



**HAPPY BABY
COMMUNITY**



2025 WINNER OF
DOCKENDEN
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

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

Registered Charity – 1181633

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

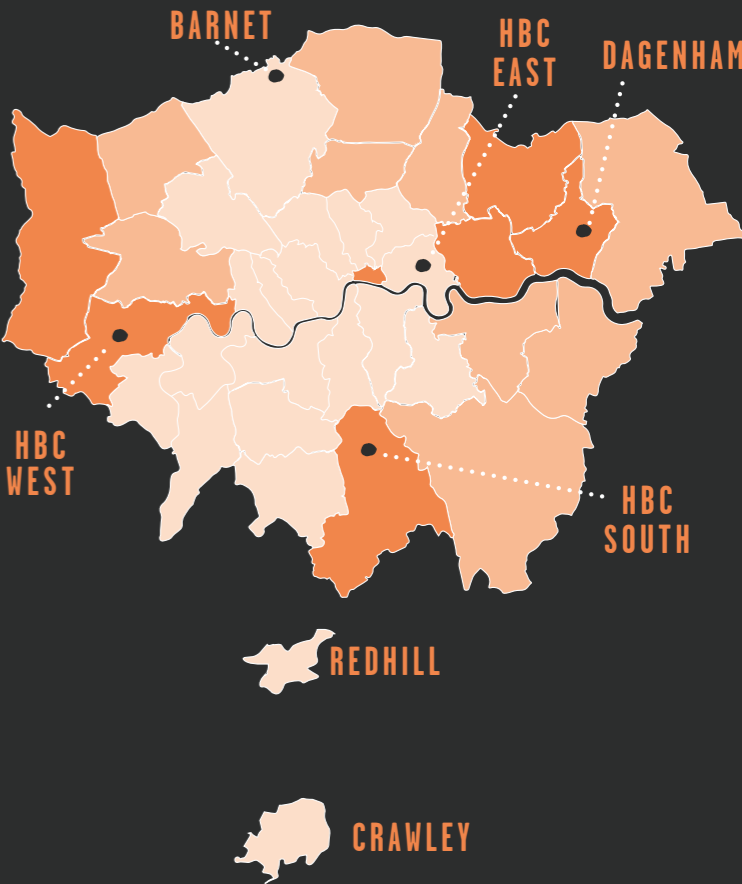
818

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:

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.

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.



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 | 285 Women supported with breastfeeding
490 Perinatal referrals | 468 English lessons run online
98% of the community reported feeling safe at the HBC community groups | 381 Welfare cases supported
46 Online medical & education sessions

Physiological needs

195,000 Own language texts sent in 2024 | 459 Hospital bags
7,140 Travel refunds to enable women to attend the community groups and leadership training | 342 Baby boxes
14,088 Breakfasts & lunches | 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.

HBC IMPACT ON MATERNITY SYSTEMS & OUTCOMES

- **BETTER BIRTHS:** Fewer unplanned interventions, more informed choices, closer connections form 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



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

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.

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

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

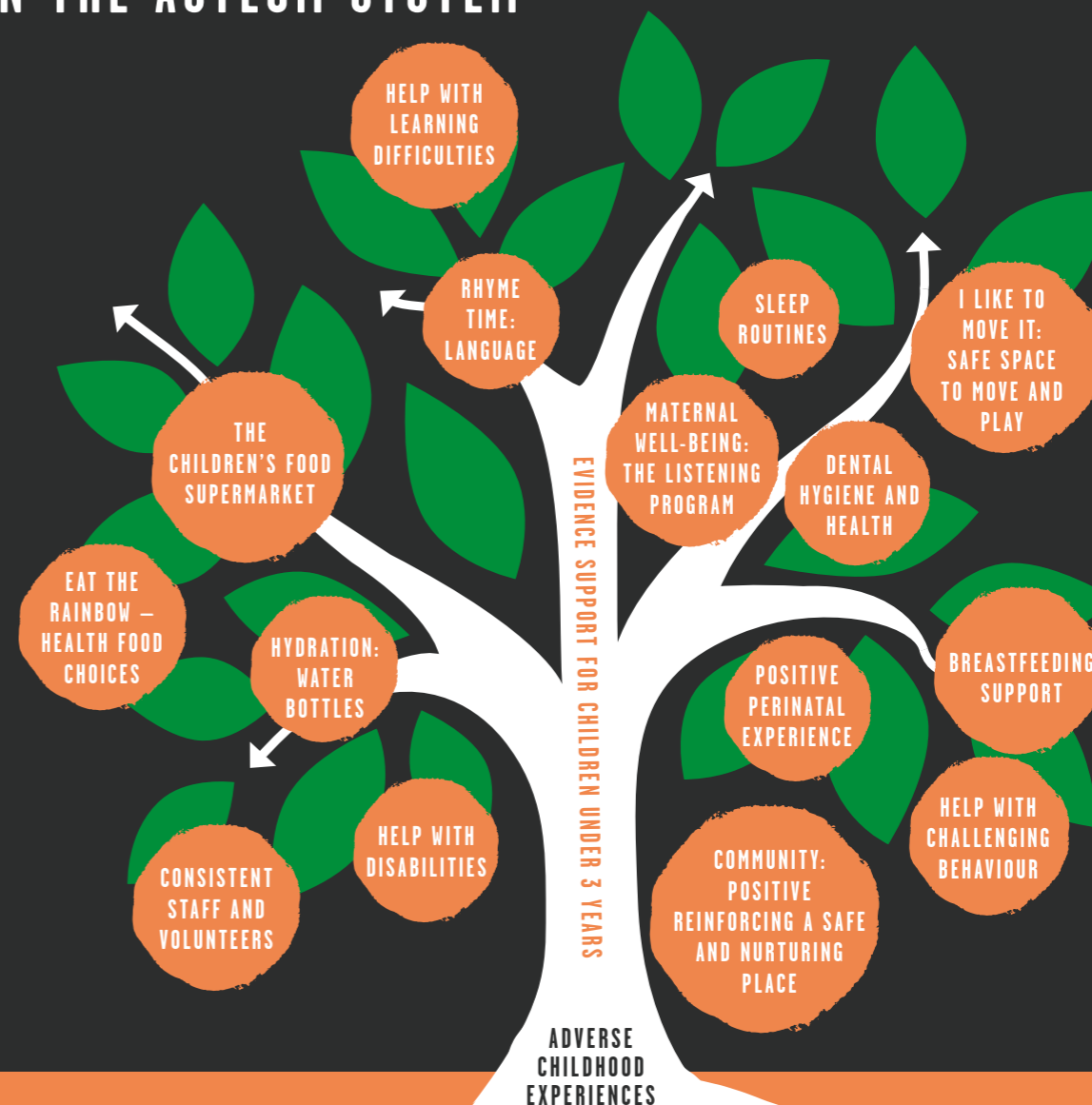
These are not minor disadvantages – they are structural harms. They affect physical growth, brain development, emotional wellbeing, and future learning. Without intervention, these children are at risk of lifelong disadvantage before they’ve even had a chance to begin.

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.

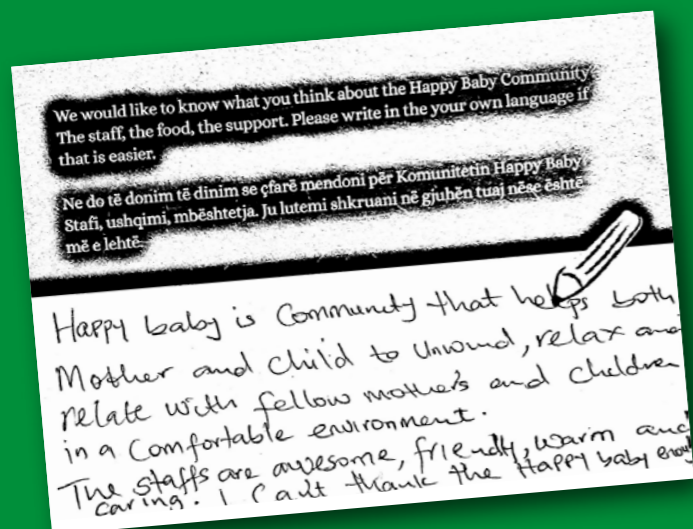
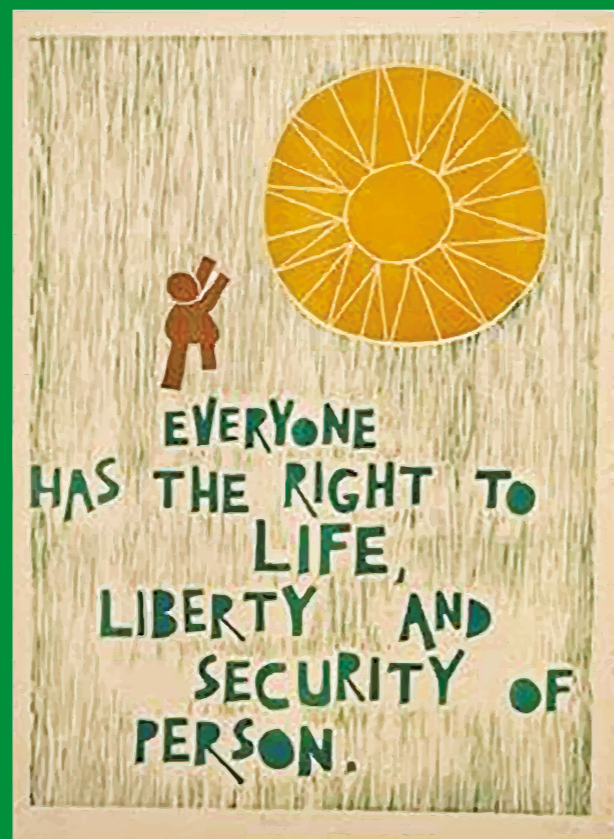
Through monthly online training sessions, we ensure our staff and volunteers are knowledgeable and prepared to identify signs of abuse, follow reporting procedures, and maintain confidentiality.

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



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



Reserves

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

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 Ibrier – 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**
Jesmina 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.

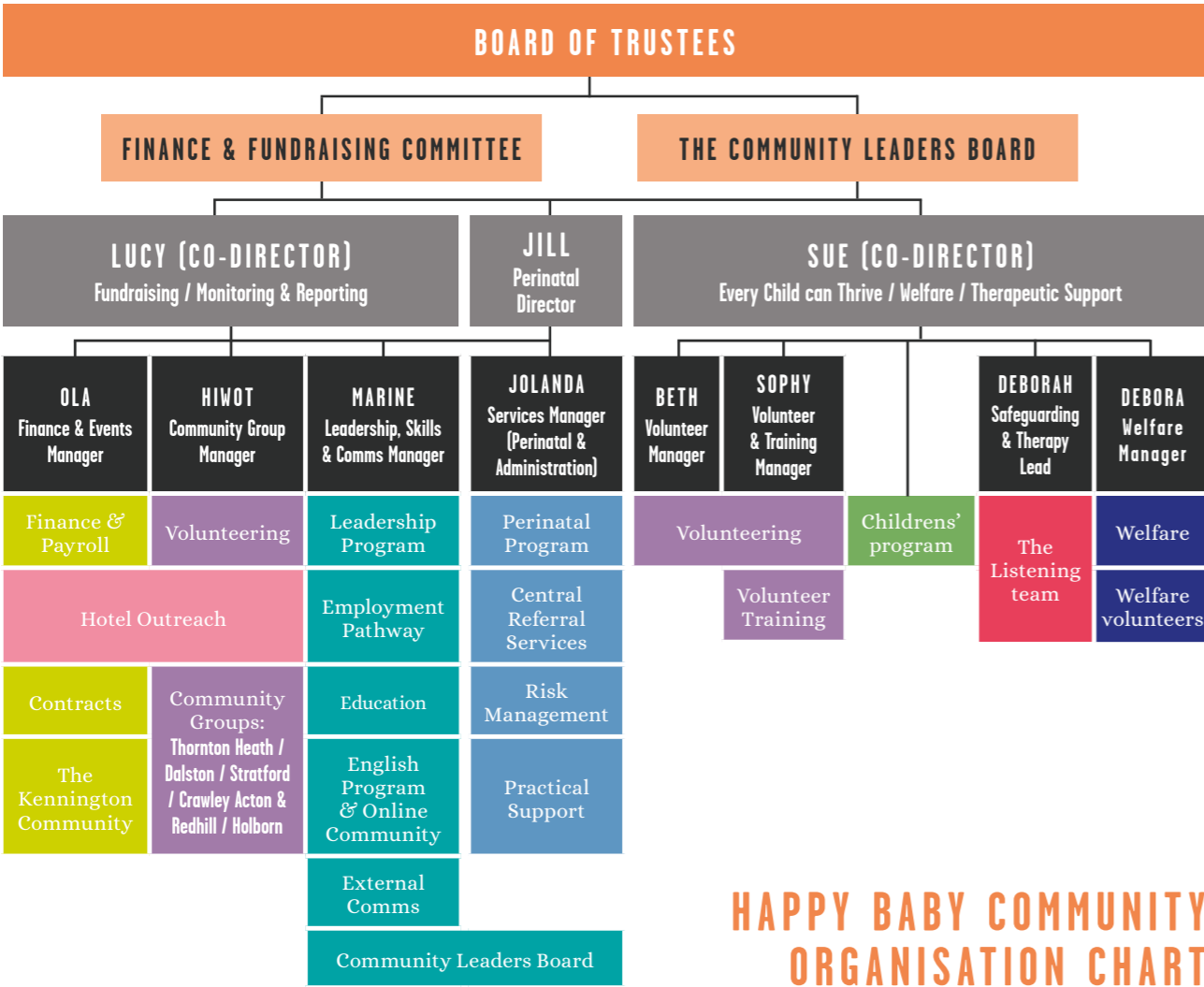
EQUITY, DIVERSITY AND INCLUSION

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.



OUR VOLUNTEERS: THE HEART OF HBC

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

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 Mani 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

		2024			2023		
	Note	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 Adjustments for:	2024 (£)	2023 (£)
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

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