

Charity number: 1182593



H4All CIO

Trustee report and financial statements
For the year ended 31 March 2021

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Reference and administrative information

For the year ended 31 March 2021

Charity number	1182593
Country of registration	England & Wales
Registered office	c/o: Harlington Hospice Association Lansdowne House St Peter's Way Harlington Middlesex UB3 5AB
Operating address	Key House 106 High Street Yiewsley West Drayton Middlesex UB7 7BQ
Trustees	Trustees who served during the year and up to the date of this report were: Non-Executive: Roger Calverley (Age UK HHB Board appointed December 2020) Ian Edwards (resigned December 2020) Hardeep Jhutti (Carers Trust Hillingdon appointed September 2020) Robert Parsons (resigned April 2021) Komal Raja (Mind in Harrow appointed November 2021) Margaret Roberts (Harlington Hospice Association) Vanessa Rumble (deceased December 2020) Jonathan Say (DASH appointed February 2021) Aegon Welsh (resigned September 2020) Executive: Vanessa Bonner (DASH) Sally Chandler (Carers Trust Hillingdon) Stephen Curry (Harlington Hospice Association) Benn Keaveney (HFEH Mind appointed November 2021) Julian Lloyd (Age UK HHB) Angela Stangoe (Hillingdon Mind resigned November 2021)

Reference and administrative information

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Partner organisations	Age UK Hillingdon Harrow and Brent (Age UK HHB) Carers Trust Hillingdon Disability does not mean inability (DASH) Hammersmith Fulham Ealing and Hounslow Mind (HFEH Mind) Harlington Hospice Association
Bankers	CAF Bank Ltd 25 Kings Hill Avenue West Malling Kent ME19 4JQ
Solicitors	IBB Solicitors Capital Court 30 Windsor Street Uxbridge UB8 1AB
Auditor	Sayer Vincent LLP Chartered Accountants and Statutory Auditor Invicta House 108-114 Golden Lane London EC1Y 0TL

Trustees' annual report

The Trustees present their report and the audited financial statements for the year ended 31 March 2021.

Reference and administrative information set out on page 1 forms part of this report. The financial statements comply with current statutory requirements, the charity's trust deed and the Statement of Recommended Practice – Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

Aims and objectives

1) Our vision

At H4All we aspire to creating environments where residents have access to responsive, fully integrated quality support and advice that helps them to stay independent and to take control of their lives.

2) Our mission

As five voluntary sector organisations working together and with others, we will combine our specialist skills and knowledge to improve the health and wellbeing of the residents of the London Borough of Hillingdon and beyond as opportunities arise.

3) Value statement

We are committed to the creation of successful, sustainable environments where people thrive. H4All combines the expertise of its member organisations – and works with others – to ensure that residents benefit from quality, holistic services that are value for money and that aim to reduce demand for primary care and social services.

4) Key messages:

- a) **Promoting integration:** We will promote good health and wellbeing through coordinated advice, support, and information. Our integrated services will be needs-responsive and designed based on residents' 'lived experiences'.
- b) **Innovating and reflecting:** We are creative and understand what improves life. Through regular reflection we will ensure continuous improvement and develop alternative models of care and support.
- c) **Collaborative advantage:** We will bring scope, scale, and value to new and emerging models of care. We will work closely with the CCG and Hillingdon Health and Care Partnership to reduce – or significantly delay – demand for health and care services and will work to

capitalise on the detailed and extensive understanding of population health needs that is held by the wider third sector.

- d) **Scalability and leadership:** We will provide third sector leadership across NW London and beyond to share our learning and to find collective solutions to the challenges faced by statutory health and care services.

Context and background

H4All is a formal joint venture company, developed by five Hillingdon-based charities: Harlington Hospice, Carers Trust Hillingdon, Age UK Hillingdon, Harrow & Brent, Hillingdon Mind and Disablement Association Hillingdon (DASH). It has been operational since September 2015, originally as a Community Interest Company (CIC) and, since March 2019, as a Charitable Incorporated Organisation (CIO). H4All has a growing local, regional, and national reputation as a thought-leader in the transformation of health and care services and is now leading the development of a new collaboration of third sector organisations across the eight boroughs of NW London.

Our Community Health and Community Development teams take a three-pronged approach to improving health and wellbeing:

- a) **Health promotion and prevention:** firstly, our work promotes health and the prevention of illness and disease through health coaching, education, and encouragement to make healthier lifestyle choices. The H4All Community Health team and the five sovereign charities collectively offer a broad range of advice, exercise, and wellbeing services for residents of all ages and abilities. Residents are offered a full lifestyle check (triage) and a bespoke package of services is 'prescribed' for them, as well as receiving personalised support from a Wellbeing Support Officer as appropriate.
- b) **Tackling the wider determinants of health:** H4All takes an holistic – or whole-person – approach, which addresses social issues, thereby tackling the wider determinants of health, as well as providing health coaching, which helps people to better understand and manage their long-term conditions. Through this active case management, the service offers a credible alternative to clinical referral for General Practitioners and other clinicians. Through the use of pre- and post-intervention Patient Activation Measure (PAM) assessments, and by tracking GP data, we have been able to improve appropriate usage of GP appointments and hospital attendances, which can be monetised to demonstrate savings.
- c) **Working with the wider third sector:** we are working with other charities to capitalise on the knowledge that is held by the third sector and to use this to inform the design, purchase, and delivery of health services. Rather than trying to support people through long-established and often inflexible health services, we are working as one of the four partners of the Hillingdon Health and Care Partnership (HHCP) to align health services against the needs of the communities they serve. We are also funded to develop the capacity and

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knowledge of the sector to facilitate its engagement with new and emerging NHS and primary care structures and since Covid, we have had a concerted focus on sector recovery.

Additionally, the five partner charities have developed shared services and consistently explore ways to improve joint-working that result in cost-savings and the driving of resources to the frontline. We will continue to explore new ways of saving money and of sharing resources wherever possible.

Finally, on 1 April 2019, H4All took over the ownership and management of Key House in Yiewsley. We were working to develop this fabulous resource to benefit our local communities and the groups and organisations that serve and support them, however, things stalled somewhat in 2020–21 because of the pandemic and resultant restrictions.

Strategic objectives

Of necessity H4All works to an emergent strategy and our success to date has resulted in no small way because of our ability to respond rapidly to new opportunities. We are agile and innovative and do not want to lose this creativity and energy by being too rigid or detailed in our developmental plans. However, trustees are also clear that we need to avoid 'mission-drift' so we have settled on the following six high level and aspirational objectives, which we believe will provide an operational framework with which to 'sense-check' our work:

- a) To be the interface between statutory commissioners and the wider third sector and make best use of – and grow – social capital in Hillingdon.
- b) To design, deliver and grow health and wellbeing services as a means to reducing pressures on the NHS in Hillingdon and beyond.
- c) To develop the Health and Wellbeing Alliance, engage the broader third sector with the new and emerging neighbourhood structures, encourage collaboration and develop a population health model used by commissioners.
- d) To continue to develop our partnerships with stakeholders in the health and care economy in Hillingdon, across NW London and beyond, and to be recognised as expert thought-leaders in the developing relationship between statutory and third sector services.
- e) To continue to explore opportunities to save or share costs, thus ensuring that we maximise the amount of resources invested in the front line, including the development of Key House as a vibrant and well-used community resource that supports third sector organisations in Hillingdon to grow and thrive.
- f) To develop a series of products, in particular scalable and saleable models of working, that can generate income for H4All.

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Cross-cutting objective: To improve our digital connectivity in three ways: as five charities working together; as a leader for the wider third sector with a future need to collate disparate health data, and how we connect with NHS and GP systems.

The trustees review the aims, objectives, and activities of the charity each year. This report looks at what the charity has achieved and the outcomes of its work in the reporting period.

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 have considered how planned activities will contribute to the aims and objectives that have been set.

Activities

The charity's main activities and achievements in 2020–21 are detailed below. Whilst all our charitable activities usually focus entirely on the delivery of our aims and objectives and are undertaken to further H4All CIO's charitable purposes for the benefit of the public, the global pandemic has necessitated changes and/or additions to our usual activities. Our responses are detailed here:

1) Pandemic response:

In March 2020, H4All and its five sovereign partners working in partnership with the London Borough of Hillingdon launched a Corona Support Service and Emergency Food Hub. Our primary objectives were to support any Hillingdon residents impacted by Coronavirus, especially those:

- who had the virus
- who were having to self-isolate
- with disabilities
- who were frail, elderly, vulnerable
- without access to transport
- who were socially isolated or lonely.

The primary task was to ensure that those residents had access to:

- emergency food parcels
- general food shopping
- prescription medications
- essential health equipment

More bespoke support was also provided, including:

- priority post
- topping up gas/electric/phone
- access to baby products (formula, nappies etc.)

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- sanitary products
- dog walking

The Emergency Food hub was managed and staffed by the Community Development team and its 30 community response volunteers, with premises and food ordering and storage provided by the Council. From March–July 2020, we:

- delivered 1,100 emergency food parcels
- collected 350 prescriptions
- distributed 850 freshly cooked meals received from Holland and Holland Shooting Club
- coordinated the Community volunteer programme and accessed volunteers from a range of services to assist where necessary. These included volunteers from the London Fire Brigade, local Councillors, Library Services and Safer Neighbourhood teams, as well as individual residents.

H4All also focused on support for those on the government shielding list and residents referred via local Care Connection teams. We offered:

- Care calling – regular weekly contact offering emotional support through phone and video calls
- Health coaching – through phone and video calls
- Social contact /check-ups through phone and video calls via a pool of trained volunteers
- Ensuring patients remain physically active whilst isolating using video calls and apps
- Care calling and emotional support and signposting for victims of domestic abuse
- Ensuring access to essential services – gas, electric, phone, post
- Registering residents for repeat prescriptions delivered by pharmacies
- Signposting to providers to support with finances, benefits, housing, employment
- Processing of bespoke needs/requests

Headline outcomes include:

- 354 volunteers were recruited and supported into various roles
- Weekly care calls are still being delivered to 86 residents by 37 volunteers, with a further 17 volunteers returning to work after their furlough and 63 residents no longer needing calls
- We provided volunteers to pharmacies to support the delivery and collection of pulse oximetry equipment for the monitoring of Covid symptoms in the community
- GP practices received an H4All transport resource pack to offer a range of options for their patients to ensure patients could safely attend their vaccinations. One of H4All's sovereign charities, Age UK HHB) was part of the combined Northwest London partnership between Uber and NWL Age UKs, offering free transport to vaccination centres for all residents over 50 years.

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- We coordinated the vaccine programme for third sector staff and volunteers, with 150 booked for their first vaccinations in the first wave for frontline health and care staff. The team continued to coordinate first and second wave vaccinations for all third sector staff until all were vaccinated.
- One of the H4All sovereign charities, Carers Trust Hillingdon, also supported the Council and HHCP to deliver the carer vaccination programme, ensuring that unpaid family carers had timely access to vaccinations.
- We received and distributed cash donations, which in turn prompted a Virgin 'Just Giving' page for other donations to support the sector's response to the pandemic. Money raised was used to develop a small, discretionary Hardship Fund.

1) Community development:

a) Sector recovery and development

The Community Development team was instrumental in spearheading the sector's response to the pandemic, as well as working closely with the Council to support residents. Because of their proximity to the sector both through the combined Covid responses and the capacity building and infrastructure support they provide, the team was well placed to identify the huge unmet need across the sector in terms of its resilience, capacity and longer-term viability following the pandemic.

The financial impact of the pandemic on the third sector is well-documented and is playing out nationally, most notably disadvantaging both very large and very small charities. Many medium sized organisations are currently fairly buoyant due to the plethora of new grant funding to support their Covid responses, however, we are also taking a prudent approach as the impact of the pandemic on future funding is, as yet, unclear. We anticipate significant funding challenges over the next 2-3 years as grant givers and funding bodies try to recoup losses from the crisis and re-focus their investments to better respond to new and changing need for support, meaning currently funded services might struggle to secure ongoing investment.

In response to the impact on the many smaller groups and organisations, the Community Development team has worked hard with the diverse range of smaller voluntary groups and organisations that work in the heart of our communities to ensure their continued viability and promote sector recovery by:

- Hosting a virtual Health and Wellbeing Alliance meeting to better understand the impact of covid on the sector. Alliance membership now stands at 67 groups and organisations.
- Securing funding for a grants programme that offered small grant investment in IT and infrastructure to 'future proof' their operations. Six local groups benefitted from this funding.

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- Placing 27 volunteers in various roles to ensure groups' continued operation and/or increase their capacity for support.
- Providing training on managing and supporting volunteers, including two volunteer wellbeing programmes.

b) Community Champions programme

The Community Development team has developed a new programme in partnership with the London Borough of Hillingdon. Initially developed to support Covid and vaccination programme messaging into the heart of communities, Community Champions have become a key part of the team's communication with the communities we serve.

17 volunteer Community Champions to date have been recruited (against a target of 30). They have received a range of training to enable them to support the communities of which they are a prominent member, initially delivering Covid safety messages, the roles evolved to deliver vaccination information and Champions have played a role in tackling misinformation about the vaccine. The programme will be retained and developed post-Covid to support more general health messages and will link closely with the new My Health Hillingdon health education programme.

2) Community Health Services:

a) Wellbeing Service

H4All has continued to deliver its core Wellbeing Service. The service has been extended from over-65s to all people over the age of 18 years who are: living with one or more long-term conditions; at risk of deteriorating health or showing signs of frailty; not engaged in managing their condition(s); and/or who are socially isolated or lonely. The service aims to delay or reduce the need for costly health services and promote more appropriate use of these services. It provides:

- Residents with the tools, strategies and understanding to better manage their long-term conditions and make better informed choices about their future health, wellbeing, and quality of life.
- A seamless link to the extensive health and wellbeing 'offer' in the third sector, which is preventative in nature. This is particularly appropriate for people who are lonely or isolated or whom, through the GP risk stratification process, are identified as being unstable or at risk of deterioration.
- A credible alternative to clinical referral for primary and secondary care staff.

b) High-intensity user (HIU) service

A non-clinical service that works intensively with the top 50 users of emergency health services, H4All staff are actively addressing the many social and psychological issues that cause individuals to over-use A&E and 999 services. This cohort accounts for £7 million of the annual health and care spend so by providing alternative sources of support, H4All is reducing their usage of, and dependence on, more costly frontline services.

c) Active case management

A service provided the next cohort of around 4,000 high consumers of health services with H4All Wellbeing Support Assistants working as part of the borough's multi-agency Care Connection teams. This group of the population account for around 50% of the annual health spend and, through close and careful active management, H4All is also promoting more appropriate use of these resources.

d) NHSE Social prescribing Link Worker programme

H4All also competitively tendered for the contract in Hounslow and has developed and delivered the Linkworker programme there in partnership with Groundwork. H4All manages the Link Workers for three of the five Hounslow Primary Care Networks, with Groundwork managing the other two. However, the organisations combined resources and H4All provided all the training and development, with Groundwork managing the recruitment and HR elements of the programme.

e) My Health Hillingdon

This is a new service in H4All's portfolio and is delivered in partnership with Hillingdon Primary Care Confederation CIC. My Health is an accredited education programme for Hillingdon residents, which aims to empower people to take control of their own health and long-term conditions through a programme of interactive workshops. We are expanding the programme, which now includes conditions such as Diabetes type 2, COPD (respiratory breathing conditions), Children's Asthma and Healthy Hearts. In addition, My Health has achieved an official accreditation for the Diabetes type 2 and Pre-Diabetes workshops.

3) Management of Key House:

H4All continues to manage of Key House, a Community Resource Centre in Yiewsley. Whilst significantly impacted by the lockdown, we still manage the tenancies of the other charities that are based on the site and have restarted to plan for improving the building as a vibrant resource for the local community.

4) NW London development:

In response the changing patterns of health commissioning, H4All has taken a leadership role at a NW London level to develop their collaborative model of working across the third sector in the eight boroughs of NW London. Working with a broad range of partners from the London boroughs of Harrow, Brent, Ealing, Hounslow, Kensington and Chelsea, Hammersmith and Fulham and Westminster, under H4All's leadership the sector is organising itself to simplify access to the thousands of charities across the area for statutory sector commissioners.

Supported by the objectives of the NHS England Long Term Plan, H4All and its partners are promoting the sector as a critical partner in the recovery and redesign of health services. Additionally, they are articulating how the sector can support the emerging NW London Integrated Care System (ICS) to address health inequalities, tackle the wider (social) determinants of health,

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prevent long-term condition deterioration, promote more effective condition management, develop 'social prescribing' models of working, and function as an equal delivery partner in the new system.

Progress to date includes:

- Inclusion in NHSE Third Sector Development programme with small associated investment in our development
- Signed off on Governing Principles and Joint Working agreement
- Agreed logo and branding
- Started sending out sector messaging and engaging the wider sector
- Working to develop System messaging, including agreeing our expectations of the system
- Have reps on relevant on ICS Board, Portfolio Boards and Local Care Board working groups and are in discussion with Borough Leadership teams
- Working through infrastructure bodies to improve and level out engagement with borough-level structures and supporting wider sector engagement.

For more information visit: www.3stnwl.org.uk

Achievements and performance

As per H4All's vision and mission, the work that the organisation has undertaken in the year is making a significant contribution to the development of environments where residents have access to responsive and quality support and advice that helps them to stay independent and to take control of their lives. H4All has a growing reputation locally, regionally, and nationally and is now developing new programmes of work both inside and outside the London Borough of Hillingdon. However, due to external circumstances beyond our control, 2020-21 has seen a lengthy interruption in terms of the development of our services. Despite this we won a new contract to deliver the My Health programme and have a number of new opportunities in the pipeline, as well as the great strides we have made in terms of our partnership working at a NW London level.

Headline statistics by service are:

a) Covid response:

- 1,777 total residents supported
- 493 of these were already known to the service pre-Covid
- 1,284 were new clients via the Covid Hub and shielding lists
- They were supported via 7,239 contacts over 1,806 hours

b) Wellbeing Service:

- 766 new clients
- 287 returning clients
- 1,053 total residents supported via 11,754 contacts over 2,976 hours
- From March – August all staff from this team were part of the Covid19 response

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c) High intensity user service:

- 23 new clients
- 5 returning clients
- 28 total residents supported via 4,950 contacts over 1,942 hours

d) Active case management via Care Connection teams:

- 862 new clients
- 605 returning clients
- 1,467 total residents supported via 14,586 contacts over 2,498 hours
- From March – August all staff from this team were part of the Covid19 response

e) Social-prescribing link worker programme:

- We recruited and trained 10 Link workers for three Primary Care Networks
- They supported a total of 269 clients in their roles, prior to being redeployed to support primary care activity during the pandemic, most notably supporting the vaccination hubs.

Beneficiaries and stakeholders

H4All's beneficiaries and stakeholders include:

- a) All residents in the London Borough of Hillingdon that meet the service specifications. They can self-refer to H4All services or be referred by a health professional.
- b) The five sovereign charities: Age UK Hillingdon Harrow and Brent, Disablement Association Hillingdon (DASH), Harlington Hospice, Carers Trust Hillingdon, and Hillingdon Mind.
- c) Hillingdon CCG, HHCP (Hillingdon Health and Care Partnership) and the GP Confederation Hillingdon CIC.
- d) The London Borough of Hillingdon. The council is regularly updated on developments within H4All and has been very supportive of the work H4All has undertaken to improve closer working across the 3rd sector.
- e) The wider third sector in Hillingdon through the Health and Wellbeing Alliance and the many small groups that access the central support function.
- f) NHS England, NW London Integrated Care System (ICS) and the broad range of third sector organisations working collaboratively with H4All in NW London. Ultimately, beneficiaries will include the residents of NW London.

Consultation

H4All secures regular feedback on its services from stakeholders through a link on their website: <http://www.H4All.org.uk/community-engagement>

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The sovereign organisations of H4All all have well-established programmes of consultation and all services that they deliver are designed based on the needs of their core user groups. Many hold regular forums and public events to ensure that residents can influence priorities, service development and new investment. H4All also convenes a regular meeting of the Hillingdon Health and Wellbeing Alliance to ensure that the wider third sector is engaged with collaborative work. H4All and the sovereign charities support the Council and the CCG with a broad range of resident engagement and consultation activities each year.

Financial review

H4All has continued to grow its services and therefore turnover, despite the challenging backdrop in 2020/21. The growth reflects the confidence of health Commissioners at both NHS and Primary Care Network level in partnership working with a proven third sector organisation. The specific programmes, as noted above, are –

- The Wellbeing Service in Hillingdon, our flagship programme that has been running since 2016, funded by the Hillingdon Clinical Commissioning Group (CCG);
- The High Intensity User service commenced in January 2019, funded by Hillingdon CCG via the Hillingdon Healthcare Programme (HHCP) with an additional resource for an extra member of staff given in year;
- Active Case Management service commenced in the autumn of 2019; another programme funded via the Hillingdon CCG;
- Social Prescribing services in Hounslow, funded by three of the five Primary Care Networks;
- Hospital services programmes in Hillingdon for over 65-year-olds, run by Age UK Hillingdon, Harrow and Brent, which include a Take Home & Settle service, Falls Prevention, and support to older patients in the Accident & Emergency department of The Hillingdon Hospital
- My Health Hillingdon, delivered in partnership with the GP Confederation, funded by Hillingdon CCG

The work to develop the third sector community in Hillingdon has been funded by grants from the City Bridge Trust, London Borough of Hillingdon and the LHC Community fund. The City Bridge Trust grant runs for three years from May 2019. The team are actively seeking new resource to continue to fund the Community Development team for the sector support work from 2022 onwards, which they anticipate will come for a number of sources across contracts and via a corporate grant from the Council. However, a funding application to the Big Lottery has also been submitted.

H4All continues with the ownership and management of Key House, taking responsibility for providing low-cost rental space for local community organisations and ensuring the upkeep of the building. Key House employs the only direct employee of the charity, the building's caretaker. Operational and financial shared services staff are employed by the partner charities and seconded to H4All. Hospital services staff are employed and work in Age UK Hillingdon, Harrow and Brent.

Finally, H4All has secured funding to develop two new programmes of work in the 2021/22 financial year: Lung Health and Compassionate Neighbours.

At the end of the reporting period H4All holds funds of £2,272,900 of which £2,103,802 is restricted funding. Key House property, included in the restricted fund, was valued at £2,100,000 on acquisition, and is now valued at £2,034,075 as its value is being depreciated over 50 years.

H4All holds unrestricted funds of £169,098. In 2021 H4All has achieved its planned reserves, supporting stability and sustainability.

Reserves policy and going concern

H4All's Reserves policy describes the rationale for holding and calculating its Operating Reserve. The minimum level of the Operating Reserve is determined by key expenses to the organisation to ensure Trustees can meet all liabilities in the event that key funded services need to be wound down. These are:

- Statutory redundancy costs for employed staff, and for seconded staff for the period for which they have been seconded to H4All. Redundancy costs for time that seconded staff worked for their parent organisation prior to their work with H4All will be met by the parent organisation.
- Cashflow reserves, where the payment of contract or grant income can be delayed by up to two months. This does not include recharged costs to H4All partners, who accept delays in payment under these circumstances.
- Repair and maintenance costs for Key House: the merger of H4All CIO with Key House Trust has passed over the responsibility for ensuring that Key House remains a valuable asset for developing the third sector in Hillingdon.

The calculation to meet these conditions has resulted in a target operating reserve of £155,250. At 31 March 2021, unrestricted reserves, excluding fixed assets, totalled £164,146, slightly higher than the target reserves.

H4All has been a significant partner with the Hillingdon and North West London CCGs during the pandemic. H4All Board members are playing a key role in developing the role of the third sector in North West London's response to the NHS National Plan. H4All has received seed corn funding of £65,000 FROM NHS England for the 2019/20 and 2020/21 financial years to scope the third sector role for this programme.

H4All has contractually guaranteed revenues covering most of the next 12 months at previous year's levels with inflation linked rises. It also is expanding services particularly in Social Prescribing arena that provides a good contribution to H4All. In addition, it has won new contracts such as My Health

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Hillingdon that further underpins the forecast for 2021. As such there are no material uncertainties, and the board consider H4All CIO to be a going concern.

Principal risks and uncertainties

The trustees regularly review key risks and mitigation policies which are reviewed at board meetings. Priorities are to manage a balanced budget and prudently expand services in line with the strategic plan.

Internal processes are constantly reviewed with the objective of increasing overall efficiency. H4All income for 21/22 is underpinned by multi-year contracts and inflation linked renewals. The acquisition of Key House has significantly strengthened the charity's position. As a result, the board sees no material uncertainties in the coming 12 months.

Fundraising

H4All does not engage in any material fundraising activities. All its income comes from NHS related contracts, Local Authority funding or grant applications from a range of Charitable Trusts and Foundations.

Plans for the future

H4All is currently well established as a key partner in the Hillingdon Health and Care Partnership (HHCP). Over the past 12 months we have seen the emergence of a wider North West London (NWL) CCG and Integrated Care System (ICS).

H4All, leveraging experience and knowledge successfully gained from the HHCP partnership is keen to become a lead partner in this new system and has already placed key personnel onto the relevant boards. The aim is to both protect the hard-won influence that they have achieved in local structures and to ensure that 3ST, the Third Sector collaborative, becomes an equal delivery partner in the new system and is involved in services design and sector recovery.

Structure, governance, and management

The organisation first registered as a Community Interest Company (CIC) on 25 September 2015. It changed its status to Charitable Incorporated Organisation (CIO) and registered with the Charity Commission on 22 March 2019.

The charity is constituted under a Joint Venture Agreement dated 31 May 2016.

a) Appointment of trustees

All the Trustees of the charity are appointed as per the Joint Venture Agreement and the Board consists of at least one Trustee representative for each of the five sovereign charities. They are elected by the Board of the sovereign charity.

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The Board of Trustees is authorised to appoint new directors to fill vacancies arising through the resignation or death of an existing Trustee. Following a review of the organisation's governance in 2019, the sovereign charities' Chief Executives were appointed as Trustees in late 2019.

Following the resignation of the longstanding Chair of Trustees, Ian Edwards, due to his election as Leader of the Council, the Board has agreed to trial an Independent Chair. Work is underway to develop a role description and person specification and it is the intention to recruit a Chair that will be able to further H4All's aspirations across NW London.

All trustees give their time voluntarily and receive no benefits from the charity. Any expenses reclaimed from the charity are set out in note 6 to the accounts.

b) Trustee induction and training

All new trustees have access to an induction and any training they might need and have the opportunity to spend time with the current Chair to discuss the current status of the Board and organisation.

c) Related parties and relationships with other organisations

Trustee representatives from each of the five partner charities have a duty to report back on H4All activity to the sovereign Boards but also carry a delegated responsibility to make decisions affecting H4All on behalf of the charity that elected them.

Where there is a requirement in the Joint Venture Agreement for all five partner charities to make decisions, both the Trustee representative and Executive Trustee will ensure that the sovereign Board is able to make an informed decision on the matter in hand.

All trustees who represent other charities work on an arm's length basis.

d) Remuneration policy for key management personnel

H4All does not directly employ management personnel. Its senior management team (SMT) comprises individuals from the partner charities. As such any new appointments to the SMT would reflect policies of these charities which would include a combination of internal and external benchmarking through sites such as Charity Jobs, Indeed, and external HR advisors.

e) Statement of responsibilities of the trustees

Law applicable to charities in England and Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the charity's financial activities during the period and of its financial position at the end of the period. In preparing financial statements giving a true and fair view, the trustees should follow best practice and:

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- 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.
- 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 Charities Act 2011.

They are also responsible for safeguarding the assets of the charity hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information 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.

f) Auditor

Sayer Vincent LLP was re-appointed as the charity's auditor during the year and has expressed its willingness to continue in that capacity.

The trustees' annual report has been approved by the trustees on 28 January 2022 and signed on their behalf by:

Sally Chandler
Trustee

Opinion

We have audited the financial statements of H4All CIO (the 'charity') for the year ended 31 March 2021 which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 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 charity's affairs as at 31 March 2021 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
- 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 H4All'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

Independent auditor's report

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the other information contained within the annual report. 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. 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 course of 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 this gives rise to a material misstatement in the financial statements themselves. 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 trustees' annual report is inconsistent in any material respect with the financial statements;
- Sufficient accounting records have not been kept; 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 statement of trustees' responsibilities set out in the trustees' annual report, 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

Independent auditor's report

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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 are set out below.

Capability of the audit in detecting irregularities

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:
 - Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
 - Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
 - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
- We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience.
- We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.
- We reviewed any reports made to regulators.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater

Independent auditor's report

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regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission, or misrepresentation.

A further description of our responsibilities is available on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charity's trustees as a body, in accordance with section 144 of the Charities Act 2011 and regulations made under section 154 of that Act. 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.

31 January 2022

Sayer Vincent LLP, Statutory Auditor

Invicta House, 108–114 Golden Lane, LONDON, EC1Y 0TL

Sayer Vincent LLP is eligible to act as auditor in terms of section 1212 of the Companies Act 2006

Statement of financial activities (incorporating an income and expenditure account)

For the year ended 31 March 2021

	Note	Unrestricted £	Restricted £	2021 Total £	Unrestricted £	Restricted £	2020 Total £
Income from:							
Charitable activities							
Health & Wellbeing Services	2	1,270,711	–	1,270,711	912,780	–	912,780
3rd Sector development (Hillingdon)	2	39,100	174,700	213,800	–	172,991	172,991
Key House trading	2	50,959	–	50,959	68,400	–	68,400
Other trading activities	3	2,602	–	2,602	234	–	234
Acquisition of Key House	16	–	–	–	66,635	2,100,000	2,166,635
Total income		1,363,372	174,700	1,538,072	1,048,049	2,272,991	3,321,040
Expenditure on:							
Charitable activities							
Health & Wellbeing Services	4	1,228,032	–	1,228,032	886,593	24,392	910,985
3rd Sector development (Hillingdon)	4	37,375	164,335	201,710	16,797	123,628	140,425
Key House trading	4	16,742	32,962	49,704	63,726	2,637	66,363
Total expenditure		1,282,149	197,297	1,479,446	967,116	150,657	1,117,773
Net movement in funds	5	81,223	(22,597)	58,626	80,933	2,122,334	2,203,267
Reconciliation of funds:							
Total funds brought forward		87,875	2,126,399	2,214,274	6,942	4,065	11,007
Total funds carried forward		169,098	2,103,802	2,272,900	87,875	2,126,399	2,214,274

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 15a to the financial statements.

H4All CIO

Balance sheet

As at 31 March 2021

	Note	£	2021 £	£	2020 £
Fixed assets:					
Tangible assets	10		2,039,027		2,077,913
			<u>2,039,027</u>		<u>2,077,913</u>
Current assets:					
Debtors	11	304,159		68,259	
Cash at bank and in hand		419,574		237,879	
		<u>723,733</u>		<u>306,138</u>	
Liabilities:					
Creditors: amounts falling due within one year	12	(489,860)		(169,777)	
				<u></u>	
Net current assets			<u>233,873</u>		<u>136,361</u>
Total net assets			<u>2,272,900</u>		<u>2,214,274</u>
The funds of the charity:	15a				
Restricted income funds			2,103,802		2,126,399
Unrestricted income funds:					
General funds		169,098		87,875	
		<u></u>		<u></u>	
Total unrestricted funds			<u>169,098</u>		<u>87,875</u>
Total charity funds			<u>2,272,900</u>		<u>2,214,274</u>

Approved by the trustees on 28 January 2022 and signed on their behalf by

Sally Chandler
Trustee

Statement of cash flows

For the year ended 31 March 2021

	Note	2021 £	£	2020 £	£
Cash flows from operating activities					
Net income for the reporting period (as per the statement of financial activities)		58,626		2,203,267	
Less – non-cash transfer of acquisition Key House		–		(2,100,000)	
Depreciation charges		38,886		36,033	
(Increase) in debtors		(235,900)		(15,830)	
Increase in creditors		320,083		64,674	
Net cash provided by / (used in) operating activities		181,695		188,144	
Cash flows from investing activities:					
Purchase of fixed assets		–		(11,939)	
Net cash (used in) investing activities		–		(11,939)	
Change in cash and cash equivalents in the year		181,695		176,205	
Cash and cash equivalents at the beginning of the year		237,879		61,674	
Cash and cash equivalents at the end of the year	a	419,574		237,879	

Analysis of cash and cash equivalents and of net debt

	At 1 April 2020 £	Cash flows £	Other non- cash changes £	At 31 March 2021 £
Cash at bank and in hand	237,879	181,695	–	419,574
Total cash and cash equivalents	237,879	181,695	–	419,574

Notes to the financial statements

For the year ended 31 March 2021

1 Accounting policies

a) Statutory information

H4All is a charitable incorporated organisation registered with the Charity Commission for England and Wales.

The registered office address is Lansdowne House, Saint Peters Way, Harlington, Middlesex UB3 5AB and the principal place of business is Key House, 106 High St, Yiewsley, West Drayton UB7 7BQ.

b) 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) – (Charities SORP FRS 102), The Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

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

In applying the financial reporting framework, the trustees have made a number of subjective judgements, for example in respect of significant accounting estimates. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The nature of the estimation means the actual outcomes could differ from those estimates. Any significant estimates and judgements affecting these financial statements are detailed within the relevant accounting policy below.

c) Public benefit entity

The charity meets the definition of a public benefit entity under FRS 102.

d) Going concern

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

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 amounts of assets and liabilities within the next reporting period.

e) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that 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 the provision of a specified service is deferred until the criteria for income recognition are met.

f) Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

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:

- Expenditure on charitable activities includes the costs of delivering services undertaken to further the purposes of the charity and their associated support costs
- Other expenditure represents those items not falling into any other heading

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

Notes to the financial statements

For the year ended 31 March 2021

1 Accounting policies (continued)**h) Allocation of support costs**

Resources expended are allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned on the following basis which are an estimate, based on staff time, of the amount attributable to each activity.

Where information about the aims, objectives and projects of the charity is provided to potential beneficiaries, the costs associated with this publicity are allocated to charitable expenditure.

Where such information about the aims, objectives and projects of the charity is also provided to potential donors, activity costs are apportioned between fundraising and charitable activities on the basis of area of literature occupied by each activity.

● Health & Wellbeing Services	76%
● 3rd Sector Development (Hillingdon)	12%
● Key House trading	4%
● Support costs	7%
● Governance costs	1%

Support and governance costs are re-allocated to each of the activities on the following basis which is an estimate, based on staff time, of the amount attributable to each activity.

● Health & Wellbeing Services	84%
● 3rd Sector Development (Hillingdon)	15%
● Key House trading	1%

Governance costs are the costs associated with the governance arrangements of the charity. These costs are associated with constitutional and statutory requirements and include any costs associated with the strategic management of the charity's activities.

i) Operating leases

Rental charges are charged on a straight line basis over the term of the lease.

j) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £1,000. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use.

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The building value of £2,100,000 includes land valued at £451,870. Land is not depreciated. The building (Key House) is accounted for at historical cost less depreciation over 50 years.

The depreciation rates in use are as follows:

● Building assets	50 years
● Computer assets	4 years
● Fixtures and Fittings	4 years

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) Pensions

There are no H4All members of staff eligible for auto-enrolment and no staff member has voluntarily opted in. Seconded staff are opted in to their sovereign charity's pension scheme.

Notes to the financial statements

For the year ended 31 March 2021

2 Income from charitable activities

	Unrestricted £	Restricted £	2021 Total £	Unrestricted £	Restricted £	2020 Total £
NHS Hillingdon Clinical Commission Group	1,059,178	–	1,059,178	856,589	–	856,589
NHS North West London Clinical Commission Group	47,935	–	47,935	–	–	–
Primary Care Trusts Hounslow	143,594	–	143,594	56,191	–	56,191
The Confederation, Hillingdon CIC	20,004	–	20,004	–	–	–
Sub-total for Health & Wellbeing Services	1,270,711	–	1,270,711	912,780	–	912,780
City Bridge Trust	–	112,200	112,200	–	102,850	102,850
London Borough of Hillingdon	39,100	30,000	69,100	–	15,141	15,141
LHC London Community	–	7,500	7,500	–	15,000	15,000
NHS Hillingdon Clinical Commission Group	–	25,000	25,000	–	40,000	40,000
Sub-total for 3rd Sector development	39,100	174,700	213,800	–	172,991	172,991
Rental income	50,959	–	50,959	68,400	–	68,400
Sub-total for Key House Trading	50,959	–	50,959	68,400	–	68,400
Total income from charitable activities	1,360,770	174,700	1,535,470	981,180	172,991	1,154,171

3 Income from other trading activities

	Unrestricted £	Restricted £	2021 Total £	Unrestricted £	Restricted £	2020 Total £
Other income	2,602	–	2,602	234	–	234
	2,602	–	2,602	234	–	234

4a Analysis of expenditure (current year)

	Charitable activities						
	Health & Wellbeing Services £	3rd Sector Development £	Key House Trading £	Governance costs £	Support costs £	2021 Total £	2020 Total £
Staff costs (Note 6)	734,571	126,916	25,992	–	28,621	916,100	666,279
Age UK HHB Hospital Services	319,744	–	–	–	–	319,744	282,949
Other staff costs	14,324	135	361	–	1,933	16,753	22,523
Rent	12,132	4,368	–	–	–	16,500	16,500
Office costs	690	–	18,255	–	6,964	25,909	27,910
Other costs	–	–	3,869	–	1,432	5,301	4,324
Sundry expenses	24,407	97	–	–	712	25,216	2,368
3rd Sector programmes	–	50,956	–	–	–	50,956	–
Advertising and Marketing	–	142	–	–	–	142	2,859
Audit & Accountancy	–	–	–	9,894	–	9,894	14,100
Bank Fees	–	–	69	–	295	364	448
Consulting	14,400	–	–	5,171	–	19,571	5,685
Depreciation	–	–	–	–	38,887	38,887	36,033
IT Software & Support	1,784	636	–	–	10,326	12,746	12,191
Insurance	–	–	–	–	4,011	4,011	3,389
Irrecoverable VAT	–	–	–	–	17,352	17,352	12,560
Legal costs	–	–	–	–	–	–	7,655
	1,122,052	183,250	48,546	15,065	110,533	1,479,446	1,117,773
Support costs	93,268	16,246	1,019	–	(110,533)	–	
Governance costs	12,712	2,214	139	(15,065)	–	–	
Total expenditure 2021	1,228,032	201,710	49,704	–	–	1,479,446	
Total expenditure 2020	910,985	140,425	66,363	–	–		1,117,773

Notes to the financial statements

For the year ended 31 March 2021

4b Analysis of expenditure (prior year)

	Charitable activities					
	Health & Wellbeing Services £	3rd Sector Development £	Key House Trading £	Governance costs £	Support costs £	2020 Total £
Staff costs (Note 6)	499,186	111,928	37,170	–	17,995	666,279
Age UK HHB Hospital Services	282,949	–	–	–	–	282,949
Other staff costs	17,761	2,247	685	–	1,830	22,523
Rent	12,496	4,004	–	–	–	16,500
Office costs	3,718	270	17,928	–	5,994	27,910
Other costs	1,153	135	401	–	2,635	4,324
Sundry expenses	880	84	365	–	1,039	2,368
Advertising and Marketing	–	–	–	–	2,859	2,859
Audit & Accountancy	–	–	–	14,100	–	14,100
Bank Fees	–	–	70	–	378	448
Consulting	–	–	–	5,685	–	5,685
Depreciation	–	–	–	–	36,033	36,033
IT Software & Support	3,392	725	84	–	7,990	12,191
Insurance	–	–	–	–	3,389	3,389
Irrecoverable VAT	–	–	–	–	12,560	12,560
Legal costs	–	–	–	7,655	–	7,655
	821,535	119,393	56,703	27,440	92,702	1,117,773
Support costs	73,185	17,217	2,300	–	(92,702)	–
Governance costs	16,265	3,815	7,360	(27,440)	–	–
Total expenditure 2020	910,985	140,425	66,363	–	–	1,117,773

Notes to the financial statements

For the year ended 31 March 2021

5 Net movement in funds

This is stated after charging / (crediting):

	2021 £	2020 £
Depreciation	38,886	36,033
Auditor's remuneration (excluding VAT):		
Audit	7,500	14,100
	<u>7,500</u>	<u>14,100</u>

6 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:

	2021 £	2020 £
Salaries and wages	7,574	13,028
Redundancy and termination costs	–	1,824
Social security costs	877	2,726
Seconded staff costs	907,649	648,701
	<u>916,100</u>	<u>666,279</u>

No employee earned more than £60,000 during the year (2020: nil).

The total employee benefits (including pension contributions and employer's national insurance) of the key management personnel were £94,865 (2020: £78,347).

The charity trustees were neither paid nor received any other benefits from employment with the charity in the year (2020: £nil). No charity trustee received payment for professional or other services supplied to the charity (2020: £nil).

Trustees' expenses represents the payment or reimbursement of travel and subsistence costs totalling £0 (2020: £0).

7 Staff numbers

The average number of employees (head count based on number of staff employed) during the year was 36 (2020: 27).

8 Related party transactions

There are no related party transactions to disclose for 2021 (2020: none).

All trustees of H4All CIO represent other charities which are partnered with H4All CIO. Please see the full list of trustees on page 1 of this report. H4All CIO has transacted with these organisations during the year on an arms length basis.

There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties.

Notes to the financial statements

For the year ended 31 March 2021

9 Taxation

The charity is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

10 Tangible fixed assets

	Freehold property £	Fixtures and fittings £	Computer equipment £	Total £
Cost or valuation				
At the start of the year	2,100,000	8,094	15,533	2,123,627
Additions in year	–	–	–	–
Disposals in year	–	–	–	–
At the end of the year	2,100,000	8,094	15,533	2,123,627
Depreciation				
At the start of the year	32,963	1,597	11,154	45,714
Charge for the year	32,962	2,041	3,883	38,886
Eliminated on disposal	–	–	–	–
At the end of the year	65,925	3,638	15,037	84,600
Net book value				
At the end of the year	2,034,075	4,456	496	2,039,027
At the start of the year	2,067,037	6,497	4,379	2,077,913

Land valued at £451,870 acquired in the year is included within freehold property and not depreciated.

All of the above assets are used for charitable purposes.

11 Debtors

	2021 £	2020 £
Trade debtors	900	1,495
Other debtors	230,144	66,340
Prepayments	12,489	424
Accrued Income	60,626	–
	304,159	68,259

12 Creditors: amounts falling due within one year

	2021 £	2020 £
Trade creditors	384,519	116,119
Accruals	70,104	14,450
Deferred income (note 13)	35,237	39,208
	489,860	169,777

Notes to the financial statements

For the year ended 31 March 2021

13 Deferred income

Deferred income comprises of income received in advance of delivery.

	2021 £	2020 £
Balance at the beginning of the year	39,208	35,600
Amount released to income in the year	(39,208)	(35,600)
Amount deferred in the year	35,237	39,208
Balance at the end of the year	<u>35,237</u>	<u>39,208</u>

14a Analysis of net assets between funds (current year)

	General unrestricted £	Designated £	Restricted £	Total funds £
Tangible fixed assets	4,952	–	2,034,075	2,039,027
Net current assets	164,146	–	69,727	233,873
Net assets at 31 March 2021	<u>169,098</u>	<u>–</u>	<u>2,103,802</u>	<u>2,272,900</u>

14b Analysis of net assets between funds (prior year)

	General unrestricted £	Designated £	Restricted £	Total funds £
Tangible fixed assets	10,876	–	2,067,037	2,077,913
Net current assets	76,999	–	59,362	136,361
Net assets at 31 March 2020	<u>87,875</u>	<u>–</u>	<u>2,126,399</u>	<u>2,214,274</u>

Notes to the financial statements

For the year ended 31 March 2021

15a Movements in funds (current year)

	At 1 April 2020 £	Income & gains £	Expenditure & losses £	Transfers £	At 31 March 2021 £
Restricted funds:					
3rd Sector Development					
City Bridge Trust	4,362	112,200	(116,562)	–	–
London Borough of Hillingdon	–	30,000	(21,373)	–	8,627
LHC Community Benefit Fund	15,000	7,500	(12,000)	–	10,500
NHS NW London CCG	40,000	25,000	(14,400)	–	50,600
Key House					
Key House	2,067,037	–	(32,962)	–	2,034,075
Total restricted funds	2,126,399	174,700	(197,297)	–	2,103,802
General funds	87,875	1,363,372	(1,282,149)	–	169,098
Total unrestricted funds	87,875	1,363,372	(1,282,149)	–	169,098
Total funds	2,214,274	1,538,072	(1,479,446)	–	2,272,900

The narrative to explain the purpose of each fund is given at the foot of the note below.

15b Movements in funds (prior year)

	At 1 April 2019 £	Income & gains £	Expenditure & losses £	Transfers £	At 31 March 2020 £
Restricted funds:					
3rd Sector Development					
City Bridge Trust	4,065	102,850	(102,553)	–	4,362
London Borough of Hillingdon	–	15,141	(15,141)	–	–
LHC Community Benefit Fund	–	15,000	–	–	15,000
NHS Hillingdon	–	40,000	–	–	40,000
Key House					
Key House	–	2,100,000	(32,963)	–	2,067,037
Total restricted funds	4,065	2,272,991	(150,657)	–	2,126,399
Revaluation reserve	–	–	–	–	–
General funds	6,942	1,048,049	(967,116)	–	87,875
Total unrestricted funds	6,942	1,048,049	(967,116)	–	87,875
Total funds	11,007	3,321,040	(1,117,773)	–	2,214,274

15 Movements in funds (continued)**Purposes of restricted funds****3rd Sector Development**

- **City Bridge Trust**
To further develop the collaboration of 3rd sector Health & Wellbeing partners in Hillingdon, improving support for local residents.
- **London Borough of Hillingdon**
To provide Dementia Befriending programme in Hillingdon.
- **LHC Community Benefit Fund**
To support the development of small 3rd sector organisations.
- **NHS NW London CCG (was NHS Hillingdon CCG)**
To scope the role of the Health & Wellbeing 3rd sector providers across North West London.

Key House

Acquisition of a Hillingdon property that provides low cost accommodation for 3rd sector organisations, for the benefit of Hillingdon residents.

16 Acquisition of Key House (prior year)

On 30th March 2019 H4All acquired the assets of Key House Trust, a Hillingdon charity, on its closure. Assets included a property – Key House – in West Drayton, and the balance of assets and liabilities of Key House Trust on that date.

Valuation at date of acquisition

	£
Fixed assets	2,100,000
Cash	66,635
	<hr/>
	2,166,635
	<hr/>