another great help for me was Debbie, in welfare who contacted me every day about any problem I had.

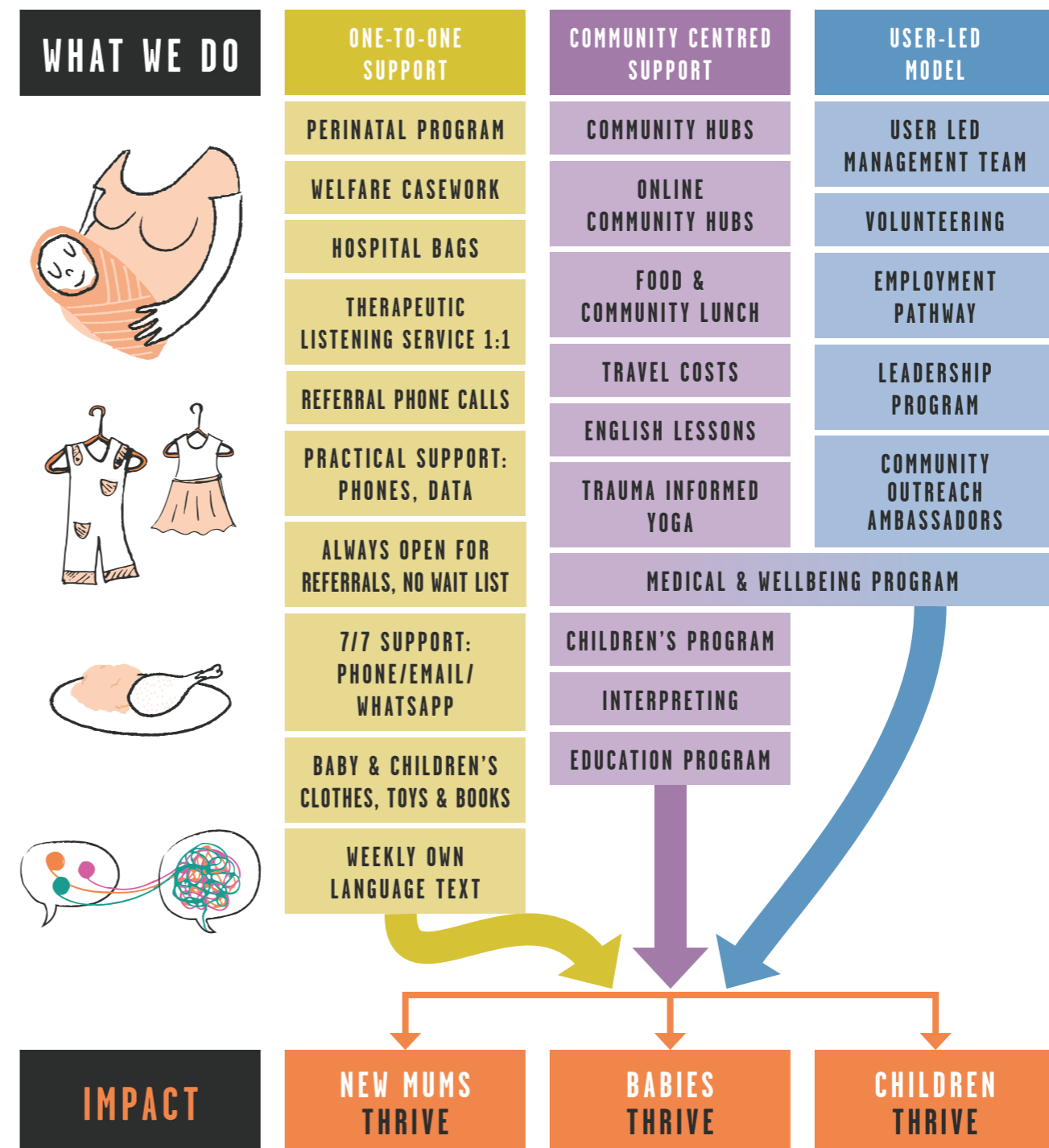
Thank you from the bottom of my heart to the Albanian girls I met there who did their best to get the right support in translation or in other circumstances. I will not leave without mentioning the doula Sara, she is a blessing in my life and I thank God but also the Happy baby community who sent her to the hospital.

3 days before my due date, I was transferred to another city 45 minutes away from London and I experienced it very badly because I thought I would be alone, but happy baby community sent Sara, who stayed with me from the first moment of labour until my little girl was born. She was my biggest support in the most beautiful and difficult moments of my life. I never thought that someone would do what Sara did for me. She was tortured, without sleep, without food, she gave me a massage, she motivated me all the time “you're doing very good, you're a wonderful mum etc”. 26 hours with me and 3 weeks after I gave birth, she called me twice a week about the problems I might encounter or even about the pleasure I was experiencing.

Now I say with full conviction that I have a sister and my daughter has an aunt to whom we are infinitely grateful and we love her very much.

Thank you very much Happy Baby Community for making the birth of my daughter so easy and beautiful. You are my family today and always will be. I will speak to my daughter with more love for the environment and the people who helped her come into life and be a happy baby.

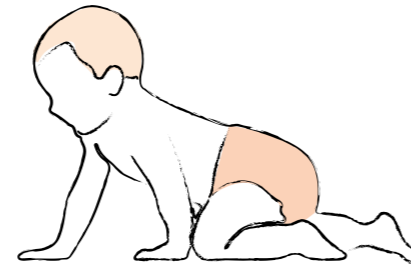
I can't wait to meet you again.
With love



THE CHALLENGES

- PHYSICAL HEALTH
- POOR FOOD
- LONELINESS
- DEPRESSION
- POOR SLEEP
- ANXIETY
- LIFE OF UNCERTAINTY
- OVERCROWDED HOUSING
- LIFE WITH A VERY LOW INCOME
- LANGUAGE & CULTURE
- LACK OF CONNECTIONS & A TRUSTED COMMUNITY
- SOCIAL ISOLATION

A dark past to a bright future



"I was frightened."

"Every week I got a message telling me about the groups and encouraging me to go to the nearest one."

"The Happy Baby Community called me the next day after I had contacted them, with a person who spoke my language. She listened to me."

"I had nothing for the baby."

"There were other mums like me volunteering and helping out with the lunch, it felt like a family."

"I got a call from a lady who said she would stay with me when I had my baby."

"When I went to the group, I was met by a coordinator who was really kind and introduced me to other mums who spoke my language."



"I had been through so much before getting to the UK, there were times when it was hard to cope. A therapist from Happy Baby called me and we had calls to help me through the difficult times."

"Happy Baby sent me a big bag, with everything I needed for my new baby."

"I got a big box of lovely things for my little girl, it has books and toys and clothes. Someone had made special things like a teddy and a cardigan. That was lovely."

"I was alone."

"I had no idea about stuff like how to get a birth certificate or ask the doctor for help. I joined into the sessions at the group where we talked about how to do these things."

"Everyone always spent time when I asked for help and arranged for someone to help in my language."

"The group I went to was really fun for me and my baby, I got to know other mums. Everyone hugs you when you arrive - its lovely."

"I didn't understand."

"A doula started to support me with my pregnancy - I got to know her the weeks before I had my baby. She arrived at the hospital with me and stayed the whole time. She made me feel safe and cared for."

"I was given a phone and data so that I could join the online English classes. That was the only way I could study with my baby. It was a small group and I learnt quickly."



"The group coordinator suggested that I join as a volunteer and help with some of the tasks at the group. I have a qualification in teaching and so it was great to help other mums with to take part in the children's program."

"I just wanted to work and support my baby."

"When I told one of the volunteers that I had qualifications and wanted to start working, they helped me join the employment pathway, and study and join a mentoring program."

LED BY OUR COMMUNITY

THE MANAGEMENT OF THE HAPPY BABY COMMUNITY

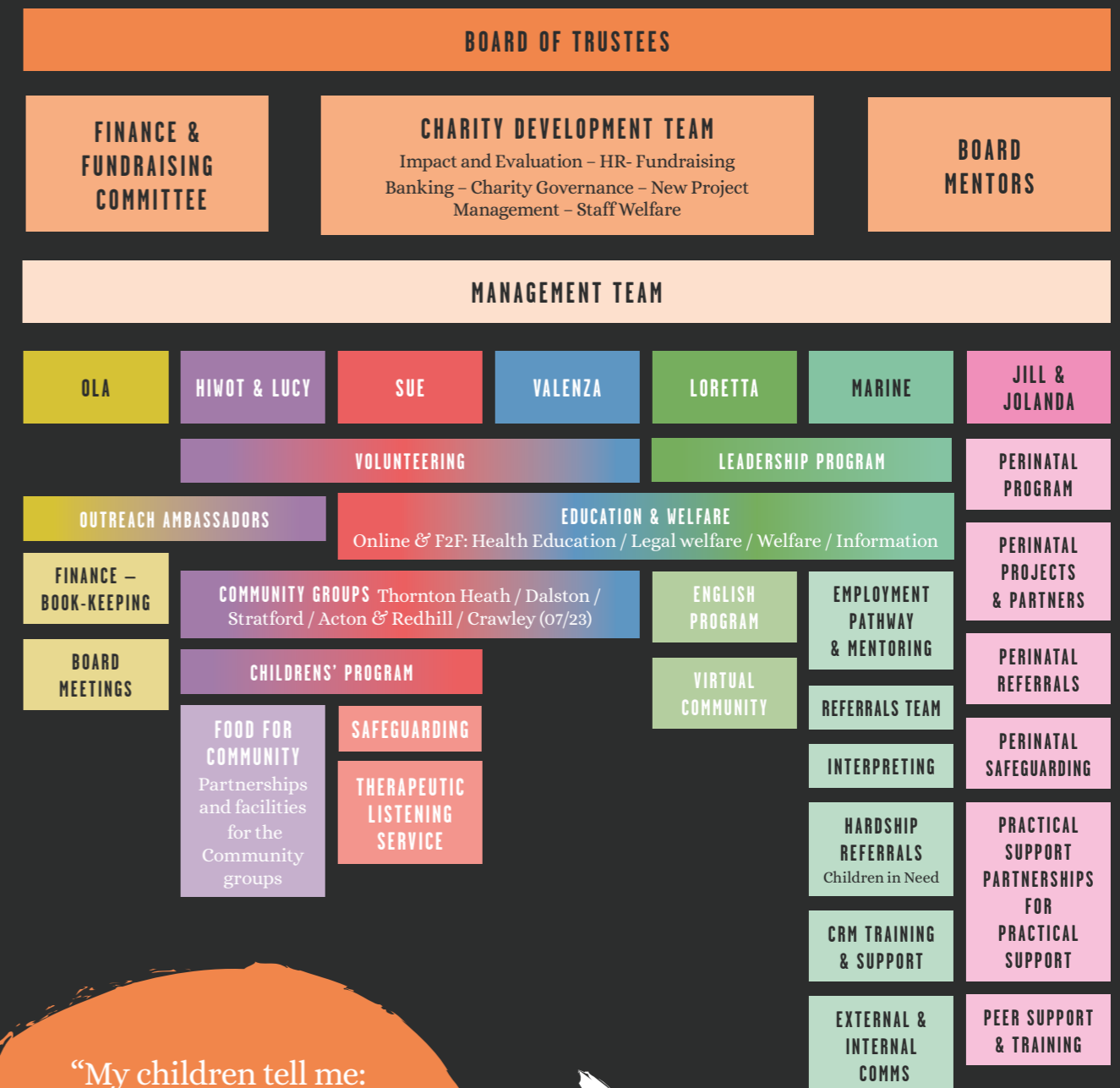
At Happy Baby Community, our strategic priority is clear: we are majority led and managed by women with lived experience of migration as refugees in the UK.

To achieve this, we've implemented initiatives that empower our community members and embed user leadership and voice:

- 1 OUR BESPOKE LEADERSHIP PROGRAM** supported by the Lloyds Foundation, has empowered 13 women to become inspiring leaders. They also participated in a mentoring program with the Routes Collective, further developing their capabilities.
- 2 OUR BOARD OF TRUSTEE MEETINGS** always involve the management committee, ensuring direct user input into decision-making.
- 3 TRUSTEES MENTOR SENIOR LEADERSHIP TEAM MEMBERS** nurturing their growth and expertise.
- 4 OUR CHARITY DEVELOPMENT TEAM** focuses on equipping staff to assume strategic roles while mentoring new program participants to take on substantive positions.
- 5 THE HAPPY BABY COMMUNITY'S VOLUNTEER AND EMPLOYMENT PATHWAY PROGRAM** supports community leaders in the asylum system, preparing them to be work-ready when the legal opportunity arises.
- 5 THE MAJORITY OF OUR MANAGEMENT COMMITTEE (85%) AND STAFF TEAM (90%) HAVE LIVED EXPERIENCE**, reinforcing our user-led approach.
- 7 WE PRIORITISE STAFF WITH YOUNG CHILDREN** offering support to ensure their well-being.
- 8 EMBRACING JOB-SHARES** our Co-Development Directors, Sue Balmer and Lucy Bracken, lead the charge for a more inclusive work environment.

At the Happy Baby Community, we walk the talk of user-led leadership. By empowering women with lived experience, we create a stronger, more compassionate community dedicated to nurturing and supporting one another. Together, we build a brighter future for all.

HAPPY BABY COMMUNITY ORGANISATION CHART



“My children tell me: ‘Mum let’s go to bed soon, tomorrow is HBC, and I don’t want to miss it’. That’s why I am so grateful; you can only find fun and happiness in the Happy Baby Community.”

“For me, Happy Baby Community has been very supportive to me (...) especially when I was a bit depressed, well I was really depressed when my pregnancy and Happy Baby Community have done a lot, I have received stuff, I had people calling me to ask me how my mood is, and you know... it has been a very good thing for me.”

THANK YOU FOR BEING A HAPPY BABY COMMUNITY ANGEL

Happy Baby Community thrives with the support of an incredible network:

182
DEDICATED
VOLUNTEERS

100+
HELPERS

45
DOULAS

... AND A
REMARKABLE
COMMUNITY OF
KIND & GENEROUS
SUPPORTERS.



Image: 'Baby in the stars' © Anita Klein

Their collective impact is astounding, as they contribute an estimated 57,000 hours of volunteering each year. These wonderful individuals selflessly give their time, skills, and energy to empower the charity and support the women within Happy Baby Community.

Their commitment is the driving force behind our impact, making a profound difference in the lives of our community members. We are immensely grateful for their unwavering support and the extraordinary impact they make every single day.

OUR INCREDIBLE SUPPORT NETWORK...

- Our doulas
- Our English teaches
- Cooks & washer uppers
- Childrens' Activity volunteers
- Therapists
- Infant feeding support
- Perinatal peer support
- Outreach Ambassadors
- Our Practical support team
- Donors of clothes & toiletries
- Welfare support
- Baby huggers
- Knitters and sewers
- Listeners
- Trustees
- Interpreters
- Group Coordinators
- Childbirth preparation

SAFEGUARDING

The Happy Baby Community is committed to ensuring the well-being and safety of all individuals we support, as many are particularly vulnerable. They include babies, children, young people, and adults at risk. Our charity recognises the importance of creating a safe and supportive environment that protects individuals from harm, abuse, neglect, and exploitation.

We prioritise safeguarding at the Happy Baby Community, implementing robust policies, procedures, and training. Our team is well-informed and equipped to recognize, report, and respond to safeguarding concerns, complying with all relevant laws and regulations.

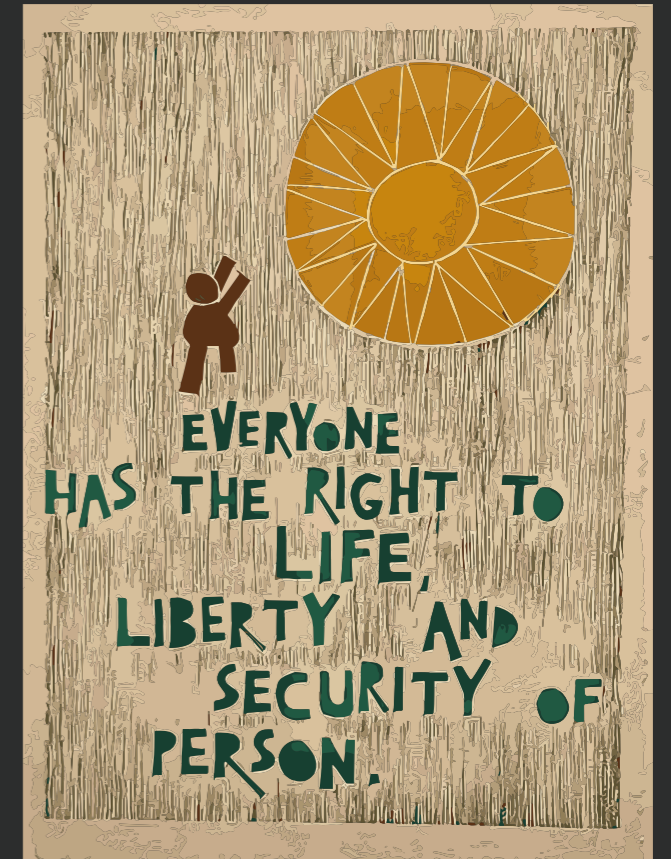
Through bi-weekly online training sessions, we ensure our staff and volunteers are knowledgeable and prepared to identify signs of abuse, follow reporting procedures, and maintain confidentiality.

We maintain an open and accountable culture, encouraging the reporting of any safeguarding concerns. Prompt and confidential action is taken, including providing immediate support and collaborating with external agencies if needed.

Comprehensive records are kept, enabling us to monitor trends, learn from experiences, and continually improve our safeguarding practices.

With Deborah Wright, a Senior Social Worker, and Sarah Hughes, our Trustee Safeguarding Lead, we regularly review and update our policies and procedures. External resources and feedback help us stay informed about best practices and emerging issues.

At the Happy Baby Community, safeguarding is paramount. We foster a safe and respectful environment, ensuring the well-being and protection of all those involved in our organisation.



“Being a member of the Happy Baby Community is akin to belonging to a large and caring family. It imbues me with a sense of warmth and friendship that transforms work from a mere obligation into an enjoyable and fulfilling endeavour.”

OUR IMPACT

Dear Happy Baby Community,

I am writing this letter filled with appreciation and gratitude for everything you have done for our journey. Words cannot express how deeply grateful and appreciative I am for all the love, care, and support you have provided me and my family throughout our entire life journey. From the moment we arrived in the United Kingdom, feeling lost and lonely, your warm voice reached out to us, promising support and companionship, and it brought tears of joy to my eyes.

As a mother with a daughter and twin pregnancies, your presence and assistance were nothing short of miraculous. You cared for us like family, attending to every aspect of our well-being from our toes to our heads. When my twin babies were born and had to be in the intensive care unit, your constant calls and reassuring words gave us strength during a challenging time.

You have been instrumental in building our future, providing us with a home and everything we needed to thrive. Your generosity and goodness have touched us deeply, and the memories of those days spent with you bring tears of gratitude to my eyes.

Happy Baby Community, you are more than just an organisation to us; you are our extended family. Your unwavering support and love have made a profound impact on our lives, and we will forever cherish the memories we have created together.

I can only hope to convey a fraction of the overwhelming emotions I feel when I say thank you. Your kindness has forever changed our lives, and we are eternally grateful.

Happy Baby Community Member

At the Happy Baby Community, we understand the struggles faced by mothers who are asylum seekers and survivors of violence. These new mums often find it challenging to access and trust statutory services, lacking the confidence to seek help.

OUR APPROACH INVOLVES THREE WELL-EVIDENCED STRATEGIES

as detailed in our 2023 HBC Impact Report, available on our website www.happybabycommunity.org.uk

- 1 COMMUNITY-CENTRED APPROACH:** We prioritise community involvement, creating a supportive environment where people with shared identities or affiliations come together to contribute to each other's health and well-being.
- 2 USER-LED ORGANISATION:** Our approach empowers women to take the lead, ensuring they have a voice in local decisions and promoting social connections that foster good health and combat social exclusion.
- 3 FOCUS ON 0-3 YEARS:** Our services are tailored to meet the unique needs of children aged 0-3 years living in restricted accommodation, providing crucial support during this critical developmental stage.

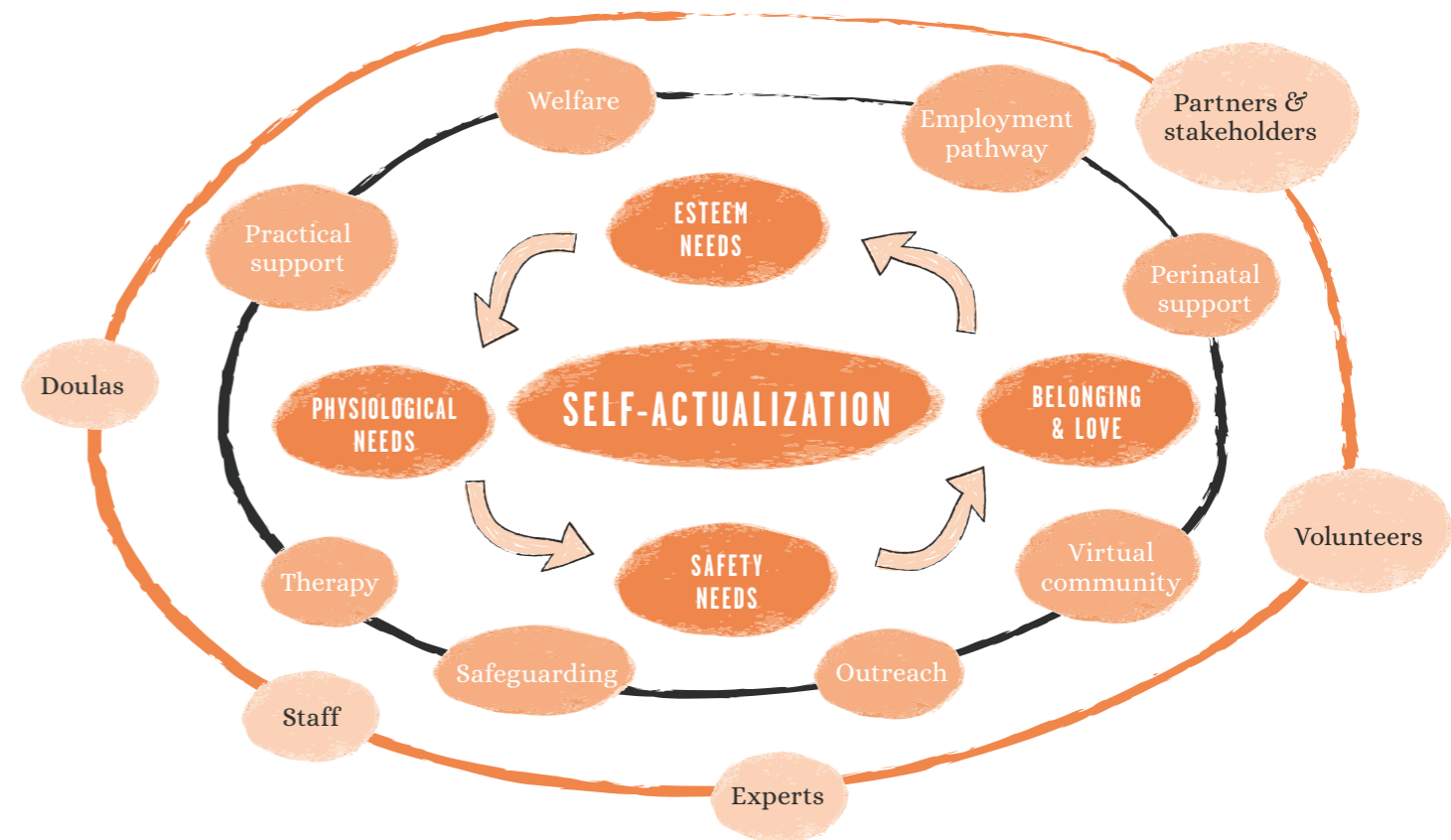
Through participatory approaches, we tackle health inequalities head-on, addressing marginalisation and empowering individuals to overcome adversity. At the Happy Baby Community, we are committed to breaking barriers and building a resilient, inclusive community that uplifts and supports every individual, no matter their circumstances. Together, we create a brighter future for these courageous mums and their children.

HOW WE MAKE CHANGE HAPPEN

The Happy Baby Community follows a theory of change model aligned with Maslow's hierarchy of needs. This model recognises that meeting basic needs is crucial before mums and their babies can pursue higher-level goals and feel able to thrive.

REFERENCES The 2023 Happy Baby Community Impact Report The Perinatal Care Project – Evaluation 2023

THE HAPPY BABY COMMUNITY THEORY OF CHANGE



1374 WOMEN
67 COUNTRIES
1840 CHILDREN
560 BABIES

THRIVING SELF-ACUALISATION

HBC leaders spoke at **11** Stakeholder Events

86% of our Community leaders have a strong sense of confidence in the consistent recognition and serious consideration of their ideas within the charity.

100% of our Community leaders, believe that their involvement in the charity serves as a powerful source of inspiration for fellow community members, fostering a positive outlook and confidence in their future prospects.

90% of our Community leaders consistently experience an unwavering sense of purpose in their work within the charity.

90% of our Community leaders express that their engagement with the charity significantly contributes to the realisation of their long-term aspirations and personal dreams.

86% of our Community leaders consistently experience a high level of respect from their peers within the charity.

ESTEEM

Over **540** women actively engaged in skills training programs facilitated by the charity.

96% of our Community leaders expressed a deep level of trust in the charity, enabling them to authentically be themselves while carrying out their responsibilities.

90% of Community leaders say they feel valued and respected by others for the work that they do.

82% of our Community leaders affirm that their involvement with the charity consistently provides invaluable assistance in overcoming challenges and setbacks.

30 Community Leaders have attended the Leadership Program

73% of community leaders report receiving feedback from the community, indicating that their involvement with the charity has a highly beneficial impact on their mental health.

82% of our Community leaders consistently said that their involvement with the charity mitigates feelings of isolation and loneliness a lot.

LOVE & BELONGING

Supporting mums to give birth in **22** hospitals across London

84 Partner organisations

78% of the community engaging with the charity each month face to face

100% of the team think that HBC always makes community members feel cared for and valued

132 Women participated in employment program

72 Community volunteers

11 Paid staff / **82%** of paid staff are community members

97% of the staff and volunteer team always feel connected to HBC

182 Volunteers

6 All 6 community co-ordinators with lived experience

SAFETY NEEDS

Always open for referrals, no wait list

618 New referrals called in own language

445 Perinatal referral calls

154 Volunteers completing safeguarding training

12 Safeguarding training sessions offered

5 days a week referrals open
24 hour response

184 Welfare cases supported

24 Health & wellbeing sessions run

445 Women supported with breastfeeding

38 Women attending 1:1 therapy

95% of the community leaders reported feeling safer all the time

398 women having 1:1 birth support

238 Specialist sessions run for children under 3 years

1006 Under 3's attending Specialist Children sessions

559 English lessons run online

2202 Attendances at English classes

PHYSIOLOGICAL NEEDS

238 Face to face session / **5892** Attendances

2000 Period packs

990 Baby and childrens clothes

71,448 own language texts (sent weekly)

5580 Travel refunds to enable women to attend the groups

4500 Bags of fresh food & meals to take-away

11,780 Lunches & breakfast

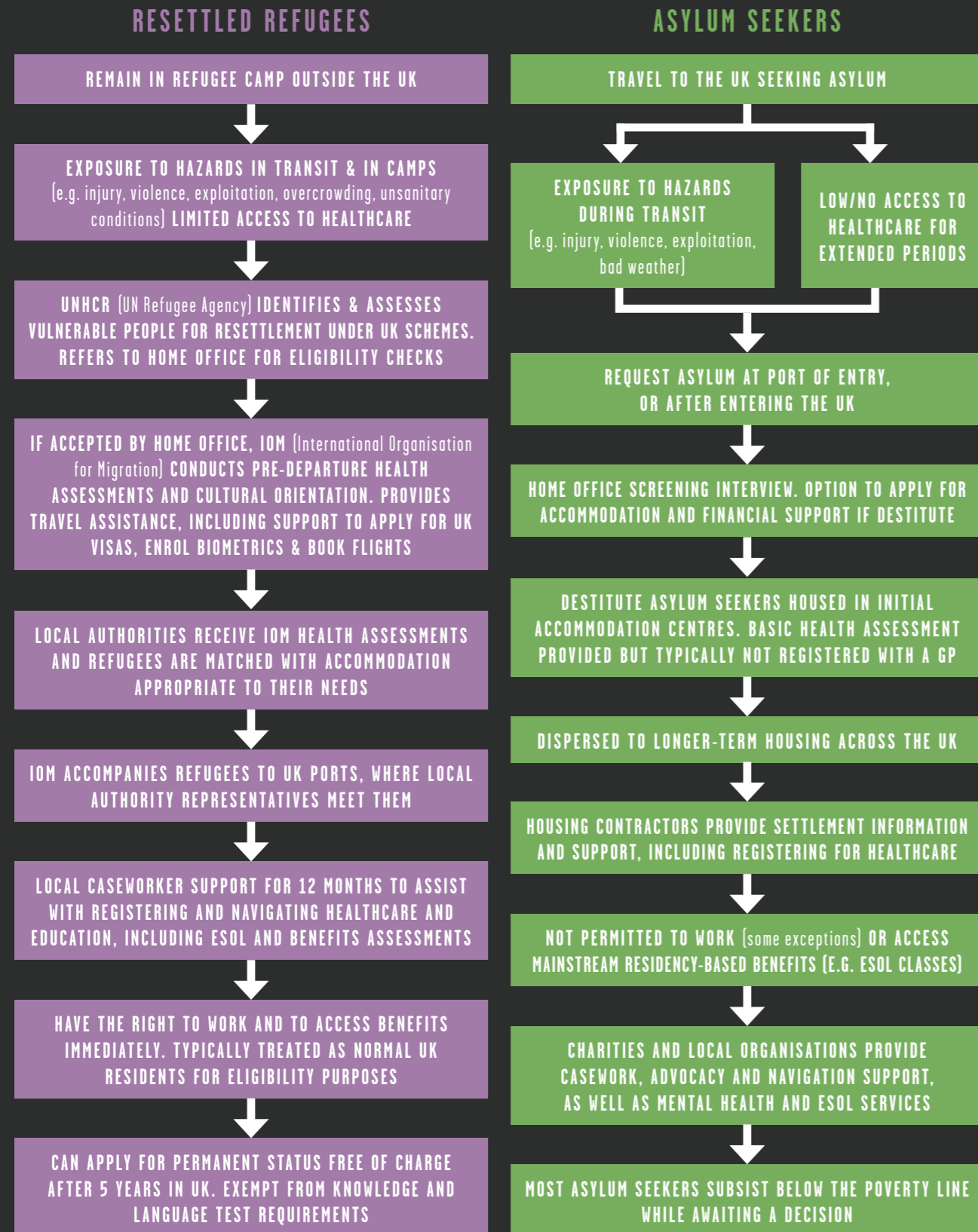
315 Hospital bags / **11** Breasts pumps

540 Data Sims

500 Winter coats

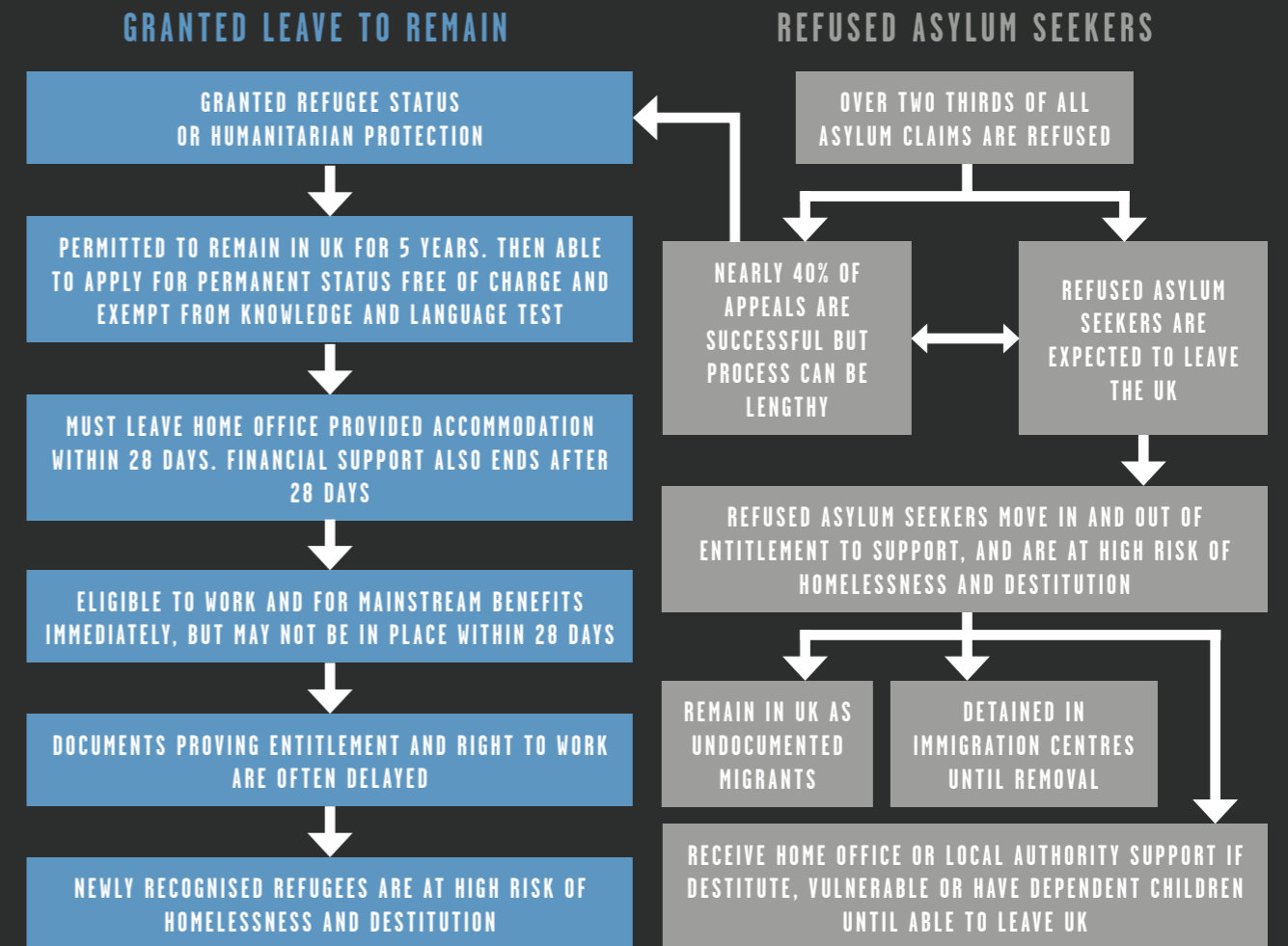
THE REFUGEE JOURNEY

Happy Baby Community are supporting women and their children referred at all points in the asylum system. The process is slow – often taking years for a decision to be made by the Home Office. The Happy Baby Community offers a safe, stable and trusted community to these women and their children as they navigate the uncertainty and challenges of this system.



DECISIONS ON IN-COUNTRY ASYLUM CLAIMS

The legal processes for the women in the asylum system and those who have been accepted as survivors of trafficking are very challenging. Being recognised as a survivor of trafficking by the National Referral Mechanism does not entitle a women to asylum in the UK.



Data sourced from BMA



The Happy Baby Community Governance

TRUSTEES

Penelope Farrar – Chair
Sabrina Bals – Treasurer
Sarah Hughes
Andrena Cumella
Annie Kelly
Jill Miller
Oufia Ibrir
Methodia Mathias

MANAGEMENT EXECUTIVES

Sue Balmer and Lucy Bracken
– Co-Development Directors

CHARITY NUMBER

1181633

REGISTERED OFFICE

94 Engelfield Road, London N1 3LG

ACCOUNTANT

Catherine Sullivan FCA

BANKERS

CAF Bank, 25 Kings Hill Avenue, West Malling,
Kent ME19 4JQ/ Metro Bank, One Southampton Row,
London, WC1B 5HA

TRUSTEE STATEMENT

The Trustees confirm that these financial statements comply with current statutory requirements and the charities constitution. The financial statements comply with Financial Reporting Standard applicable in the UK (FRS102) and the Charities Act 2011.

FINANCIAL FRAMEWORK WITHIN WHICH HBC FUNCTIONS

Policies relating to reserves and the need to generate operating surplus together provide a financial framework within which HBC functions.

PUBLIC BENEFIT

In setting HBC's strategic objectives and planning its activities, the Board of Trustees has given careful consideration to the Charity Commissions' general guidance on public benefit. In particular the Board of Trustees considers how all planned activities contribute to the aims and objectives that have been set.

THE HAPPY BABY COMMUNITY CHARITABLE OBJECTIVES:

1 To preserve and promote the mental and physical health of pregnant women and women and girls, who have children under the age of 3 years, who have experienced physical or mental ill health or disability as a result of violations of human rights, torture, human trafficking and domestic and sexual violence and abuse.

2 To provide financial and other forms of relief for refugees and those seeking international protection, in particular mothers and their children who are in conditions of hardship or distress.

3 To advance the education and training of people in need thereof so as to advance them in life, build self-confidence, basic skills and an ability to make an impact upon their own lives and assist them to adapt within a new community.

RESERVES POLICY

The Happy Baby Community holds £203,000 of unrestricted funds. The Charity Reserves Policy has been agreed in accordance with the Charity Commission Guidance. The charity reserves are an essential element of the strategic, operational and budgetary planning and are set to ensure the charity is operating with sufficient unrestricted funds to avoid financial challenges in 2023 and 2024.

Happy Baby Community will maintain reserves equivalent to at least 25% of the annual operating expenditure, which based on budget forecast for 2023 amounts to £180,000. This target will be periodically reviewed and adjusted based on the organisation's needs, financial position, and regulatory requirements.

PURPOSE OF RESERVES

Our reserves policy will cover:

- Capacity building and growth: An unforeseen potential expenditure which would present a lost opportunity for the charity to make an impact if not pursued
- Continuity of services: To ensure the continuous delivery of essential services, particularly during periods of temporary funding fluctuations or delays. This includes a critical source of income or grant not being renewed
- Emergency and contingency: An unforeseen emergency or other unexpected need such as unforeseen operational costs

HBC has unrestricted funds to meet the commitments within this reserves policy.

The policy will be reviewed annually.

DELEGATED AUTHORITY

The Scheme of Delegation is reviewed annually by the Trustees. All banking transactions require two signatories.

Drawings by Mani Winterstein

CASH CONTROLS

The charity uses cash to refund travel costs for community members and volunteers attending the community groups. These are small payments @ £3.50–£15.00

Cash disbursements are authorised by designated staff members.

Adequate documentation and supporting evidence, including invoices or attendance register reports, are maintained for all payments.

Cash reconciliations are managed through our book-keeping software – Xero, by our in-house book-keeper.

All cash reconciliations are done daily. Monthly cash balance checks are completed and double checked by designated staff.

INCOME FOR 2022

The Happy Baby Community raised £378,780 in 2022 from donations and grants, enabling the charity to have significantly greater reach and provide more and equitable support to its community members.



SUMMARY OF RESULTS

In 2022 the charity allocated its unrestricted funds for the purpose of enhancing our organisational capacity with the explicit goal of ensuring timely acceptance of referrals, providing services in the preferred language of individuals, and ensuring equitable access to all our support.

At Happy Baby Community ALL referrals are welcomed without exception. No one who meets our referral criteria is ever turned away.

Our referrals increased by 55% in 2022 as a consequence of many services remaining closed post COVID for new referrals and an increase in the number of new and expectant mums being accepted into the asylum system and housed in London.

Our commitment to these principles aligns with our core strategy, to empower and support community members, both children and mothers, to thrive.

With the unrestricted funds allocated in 2022, we have undertaken specific initiatives to build our capacity and improve our service delivery in line with our objectives. These initiatives included:

DEVELOPING THE COMMUNITY LEADERSHIP TEAM

Through the generous support of the Lloyds Foundation, we have implemented a leadership program to empower and train our community members to effectively manage the charity's operations.

EXPANDING VOLUNTEER MANAGEMENT

We have dedicated resources to expand our volunteer management capabilities, enabling us to improve recruitment, retention, and development of community volunteers who play a vital role in our services.

STRENGTHENING MULTI-LANGUAGE REFERRALS TEAM

Additional resources have been allocated to enhance the capacity of our multi-language referrals team, ensuring effective communication and support for individuals with diverse linguistic needs.

ENHANCING OUTREACH EFFORTS

Our outreach teams have undergone training to develop community ambassadors who can effectively engage with the community and expand our reach to provide support where it is most needed.

STRENGTHENING COMMUNITY HUBS

We have worked on developing our community hubs by fostering partnerships with local services and providing comprehensive training to our volunteers, enabling us to better meet the practical needs of community members.

MEETING BASIC NEEDS

With the allocated funds, we have been able to address the practical needs of community members, including providing essential items such as baby and child clothing, as well as food support.

ENHANCING WELFARE & THERAPEUTIC SUPPORT

We have significantly expanded our capacity to provide welfare and therapeutic support to community members, ensuring their overall well-being and resilience.

SUPPORTING PREGNANT & NEW MOTHERS

A key focus has been on the perinatal program, where we have recruited and trained doulas to provide comprehensive support for pregnant and new mothers during this critical period.

RISK MANAGEMENT

The Happy Baby Community recognises the importance of effective risk management in achieving our mission and ensuring the sustainability of our operations. We are committed to identifying, assessing, and mitigating risks that may impact our organisation.

Our risk management approach is documented in our Risk Register. It involves:

RISK IDENTIFICATION: We proactively identify potential risks by conducting regular assessments of internal and external factors that may affect our activities. This includes considering financial, operational, reputational, and regulatory risks.

RISK ASSESSMENT: We evaluate the likelihood and potential impact of identified risks to prioritise and focus our mitigation efforts. This helps us allocate resources efficiently and implement appropriate controls.

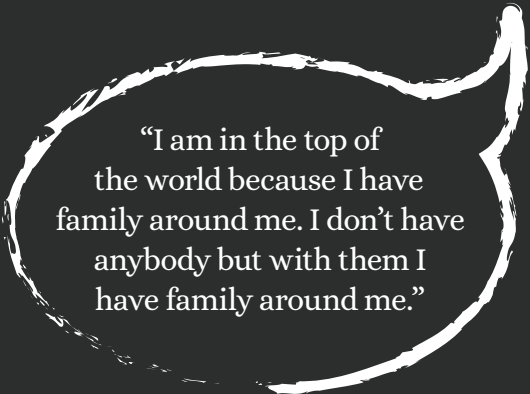
RISK MITIGATION: We develop and implement strategies, policies, and procedures to mitigate identified risks. This may involve establishing internal controls, adopting best practices, training our staff and volunteers, and maintaining appropriate insurance coverage.

MONITORING & REVIEW: We continuously monitor and review our risk management practices to ensure their effectiveness and responsiveness to evolving risks. Regular reviews allow us to make necessary adjustments and improvements to our risk mitigation strategies.

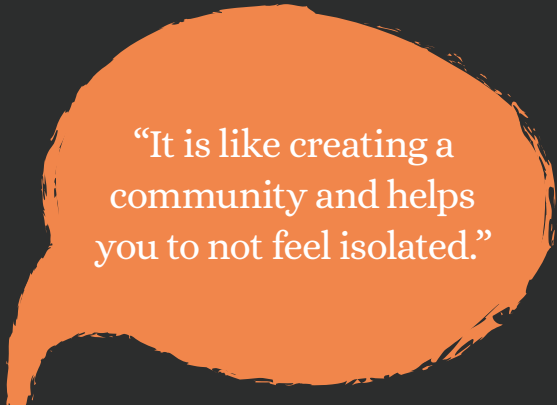
GOVERNANCE & LEADERSHIP: Our Board of Directors reviews the Risk Register quarterly. They actively engage in risk discussions and ensure that appropriate risk management policies and procedures are in place.

We understand that risk is inherent in the pursuit of our charitable objectives. By maintaining a robust risk management framework, we aim to minimise potential disruptions to our operations, protect the interests of our community members and all of our stakeholders and safeguard the staff, volunteers and community members both women and children.

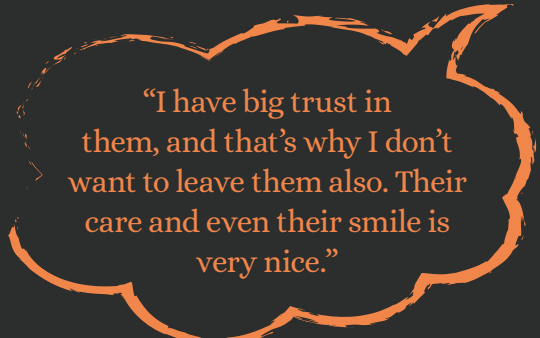
We are committed to transparency and accountability in our risk management practices. The Happy Baby Community is dedicated to delivering our mission and creating a positive impact while proactively managing risks.



“I am in the top of the world because I have family around me. I don't have anybody but with them I have family around me.”



“It is like creating a community and helps you to not feel isolated.”



“I have big trust in them, and that's why I don't want to leave them also. Their care and even their smile is very nice.”

GOING CONCERN

The Trustees of The Happy Baby Community have prepared the financial statements on a going concern basis, as they believe the charity has the ability to continue its operations for the foreseeable future.

The Trustees have considered the following factors in making this assessment:

FINANCIAL PERFORMANCE: The charity has reviewed its financial performance, including revenue generation, expenditure management, and funding sources, to ensure ongoing sustainability. Based on this analysis, the Trustees are confident in the charity's ability to meet its financial obligations and maintain its operations.

FUNDING & RESERVES: The charity has evaluated its funding sources and reserves to determine their adequacy in supporting current and future activities. The Trustees have taken appropriate steps to secure funding and maintain sufficient reserves to cover potential risks and uncertainties.

LONG-TERM PLANS & STRATEGIES: The charity has developed long-term plans and strategies to fulfil its mission and objectives. The Trustees have considered the viability of these plans, taking into account any potential changes in the external environment and adapting accordingly.

DEPENDENCE ON KEY INDIVIDUALS: The charity has evaluated its reliance on key individuals, such as staff, volunteers, and Trustees, to ensure that suitable succession plans are in place. The Trustees have taken steps to mitigate any risks associated with the loss of key personnel.

Based on the comprehensive assessment of these factors, the Trustees are confident that The Happy Baby Community will continue to operate as a going concern for the foreseeable future. They believe that the charity's financial position, ongoing fundraising efforts, and prudent financial management practices provide a solid foundation for its continued operations and the fulfilment of its charitable objectives.

The Trustees will continue to closely monitor the financial performance and sustainability of the charity, ensuring appropriate actions are taken to address any emerging risks or challenges. They remain committed to the prudent stewardship of the charity's resources and the achievement of its charitable mission.

"I want to say thank you so much for your support, you didn't leave my side, you were like a mother, you trusted me & didn't doubt me and I'm very thankful. I have no problem with my birth, I am very, very happy mother."

"I had a rough labour (...) and after gave birth to my daughter, I wrote Happy Baby a message. But it wasn't a regular message – it was a message from the soul. It gets very emotional every time I think about it because it is the only door that was opened to me in England."

REMUNERATION POLICY

The Happy Baby Community's Remuneration Policy is designed with the following objectives:

ATTRACTING AND RETAINING HIGH-CALIBRE STAFF:

The policy aims to reward staff appropriately, particularly those with lived experience, to attract and retain exceptional individuals who can contribute to the organisation's mission.

RESPONSIBLE RESOURCE UTILISATION:

The policy ensures that the charity's resources are utilised properly and in alignment with its objectives. The remuneration levels are set within affordable limits, considering the financial circumstances of the charity.

NON-DISCRIMINATORY AND EQUITABLE EVALUATION:

The policy promotes fairness and equality by establishing a just and equitable framework for job evaluation and remuneration. It aims to provide a stable and consistent approach to evaluating roles and determining appropriate compensation.

ABOVE LONDON LIVING WAGE:

The policy commits to paying salaries that exceed the London Living Wage, recognising the importance of providing a fair and decent income for employees.

COMPLIANCE WITH LEGAL REQUIREMENTS:

The policy operates within the bounds of the law, ensuring that all remuneration practices are in accordance with legal regulations and obligations.

SIMPLE AND TRANSPARENT PAY STRUCTURE:

The policy adopts a straightforward, transparent, and non-hierarchical pay structure. It maintains only two pay levels, simplifying the compensation framework and promoting transparency across the organisation.

The Happy Baby Community is dedicated to upholding these principles and objectives within its remuneration practices, fostering an environment of fairness, equality, and employee satisfaction.

Remuneration is reviewed on an annual basis and agreed by the Board of Trustees.

The Happy Baby Community places great importance on its volunteers, who often hold significant roles within the organisation. These key volunteers generously contribute their time and expertise without receiving any remuneration or other benefits from the charity.

In-line with this commitment, both Co-Directors of the organisation have chosen to serve as volunteers, demonstrating their dedication to the cause.

To ensure equitable treatment and support for all our staff, whether they are remunerated or voluntary, the Happy Baby Community has engaged the services of Peopletime. Peopletime provides essential training, HR advice, and ongoing support to ensure that all staff members, including volunteers, are treated fairly and receive appropriate assistance.



Drawing by Mani Winterstein

THE INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF THE HAPPY BABY COMMUNITY

I have examined the accounts of the Happy Baby Community for the year ended December 2022, which comprise the Statement of Financial Position, the Statement of Activities, the Statement of Cash Flows, and the accompanying notes. My examination was conducted in accordance with the directions issued by the Charity Commission for England and Wales and with the International Standard on Review Engagements (UK and Ireland).

Responsibilities of the Trustees

The Trustees are responsible for the preparation of the accounts in accordance with the applicable law and United Kingdom Accounting Standards (United Kingdom generally Acceptable Accounting Practice). This includes ensuring that the accounts present a true and fair view of the financial position of Happy Baby Community and its activities during the financial year.

Independent Examiner's Responsibility

My responsibility as an independent examiner is to express a conclusion on these financial statements based on my examination. I conducted the examination in accordance with the International Standard on Review Engagements (UK and Ireland). This standard requires that I plan and perform the examination to obtain reasonable assurance as to whether the financial statements are free from material misstatements.

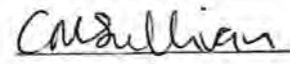
Examination Findings

Based on my examination, nothing came to my attention that indicates the financial statements of Happy Baby Community do not present a true and fair view, in all material respects, of the financial position of the charity as of December 2022 and of its activities for the year then ended in accordance with the applicable law and United Kingdom Accounting Standards (United Kingdom generally Acceptable Accounting Practice).

I have also reviewed the accompanying notes to the financial statements and found them to be appropriate and adequately disclosed.

Conclusion

In my opinion, the financial statements of Happy Baby Community for the year ended December 2022 give a true and fair view, in all material respects, of the financial position of the charity as of that date and of its activities for the year then ended in accordance with the applicable law and United Kingdom Accounting Standards (United Kingdom generally Acceptable Accounting Practice)



Catherine Sullivan, Independent Examiner, FCA
Date: 01/08/2023



Drawing by Mani Winterstein

STATEMENT OF TRUSTEES RESPONSIBILITIES

The Financial Statements for 2022 of the Happy Baby Community have been prepared by the Trustees in compliance with the relevant laws and United Kingdom Accounting Standards (United Kingdom generally Acceptable Accounting Practice).

The preparation of the 2022 Financial Accounts was overseen by Catherine Sullivan, a qualified Chartered Accountant (FCA). The information necessary for the accounts was provided by our bookkeeper, Erjola Sadria, and our retained financial consultant, Frances Taylor, also an FCA.

To facilitate efficient record-keeping and reconciliation of receipts, the Happy Baby Community utilizes XERO, a cloud-based accounting software, along with the integrated receipt management service called Hubdoc.

By employing these tools, we ensure accurate financial reporting and maintain efficient processes for managing and reconciling our receipts.

The Happy Baby Community remains committed to adhering to the highest standards of financial transparency and accountability in line with our organisational values.

Catherine Sullivan is a Chartered Accountant and Independent Examiner.

Signed on behalf of the Board of Trustees



Penny Farrar
Chair of the Board of Trustees of the Happy Baby Community, Date: 01/08/2023

Image: 'Hugging the children' © Anita Klein



THE STRATEGIC PRIORITIES FOR THE HAPPY BABY COMMUNITY 2023-2024

In The last quarter of 2022, we started engaging in extensive consultations with our community members, dedicated volunteers, staff, and valued stakeholders to craft a comprehensive two-year plan. This plan reflects our unwavering commitment to fulfilling four strategic priorities.

PRIORITY 1

WE ARE A USER-LED COMMUNITY

- 1 Empowering User Voice:** Prioritise the inclusion of the voices, perspectives, and experiences of the individuals the charity serves in decision-making processes.
- 2 Culturally Sensitive, Trauma Informed and Inclusive:** Recognise and address the unique needs and experiences of marginalized communities, asylum seekers, migrants, and those facing intersectional forms of discrimination.
- 3 Capacity Building for Community Members:** Provide training, education, and skills development opportunities to enhance the capacity and leadership potential of individuals with lived experience.
- 4 Co-producing Services:** Collaborate with community members to design and deliver services that meet their specific needs and preferences.
- 5 Embedded Diversity, Equity, and Inclusion:** Ensure fair and equitable access to resources and opportunities for all by incorporating principles of diversity, equity, and inclusion into all aspects of the charity's work.

BY FOCUSING ON THESE KEY STRATEGIES, THE CHARITY WILL CREATE A MORE INCLUSIVE AND IMPACTFUL APPROACH TO SUPPORTING ASYLUM-SEEKING PREGNANT WOMEN AND THEIR CHILDREN.

PRIORITY 2

WE ARE A GRASSROOTS CHARITY COMMITTED TO PROVIDING TRAUMA INFORMED SERVICES THAT MEET THE NEEDS OF WOMEN AND CHILDREN LIVING IN LONDON, SURREY AND SUSSEX WHO HAVE SURVIVED TRAFFICKING AND VIOLENCE AND WHO ARE SEEKING SAFETY IN THE UK, SO THAT THEY CAN THRIVE.

- 1 Understand and Adapt Services:** Identify and address the specific challenges and needs of asylum-seeking pregnant women and children, including practical, emotional, healthcare, housing, legal, and psychosocial support needs, while considering cultural and language barriers.
- 2 Cultural Sensitivity and Inclusivity:** Recognize and address the unique needs of diverse populations, such as marginalized communities, immigrants, refugees, and those facing discrimination, by providing culturally sensitive services and promoting inclusivity in all aspects of the charity's work.
- 3 Outreach and Engagement:** Prioritise efforts to engage marginalized women and children who face barriers to accessing services.
- 4 Support Access to Education for Women:** Ensure support and access to educational opportunities for asylum-seeking women.
- 5 Developmental Milestones Support:** Provide resources and support for mothers and children to overcome challenges and meet appropriate child developmental milestones.

“I am writing to express my heartfelt gratitude for the hospital bag you recently sent me. As an asylum seeker, I am going through a very tough time, and your thoughtful gesture means a lot to me. I literally have tears in my eyes because I have no financial support at the moment and I am even struggling with the food & transport issues at the residence by the Home office.

I cannot express in words how much I appreciate your kindness and support during this difficult period of my life. The hospital bag is not only a practical and helpful gift, but it also reminds me that there are still good people in the world who are willing to lend a helping hand to those in need.

As you may know, I am currently facing challenging circumstances, and I am unable to rely on the support of my family and husband who abandoned me and my baby. However, your generosity has given me hope and strength to face these challenges and keep moving forward.

Once again, thank you so much for your kindness and support & those who refer me towards your organization. I will never forget your thoughtfulness, and I will always be grateful for what you have done for me.

With heartfelt thanks and best wishes.”

Happy Baby Community Member

BY IMPLEMENTING THESE STRATEGIES, THE CHARITY WILL BETTER SUPPORT ASYLUM-SEEKING PREGNANT WOMEN AND THEIR CHILDREN, PROMOTING THEIR WELL-BEING AND EMPOWERING THEM TO OVERCOME BARRIERS AND ACHIEVE POSITIVE OUTCOMES.

PRIORITY 3

WE ARE A SUSTAINABLE CHARITY WITH CAPACITY AND ENERGY TO MEET THE NEEDS OF ALL REFERRALS.

- 1 Sustainable Governance:** Prioritise long-term sustainability, diverse funding, and community involvement in decision-making.
- 2 Risk Management and Funding:** Mitigate risks, diversify funding, and ensure contingency planning.
- 3 Capacity Building:** Strengthen internal systems, staff training, and governance practices for effectiveness.
- 4 Collaboration and Partnerships:** Foster partnerships to leverage resources and maximize impact.
- 5 Sustainability and Succession:** Develop strategies for sustained volunteer-led models and smooth leadership transitions.
- 6 Impact Evaluation and Feedback:** Implement monitoring, evaluation, and user feedback for accountability and improvement.
- 7 Trauma Informed:** Embedding reflection, supervision and therapeutic support for all staff and volunteers.

BY FOCUSING ON THESE STRATEGIES, THE CHARITY WILL ENSURE SUSTAINABLE GOVERNANCE, EFFECTIVE OPERATIONS, AND CONTINUOUS IMPROVEMENT TO MAKE A LASTING IMPACT.

Image right: 'The new baby' © Anita Klein

PRIORITY 4

WE ARE A VOLUNTEER LED CHARITY.

- 1 Volunteer Recruitment and Retention:** Implement a comprehensive strategy to attract, recruit, and retain a diverse range of skilled volunteers.
- 2 Volunteer Training and Development:** Provide ongoing training and professional development opportunities to enhance volunteer capabilities.
- 3 Volunteer Engagement and Recognition:** Actively engage volunteers, foster a sense of ownership, and recognise their contributions. Identify and support volunteer leaders.
- 4 Volunteer Diversity and Inclusion:** Prioritise diversity and inclusivity by reaching out to underrepresented groups, ensuring equitable access, and fostering an inclusive environment.

BY IMPLEMENTING THESE STRATEGIES, WE CAN EFFECTIVELY RECRUIT AND RETAIN SKILLED AND DEDICATED VOLUNTEERS, PROVIDE THEM WITH MEANINGFUL ENGAGEMENT AND DEVELOPMENT OPPORTUNITIES, AND FOSTER A DIVERSE AND INCLUSIVE VOLUNTEER COMMUNITY.



THE ACCOUNTS

SECTION A: STATEMENT OF FINANCIAL ACTIVITIES


Annual accounts for the period 1 January – 31 December 2022

	Note	Unrestricted (£)	Restricted (£)	2022 Total funds (£)	2021 Total funds (£)
INCOME					
CHARITABLE ACTIVITIES					
Grants, donations & consultancies	2, 10	186,321	192,433	378,754	483,192
Interest income		26		26	
TOTAL INCOME		186,347	192,433	378,780	483,192
EXPENDITURE					
Raising funds		5,705	-	5,705	7,065
CHARITABLE ACTIVITIES					
Other	4, 5	253,054	193,002	446,056	413,608
TOTAL EXPENDITURE	3	258,760	193,002	451,762	420,673
Net incoming/(outgoing) resources before transfers		(72,413)	(569)	(72,982)	62,519
Transfers between funds		33,446	(33,446)	-	-
Net movement in funds		(38,966)	(34,016)	(72,982)	62,519
Funds as at 1 January		242,937	36,679	279,616	217,097
Funds as at 31 December	8	203,971	2,663	206,634	279,616

The Statement of Financial Activities includes all gains and losses in the year. All income and expenditure derives from continuing activities.

SECTION B: BALANCE SHEET

	Note	2022 (£)	2021 (£)
CURRENT ASSETS			
Debtors and accrued income	6	-	15,087
Cash at bank and in hand		224,540	277,708
Total current assets		224,540	292,795
LIABILITIES			
Creditors: Amounts falling due within one year	7	17,906	13,180
Net current assets		206,634	279,616
Net assets		206,634	279,616
THE FUNDS OF THE CHARITY			
Unrestricted		203,971	242,937
Restricted		2,663	36,679
Total funds	8, 9	206,634	279,616

	Signature	Print name	Date of approval (dd/mm/yyyy)
Approved by the Trustees and signed on their behalf by:		PENNY FARRAR	20/08/2023

Additional information on the items contained in these summary Financial Statements is available in the full accounts of the Charity which are available on request and are filed with the Charity Commission.

SECTION C: NOTES TO THE ACCOUNTS

NOTE 1: ACCOUNTING POLICIES

1.1 THE BASIS OF ACCOUNTING

The accounts have been prepared under the historical cost convention with items recognised at cost or transaction value, unless otherwise stated in the notes to these accounts.

These Financial Statements have been prepared in accordance with the Statement of recommended practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) and the Charities Act 2011.

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

1.2 RECOGNITION OF INCOME

All income is recognised on receipt of income. Donations and grants are recognised on settlement date. In the event that a donation or grant is subject to conditions that require a level of performance before the charity is entitled to drawn down on the grant, then that part of the funds will not be recognised until those conditions are fully met.

There is no interest on funds, as no funds are currently held on deposit.

1.3 EXPENDITURE

Expenditure is recognised on an accruals basis. All expenses including support costs and governance costs are allocated or apportioned to the applicable expenditure headings. Cost in respect of future activities are charged when the relevant activity takes place.

Governance costs compare all cost involving the public accountability of the charity and its compliance with regulations and good practice.

1.4 FIXED ASSETS

Only assets with a purchase price of at least £3,000 are capitalised. There are no assets of that value in the charity.

1.5 LIABILITIES

The charity has very limited liabilities for the locations that it rents to facilitate its community work. All current rental agreements have a one month or less termination condition.

The charity has responsibility to its 11 paid staff. All permanent staff are on one month notice. The Trustees have ensured that the cost of closure held in the reserve policy includes at least a 3 months notice period should the charity be closed.

1.6 TAXATION

No tax provision is included in the financial statements as its a registered charity and entitled to exception from tax under Section 505 of the Income and Corporation Taxes Act 1988.

1.7 GIFT AID

The charity has recently applied to HMRC to register for Gift Aid. There is allowance for a two year retrospective claim which is expected to amount to @ £3000.

1.8 FUND ACCOUNTING

The charity has restricted funds, where the donor has specified that they can only be used on specific projects in future. All other funds are unrestricted.

1.9 PENSION COSTS

The charity operates a defined contribution pension scheme for employees. The assets of the scheme are held separately from those of the company. The annual contributions payable are charged to the statement of financial activities.

1.10 GOING CONCERN

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

1.11 CRITICAL ACCOUNTING ESTIMATES AND JUDGEMENTS

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

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

NOTE 2: GRANTS, DONATIONS AND CONSULTANCIES

	2022 (£)	2021 (£)		2022 (£)	2021 (£)
UNRESTRICTED			RESTRICTED		
AB Charitable Trust	-	15,000	Blue Thread	-	10,000
Birthrights	-	4,320	Cadbury Barrow	-	9,800
Esme Fairbairn	15,000		Croydon COF	-	5,000
Lloyds	27,250	-	Lloyds Bank Foundation	-	52,351
ICS	6,010	16,302	Smallwood Trust	-	24,831
London Quakers	11,548	4,000	HBC Redhill	-	26,285
Marshall Family Trust	-	10,188	Children in Need	33,149	-
D McPhail	4,000		London Churches	1,500	1,500
National Lottery	-	9,666	ROSA – Women Thrive Fund	49,831	-
Sir James Reckitt	-	5,150	First Community Health & Care CIC	22,890	-
Sutasoma Trust	7,132	7,000	Alliance for Better Health	14,580	-
Sylvia Adams	10,000	-	NHS	-	8,333
The Blue Thread	43,000	10,000	Purley Food Hub	-	6,560
Other	62,382	30,694	Hestia / Starting Well	69,192	171,578
Total unrestricted	186,321	112,320	Sylvia Adams CT	-	40,000
			Two Magpies	-	14,634
			Other	1,290	-
			Total restricted	192,433	370,872
			Total grants, donations and consultancies	378,754	483,192

DONATED GOODS AND SERVICES

No material donations to be disclosed (2021: £nil)

“When you are volunteering you are happy because you are helping. Your conscience is happy, you are putting your head on your pillow at night by thinking that today you’ve done something, and that makes you happy.”

NOTE 3: EXPENDITURE

	2022			2021		
	Charitable Activities	Raising funds	Total	Charitable Activities	Raising funds	Total
Fundraising		5,705	5,705	-	7,065	7,065
Staff	178,130		178,130	101,308	-	101,308
Direct provision for service users	127,726		127,726	146,199	-	146,199
Other programme costs	28,088		28,088	50,732	-	50,732
Governance	11,767		11,767	11,441	-	11,441
Rent and office costs	100,321		100,345	103,903	-	103,927
Total expenditure	446,032	5,705	451,762	413,584	7,065	420,673

NOTE 4: STAFF COSTS

	2022 (£)	2021 (£)
Wages and salaries	163,935	99,951
Employer's National Insurance costs	11,751	502
Employer's contribution to defined contribution pension scheme	2,444	855
Total Staff costs	178,130	101,308

The average headcount in 2022 was 4.5 (2021:4).

No employee earned over £50,000 in the year (2021: nil)

“Thank you very much, since you exist, we feel like we are in our homeland.”

“They went above and beyond to help me and be there for me (...) Actually, they’re improving themselves every day (...) Happy Baby has taught me everything that I know about being a mum and has helped me with every single thing that I needed as a new mum for my daughter.”

NOTE 5: TRUSTEE'S REMUNERATION

Trustees' expenses of £nil were reimbursed (2021: £nil)

One Trustee, Jill Miller, received payments of £16,060 in 2022 for the provision of consultancy services on the perinatal programme. This was specifically approved by the Board.

NOTE 6: DEBTORS

	2022 (£)	2021 (£)
Trade Debtors	-	12,500
Debtors and accrued income	-	-
Other Debtors	-	2,587
Total Debtors	-	15,087

NOTE 7: CREDITORS

	2022 (£)	2021 (£)
Expense creditors	-	-
Trade creditors	17,906	8,950
Taxation and social services benefits	-	3,439
Accruals	-	9,124
Deferred revenue	-	-
Total Creditors	17,906	21,513

NOTE 8: ANALYSIS OF NET ASSETS OVER FUNDS

	2022			2021		
	Unrestricted funds	Restricted funds	Total funds	Unrestricted funds	Restricted funds	Total funds
Net current assets	203,971	2,663	206,634	242,937	36,679	279,616
Total net current assets	203,971	2,663	206,634	242,937	36,679	279,616

NOTE 9: FUNDS

	Brought Forward	Income	Expenditure	Transfer between funds	Carried forward
UNRESTRICTED					
Total unrestricted funds	242,937	186,321	(257,350)	33,446	203,971
RESTRICTED					
Sylvia Adams	20,626	-	-	(20,626)	-
ROSA	-	25,000	(25,000)	-	-
Alliance for Better Health	5,000	-	-	(5,000)	-
First Community Health and Care CIC	8,110	37,470	(45,843)	263	-
Children in Need	-	33,149	(33,149)	-	-
Smallwood Trust	-	24,831	(24,831)	-	-
Hestia	-	69,192	(61,109)	(8,083)	-
Purley Food Hub	2,943	-	(2,730)	-	213
Other	-	2,790	(340)	-	2,450
Total restricted funds	36,679	192,433	(193,002)	(33,446)	2,663
Total funds	279,616	378,754	(450,352)	-	206,634

NOTE 10: RESTRICTED FUNDS

Sylvia Adams Charitable Trust – Childrens' Program.

ROSA- UK Fund for Women and Girls – Employment Program

Alliance for Better Health – Redhill Community

First Community Health and Care CIC – Redhill Community

Smallwood Trust – Leadership Program

Hestia – Starting Well – Perinatal Program.

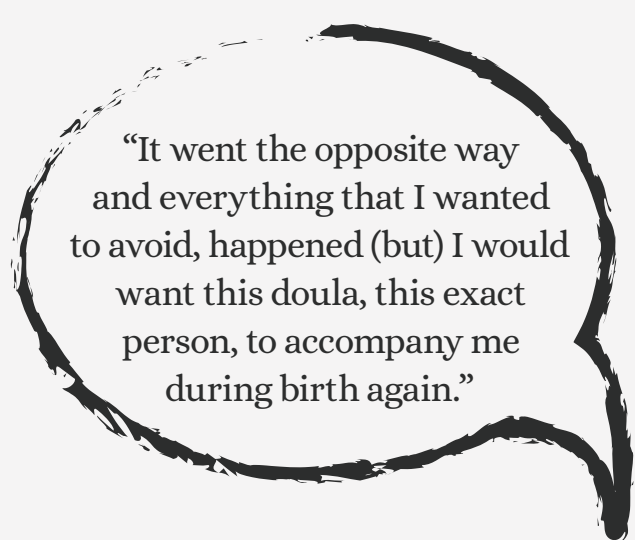
Purley Food Hub – Community food support

NOTE 11: COMMITMENTS UNDER OPERATING LEASES

The charity had no commitments under non-cancellable operating leases in the year (2021: £nil)

NOTE 12: RELATED PARTY TRANSACTIONS

In both 2021 and 2022 there were no related party transactions.



“It went the opposite way and everything that I wanted to avoid, happened (but) I would want this doula, this exact person, to accompany me during birth again.”

WORKING TOGETHER

The Happy Baby Community works closely with 84 dedicated organisations and countless individuals, all driven to empower families in overcoming daily hurdles to nurture thriving lives for mums and their babies.

TOGETHER

OUR COLLABORATIVE EFFORTS YIELD INNOVATIVE SOLUTIONS WITH A SHARED PURPOSE:

- Ensuring universal accessibility
- Prioritising safety and security
- Infusing compassion throughout
- Nurturing sustainability
- Seamlessly integrating with allied services
- Shaping best practices
- Driving positive systemic change in healthcare services.

TOGETHER, WE ARE COMMITTED TO MAKING A TRANSFORMATIVE IMPACT.



THE HAPPY BABY COMMUNITY PERINATAL PROGRAM

In 2013, the Happy Baby Community Perinatal program emerged from Jill Miller’s resolute vision. A founding force of our charity, she witnessed the harrowing impact on women and their babies who’d survived violence and trafficking – left feeling alone during childbirth. Developing a skilled and committed team of birth partners and doulas, the Happy Baby Community Perinatal program has with community members co-produced a service that has for 9 impactful years, held the hands of thousands of women who asked for our help in childbirth, transforming their experience of childbirth in a positive and empowering way.

THE PERINATAL SUPPORT PROJECT EVALUATION IS AVAILABLE AT: WWW.HAPPYBABYCOMMUNITY.ORG.UK

Our Perinatal Program gives women an essential companion on the profound journey of childbirth, offering invaluable physical and emotional support. Rooted in both compassionate trauma informed care and evidence-based practices, the birth support team bring a wealth of knowledge to the birthing process. Their presence is characterised by their deep understanding of the physiological and emotional intricacies involved, allowing them to provide a reassuring and calming influence in the delivery room.

In partnership with our colleagues in healthcare, The Happy Baby Community Perinatal Program has been demonstrated to significantly contribute to optimal maternal outcomes. Offering a holistic approach that aligns with medical care.

COLLABORATIVELY EMPOWERING BIRTH CHOICES

Our goal is to ensure that every mother has the opportunity and the ability to allocate time and express her own choices. Within the Perinatal Program at Happy Baby Community:

- Every pregnant mother engages in discussions in her preferred language with our perinatal team
- Invitations to sessions and personalised preparations for birth in the UK, infant feeding, and new-born care are extended
- The chance to express birth preferences is offered
- A personal doula is offered – a companion through birth and the preceding and subsequent weeks
- Ongoing individual perinatal peer support is available.

NO MOTHER WITHIN THE COMMUNITY FACES BIRTH ALONE, UNLESS SHE CHOOSES TO DO SO.

Quotes from Midwives...

“She went above and beyond to care for the woman”

“Happy Baby Community helps mums to feel heard and seen instead of being a number or another case.”

Happy Baby Community welcome collaboration with research that enables system changes that will improve the chances of women and their children to thrive.

THE PERINATAL PROGRAM HAS CONTRIBUTED TO:

- **BIRTHRIGHTS:** Perinatal Information on Women’s Rights and Advocacy
- **CITY OF SANCTUARY MATERNITY STREAM:** – Steering group
- **DR KERRIE STEVENSON, MAMAH STUDY:** Steering group
- **MATERNAL MENTAL HEALTH SOCIETY:** Developing a Mental Health Toolkit for Communities
- **MIDWIFE JO CULL, UNIVERSITY OF CENTRAL LANCASHIRE:** Guidelines for Medical Practitioners to Discuss Previous Trauma with Pregnant Women.
- **MIDWIFE ELLA CAINE, DARZI FELLOW:** Language Barriers and Provision of Interpretation in Maternity Care for Migrant women.
- **INTERNATIONAL JOURNAL OF BIRTH AND PARENT EDUCATION:** Speaker
- **MATERNITY CONSORTIUM:** Speaker
- **UCLH- NEONATAL CARE PRACTITIONERS:** Speaker
- **UCLH STUDENT OB-GYN SOCIETY:** Conference speaker
- **LULLABY TRUST:** Multi-lingual Development of Safe Sleeping Guidelines for Women who are Seeking Asylum
- **BIRTH COMPANIONS:** Women Facing Disadvantage in Maternity
- **ROYAL COLLEGE OF MIDWIVES:** Advisory on policy for the care of migrant women
- **ROYAL COLLEGE OF OBSTETRICIANS & GYNAECOLOGISTS:** Advisory on policy for the care of migrant women



OUR PARTNERS

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THE HAPPY BABY COMMUNITY

England & Wales - Charity number 1181633

Accounts



HAPPY BABY COMMUNITY

SUPPORTING NEW MUMS WHO HAVE FLED FROM TRAFFICKERS OR VIOLENCE, AND HAVE SOUGHT INTERNATIONAL PROTECTION IN THE UK FOR THEMSELVES AND THEIR BABIES

FINANCIAL STATEMENTS AND ACCOUNTS 2021

for Year Ending December 2021

 happybabycommunity.org.uk

Registered Charity – 1181633



Printed with kind permission
of Anita Klein 'Baby with Stars'

The Happy Baby Community Governance

TRUSTEES

Penelope Farrar – Chair
Sabrina Bals – Treasurer
Sarah Hughes
Andrena Cumella
Annie Kelly
Jill Miller
Oufia Ibrir
Methodia Mathias
Janet Veitch (Resigned 03/09/2021)

MANAGEMENT EXECUTIVES

Sue Balmer and Lucy Bracken
– Co-Development Directors

CHARITY NUMBER

1181633

REGISTERED OFFICE

94 Engelfield Road, London N1 3LG

ACCOUNTANT

Catherine Sullivan FCA

BANKERS

CAF Bank, 25Kings Hill Avenue,
West Malling, Kent ME19 4JQ

The Trustees confirm that the Financial Statements comply with current statutory requirements and the charity's constitution. The Financial Statements comply with the Financial Reporting Standard applicable in the UK (FRS102) and the Charities Act 2011.

FINANCIAL FRAMEWORK WITHIN WHICH HBC FUNCTIONS

Policies relating to reserves and the need to generate an annual operating surplus together provide a financial framework within which HBC seeks to function.

PUBLIC BENEFIT

In setting HBC's objectives and planning its activities, the Board of Trustees has given careful consideration to the Charity Commission's general guidance on public benefit. In particular the Board of Trustees considers how planned activities will contribute to the aims and objectives that have been set.

RESERVES POLICY

The Trustees reserves policy has been agreed in accordance with the Charity Commission Guidance. The reserves are an essential element of the HBC strategic, operational, and budgetary planning and are set to ensure the charity is operating with sufficient unrestricted funds to avoid financial difficulties in 2022 and 2023.

HBC is a small charity with a commitment to employ and support through volunteering opportunities, women who have lived experience of the asylum system. Commitment to the well-being and care of our staff and volunteers is a fundamental priority for the charity. HBC wants to ensure that in the event of any challenges to future funding the staff and the beneficiaries have an appropriate wind-down period to enable a good transition of support and services.

HBC has now been a charity for three years, several partnerships for multiple-year funding have been established, and its fundraising strategy to build further partnerships with grant givers for multiple-year funding is in place. Funding to cover operational expenses for 2022 has already been secured, though we remain cautious to maintain sufficient reserves to help us cover emergency scenarios. The Board has therefore set reserves levels to 30% of the current turnover.

HBC has unrestricted funds carried forward from 2020 and 2021 which enable this to be set at this limit. This policy will be reviewed twice a year.

THE HAPPY BABY COMMUNITY CHARITABLE OBJECTIVES:

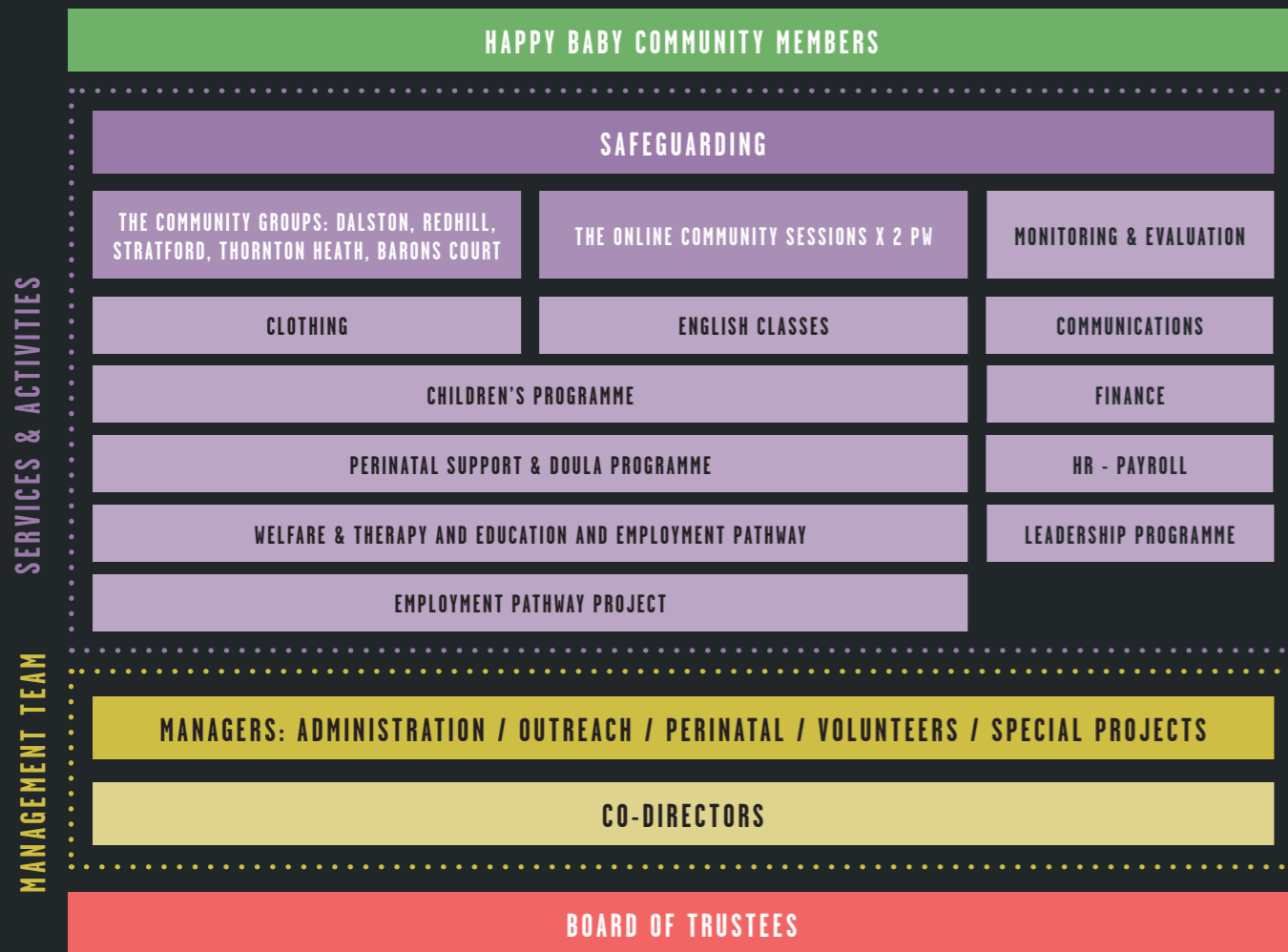
1 To preserve and promote the mental and physical health of pregnant women and women and girls, who have children under the age of 5 years, who have experienced physical or mental ill health or disability as a result of violations of human rights, torture, human trafficking and domestic and sexual violence and abuse.

2 To provide financial and other forms of relief for refugees and those seeking international protection, in particular mothers and their children who are in conditions of hardship or distress.

3 To advance the education and training of people in need thereof so as to advance them in life, build self-confidence, basic skills and an ability to make an impact upon their own lives and assist them to adapt within a new community.



THE ORGANISATIONAL STRUCTURE



In 2021 we supported:

1236 New & Expectant mums speaking 31 languages **1782** Children **163** New babies

With...

1043 FACE TO FACE & ONLINE COMMUNITY SESSIONS **686** CLOTHES DELIVERIES FOR NEW BABIES & MUMS

Providing...

252 MUMS WITH ENGLISH LESSONS **153** MUMS WITH WELFARE SUPPORT **54** MUMS WITH 1:1 THERAPEUTIC SUPPORT

Thanks to... **143** Volunteers **2** Full-time staff members **8** Part-time staff members **27** Doulas

(9 STAFF MEMBERS HAVE LIVED EXPERIENCE OF THE ASYLUM SYSTEM)

DELEGATED AUTHORITY

The Scheme of Delegation is reviewed annually by the Trustees. All banking transactions require two signatures and the financial controls require all expenditure by staff and volunteers to be supported by a receipt.

SUMMARY OF RESULTS

This has enabled HBC to allocate unrestricted funds to the 2022 budget to enable us to:

- ADD THREE NEW COMMUNITIES, TO ENABLE MORE WOMEN TO ATTEND
- DEVELOP THE ONLINE COMMUNITY TO DELIVER MORE EDUCATIONAL AND ADVISORY SESSIONS
- TO SUPPORT 45% MORE COMMUNITY MEMBERS
- NEVER TO TURN AWAY ANY REFERRALS MEETING OUR INTAKE CRITERIA
- SUPPORT 50% MORE VOLUNTEERS
- BUILD AND SUPPORT A USER-LED LEADERSHIP TEAM
- EMBED OUR COMPREHENSIVE MONITORING SYSTEMS AND CRM DATABASE
- ENHANCE OUR INTERPRETED WEEKLY TEXT SYSTEM SENT TO EVERY MEMBER EVERY WEEK
- SIGNIFICANTLY EXPAND THE NUMBER OF PREGNANT MUMS WHO WE SUPPORT THROUGH BIRTH
- EXPAND AND ENHANCE THE COMPREHENSIVE EARLY YEARS SUPPORT FOR OUR PRE-SCHOOL CHILDREN
- BUILD CAPACITY IN THE VOLUNTEER AND OUTREACH STAFF TEAM
- MEET THE COST OF SUBSTANTIALLY INCREASED NUMBERS OF REFERRALS
- ENABLE THE CHARITY TO RESPOND IN PARTNERSHIP WITH LOCAL PRIMARY HEALTH CARE TEAMS TO THE NEEDS OF BENEFICIARIES TRANSFERRED ACROSS SURREY AND SUSSEX
- MEET THE MORE COMPLEX NEEDS OF THE NEW REFERRALS
- DEEPEN OUR SAFEGUARDING SKILLS AND PARTNERSHIPS TO PROTECT WOMEN AND CHILDREN FROM FURTHER EXPLOITATION AND TRAFFICKING

Fundraised income, which is HBC's principal funding source, totalled £483K in 2021 from donations and grants. This is a 40% increase on the previous year, enabling the Charity to have greater and deeper reach and provide support over a larger geographical area to more beneficiaries. The direct costs associated with fundraising activities in year were only £7,065, giving the Charity an excellent ROI.

HBC reviewed spending to make sure services could be adapted to meet the needs of more clients. HBC ended 2021 in a good financial position with an unrestricted general fund of £242K (up from £154,099 in 2019).

RISK MANAGEMENT

The major risks to which the HBC is exposed, as identified by the Trustees, have been reviewed and systems have been established to mitigate these risks. Among the risks identified, the most significant are considered to be:

- HBC relies on grant fundraising from UK donors and the economic changes that are impacting the UK economy require the Charity to pay close attention to its budget and any future opportunities for growth.
- The challenges facing the statutory providers of support to our beneficiaries have created significant gaps in care and support for this very vulnerable group of women and children. HBC needs to ensure that wherever possible it works in partnership with the statutory sector as well as having contingency to support those falling through these gaps.
- As a user-led charity with a significant reliance on volunteers, including the two Co-Directors, we need to ensure and embed a comprehensive level of well-being support for all staff and volunteers.
- As a community Charity with a commitment to support every woman and child who meet

our referral criteria we place great importance on our safeguarding policies, processes and training. This is supported by our retained expert Deborah Wright.

– The inhumane environment facing our client group and corresponding ineffectiveness of the asylum system, alongside the constant global pressure on populations to find safer places to live and bring up their children means that it is likely that we will continue to see an increase in the number of beneficiaries needing HBC support.

– The cost of living crisis has profound impact on our beneficiaries who live on average on £40 a week. We aim to ensure that our beneficiaries are able to meet basic needs for themselves and their children and are not placed in such desperate situations that these basic needs are not met or that they are even more vulnerable to exploitation.

HBC reviews these risks at every Board meeting and at the monthly Management Committee meetings. Every effort is made to ensure the mitigation of these risks is effective.

GOING CONCERN

Having regard to reserves held at the year-end by HBC, Trustees consider it reasonable to expect that HBC has adequate resources to continue in operational existence for the foreseeable future. The activities of the Charity constitute a public benefit as defined in FRS 102.

Accordingly, the Trustees continue to adopt the ‘going concern’ basis in preparing the accounts. The Trustees and senior management have increased the regularity of financial forecasts in both the short and medium term. We continue to strengthen our financial processes and systems so we can monitor financial risk, and where required, take appropriate management action.



HBC was honoured to be awarded the Queens Award for Volunteering in the Platinum Year, following a comprehensive review of all volunteering practices and feedback.

REMUNERATION POLICY

The objectives of HBC’s remuneration policy are to:

- REWARD STAFF APPROPRIATELY AND ENABLE THE RECRUITMENT AND RETENTION OF HIGH CALIBRE PERSONNEL
- ENSURE THE PROPER USE OF THE CHARITY’S RESOURCES IN ACCORDANCE WITH ITS AIMS AND WITHIN AFFORDABLE LIMITS, BASED ON THE FINANCIAL CIRCUMSTANCES OF THE CHARITY
- BE NON-DISCRIMINATORY, JUST AND EQUITABLE IN THE EVALUATION OF JOBS AND THEIR REMUNERATION BY PROVIDING A STABLE FRAMEWORK FOR THE REMUNERATION OF THE TEAM
- PAY ABOVE THE LONDON LIVING WAGE
- OPERATE WITHIN THE LAW
- HAVE A SIMPLE, TRANSPARENT NON-HIERARCHICAL PAY STRUCTURE WITH ONLY TWO PAY LEVELS

Remuneration is reviewed on an annual basis and agreed by the Board of Trustees. The Charity places huge value on its volunteers, many taking roles that hold significant responsibility. Out of choice the Co-Directors are volunteers as is one of the Management Team and three of the Community Co-ordinators. To ensure the treatment of volunteers and paid staff is considered with equal weight, HBC retain People-time to train the team and provide an HR advisory resource.

STATEMENT OF TRUSTEES RESPONSIBILITIES

The Trustees of HBC are responsible for preparing the Trustees’ Financial Statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The 2021 financial accounts have been prepared by Catherine Sullivan FCA, on the basis of the information provided by our professional book-keeping company My-Books, through the accounting system Xero.

The HBC uses the linked accounting system DEXT to reconcile receipts. Catherine Sullivan is a Chartered Accountant and Independent Examiner.

Signed on behalf of the Board by:

Penny Farrar
Chair of the Board of Trustees

Date: 01/07/2022

INDEPENDENT EXAMINER’S REPORT TO THE TRUSTEES OF THE HAPPY BABY COMMUNITY

Opinion

I report to the Trustees on my examination of the accounts of the Happy Baby Community (the Charity) for the year ended 31 December 2021.

This report is made solely to the Charity Trustees as a body in accordance with Chapter 3 of Part 8 of the Charities Act 2011. My examination has been undertaken so that I might state to the Charity Trustees those matters I am required to state to them in an Independent Examiners report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the Charity and the Charity’s Trustees as a body, for my examination, for this report or for the opinions I have formed.

Responsibilities and Basis of the Report

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

I report in respect of my examination to the Trust’s accounts carried out under Section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable ‘Directions’ given by the Charity Commission under Section 145(5)(b) of the Act.

Independent Examiner’s Statement

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

1. Accounting records were not kept in respect of the Trust as required by Section 130 of the Act; or
2. The accounts do not accord with those records

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 obtain a proper understanding of the accounts.

Catherine Sullivan FCA

Date: 01/07/2022

THE ACCOUNTS

SECTION A: STATEMENT OF FINANCIAL ACTIVITIES


Annual accounts for the period 1 January – 31 December 2021

	Note	Unrestricted (£)	Restricted (£)	2021 Total funds (£)	2020 Total funds (£)
INCOME					
CHARITABLE ACTIVITIES					
Grants, donations & consultancies	1	112,320	362,539	474,859	344,181
Total income		112,320	362,539	474,859	344,181
EXPENDITURE					
Raising funds		7,065	-	7,065	3,532
Charitable activities		-	-	-	194,811
Other		16,773	397,691	414,464	-
Total expenditure	2	23,838	397,691	421,529	198,343
Net incoming/(outgoing) resources before transfers		88,482	(35,152)	53,330	145,838
Transfers between funds		-	-	-	-
Net movement in funds		88,482	(35,152)	53,330	145,838
Funds as at 1 January		153,599	71,831	225,430	79,592
Funds as at 31 December	9	242,081	36,679	278,760	225,430

The Statement of Financial Activities includes all gains and losses in the year.
All income and expenditure derives from continuing activities.

SECTION B: BALANCE SHEET

	Note	2021 (£)	2020 (£)
CURRENT ASSETS			
Debtors and accrued income	7	10,920	10,992
Cash at bank and in hand		277,708	215,233
Total current assets		288,628	226,225
LIABILITIES			
Creditors: Amounts falling due within one year	8	9,868	795
Net current assets		278,761	225,430
Net assets		278,760	225,430
THE FUNDS OF THE CHARITY			
Unrestricted		242,081	153,599
Restricted		36,679	71,831
Total funds	9, 10	278,760	225,430

	Signature	Print name	Date of approval (dd/mm/yyyy)
Approved by the Trustees and signed on their behalf by:		PENNY FARRAR	01/07/2022

Additional information on the items contained in these summary Financial Statements is available in the full accounts of the Charity which are available on request and are filed with the Charity Commission.

SECTION C: NOTES TO THE ACCOUNTS

NOTE 1: ACCOUNTING POLICIES

1.1 THE BASIS OF ACCOUNTING

The accounts have been prepared under the historical cost convention with items recognised at cost or transaction value, unless otherwise stated in the notes to these accounts.

These Financial Statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) and the Charities Act 2011. The accounts have been prepared to give a 'true and fair' view.

1.2 RECOGNITION OF INCOME

All income is recognised on receipt of income. Donations and grants are recognised on settlement date. In the event that donations or grants subject to conditions that require a level of performance before the Charity is entitled to all or part of the funds, the income deferred and not recognised until those conditions are fully met.

There is no interest on funds, as no funds are currently held on deposit.

1.3 EXPENDITURE

Expenditure is recognised on an accruals basis. All expenses including support costs and governance costs are allocated or apportioned to the applicable expenditure headings. Costs in respect of future activities are charged when the relevant activity takes place.

Governance costs comprise all costs involving the public accountability of the Charity and its compliance with regulations and good practice.

1.4 FIXED ASSETS

Only assets with a purchase price of at least £3,000 are capitalised. There are no assets of that value in the charity.

1.5 LIABILITIES

The Charity has very limited liabilities for the locations that it rents to facilitate its community work. All current rental agreements have a one month or less termination condition.

The Charity has responsibility to its 10 staff. All permanent staff are on one month notice. The Trustees have ensured that the cost of closure held in the reserves allows for a 3 month notice period for key staff should the Charity be closed or downsized.

1.6 TAXATION

No tax provision is included in the Financial Statements as HBC is a registered Charity and entitled to exception from tax under Section 505 of the Income and Corporation Taxes Act 1988.

1.7 GIFT AID

The Charity has recently applied to HMRC to register for Gift Aid. There is allowance for a two year retrospective claim which is expected to amount to @ £3000.

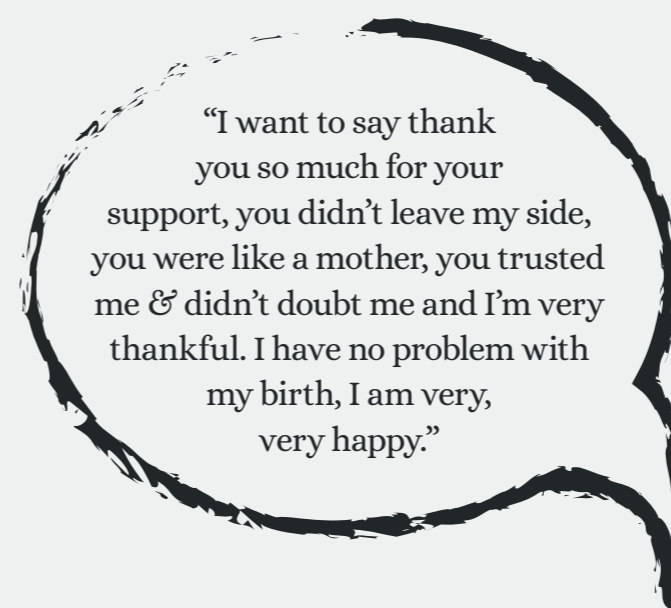
1.8 FUND ACCOUNTING

The Charity has restricted funds, where the donor has specified that they can only be used on specific projects in future. All other funds are unrestricted.

GRANTS, DONATIONS AND CONSULTANCIES

	2021 (£)	2020 (£)
UNRESTRICTED		
AB Charitable Trust	15,000	-
Birthrights	4,320	-
Helen Bamber	-	13,000
ICS	16,302	-
London Quakers	4,000	15,000
Marshall Family Trust	10,188	-
National Lottery	9,666	-
PWC	-	5,000
Sir James Reckitt	5,150	-
Sutasoma Trust	7,000	-
Sylvia Adams	-	4,000
The Blue Thread	10,000	-
WF Southall Trust	-	5,000
Other	30,694	45,005
Total unrestricted	112,320	87,005

	2021 (£)	2020 (£)
RESTRICTED		
Blue Ribbon	10,000	-
Cadbury Barrow	9,800	9,700
Croydon COF	5,000	-
DCMS - Lloyds	52,351	-
DCMS Smallwood	24,831	17,290
HBC Redhill	26,285	-
London Catalyst	-	5,000
London Churches	1,500	-
London Community Fund	-	12,400
London Funders Wave 2	-	35,500
Mind	-	19,999
National Lottery Fund	-	59,004
NHS	-	54,833
Purley Food Hub	6,560	4,450
Starting Well	171,578	-
Sutasoma	-	7,000
Sylvia Adams	40,000	30,000
Two Magpies	14,634	-
Worshipful Company of Fishmongers	-	2,000
Total restricted	362,539	257,176
Total grants, donations and consultancies	474,859	344,181



DONATED GOODS AND SERVICES

No material donations to be disclosed (2020: £nil)

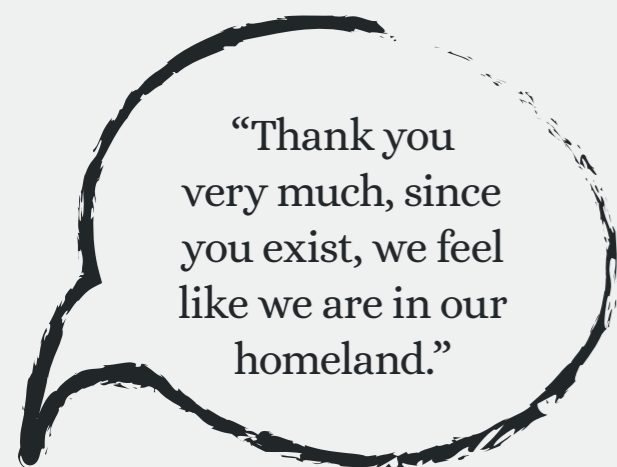
NOTE 2: EXPENDITURE

	2021			2020		
	Charitable Activities	Raising funds	Total	Charitable Activities	Raising funds	Total
Fundraising		7,065	7,065	-	3531.86	3,532
Staff	101,308	-	101,308	29,501	-	29,501
Direct provision for service users	146,199	-	146,199	74,099	-	74,099
Other programme costs	53,682	-	53,682	69,891	-	69,891
Governance	11,441	-	11,441	-	-	-
Rent and office costs	101,834	-	101,834	21,320	-	21,320
Total expenditure	414,464	7,065	421,529	194,811	3,532	198,343

NOTE 3: STAFF COSTS

	2021 (£)	2020 (£)
Wages and salaries	99,951	29,450
Employer's National Insurance costs	502	50
Employer's contribution to defined contribution pension scheme	855	-
Total Staff costs	101,308	29,500

The average headcount in 2021 was 4 (2020:5).
No employee earned over £60,000 in the year.



NOTE 5: TRUSTEE'S REMUNERATION

Trustees' expenses of £nil were reimbursed (2020: £nil). One Trustee received payment in 2020 for the provision of coaching services. This was specifically approved by the Board.

NOTE 6: TANGIBLE FIXED ASSETS

The accounting policy has been changed in year so that only purchases of assets over £3,000 (including VAT) are capitalised. Previous fixed assets held, below that figure at purchase, have therefore been released to the expenditure statement

NOTE 7: DEBTORS

	2021 (£)	2020 (£)
Trade Debtors	8,333	8,333
Debtors and accrued income	-	-
Other Debtors	2,587	2,659
Total Debtors	10,920	10,920

NOTE 8: CREDITORS

	2021 (£)	2020 (£)
Expense creditors	-	393
Trade creditors	5,638	-
Taxation and social services benefits	3,439	402
Accruals	791	-
Deferred revenue	-	-
Total Creditors	9,868	795

NOTE 9: ANALYSIS OF NET ASSETS OVER FUNDS

	2021			2020		
	Unrestricted funds	Restricted funds	Total funds	Unrestricted funds	Restricted funds	Total funds
Net current assets	242,081	36,679	278,760	153,599	71,831	225,430
Total net current assets	242,081	36,679	278,760	153,599	71,831	225,430

NOTE 10: COMMITMENTS UNDER OPERATING LEASES

The Charity had no commitments under non-cancellable operating leases in the year (2020: £nil).

NOTE 11: RELATED PARTY TRANSACTIONS

In both 2021 and 2020 there were no related party transactions.

NOTE 12: FUNDS

	Brought Forward	Income	Expenditure	Carried forward
UNRESTRICTED				
Total unrestricted funds	153,599	112,320	(23,838)	242,937
RESTRICTED				
Sylvia Adams	5,000	40,000	(24,374)	20,626
NHS	26,233	-	(26,233)	-
Croydon COF	-	5,000	-	5,000
DCMS - Lloyds	-	52,351	(52,351)	-
HBC Redhill	-	26,285	(20,755)	5,530
London Churches	-	1,500	(1,500)	-
Two Magpies	-	14,634	(14,634)	-
National Lottery Fund	21,158	-	(21,158)	-
Cadbury Barrow	-	9,800	(9,800)	-
Purley Food Hub	2,150	6,560	(5,767)	2,943
DCMS Smallwood	17,290	24,831	(42,121)	-
Starting Well	-	171,578	(168,998)	2,580
Blue Ribbon	-	10,000	(10,000)	-
Total restricted funds	71,831	362,539	(397,691)	36,679
Total funds	225,430	474,859	(421,529)	278,760

COMPARATIVE STATEMENT OF FINANCIAL ACTIVITY 2019 AND 2020

	Note	Unrestricted (£)	Restricted (£)	2020 Total funds (£)
INCOME				
CHARITABLE ACTIVITIES				
Grants, donations & consultancies	1	87,005	257,176	344,181
Total income		87,005	257,176	344,181
EXPENDITURE				
Raising funds		3,532	-	3,532
Charitable activities		32,116	162,695	194,811
Other		-	-	-
Total expenditure	2	35,648	162,695	198,343
Net incoming/(outgoing) resources before transfers		51,357	94,481	145,838
Transfers between funds		32,317	(32,317)	-
Net movement in funds		83,674	62,164	145,838
Funds as at 1 January		69,925	9,667	79,592
Funds as at 31 December		153,599	71,831	225,430

The Statement of Financial Activities includes all gains and losses in the year. All income and expenditure derives from continuing activities.

“For me, it is very rewarding to organise workshops in partnership with Happy Baby Community. I have always had great support from your team and the participants are very motivated and engaged as they see the benefit of these opportunities for their future.”

“This amazing experience filled my soul with joyful moments when I can provide comfort to our lovely moms...”

OUR PARTNERS

Report design by oakshed.co.uk



THE HAPPY BABY COMMUNITY

England & Wales - Charity number 1181633

Accounts



HAPPY BABY COMMUNITY

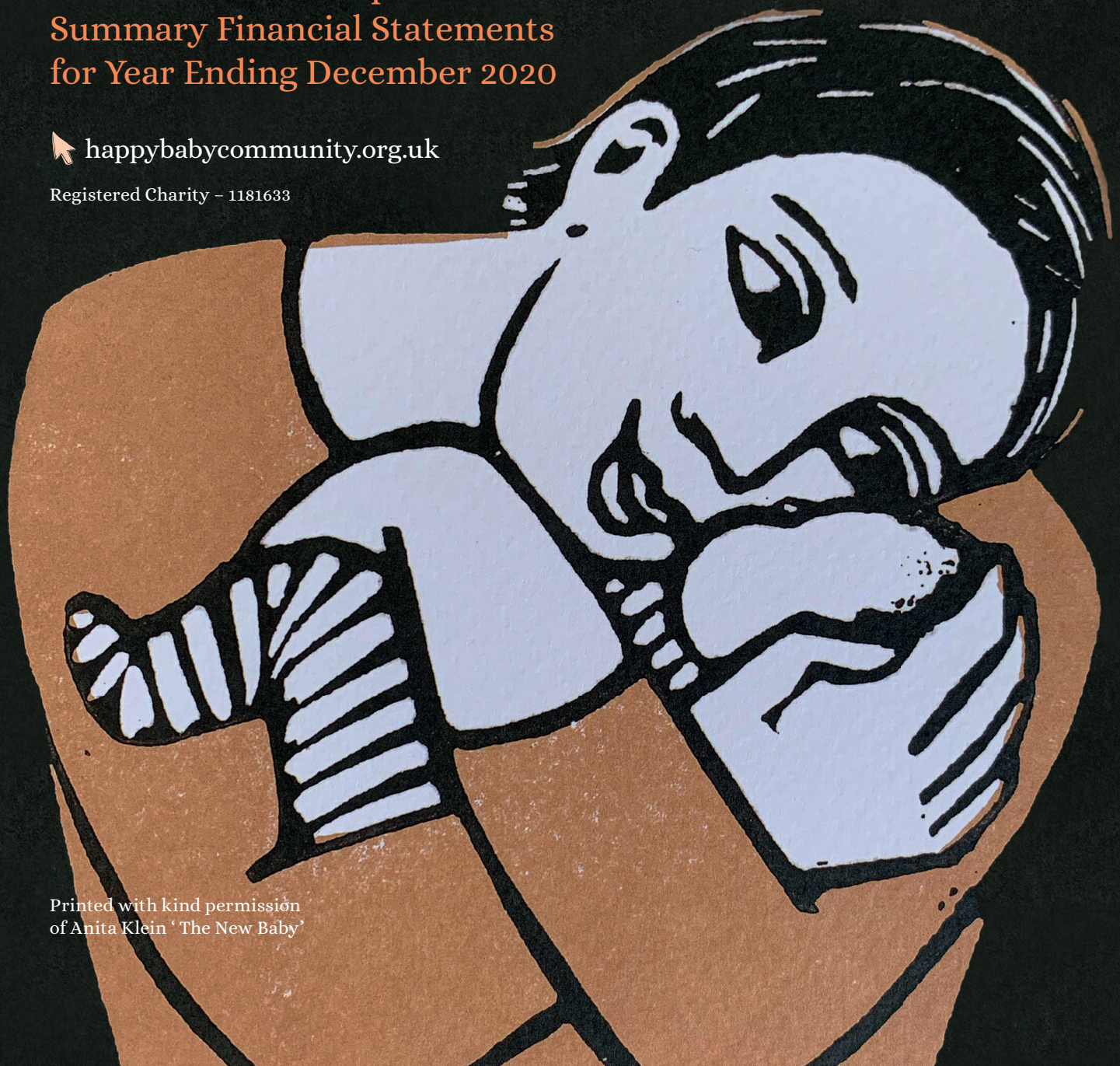
SUPPORTING NEW MUMS WHO HAVE FLED FROM TRAFFICKERS OR VIOLENCE, AND HAVE SOUGHT INTERNATIONAL PROTECTION IN THE UK FOR THEMSELVES AND THEIR BABIES

ANNUAL REPORT

Trustees' Annual Report and
Summary Financial Statements
for Year Ending December 2020

 happybabycommunity.org.uk

Registered Charity – 1181633



Printed with kind permission
of Anita Klein 'The New Baby'



MESSAGE FROM OUR CHAIR

I'm delighted to be able to write, as Chair, the introduction to this 2020 Annual Report.

This is our chance to celebrate the huge contribution provided by the whole Happy Baby Community – community members (our 549 beneficiaries and their 579 children), volunteers, our few paid staff and fellow trustees.

We had to adapt fast and with positive energy in 2020 to ensure we met our mission to enable our members and their children to feel connected and have opportunities to thrive. We want to say a special thank you to our community members who, despite living through the most difficult circumstances during the pandemic and successive lockdowns, have stepped up to help in the most inspirational way – to be leaders, peer supporters, interpreters, friends and volunteers – giving thousands of hours of voluntary support. They ensured we stayed in touch during the COVID lockdowns and responded to everyone's needs appropriately.

This report also shows we are a charity with a solid and sensible financial position, which secures the essential continuity of services.

We set ourselves up to progressively become a charity, majority led, designed and delivered by its members. Given the challenges facing women who are pregnant, have small babies or young children – whose uncertain migration status means that any time they may be moved hundreds of miles away – who must devote enormous amounts of time to navigating the labyrinth that is the refugee system – as well as being mothers and survivors of trafficking and sexual violence, it is even more incredible that so many have taken leading roles, become peer supporters and brought such kindness to the community.

Thank you to everybody who has made the Happy Baby Community what it is – a safe, kind, generous, energetic, 'can-do' community building a positive future for our members and their little children.

JANET VEITCH OBE (Chair)

Image with the kind consent of Sarah Stirk
www.sarahstirkphotography.co.uk

OUR VISION

Happy Baby Community members and their children feel connected and valued and have the opportunities to thrive and integrate in the UK.

“They make you feel like you are in the family, a real family.”

OUTCOMES

Women and their children...

- feel confident
- feel able to have realistic dreams of a better reality for themselves and their families
- feel connected and belong to a community
- are part of shared decision-making within a community
- are able to form and maintain positive relationships
- feel safe
- grow in resilience
- are able to trust and access reliable support and information
- are able to access opportunities to develop knowledge and skills for effective participation and leadership (e.g. in society)
- feel they can celebrate diversity within their community

ACTION

Guided by the community members themselves, staff and volunteers, HBC facilitates and provides activities, face to face and virtually, that support community members.

THE PROBLEM

Mothers who are pregnant or have babies and young children, who have had to leave their homes, communities and countries to seek safety in the UK, need support to build their capacity to access the tools to thrive. Language, poverty, trauma, isolation, loneliness and fear can be barriers for a new mum and her child to thrive.

“I feel more confident and powerful with all of you. Every day spending time with Happy Baby is helping me to be confident and thinking positive about the future. I have an amazing feedback.”

Who we supported in 2020:

Number of women

549

Number of children

579

Number of volunteers

167

THE HAPPY BABY COMMUNITY COVID-19 RESPONSE

On 23rd March 2020 the Happy Baby Community stopped its drop-in community groups as recommended by the UK Government and set up a Task Force to ensure that we delivered to our purpose. The Management Team agreed a set of initiatives with the Board of Trustees.

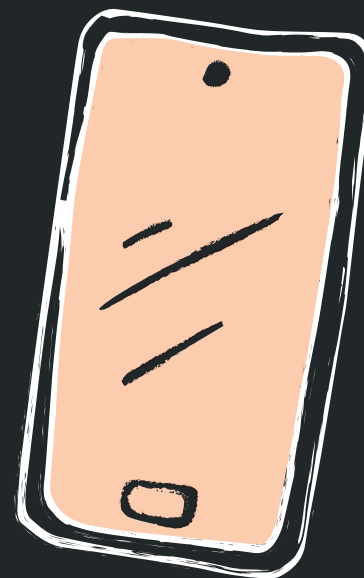
WHAT WE DID

The Happy Baby Community actioned the following to support the Community during the COVID-19 lockdown.

- 1 A texting system was set up to contact every member who had been in touch with the Community in the last 9 months. A weekly text was sent to **549** women including the Happy Baby Community contact number and updates.
- 2 A single phone number was set up as point of contact available 9-6pm, 7 days a week. **364** women received support.
- 3 Every week, each of the **549** women in the community was contacted either by one of the leadership team or one of the **58** volunteers.
- 4 We made sure that everyone was called and supported in their own language. Our **16** community volunteers speak languages including Albanian, Arabic, Amharic, Vietnamese and Chinese.
- 5 With the support of Pram Depot, we provided **113** starter pack boxes for new mums.
- 6 We took on **282** new referrals. We stayed open for new referrals, recognising that many organisations were closed.
- 7 We continue to support all pregnant women in the Community with perinatal support, **110** were supported.
- 8 **147** women were supported with individual welfare casework, provided by our volunteer welfare team.
- 9 In partnership with Little Village we sent out **489** boxes of baby and children's clothes.
- 10 With the support of Wrap up London we sent out **272** children's winter coats.
- 11 We sent **311** members two months' worth of nappies for their baby, enabling the mums to have more cash available for food.
- 12 **121** hospital bags were provided for mums going into hospital alone.
- 13 **5** professional therapists were immediately available to offer anyone who was struggling a listening service. We supported **65** women.
- 14 We provided **501** data top ups to those who were really struggling with being isolated.
- 15 Community members made and distributed over **600** face masks.

The COVID lockdown had a terrible impact on the community members. Because of their low incomes, most community members had no internet access and therefore no access to online resources such as information or communication tools, which meant they were struggling with being alone and feeling isolated. The charity prioritised digital inclusion and providing its members with free access to our NEW Virtual Community.

With the generous support of the National Lottery, Lloyds Foundation, The Smallwood Trust, the Dept of Culture Media and Science and The London Community Response Fund, the Happy Baby Community worked with a social enterprise – Switch Aid – to provide data and if needed smartphones to **400** community members who did not have access to WIFI.



The power of a Virtual Community

552

Community members have attended

164

Community members regularly attend English classes

THE VIRTUAL COMMUNITY runs on Zoom. Coordinated by our outstanding Community Leader, it offers two days of activities, support and fun through multiple Zoom breakout rooms.
10.30am – 3.30pm

102

Children have attended the singing and storytelling sessions

14

Language groups

25

Yoga Classes

23

Antenatal Classes

“When I’m worried I call the Happy Baby Community and then they will speak to me and make me happy.”

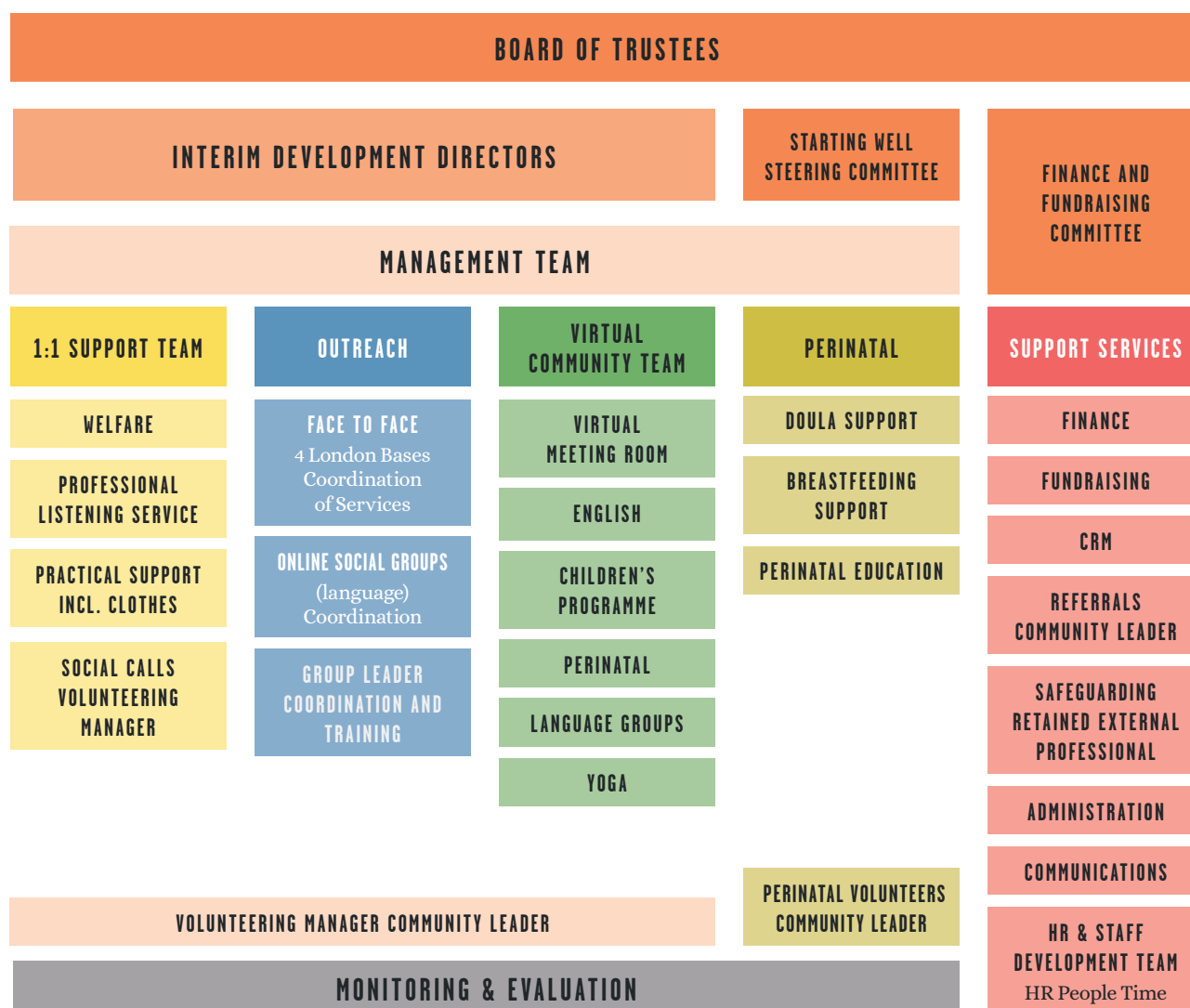
THE MANAGEMENT TEAM

The Happy Baby Community has a strategic principle to be majority led and managed by women who have lived experience of migration into the UK.

In 2019 the charity ran a process to recruit and train new leaders. This training, supported by ROSA and in partnership with Routes Mentoring, was designed to enable community members to understand the governance of charities and develop both their individual skills and skills in female leadership.

During 2020 a number of community members applied for roles both on the management team and as coordinators of individual services. The strategic plan is to support and grow the management team to take on greater responsibilities. We have an outstanding team leading the charity, with expertise, commitment and passion. 100% of the permanent staff are women with experience of migration. The two Development Directors are responsible for the overall management of the charity and for developing the staff team to take on the future leadership of the charity.

HAPPY BABY COMMUNITY ORGANISATION CHART



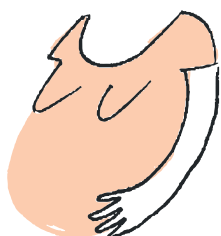
OUR PARTNERS



WHAT WE DO

WITH THE SUPPORT OF 167 VOLUNTEERS AND OUR PARTNERS, THE HAPPY BABY COMMUNITY PROVIDE SERVICES AND SUPPORT.

“With the support of Happy Baby Community, I am no longer scared. I know I am able and I can be a good mum to my little girl.”



ANTENATAL & POSTNATAL SUPPORT WORKSHOPS



BIRTH SUPPORT FOR NEW MUMS WHO ARE ALONE



BREASTFEEDING SUPPORT



FRUIT & HEALTHY FOOD TO TAKE HOME / BREAKFAST / LUNCH



ENGLISH LESSONS



BABY & MUM MASSAGE



SEXUAL & FEMALE HEALTH WORKSHOPS



COUNTER TRAFFICKING ADVICE & SUPPORT



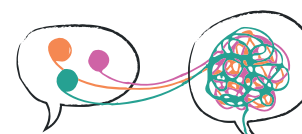
A WEEKLY LISTENING SERVICE



MUM & BABY SINGING

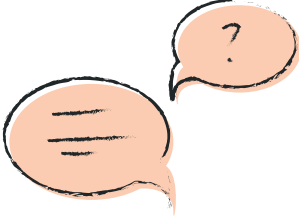


MUM & BABY YOGA



TRAUMA FOCUSED THERAPY

“During lockdown volunteer from Happy Baby call and talk to me very often, this make me feel safe. I am no longer feeling scared and lonely.”



MENTORING



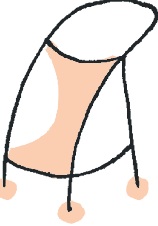
LEADERSHIP OPPORTUNITIES



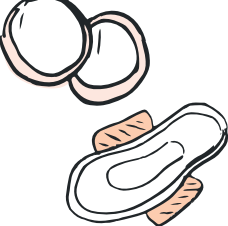
BABY & MATERNITY CLOTHES / HOSPITAL BAGS



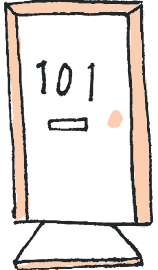
STORYTELLING WORKSHOPS



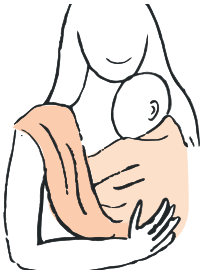
BUGGIES & BABY EQUIPMENT



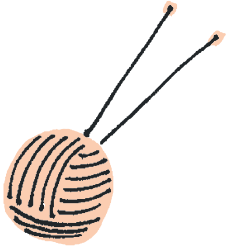
SANITARY TOWELS & BREAST PAD



WELFARE ADVICE & SUPPORT (1:1) / LEGAL ADVICE WORKSHOP



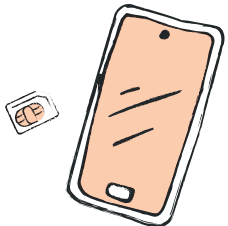
PROVIDING SLINGS



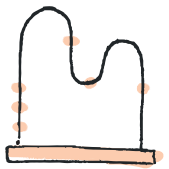
KNITTING CLASSES



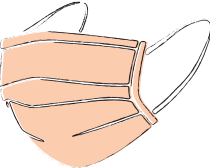
BAGS OF CLOTHES FOR MUMS WHO ARE BEING DISPERSED



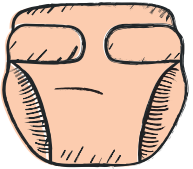
SMART PHONES AND DATA SIMS



TOYS



FACE MASKS



NAPPIES

THE PRIORITIES 2021–2022 FOR HAPPY BABY COMMUNITY

WE SURVEYED AND CONSULTED WITH COMMUNITY MEMBERS WHO TOLD US...

PRIORITY 1 The Virtual Community

They really loved the opportunities and chance to meet other mums on The Virtual Community.

In 2020 the charity addressed the impact of Data Poverty for those living in the community by providing large data bundles and setting up the Virtual Community two days a week. Engagement in English literacy, children's literacy, perinatal care, welfare support and language groups grew substantially. The Virtual Community has proved to be a very positive way to support many mums to engage with the community, including those who could not previously come to outreach groups.

The Virtual Community will continue at least one day a week in 2021/2, running up to 24 rooms that host activities groups and classes. The Charity is fundraising to meet its ambition to ensure digital inclusion for the members by providing data bundles.

“With the support of Happy Baby Community, I'm learning how to enjoy being a new mum.”



PRIORITY 2

They wanted to know we would be there if they needed support.

We will focus on building capacity in our perinatal, doula, welfare, therapy and practical teams and work with our volunteers, partner charities and statutory partners to ensure we are always quick to respond to both the long and short term needs of the community members.

HBC depends on its volunteers. Volunteering is the heart of the community. Supporting, training, and working with volunteers from both the community members and the broader community of women is a priority.

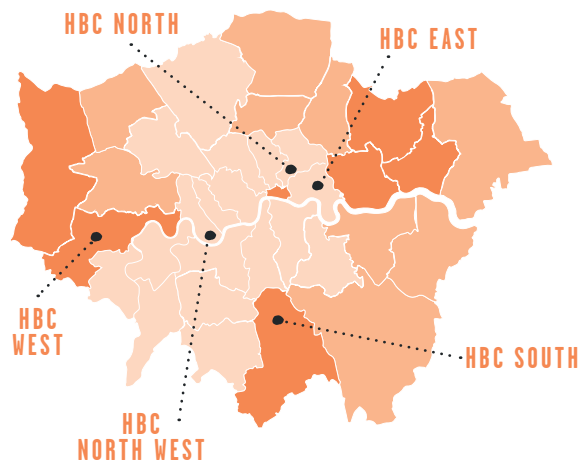
PRIORITY 3

They wanted to be together and have fun with the children.

In 2021, HBC will have seven drop-in outreach groups running, which are strategically located within the easy access of the areas where the community is housed. Where there are many women wishing to attend, we have two groups.

- HBC East – Stratford
- HBC North – Dalston
- HBC South – Thornton Heath x 2
- HBC North West – Hammersmith
- HBC West – Hounslow

The Children’s Program will be expanded using the tested training and themes for storytelling and singing.



PRIORITY 4

They didn’t want others to be left out. HBC will continue to ensure that it is always open for referrals, making it quick and easy for people to bring friends and others who they think might like to join the community as well as working closely with our referral partners.

PRIORITY 5 The Job Club

They really wanted to access volunteer and work experience opportunities and to develop skills so they could work in the future, and they particularly wanted to support other women and children who share the same experience.

The Job Club has been developed with over 30 partners to offer training and work experience.



PRIORITY 6

They were inspired and reassured to see community members in leadership roles in the charity.

We will continue to build and expand the opportunities for leadership in the staff team for the women with lived experience of the asylum system.

The Board of Trustees are all committed to mentoring and supporting trustees and trainee trustees with lived experience to have a majority voice in the strategic direction of the charity.

“I want to be able to help others and put a smile on their face.”

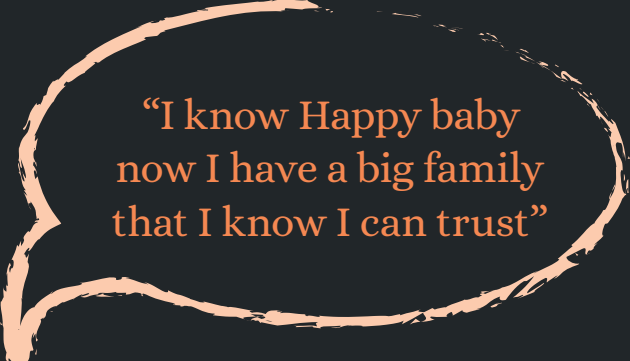
FINANCIAL RESULTS 2020

The financial accounts for the **Happy Baby Community** have been prepared by Catherine Sullivan, FCA, on the basis of the information provided by our professional book-keeper Giedre Clarke, through the accounting system, Xero, used by The Happy Baby Community, alongside details of the grants and donations. The Happy Baby Community use the linked system Receipt Bank to verify all payments.

Catherine Sullivan is a Chartered Accountant and independent of the charity. Ruth Jenkins FCA is the Independent External Examiner.

The financial governance of the Happy Baby Community is managed to the highest standard. The Scheme of Delegation agreed by the Trustees ensures that all transactions over £50 are countersigned by a Director or Trustee. This is reviewed annually. The Board approves the budget and reviews the quarterly management accounts.

The Treasurer – Sabrina Bals, chairs the bi-monthly Finance and Fundraising Committee and is supported by two financially experienced trustees.



“I know Happy baby now I have a big family that I know I can trust”

BASIS OF ACCOUNTING

The accounts have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the notes to these accounts. The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011.

The accounts (financial statements) have been prepared to give a ‘true and fair’ view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a ‘true and fair view’. This departure has involved following Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued in October 2020 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

The activities of the charity constitute a public benefit entity as defined by FRS 102.

The Trustees are of the opinion that there are no material uncertainties about the charity’s ability to continue as a going concern.

INCOME

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received, and the amount of income receivable can be measured reliably.

Donations and grants are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation or grant is subject to conditions that require a level of performance before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity, and it is probable that those conditions will be fulfilled in the reporting period.

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

EXPENDITURE

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Expenditure is recognised on an accruals basis. All expenses including support costs and governance costs are allocated or apportioned to the applicable expenditure headings. Costs in respect of future activities are charged when the relevant activities take place.



Support costs comprise overheads and governance costs. They have been allocated to charitable activities on the basis that the Society currently considers itself to have only one charitable activity. Governance costs comprise all costs involving the public accountability of the charity and its compliance with regulation and good practice.

FIXED ASSETS

There has been a change in accounting policy in year. Only assets with a purchase price of at least £3,000 will now be capitalised; none of the historical assets were above this amount, and so the net book value has been released to the income and expenditure statement.

TAXATION

No tax provision is included in the financial statements as it is a registered charity and entitled to exemption from tax under Section 505 of the Income and Corporation Taxes Act 1988.

FUND ACCOUNTING

The charity has restricted funds, where the donor has specified that they can only be used on specific projects in the future. All other funds are unrestricted.

INCOME FOR 2020

The Happy Baby Community raised £350K in the year from donations and grants, enabling the charity to have greater reach and provide deeper support to its beneficiaries. The charity's strategy to ensure it remained open for referrals and provides award winning, full digital inclusion to its members, was successfully supported by a number of funders who supported this innovation during the COVID lockdown.

EXPENDITURE

£198k was spent on charitable activities. 1.5% only on raising funds. The Happy Baby Community is very proud of its volunteering ethos and its commitment to principally employ staff who are experts by experience of the asylum and refugee system. The principal costs of the organisation are on the facilitation of the service, data, rent and staff. It is thanks to 167 volunteers that the Happy Baby Community is able to provide the services and support that it does to more than 549 women and their children and babies across London.

The Happy Baby Community is led by Sue Balmer and Lucy Bracken Co-Development Directors.

RESERVES

In 2020 The Happy Baby Community employed staff on a part-time basis for the first time. The charity holds no liabilities for property or rentals.

“I really want to feel useful in the society.”

“I used to feel really sad and scared and now I am part of happy baby, I don't, so I have more positive feelings about the future. I am no longer alone. A sense of belonging”.



The Trustees reserves policy has been agreed in accordance with the Charity Commission Guidance. The reserves are set to ensure:

- the charity is operating with sufficient unrestricted funds to avoid financial difficulties in 2021 and 2022
- as an essential element of the HBC strategic, operational, and budgetary planning.

HBC is a small charity with a commitment to employ and support through volunteering opportunities, women who have lived experience of the asylum system. Commitment to the well-being and care of our staff and volunteers is a fundamental priority for the charity. HBC wants to ensure that in the event of any challenges to future funding the staff and the beneficiaries have a significant wind-down period to enable a good transition of support and services.

HBC has been a charity for only two years, and its fundraising strategy to build partnership with grant givers for multiple-year funding is in place. The Board wishes to exercise caution at this early stage of the charity's existence and alongside its understanding of the grant giving environment post the COVID lockdown periods, has therefore set a reserves level of 50% of the current turnover.

HBC has unrestricted funds carried forward from 2019 and 2020 which enable this to be set at this limit. This policy will be reviewed twice a year.

Independent Examiner's Report to the Trustees of Happy Baby Community

I report to the trustees on my examination of the accounts of Happy Baby Community (the Charity) for the year ended 31 December 2020.

This report is made solely to the Charity's Trustees, as a body, in accordance with Chapter 3 of Part 8 of the Charities Act 2011. My examination has been undertaken so that I might state to the Charity's Trustees those matters I am required to state to them in an independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the Charity and the Charity's Trustees as a body, for my examination, for this report, or for the opinions I have formed.

Responsibilities and basis of report

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

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

Independent Examiner's statement

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

1. accounting records were not kept in respect of the Trust as required by section 130 of the Act; or
2. the accounts do not accord with those records

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.



Ruth Jenkins FCA DipCha
124 LEA BRIDGE ROAD
LONDON, E5 9RB

Date: 23rd May 2021

THE ACCOUNTS

SECTION A: STATEMENT OF FINANCIAL ACTIVITIES

Annual accounts for the period 1 January – 31 December 2020

	Note	Unrestricted (£)	Restricted (£)	2020 Total funds (£)	2019 Total funds (£)
INCOME					
Grants, donations & consultancies	1	87,005	257,176	344,181	156,035
Total income		87,005	257,176	344,181	156,035
EXPENDITURE					
Raising funds		3,532	–	3,532	947
Charitable activities		32,116	162,695	194,811	74,519
Other		–	–	–	977
Total expenditure	2	35,648	162,695	198,343	76,443
Net incoming/(outgoing) resources before transfers		51,357	94,481	145,838	79,592
Transfers between funds		32,317	(32,317)	–	–
Net movement in funds		83,674	62,164	145,838	79,592
Funds as at 1 January		70,425	9,167	79,592	–
Funds as at 31 December	9	154,099	71,331	225,430	79,592

The Statement of Financial Activities includes all gains and losses in the year. All income and expenditure derives from continuing activities.

SECTION B: BALANCE SHEET

	Note	2020 (£)	2019 (£)
FIXED ASSETS			
Tangible assets	5	-	2,800
CURRENT ASSETS			
Debtors and accrued income	6	10,992	14,996
Cash at bank and in hand		215,233	70,129
Total current assets		226,225	85,125
LIABILITIES			
Creditors: Amounts falling due within one year	7	795	8,333
Net current assets		225,430	76,792
Net assets		225,430	79,592
FUNDS OF THE CHARITY			
Unrestricted		154,099	70,425
Restricted		71,331	9,167
Total funds	8	225,430	79,592

	Signature	Print name	Date of approval (dd/mm/yyyy)
Approved by the trustees and signed on their behalf by:		JANET VEITCH	11/06/2021

Additional information on the items contained in these summary financial statements is available in the full accounts of the charity which are available on request and are filed with the Charity Commission.

SECTION C: NOTES TO THE ACCOUNTS

NOTE 1: GRANTS, DONATIONS AND CONSULTANCIES

	2020 (£)	2019 (£)	Notes
UNRESTRICTED			
Helen Bamber	13,000	5,808	
Sylvia Adams	4,000	0	
PWC	5,000	-	
WF Southall Trust	5,000	-	Not on grant allocation schedule
London Quakers	15,000	29,021	Not on grant allocation schedule
Other	45,005	78,047	Not on grant allocation schedule
Total unrestricted	87,005	112,876	
RESTRICTED			
Sylvia Adams	30,000	-	
NHS	54,833	4,167	Adjustment – last year debtor £4167, and deferred income £8,333
Worshipful Company of Fishmongers	2,000	-	
London Funders Wave 2	35,500	-	
Mind	19,999	-	
London Catalyst	5,000	-	
Sutasoma	7,000	6,750	
London Community Fund	12,400	-	
National Lottery Fund	59,004	-	
Cadbury Barrow	9,700	-	
DCMS Lloyds	-	-	
Purley Food Hub	4,450	2,202	
DCMS Smallwood	17,290	-	
Croydon Home Start	-	3,211	
Other	-	26,829	
Total restricted	257,176	43,159	
Total grants, donations and consultancies	344,181	156,035	

NOTE 2: EXPENDITURE

	2020			2019		
	Charitable Activities	Raising funds	Total	Charitable Activities	Raising funds	Total
Fundraising		3,532	3,532		947	947
Staff	29,501		29,501			-
Direct provision for service users	74,099		74,099	41,060	-	41,060
Other programme costs	69,891		69,891	17,895	-	17,895
Governance	-		-			
Rent and office costs	21,320		21,320	16,541	-	16,541
Total expenditure	194,811	3,532	198,343	16,541	0	76,443

NOTE 3: STAFF COSTS

	2020 (£)	2019 (£)
Wages and salaries	29,450	-
Employer's National Insurance costs	50	-
Employer's contribution to defined contribution pension scheme	-	-
Total Staff costs	29,500	-

The average headcount in 2020 was 5 (2019: nil).
No employee earned over £60,000 in the year.

“Before I use to feel like a failure, less of a mother to the point that I didn’t think I deserve to be a mother, but now I realise through the help of the group I’m the best mother for my kids who just needed support.”

FUNDS

	Brought Forward	Income	Expenditure	Transfer between funds	Carried forward
UNRESTRICTED					
Helen Bamber	-	13,000	(8,648)		4,352
Sylvia Adams		4,000	(4,000)		-
PWC		5,000	(5,000)		-
WF Southall Trust		5,000	(5,000)		-
London Quakers	-	15,000	(8,000)		7,000
Other		45,005	(5,000)		40,005
	70,425	Unrestricted bank interest		32,317	102,742
Total unrestricted funds	70,425	87,005	(35,648)	32,317	154,099
RESTRICTED					
Sylvia Adams		30,000	(15,483)	(9,517)	5,000
NHS	2,917	46,500	(26,517)	(5,000)	17,900
Worshipful Company of Fishmongers		2,000	(2,000)		-
London Funders Wave 2		35,500	(35,500)		-
London Catalyst		5,000	-	(5,000)	-
Mind		19,999	(14,199)	(5,800)	-
Sutasoma	6,750	7,000	(6,750)	(7,000)	-
London Community Fund		12,400	(12,400)		-
National Lottery Fund		59,004	(37,846)		21,158
Cadbury Barrow		9,700	(9,700)		-
Purley Food Hub		4,450	(2,300)		2,150
DCMS Smallwood		17,290	-		17,290
Total restricted funds	9,667	248,843	(162,695)	-32,317	63,498
Total funds	80,092	335,848	(198,343)	-	217,597
Check restricted	-500	8,333	-		7,833
Check total	-500	8,333	0		7,833

NOTE 4: TRUSTEE'S REMUNERATION

Trustees' expenses of £nil were reimbursed (2019: £nil)

One Trustee received payment in the year for the provision of coaching services.

This was specifically approved by the Board.

NOTE 5: TANGIBLE FIXED ASSETS

	Computer Equipment (£)
COST	
Balance b/fwd	3,500
Expensed in year	-3,500
Balance c/fwd	-
DEPRECIATION	
Balance b/fwd	-700
Charge in year	700
Balance c/fwd	-
Net book value at 1st January 2020	2,800
Net book value at 31st December 2020	-

The accounting policy has been changed in year so that only purchases of assets over £3,000 (including VAT) are capitalised. Previous fixed assets held, below that figure at purchase, have therefore been released to the expenditure statement.

NOTE 6: DEBTORS

	2020 (£)	2019 (£)
Trade Debtors	8,333	8,333
Debtors and accrued income	0	4,167
Other Debtors	2,659	2,496
Total Debtors	10,992	14,996

NOTE 7: CREDITORS

	2020 (£)	2019 (£)
Expense creditors	393	
Taxation and social services benefits	402	
Accruals		
Deferred revenue	-	8,333
Total Creditors	795	8,333

NOTE 8: ANALYSIS OF NET ASSETS OVER FUNDS

	2020			2019		
	Unrestricted funds	Restricted funds	Total funds	Unrestricted funds	Restricted funds	Total funds
Net current assets	154,099	71,331	225,430	70,425	9,167	79,592
Total net current assets	154,099	71,331	225,430	70,425	9,167	79,592

NOTE 9: COMMITMENTS UNDER OPERATING LEASES

The charity had no commitments under non-cancellable operating leases in the year (2019: £nil).

NOTE 10: RELATED PARTY TRANSACTIONS

In both 2020 and 2019 there were no related party transactions.

“I want to be myself with confidence and able to help others.”

“Being a single mum, I know when I have doubt or need help/opinions I can turn to Happy Baby. Happy Baby is like a big family, I feel I have a big family in this country now.”

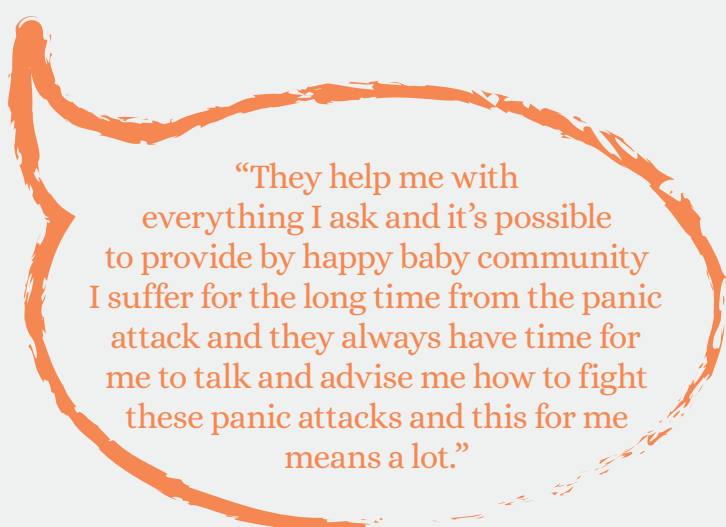
COMPARITIVE SOFA

STATEMENT OF FINANCIAL ACTIVITIES

Annual accounts for the period 1 January – 31 December 2020

	Unrestricted (£)	Restricted (£)	2019 (£)
INCOME			
Charitable activities	-	-	-
Grants, donations & consultancies	112,876	43,159	156,035
Total income	112,876	43,159	156,035
EXPENDITURE			
Raising funds	947	-	947
Charitable activities	40,527	33,992	74,519
Other	977	-	977
Total expenditure	42,451	33,992	76,443
Net incoming/(outgoing) resources before transfers	70,425	9,167	79,592
Transfers between funds	-	-	-
Net movement in funds	70,425	9,167	79,592
Funds as at 1 January	-	-	-
Funds as at 31 December	70,425	9,167	79,592

The Statement of Financial Activities includes all gains and losses in the year.
All income and expenditure derives from continuing activities.



THANK YOU

The Happy Baby Community is entirely dependent on the generosity, kindness and commitment of volunteers, supporters and so many people who have given their time, love and money to show support for so many women and children. THANK YOU.

“Thank you it’s simply not enough to say to all the staffs and volunteers in Happy Baby... but THANK YOU ALL!! I honestly don’t know how to cope without all the helps and supports from Happy Baby Community. No other communities will do what HB do. I/we need Happy Baby! Thank you from the bottom of my heart for all the helps and support.”

DONORS

Purley Quakers
 Marshall Trust
 K Swinden
 Purley Food Hub
 The London Community Fund
 The Sutasoma Trust
 Refinitiv
 The Pilgrim Trust
 Sylvia Adams Trust
 NHS England
 Ray Burns Trust
 South London Area Quakers
 Croydon Quakers
 10x10 Philanthropy
 London Catalyst
 The Butterfly Trust
 London Church Fund
 London Catalyst
 Sir James Reckit Trust
 Streatham Quakers
 The Fishmongers Company
 City of London Corporation
 Mind
 Southall Trust
 The National Lottery
 Agulhas Ltd
 Barrow Cadbury Trust
 PWC Foundation
 Lloyds Foundation
 Smallwood Trust
 ROSA UK
 Department of Culture Media and Sport

VOLUNTEERS

Anisah Abdullah
 Yasmin Abdul Aziz Lenezi
 Sheza Afzal
 Rukayat Agoro-Popoola
 Marwa Al Marrawi
 Buthaina Al Mobarak
 Claire Albert
 Maria Alcaraz-Perez
 Neelam Ali
 Mehrnaz Allawi
 Batoul Alloul
 Jeneh Allie
 Sophia Amissah
 Bethelhem Assefa
 Jasmine Androulaki
 Naira Antoun
 Anny Ash
 Zarina Ayyub
 Varsha Baburam
 Asifa Bajwa
 Sabrina Bals
 Susan Balmer
 Katie Balmer
 Aimee Barkany
 Lorea Badiola
 Eliza Bell
 Firehiwot Berhe
 Emman Bhangui
 Kezia Bienek
 Armanda Bilalaj
 Sarah Bishop
 Elaina Blakey
 Emma Bloch
 Alexis Bloom
 Bo Bottomley
 Lucy Bracken
 Emma Brooks
 Tessa Burnett
 Helen Canton
 Isabella Carpino
 Irma Cekaj
 Rubina Chowdhury
 Giedre Clarke
 Corinne Clarkson
 Pepa Clavijom
 Nicky Cloutman
 Dina Cohen
 Talia Cohen
 Miss Claudia Colella
 Elisabeta Collaku
 Jasmine Conway

Lily Cooper
 Debora Crowhurst
 Joanne Cull
 Andrena Cumella
 Rebecca Cunningham
 Loretta Curtin
 Isabel Davies
 Anna De Mutis
 Linda De Lange
 Maria Dillon
 Vera Dubrovina-Thompson
 Mide Dervishi
 Jo Doherty
 Christopher Down
 Marieta Driza
 Van Duong
 Lucy Edwards
 Penny Farrar
 Priscilla Ferreira
 Anna Feldman
 Katie Fox
 Sophie Franks
 Valentina Frasca
 Jane Garfield
 Sarah Golby
 Ersila Gjoka
 Mariela Gowland
 Caiti Grove
 Alix Guberer
 Olivia Haltman
 Niga Hamad
 Lillie Harman
 Matiga Harrower
 Inas Hayatelah
 Liling He
 Silvia Heinrich
 Katie Heller
 Rosemary Henderson
 Sophie Heywood
 Isolde Hill
 Maggie Hindley
 Lizzie Hobbs
 Sarah Hobson
 Huda Hassan
 Sarah Hughes
 Tahira Hussain
 Areta Hryschuk
 Ouafia Ibrir
 Lamia Iguedjal
 Daisy Jacobs
 Alia Kahwaji
 Justyna Kaleta
 Diana Kalmakova
 Aisha Karkoura

Ansam Khalid
 Sadhia Khan
 Roula Kheder
 Mimi Khorsand
 Sandra Koli
 Mary Kuhn
 Tamara Lawrence
 Victoria Lemmon
 Ivanka Lennon
 Hong zhu Li
 Dan Lin
 Guichin Lin
 Janet Lloyd
 Tracey Louis -Fernand
 Cat Mahony
 Sophy MacDonnell
 Phoebe MacWilliam
 Nora Maddock
 Sofia Mahmud
 Kate Manvatkar
 Mireia Manzano
 Lucy Markes
 Natalie Martello
 Kinda Martini
 Natalie Martello
 Vivian Matthews
 Jen McClafferty
 Angus McWhirter
 Michaela Mercuri
 Jill Miller
 Ben Miller
 Vaida Milne-Tyte
 Pamela Mpanenkwe
 Mpambia
 Carol Murphy
 Samina Munir
 Shkendi Naqellari
 Fiona Neathley
 Maria Novoa
 Natasha Oakley
 Christiana Obije
 Sarah Ojah
 Adeola Oladapo
 Fatima Zahra Osmani
 Katherine Palley
 Anna Pank
 Samantha Parvin
 Nicola Paton
 Fatjona Peposhi
 Edite Martins
 Helen Pierce
 Alice Podkolinski
 Xian Poon
 Shellie Poulter

Kate Abdelli
 Isobel Curry
 Beth Poberts
 Kayleigh Rockall
 Jessica Rosevear
 Emma Ross
 Odeta Rustemi
 Erjola Sadria
 Liz Sagar
 Vida Samyari
 Romy Secker
 Tracey Scott Williams
 Nicole Scott
 Jolanda Skura
 Bethan Stevenson
 Beverlie Summers
 Angie Tran
 Simi Shah
 Sanam Shah
 Simone R Singh-Toor
 Sathiyakumary Sivaharan
 Memuna Sowe
 Kerry Smith
 Angharad Snow
 Sheridan Stymest
 Sandy Tabalo
 Julie Talbot
 Ngwe Diana Tcheboh
 Farahnaz Thomas-Kamali
 Susan Train
 Angie Tran
 Lilian Tse
 Letizia Tufari
 Nancy Turnbull
 Christiane Van Duuren
 Janet Veitch
 Yara Visser
 Tiffany Watts
 Rosamund Webb
 Zoe Wilson
 Jane Williams
 Martha Winfield
 Mani Winterstein
 Rachel Witkin
 Patricia Wise
 Jo Wittams
 Sally Wolfe
 Claire Wright
 Deborah Wright
 Zhaneta Xholi
 Xiao Yu Xue
 Katie Young
 Hong Zhang
 Denise Marie Zoundi