



# 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](https://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.

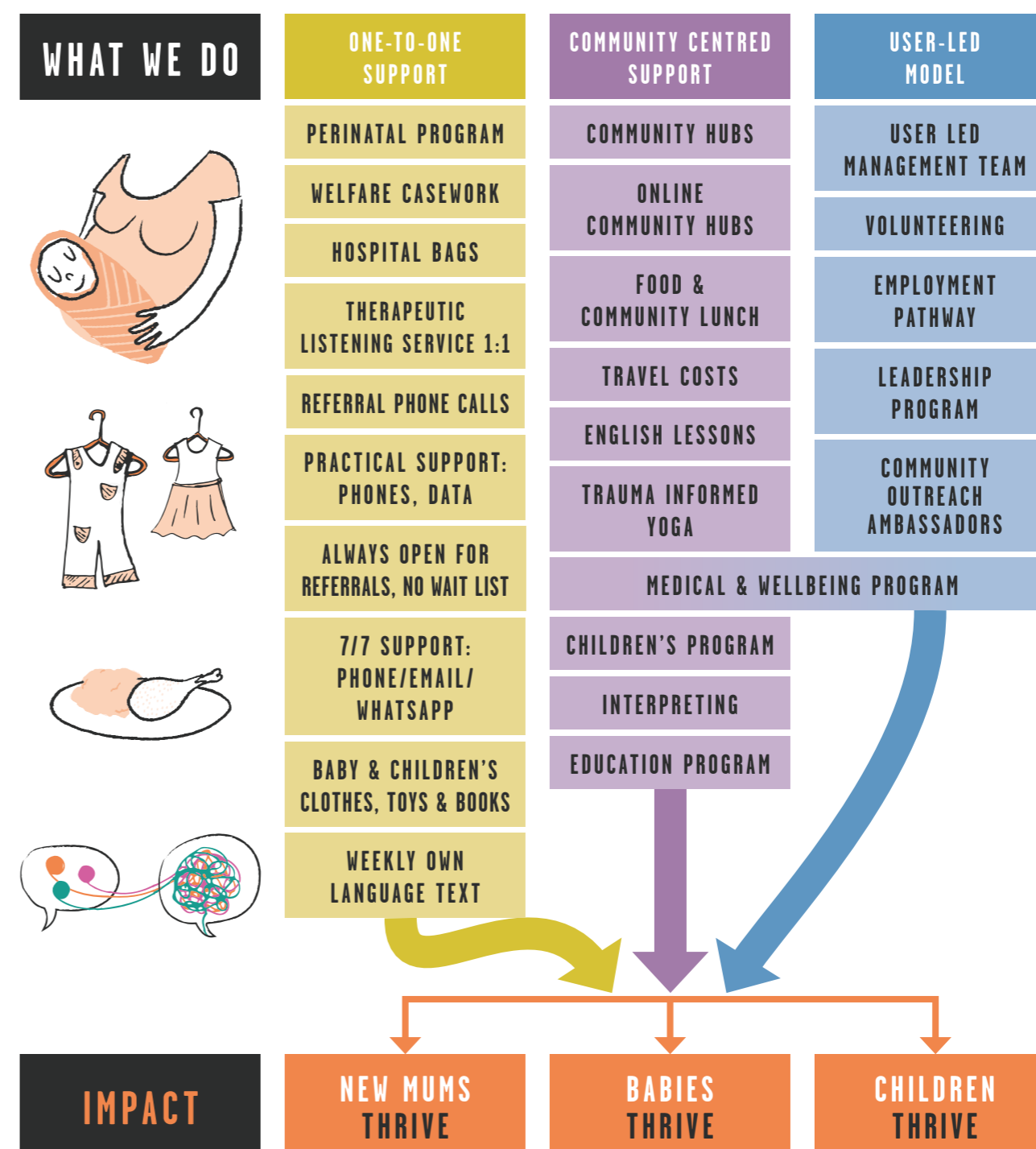
Now I say with full conviction that I have a sister and my daughter has an aunt to whom we are infinitely grateful and we love her very much.

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."

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

"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 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."

"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."

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

"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."

"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."

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

"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 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."

# 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

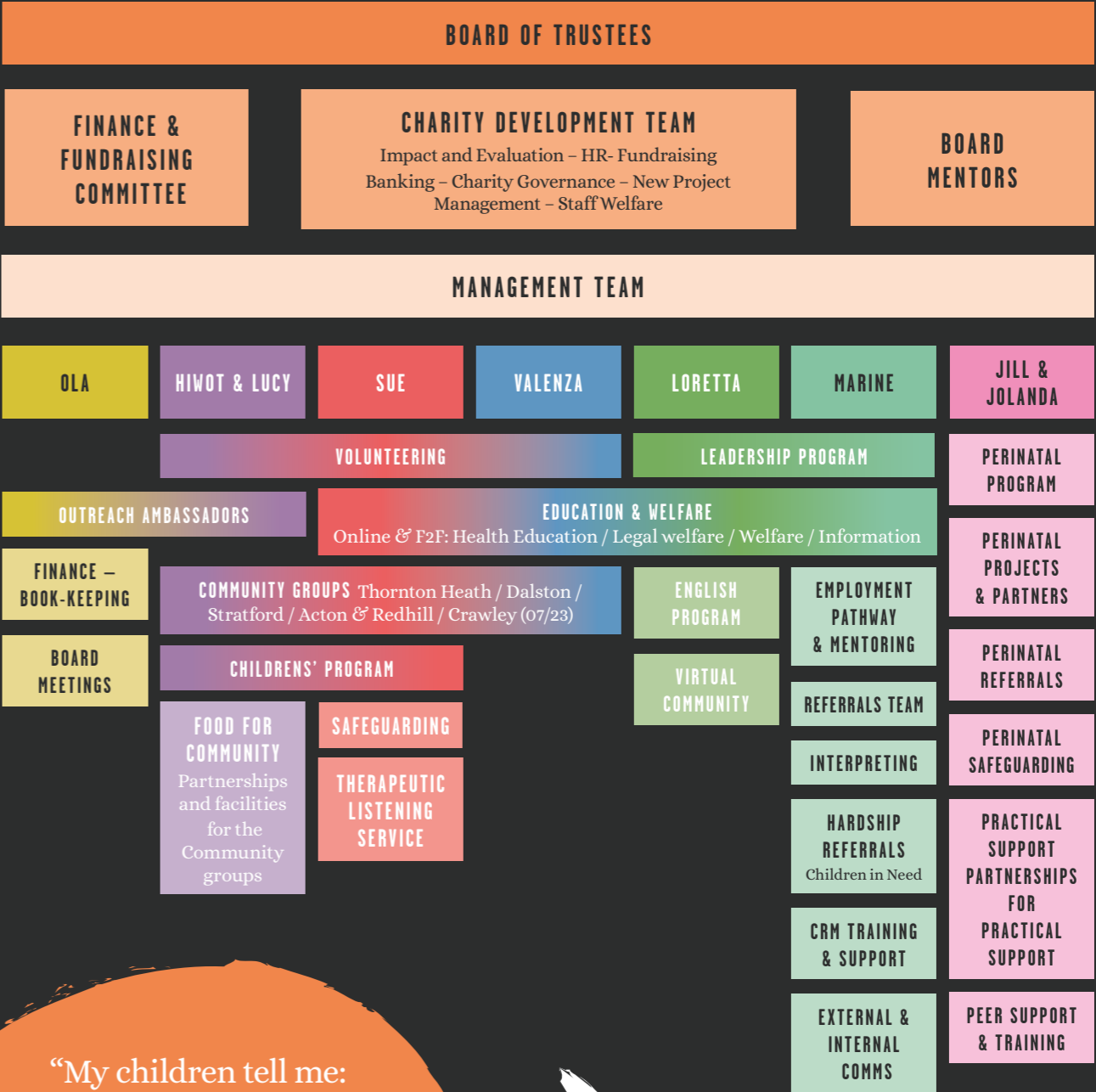
THE MAJORITY OF OUR MANAGEMENT COMMITTEE (85%) AND STAFF TEAM (90%) HAVE LIVED EXPERIENCE, reinforcing our user-led approach.
- 7

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.

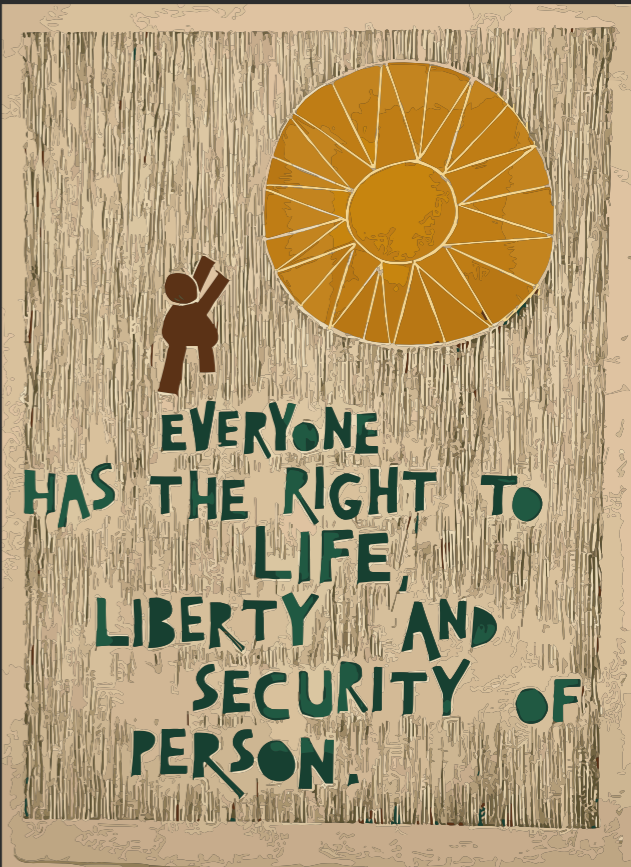
Through bi-weekly online training sessions, we ensure our staff and volunteers are knowledgeable and prepared to identify signs of abuse, follow reporting procedures, and maintain confidentiality.

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](http://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.

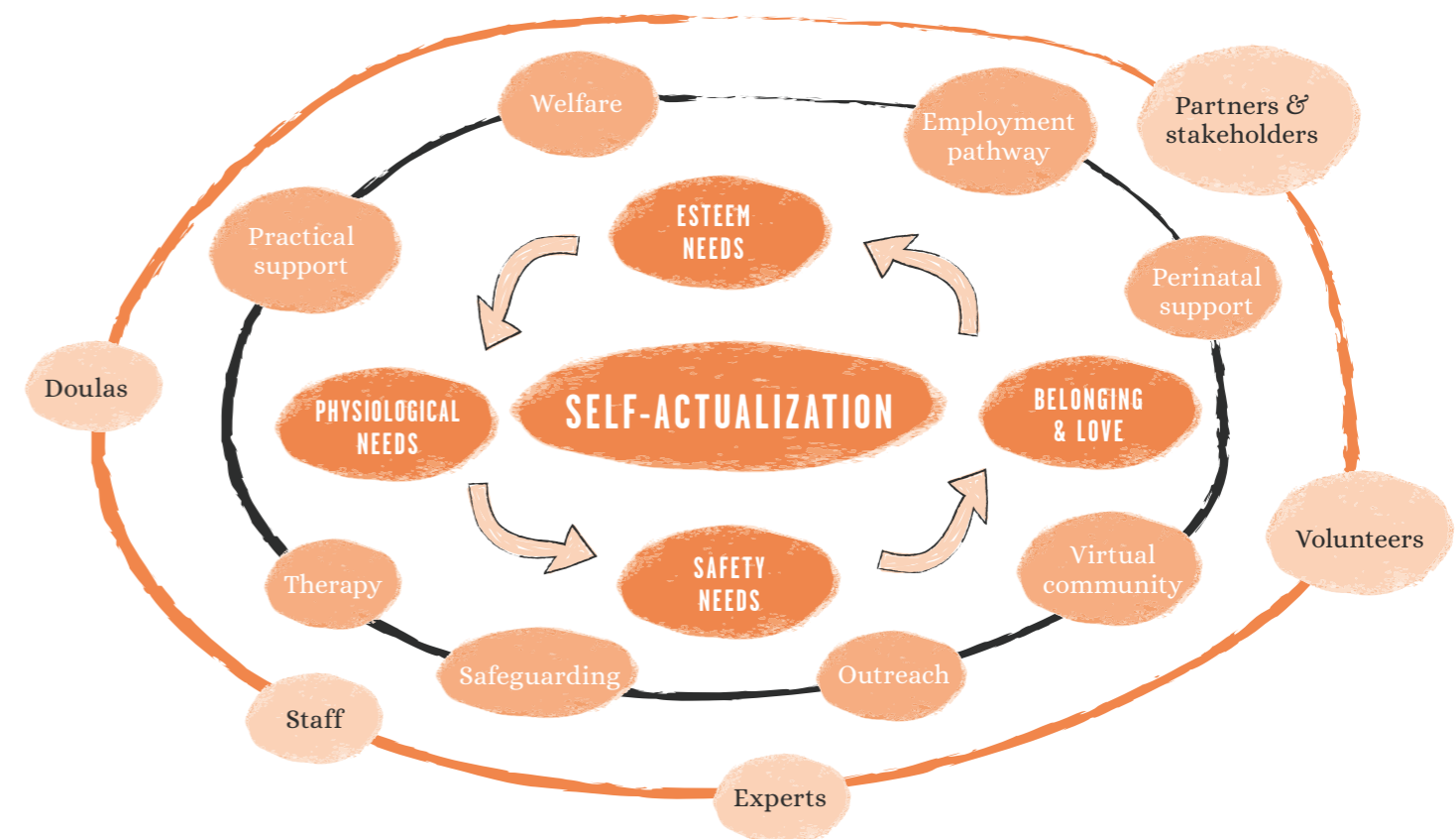
## HOW WE MAKE CHANGE HAPPEN

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

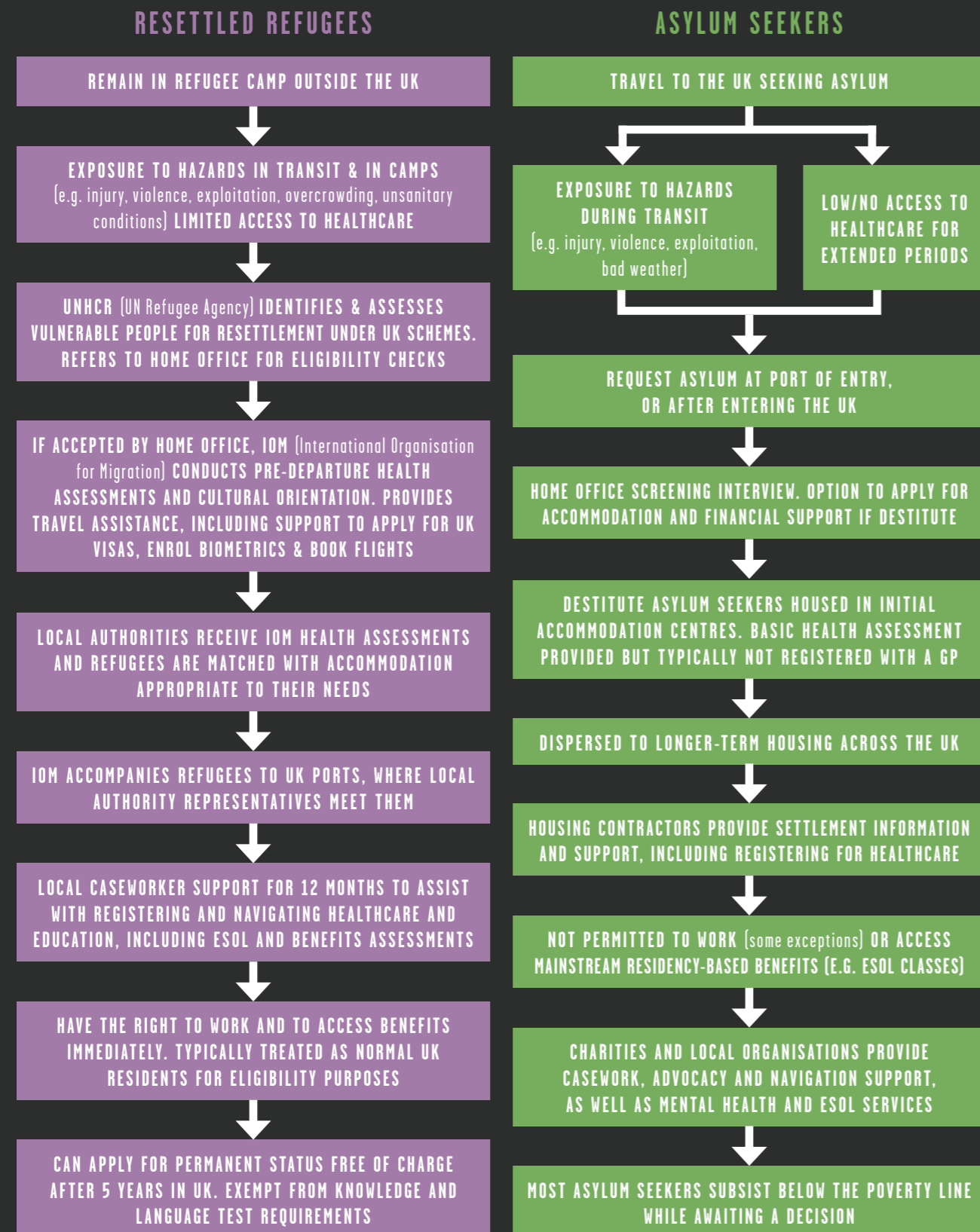
315 Hospital bags / 11 Breasts pumps

540 Data Sims

500 Winter coats

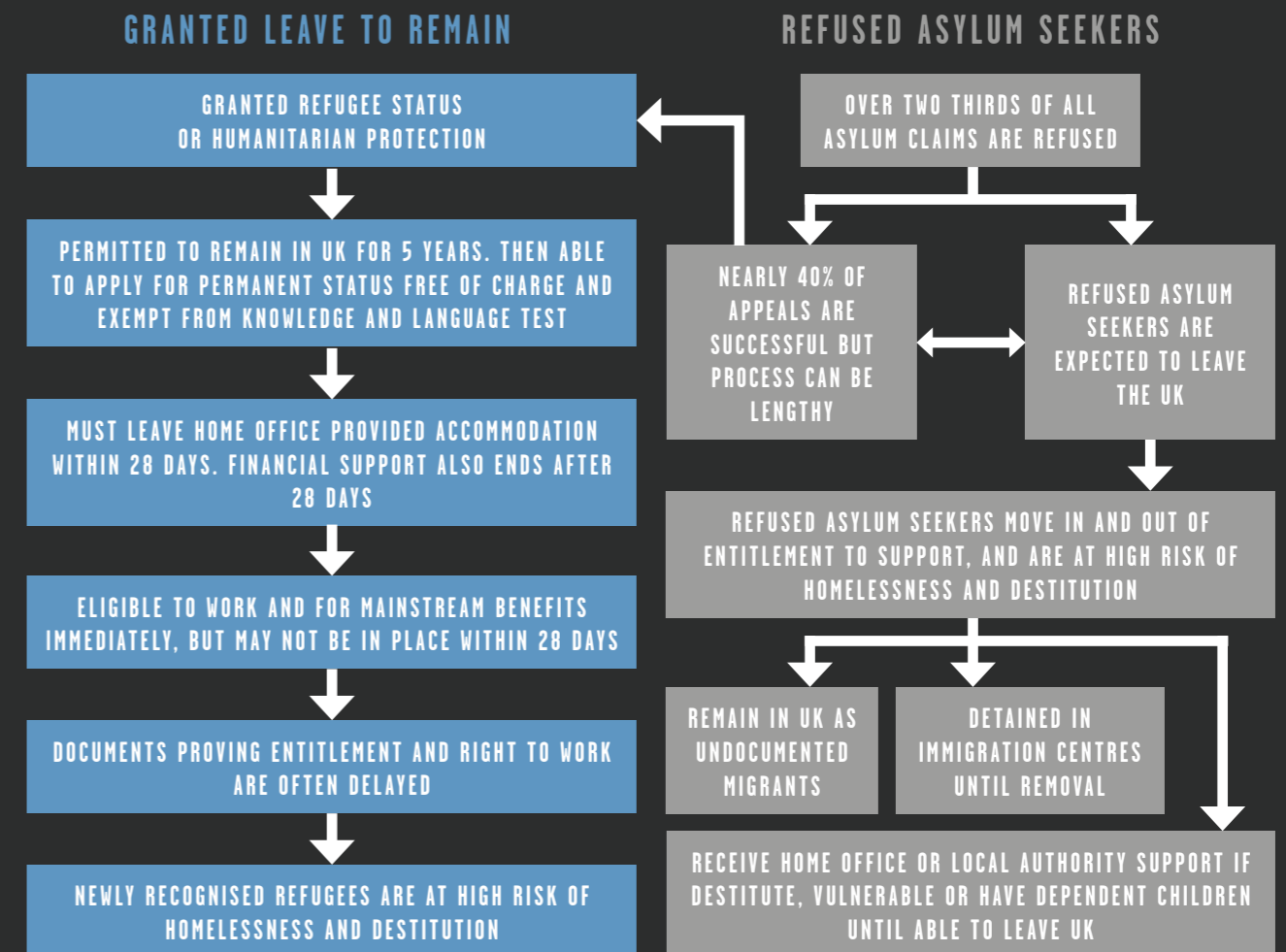
# THE REFUGEE JOURNEY

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 women to asylum in the UK.



Data sourced from BMA

“Undoubtedly, HBC is very helpful to all mums that we are here as immigrants and to know what is going to happen when we give birth.”

“It’s to be said that HBC stayed with us, it was very helpful for a single mum to deal with a lot of things and HBC released my stress as well and they gave me hope to enjoy my life again.”

# 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.

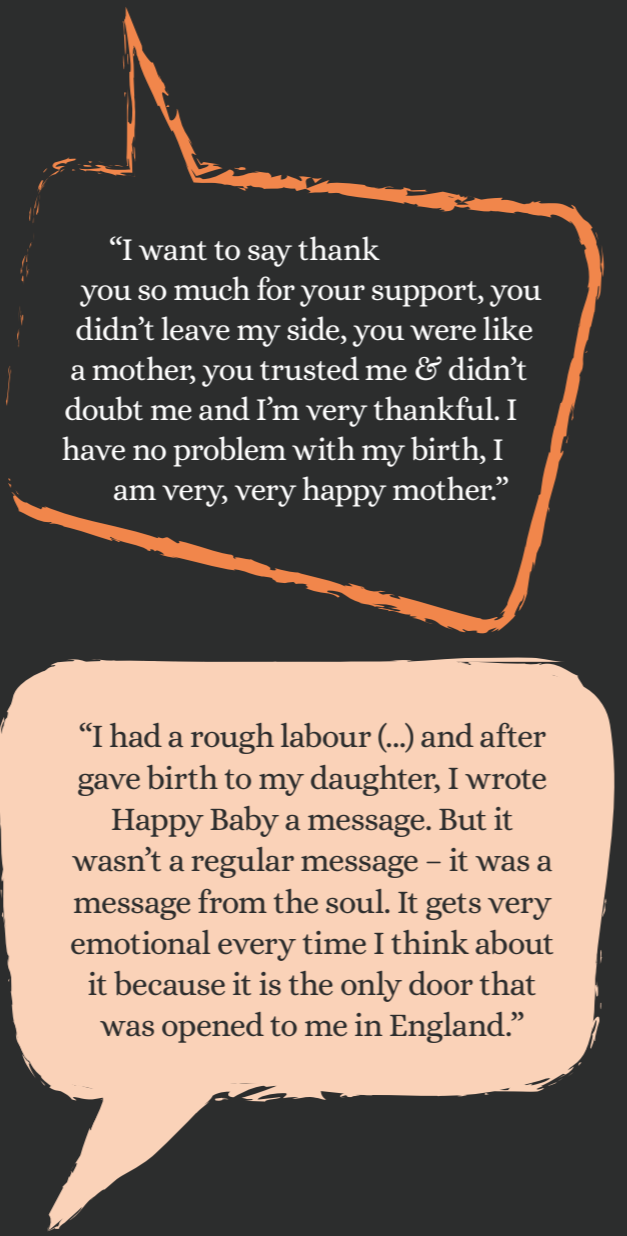
**FUNDING & RESERVES:** The charity has evaluated its funding sources and reserves to determine their adequacy in supporting current and future activities. The Trustees have taken appropriate steps to secure funding and maintain sufficient reserves to cover potential risks and uncertainties.

**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.”

RENUMERATION 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)

C Sullivan

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



"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 babby. 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

# 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.

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

Approved by the Trustees and signed on their behalf by:	Signature	Print name	Date of approval (dd/mm/yyyy)
		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 Charites 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 include 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. Thereis 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 (£)
UNRESTRICTED		
AB Charitable Trust	-	15,000
Birthrights	-	4,320
Esme Fairbairn	15,000	
Lloyds	27,250	-
ICS	6,010	16,302
London Quakers	11,548	4,000
Marshall Family Trust	-	10,188
D McPhail	4,000	
National Lottery	-	9,666
Sir James Reckitt	-	5,150
Sutasoma Trust	7,132	7,000
Sylvia Adams	10,000	-
The Blue Thread	43,000	10,000
Other	62,382	30,694
Total unrestricted	186,321	112,320

	2022 (£)	2021 (£)
RESTRICTED		
Blue Thread	-	10,000
Cadbury Barrow	-	9,800
Croydon COF	-	5,000
Lloyds Bank Foundation	-	52,351
Smallwood Trust	-	24,831
HBC Redhill	-	26,285
Children in Need	33,149	-
London Churches	1,500	1,500
ROSA – Women Thrive Fund	49,831	-
First Community Health & Care CIC	22,890	-
Alliance for Better Health	14,580	-
NHS	-	8,333
Purley Food Hub	-	6,560
Hestia / Starting Well	69,192	171,578
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)

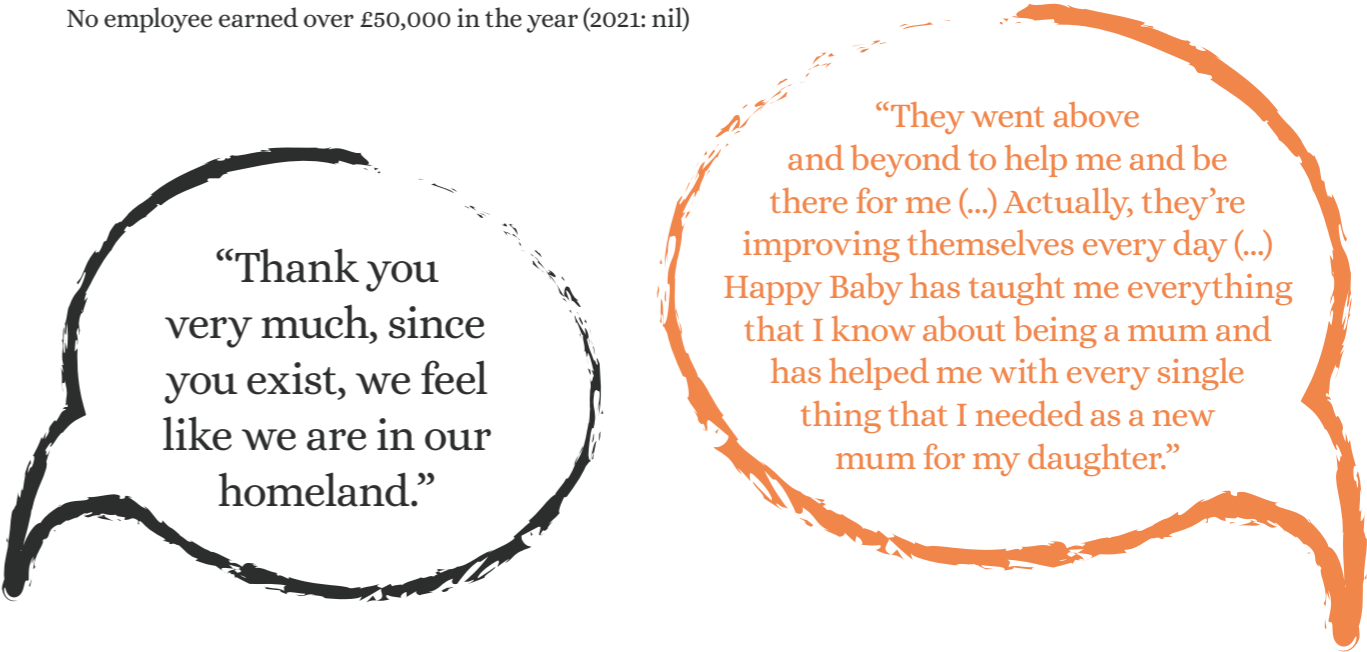
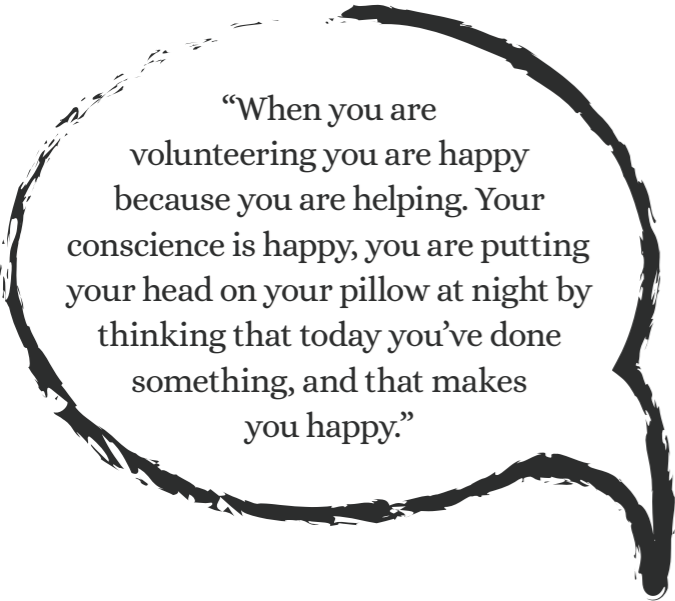
NOTE 3: EXPENDITURE

	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)



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

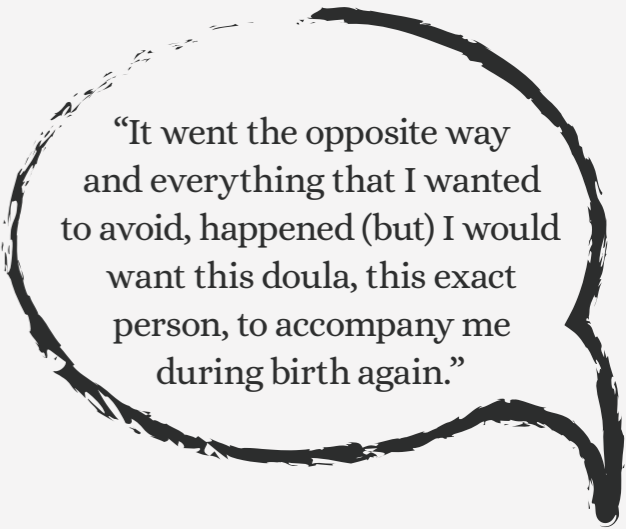
Sylvia Adams Charitable Trust – Childrens’ Program.  
ROSA- UK Fund for Women and Girls – Employment Program  
Alliance for Better Health – Redhill Community  
First Community Health and Care CIC – Redhill Community  
Smallwood Trust – Leadership Program  
Hestia – Starting Well – Perinatal Program.  
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.



# 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](http://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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