

THE RED HEN PROJECT

*.....it takes a village
to raise a child.....*

Annual Report & Accounts 2020-21



www.redhenproject.org Registered Charity No. 1183845
51 Cambridge Road, Milton, Cambridgeshire, CB24 6AW

About Red Hen

Registration

Charity Registration Number: 1183845
(previously 1072190, formed 1998)

Registered Address:
51 Cambridge Road, Milton, Cambridge, CB4 6AW

Trustees

Lesley Ford (Chair)
Rev Dave Maher (Vice Chair)
Paul Connolly (Secretary)
Jack Atkins (Treasurer)
Bobby Ford
Jane Rickell (from September 2020)
Kevin Price
Kirsty Cooke
Miranda Gomperts
Sophie Evans

Project Lead

Sarah Crick

Independent Examiner

Lisa King – Burdett King Accountancy Limited
8 The Hamiltons, Newmarket, CB8 0NF

Bankers











Lloyds Bank, 125 Chesterton Rd, Cambridge, CB4 3AU

Structure, governance, and management

The charity is governed by a constitution adopted on
May 2019

The charity is a Charitable Incorporated
Organisation (CIO), formed on 1st April 2020

Contents

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-  Audited accounts

Achievements and Highlights

- 🔴 We started the year **rapidly adapting** to the grim reality of the emerging COVID 19 crisis, when on March 17th we **switched our service model** to focus on being **as responsive as possible to the needs of children and families** at this difficult time
- 🔴 This became the beginning of what was to become a core part of our work during the pandemic – **providing an emotional lifeline along with practical support on the doorstep** when delivering food and emergency family supplies, such as washing powder, shampoo, soap, toothpaste, and sanitary items

During the first lockdown we provided practical help through these deliveries of essentials along with children resources such as chalk, paper, pens, pencils, toys, books and games providing a much-needed distraction to over 400 children in around 150 families – especially those confined to flats with no outdoor space

- 🔴 During the first lockdown we provided practical help through these deliveries of essentials along with **children resources** such as chalk, paper, pens, pencils, toys, books and games providing a **much-needed distraction to over 400 children** in around 150 families – especially those confined to flats with no outdoor space
- 🔴 Within days of the lockdown being put in place we contacted families outside our 121 casework and started to have **regular online drop-in sessions** where families could connect and share experiences
- 🔴 Core 121 family work continued, but the caseload moved to supported **online** and over the phone, which brought with it challenges and opportunities

During the school closures we worked closely with schools - heads, inclusion and safeguarding staff - to help families isolating at home, and then support families getting those children most in need into school **once they were able.**

- 🔴 COVID-19 has caused increasing levels of poverty, and we forged an incredibly beneficial partnership with local business **Cambridge Fruit Company** who galvanised its customers to donate fruit and vegetable boxes
- 🔴 We have become active members of the local **Food Poverty Alliance** and part of the emergency COVID19 response across the city working alongside **community food hubs**, building a relationship with **Cambridge Sustainable Food**
- 🔴 We further developed our partnership with **FareShare** and joined new food sharing platform **Neighbourly**, continuing to harness volunteers to help with the collection of surplus food, from M&S and Aldi as well as our longstanding arrangement with Tesco, on a weekly basis, before we re-distribute it to families in need
- 🔴 Our established links to **Cambridge City Foodbank** continued and with whom we developed **Club Cook**, our virtual budget cookery groups supported by **Cambridge Community Foundation** and delivered with the help of **Church of the Good Shepherd's** family chaplain **Anastasia Sanders**

As soon as guidelines allowed and venues became available, we set up a **new COVID'safe Drop-In** in a large space at **Arbury Community Centre** which provided essential contact and support for families as lockdowns eased

- 🔴 We tailored and delivered 121 sections of our **Raising Children course** with parents and carers, as we were unable to deliver the course to groups

- Local grant providers **Cambridge Aid** and homelessness charity **Emmaus** became a key partner in our response to **digital exclusion** experienced by some of our families
- We managed to take 26 families to Shepreth Zoo for a COVID safe **family summer day trip** with the help of **The Ley's** who provided a shuttle service ferrying individual families from North Cambridge in their minibuses - the school also supported 26 families from 10 families to go bowling later in the year
- Working with our Cambridge City Foodbank volunteer Hilary Duncan, we created a **Lockdown Survival Shopping List and Meal Planner** based on the £15 vouchers given to families to feed children during lockdown

At her retirement, we were able to announce our senior family worker Chris O'Reilly has been recognised by the Queen for her services to the community and received the British Empire Medal - following 16 years of outstanding service to the charity and our community we sprang a surprise virtual retirement Zoom

- In partnership with **Kettles Yard's community arts project** for North Cambridge, we delivered a project for families focused on early years communication and literacy at **Church of the Good Shepherd**, that culminated in the **publication of a children's book**
- Despite the Cambridge Biker's Santa Toy Run being cancelled due to COVID, we still received huge support from friends, family and the wider public for our **Christmas gifts appeal** with **presents** delivered to over 150 children and Christmas hampers from the **Cambridge City Foodbank** and the **Besom Project** were distributed to our most-in-need families
- Continued to **strengthen of our trustee board**, with the addition of Jane Rickell who was one of the three head teachers that originally played a role in creating the charity
- Local business **Elica** gave us a free office in their converted house in Milton
- After being offered temporary storage space during the lockdown, we moved into a dedicated space on the ground floor of the **Allia Future Business Centre**
- Successfully onboarded an outstanding **new senior family worker** Rachel Bennet in April and **additional family worker** Theresa Quarmby in November amid lockdowns and school closures

Towards the end of the year, we secured Innovate funding from **Cambridgeshire County Council**, for a pilot project extending the capacity of the locality Early Help team, and recruited two additional family workers to deliver this work which starts in April 2021

- Staff complete **Youth Mental Health First Aid** training and accreditation, and started to implement the **Family Outcomes Star**, a nationally recognised tool and method of structuring work with families which measures distance travelled
- Joined two additional and highly beneficial networks coordinated by **Cambridge Housing Society (CHS)** – the **Financial Capabilities Group** and the **Cambridge and South Cambs Charity Network** – accessing knowledge, sharing challenges, creating solutions, and forging partnerships
- We ran our first successful fundraising project, our **Spring Challenge raised over £13,000**
- Huge thanks** to John Stead, Miranda Gomperts, Dani Guy, Sheila Ceccarelli, Andy Clements, Barry Shapiro, Fabian and Tilly Gomperts Willis, Sarah Bolt, Annemarie and Fionnua Donovan and Mary-Clare Smiley, Bobby Ford, Kate, Hugh and Lizzie Molloy, Helen Mulligan, Andre Kramer, Natalie Bicheno, Kate Swindlehurst, Sam Skeaping, Antony Quinn, Jane Dominey, Nadine Grauer, Jane Dominey, Annabelle Deakin, Catherine Morris, Lisa Armitage, Christine O'Reilly, Diane Rawlins, Dora Parreira, Flora Sheldon, Helen Arnold, Helen Forbes, Geraldine Ellis, Gill Haughan, Jane Carmichael, Jess Pearson, Jesse Evans, Lily Morris, Mary Hall, Rachel Telfer, Rebecca Merriman, Sarah Upjohn, Tim Evans, Kathy Whiting, Zoe Oram, Pippa and Sophie Evans.

Outcomes & impact

Our COVID Response

- 🐣 *'Thank you so much for all your help and support during this hard time we were and still not allowed to leave our house and getting deliveries from shops was hard also due to hubby being the only one to earn we've had no money so this service was critical to us and we can't thank you enough'*
- 🐣 *'Me and my family were struggling, to see a friendly face and have the help was appreciated so much'*

28% said the deliveries were **'Crucial'**

a further **68%** reported our deliveries were **'Really Useful – as it was difficult to get to the shops/buy items'**

- 🐣 *'The arts and crafts and packs were great as it gave my kids different things to do and extra ideas. Kept them entertained which was crucial during lockdown. The food was a massive help financially as my son is celiac and its expensive.'*
- 🐣 *'I have 5 children and trying to go shopping was very hard and I would always get looks and abuse from people in the line outside. When we had to line up to come in. So I am very grateful for the Red Hen deliveries. Having no family to help me -so Red Hen was my only help.'*

54% said seeing Red Hen for a quick hello and chat on the doorstep was **'Crucial – I was stressed/worried/anxious, it was a real highlight'**

a further **35%** said it was **'Really helpful - Just to see another adult and have someone ask how I was, and how we were doing, was lovely'**

- 🐣 *'I can't express how helpful they were. Seeing another adult for a quick chat was also a huge help. The fruit and veg boxes encouraged me and my children to try new things and it helped me cook new healthy meals for us. I now continue to cook healthy homemade dinners more than I did before lockdown. Thank you.'*
- 🐣 *'The help I got was immeasurable. My children and I were always so grateful and happy to see Maria and if we were in crisis or desperation they were there.'*
- 🐣 *'Was really nice to have a friendly face at the door in such a stressful time. Just like to say a massive Thank you for everything you all did for me and my family!'*
- 🐣 *'The deliveries were an absolute life saver for me and my 2 children it wasn't just the food that helped us out, it was being to see someone and it was the same person so you got to know them. Sometimes it came with extra treats like books or craft packs and my kids went crazy, the look on their faces, it was like Christmas they were very excited. I don't know how the wound have coped without the Red Hen and there support week after week.'*
- 🐣 *'Red Hen have helped me and my family for years they are absolutely amazing I couldn't imagine being without them'*

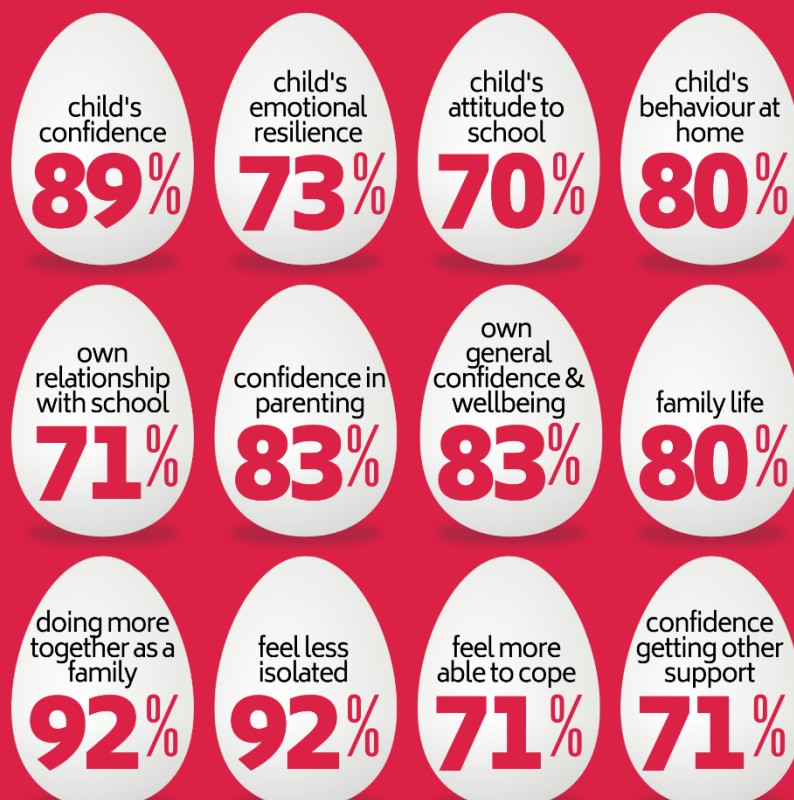
Our Intensive Casework

100%
of families

- *would seek support from Red Hen in future if needed*
- *would recommend others getting support from Red Hen*

- 🐣 *[Red Hen] helped me through my separation by listening to me and helping me to get things sorted by putting me in the right direction. I was struggling to think about how I have to be organised. They talked through all the struggles and helped me to make decisions.*
- 🐣 *Really good advice and always being there to talk to*
- 🐣 *Helped me get a referral for my daughter with suspected ADHD helped me with tips and advice to help my daughters behaviour at home*
- 🐣 *By listening and not judging*
- 🐣 *[My family worker] has been very pleasant to work with. With her advice and guidance, she has helped my family overcome several issues that we had before. She is very passionate about her work, kind, and caring. I am very satisfied with her in all possible aspects.*
- 🐣 *Support weekly to the all family, especially over lockdown when my son was struggling and having meltdowns*
- 🐣 *[My family worker] has been a steadying influence*

Outcomes: Improvements



Our, mission, aims and values

‘It takes a village to raise a child’ – our vision is to create that village

Our **mission** is to create a supportive and self-reliant community where children can take advantage of every opportunity to contribute fully to society and fulfil their lives.










Children experiencing trauma, crisis or challenging behaviour will have **improved emotional and physical wellbeing, and improved engagement with education**

Schools, support agencies and statutory bodies will be **better co-ordinated** to meet local needs, and **reduce isolation** for families

Parents facing family crisis will have **increased their parenting skills, confidence, and emotional wellbeing**

Families will have **improved links** with others in their communities and to be **better able to support others** with similar problems

Our aims are to

-  **support** vulnerable families and children and **improve** life chances
-  **advance** the education of children by helping to remove barriers to learning
-  **nurture** positive parenting skills in our families and the wider community
-  **prevent** truancy and exclusions, and **encourage** parental involvement in their children’s learning
-  **build** more positive relationships between families, their schools, and communities
-  **help** families move from dependence to independence
-  **foster** social integration, access, and participation, thus reducing social isolation
-  **co-ordinate** support in a focused way, **promoting** inter-agency liaison and co-operation
-  **enable** vulnerable families to seek appropriate support from other agencies

Our values mean we

are caring, supportive, encouraging, independent & trustworthy	strive to be non-judgemental, approachable & friendly	respect the families & children with whom we work	seek to empower our families, enabling them to resolve the difficulties they may be experiencing
are committed to our local community	believe in benefits of proactively working with other agencies	are committed to continuous development and the value of lived experience	believe in using early intervention to address initial difficulties a family may encounter to prevent them developing into significant problems

Public benefit

This progress against our outcomes leads to an overall impact of **families in the community being happy and fulfilled**, and able to make **positive contributions to society**, leading to **self-efficacy** in our communities.

- 🔥 Children have **improved their life chances**, through **developing confidence and emotional resilience**
- 🔥 Families have **improved family relationships**, through **developing effective, responsible parenting skills**
- 🔥 Families have **improved engagement with the community**, and **reduced isolation**
- 🔥 Families have **improved their life chances**, and are **less reliant on outside intervention**

Our work and approach

Why we exist

The Red Hen Project operates in the socially and economically disadvantaged areas of North Cambridge – an area where there is often a reliance on welfare and social care. This reliance can perpetuate the cycle for many families in our community, creating a ‘poverty trap’ for future generations. We aim to break this cycle, by encouraging and supporting families from dependence to independence, through a range of strategies and activities.

Who we help

The Red Hen provides family support through a home and school liaison programme. We support primary school children and their families, with a particular focus on children who are displaying emotional and behavioural difficulties. The nature of our organisation and the approach we take means that we not only help the child’s parents and other carers but usually work with the siblings of these children, who do not necessarily attend one of our partner schools.

What we do

Through the work of family workers, the Red Hen Project supports families to enable them to

Create independent support strategies

Improve parenting & life skills

Develop positive engagement with education

Increase confidence

Reduce isolation

This work supporting families, in turn, gives the community the capacity and resilience to tackle the roots of social problems at the earliest opportunity.

How we do it

The Red Hen Project focuses on the **individual needs of each child** and their families; there is **no one-size-fits-all** approach. Almost anything that is making life difficult for children and parents can be tackled. We prioritise one-to-one support, complemented by peer support, and help families to become independent. This may include, but is not limited to; reluctance to attend school, addressing behaviour difficulties both at home and school, routines, accessing out of school activities; helping families with housing, benefits, or debts issues; supporting families and children through the challenges of relationship breakdown, domestic violence, mental or physical health

Our approach, our philosophy

Our approach is a **family-centred** model, which is tried and tested by both Social Care and Health – informed by current and ongoing research. We aim to deliver frontline services that can help families, children, and young people by focusing on their needs. This approach, and the use of the Early Help Assessment (formerly the Common Assessment Framework), is used to give effective early intervention.

We work within a **multi-disciplinary** framework and adopt a wide range of approaches as necessary. We also adopt the principles of the Children and Families Act 2014 (formerly Every Child Matters), as we feel that these principles focus on positive outcomes and the themes are more relevant than ever.



Intensive support

We work with families on a one-to-one basis for seven months on average, but we have the flexibility for this intensive support to be in place for over a year, if needed. We work together at home and in the community to improve family life and relationships. Food poverty is a recurring issue. We are authorised to refer our families to the local Foodbank, have a partnership with FareShare to redistribute surplus food, and hold our own emergency fund to support families in crisis.

Support in the community

Community-based support is crucial in developing relationships and reducing isolation. We provide a comfortable, supportive and non-threatening environment for isolated families, where they can receive advice, guidance, and signposting. The weekly groups are a powerful tool for engaging hard-to-reach families, enabling them to gradually build relationships on their own time frame. We organise day trips to enable families to spend time together and build friendships leading to peer support, removing barriers such as lack of finance or transport, lack of confidence, language, or disability. Both the groups and trips are instrumental in fostering peer-to-peer support.

Building skills through workshops and courses

Through our referrals we have identified a need for effective parenting strategies. We run a mixture of one-off workshops and eight-week accredited courses, allowing inclusive participation. The proven impact of these strategies is a calmer home life, better family communication, and greater attainment and attendance at school. In addition we run cookery courses, giving around six to eight families at a time the skills and confidence to cook healthy family meals on a tight budget.

Governance

Charitable Objects

The **charitable objects** of the charity as set out in our new Constitution are

To advance the education and development of children and their parents/carers in North Cambridge by providing support, activities and services designed to

- 🕒 develop the capabilities, competencies, skills and understanding of parents/carers
- 🕒 support children and families facing emotional and behavioural challenges
- 🕒 reduce the number of children and families with emotional and behavioural challenges
- 🕒 improve school attendance and educational performance
- 🕒 increase empowerment and participation of hard-to-reach families
- 🕒 improve social integration, access, and participation in the community

Powers and delegations

The Board of Trustees hold all the charity's powers and authorities. The Board is ultimately responsible for the overall control and strategic direction of the charity and the protection of its assets. Day-to-day running of the charity is the responsibility of the Project Lead, Sarah Crick.

The Trustees of the charity are appointed by the Board and are representative of our community, our families, and our schools, and met six times during 2020-21. Trustees are re-elected annually at the AGM, unless they choose not to stand for re-election. Our quorum is two, or the number nearest to a third of the total number of trustees, whichever is greatest. The names of Trustees who served during the year are set out on page 2.

New Trustees attend an initial meeting where they are provided with a full report on the charity's activities and what their roles and responsibilities are as Trustees. Trustees are encouraged to call meetings of Trustees whenever they feel it is necessary to discuss any issues that arise. Ongoing training is available as needed.

Statement of responsibilities of the Trustees

Red Hen's Trustees are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and regulations.

The Trustees review and agree financial statements for each financial year which give a true and fair view of the state of the affairs of the charity.

The Trustees are responsible for ensuring the employees of the charity maintain proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charity Commission's requirements.

The Trustees 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.

Statement of Public Benefit

The Trustees confirm that they have complied with the duty in the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit, 'Charities and Public Benefit'.

That guidance addresses the need for all charities' aims to be, demonstrably, for the public benefit.

The Red Hen Project addresses its objectives through the provision of early intervention in the form of intensive family work. This is complimented by a range of outreach support designed to support children and families on their journey to independence. Achievements over the year are highlighted in this report.

We aim to help children and families experiencing challenges and disadvantage in our community, and no person is excluded on the grounds of race, religion, gender, sexual orientation or social position.

Our thanks

Our staff and volunteers

Our greatest thanks go to our small team of amazing family workers - **Rachel Bennett, Maria David and Theresa Quarmby** - who have gone above and beyond to support children and their families through a year of unimaginable difficulties with kindness and passion. They have ensured families are treated with dignity and compassion whilst building their confidence and supporting them to independence.

Alongside the core team, **Will Males** was crucial to our COVID response in the Spring, and **Kathy Skill and Rhianna Milton** have been integral to that continued support and to delivering new projects responding to the pandemic.

The role of **volunteers** has grown in importance during this first pandemic year. We thank all those individuals who volunteered in any capacity, and are grateful for all their hard work and commitment. We particularly thank

- our 'Nigella', **Hilary Duncan**, for all her dedication to the development and delivery of Club Cook
- professional writer **Rachel Extance** for giving her time and expertise
- Dan Woodford** for his help collecting food donations, **Andrea Clamp** for helping him, and joining forces with **Jacquie Davidson** to support our Spring Challenge fundraising efforts

Our partnerships

As always, we thank the heads, teachers and wider staff of our partner schools, especially in this challenging year.

We thank both the many organisations and individuals* who have donated their resources, expertise, time and energy, and in many cases funds too. Your belief in what we do and the help you give, is crucial to our success.

The Ley's, GrowKids, Beesom, Cambridge Aid, Corkscrew, The Haymakers Pub Quiz, Cambridge Sustainable Food, Matt Innes and Beam Group, Cambridge Bikers Christmas Toy Run, Cambridge Community Nursing Trust, Cambridge City Foodbank, The Football Fun Factory, Church of the Good Shepherd, Arbury Community Centre

Particular thanks to go to

- local software company **Elica** for both their kind donations, and giving us our own office space
- landlady **Liz Jeffries** and Benson for turning the The Haymakers pub in Chesterton into a donation hub
- Neil Bharadwa and the incredible customers of **Cambridge Fruit Company**

Our funders

The National Lottery Community Fund, John Lewis, Barnabas Oley Trust (Clare College), ARM, Displaylink, Trinity College Chapel, Go Glass, Dassault Systemes, Cambridge United Charities, Reach Community Solar Farm, Cambridge City Council, Costello Medical, Cambridgeshire Community Foundation, Great St Mary's Church, Cambs Cuisine, St John's College, Rosmarinus Charitable Trust, St John's Church, Masonic Charitable Trust, FareShare, Cambridgeshire County Council, St Andrew's Church - Stapleford, St John's College School Parent's Association, Richmond Road Residents' Association, KISS Communications

and other fundraisers, individuals and groups*, including

Julia Sang, Herbert Kenward, Mr & Mrs Barrett, J Dominey, A & L Harris, E Klaar, Andrea Senf, Amy Cooper, Schaf & Lau, Colin Bell, Dr David Parry, Rev Charles Fraser, Miss Brenda Disbrey, Family & Friends of Jo Robbins, Unite, Chamifealion Trust, James & Susannah Lewis, Castle Townswomen's Guild, Cambridge Soroptimists, Holly Rowland, Dr Helen Cook, Philippe Cotrel, Elaine Fulton, Lucy Howson, Dr Sarah Howlett, Heidi Mulvey, Jeremy Davies and Bridget Bradshaw

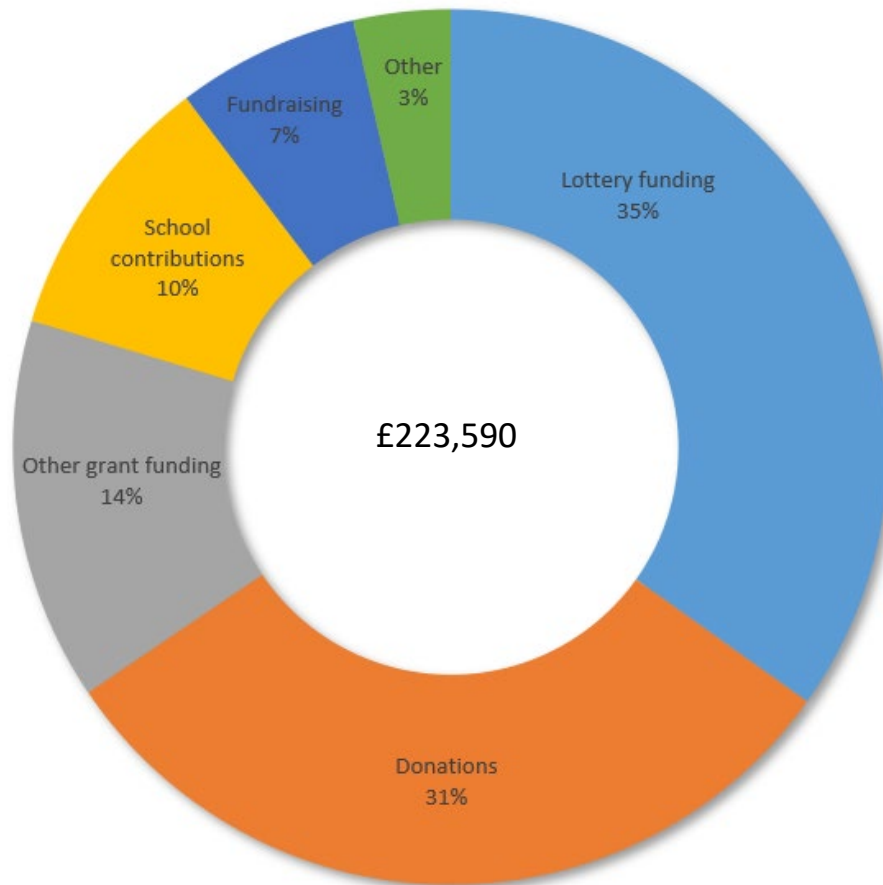
plus our Spring Challengers, (listed earlier in the report), and all our anonymous donors

Your donations and grants have enabled us to deliver a professional and effective service helping those children and families most in need. Our lottery funding does not cover all our costs and we therefore count on your generosity to transform children and families' lives.

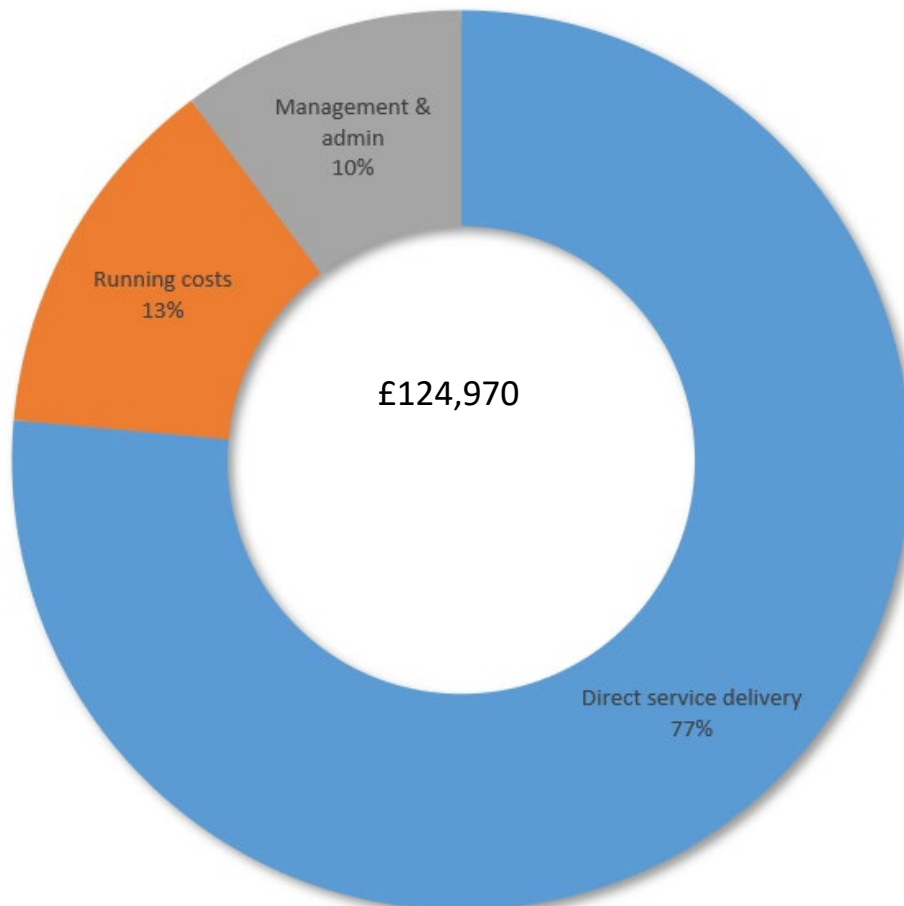
** There are too many of you to mention individually, and many of you have requested anonymity. If we have missed you, please forgive us – this year has stretched our capacity to the limits, and we have prioritised supporting families during this difficult time. Thank you for your understanding.*

Treasurer's report 2020-21

Income



Expenditure



We ended the year 2019-20 with a credit balance of £39,439 and ended 2020-21 with a carry forward of £138,059.

Budget 2020-22

Income	£118,608
Expenditure	(£92,135)
We set an in-year surplus budget of	£26,473
With the carry forward from 2019-20, we set an overall credit budget to be carried forward as of 31 March 2021 of	£65,912

Year-end position

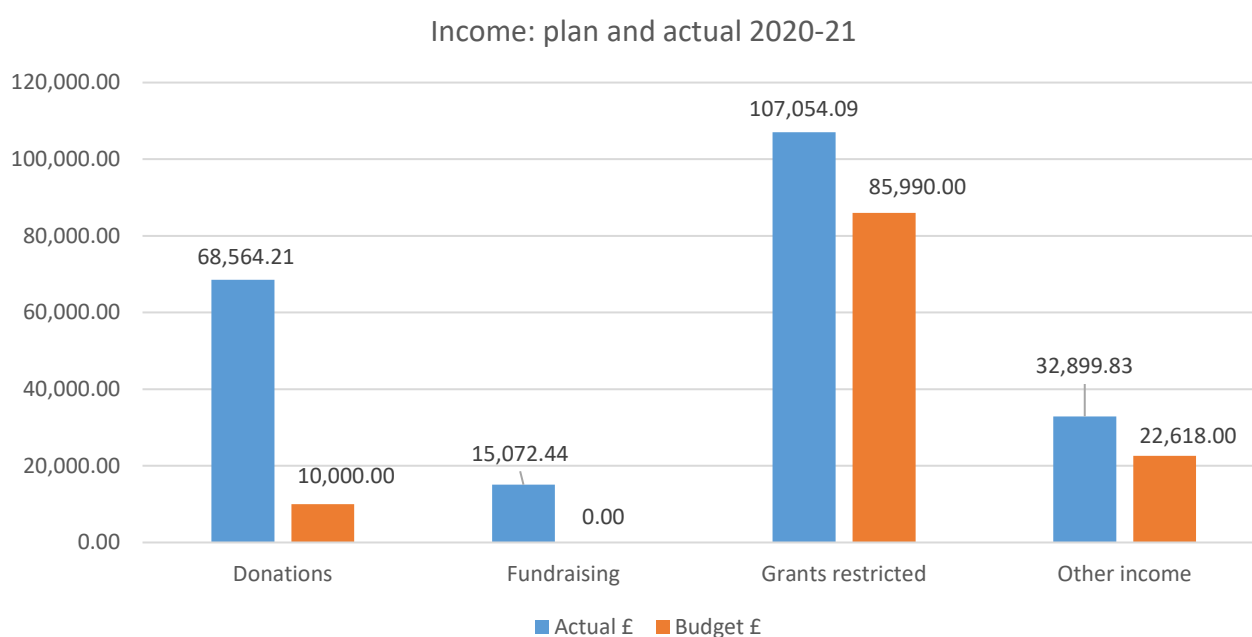
Income	£223,590
Expenditure	(£124,970)
The in-year surplus was	£98,620
With the 2019-20 carry forward, we ended the year with an overall credit budget to be carried forward as of 31 March 2021 of	£138,059

The difference between the original budget and the year-end position is due to a substantial increase in donations and fundraising income during the COVID-19 pandemic.

Accounts for the financial year ended 31 March 2021 are available for inspection.

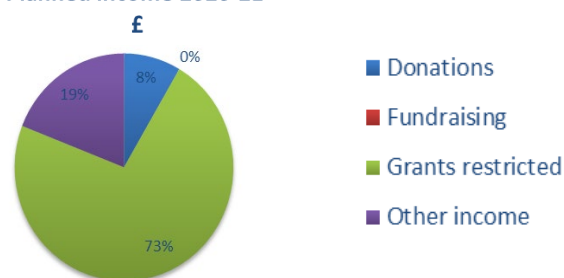
Performance

During 2020-21 we received £223,590 income, £104,982 more than budgeted.

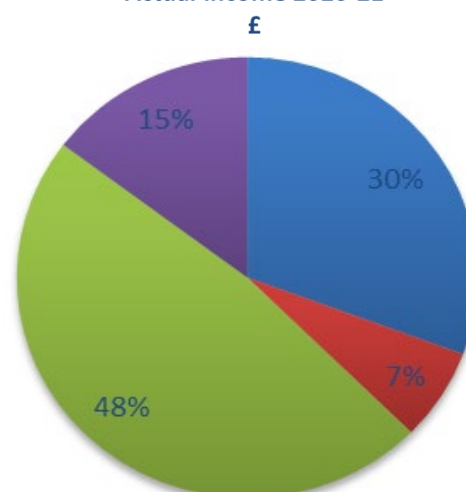


The majority of the additional income was generated through increased donations and fundraising. This was primarily due to the Project raising its profile during the COVID-19 pandemic.

Planned income 2020-21



Actual income 2020-21



Many thanks to those who granted and donated funds so generously; please see the end of the report for more details. The additional income meant we were able to provide more support to families during the pandemic.

As the Charity has evolved, so has the complexity of the finances; this continues to be reflected in the financial statements within this report and in future annual accounts.

As part of the new detail provided within the financial statements, we have shown the brought forward balances as unrestricted, restricted and designated. The movement between unrestricted and designated funds is in line with the updated designated funds policy (see further details below).

Funding

Lottery and other funders

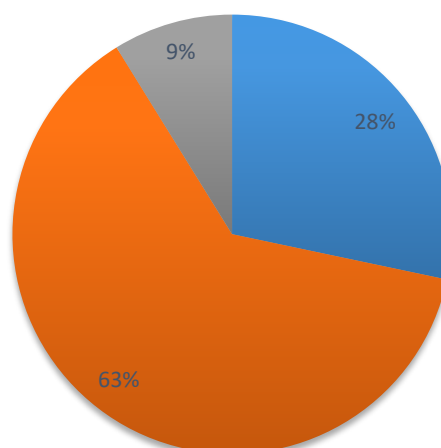
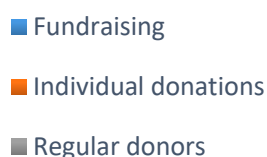
The Big Lottery fund our work through a Reaching Communities grant, committing over £300,000 to support the Project's work from May 2018-April 2022. This grant part-funds salaries, training, parenting groups and workshops, resources, and general running of the project.

We were happy to have received support from a large number of other funders, including Cambridgeshire County Council, Cambridge City Council, Cambridge United Charities, Reach Community Solar Farm, The Masonic Charitable Trust, Ley's Community Grant, and FareShare.

Fundraising and individual giving

This financial year has seen our income diversify to include fundraising and individual giving, and we have also increased donations from groups and organisations. We received nearly £5,000 from new supporters giving regularly.

Fundraising and giving
2020-21
£



Business Engagement

Our work to engage the local business community, especially with the assistance of Cambridge Fruit Company, led to new support from many businesses, including ARM, Dassault, Displaylink and Elica, to name only a few.

These funds have allowed the Red Hen Project to embark on numerous initiatives that have aided those in the community through a particularly challenging time.

Reserves and designated funds

Purpose

The Red Hen Project holds reserves to ensure the continuation of its services to meet its charitable aims and objectives as well as have the ability to meet financial commitments of unforeseen events. These funds are split between reserves and designated funds.

Reserves

The Charity aims to hold a sufficient level of reserves to cover the operating costs of a 5-month period in the event of a significant reduction in income. This would allow for family case work to be completed or pass on to appropriate support. These reserves can also be used for unexpected emergencies or unforeseen significant increases in operational expenditure.

The reserves provide the project with adequate financial stability and the means for it to meet its charitable objectives for the foreseeable future.

Designated funds

Designated funds are unrestricted funds that have been earmarked for a specific purpose. The Board of Trustees has approved a designated funds policy. The policy has a number of areas identified by the Trustees as exciting opportunities for future growth of the Charity's work as well as prudent funds for when the Lottery funding ends in April 2022. These can be found in note 7 in the annual accounts.

The Red Hen Project's reserves and designated funds and its policy are set out as follows:

As at 31 st March 2021	
Restricted funds:	£9,784
Designated funds:	
- Reserves	£39,000
- Transformational and transitional risks	£15,000
- Poverty relief project (2022-23)	£13,500
- Core family work (lottery gap (2022-23)	£12,500
- Future office/storage costs	£5,000
- Translation services	£5,000
General funds:	£38,275
Total funds	£138,059

Governance

As the charity has evolved, increased levels of governance have been implemented. A Finance and Risk sub-committee is in place to review the charity's financial performance, strategy, and risk profile.

Audited accounts



The Red Hen Project
51 Cambridge Road
Milton
CAMBRIDGE
CB24 6AW

Lisa King
Burdett King Accountancy Limited
8 The Hamiltons
Newmarket
CB8 0NF

20 November 2021

Dear Lisa

Letter of representation

The following representations are made on the basis of enquiries of management and staff with relevant knowledge and experience such as we consider necessary in connection with your report on the charity's financial statements for the year ended 31 March 2021. These enquiries have included inspection of supporting documentation where appropriate. All representations are made to the best of our knowledge and belief.

GENERAL

1. We acknowledge that the work performed by you is substantially less in scope than an audit performed in accordance with International Standards on Auditing (UK and Ireland) and that you do not express an audit opinion.
2. We confirm that the charity was entitled to exemption under section 144 of the Charities Act the requirement to have its financial statements for the financial year ended 31 March 2021 audited.
3. We have fulfilled our responsibilities as trustees as set out in the terms of your engagement letter dated Charities Act 2011, for preparing financial statements in accordance with applicable law and United Kingdom Accounting Standards (UK Generally Accepted Accounting Practice), for being satisfied that they give a true and fair view.
4. All the transactions undertaken by the charity have been properly reflected and recorded in the accounting records.
5. All the accounting records and related financial information, including minutes of all management and trustee meetings and correspondence with The Charity Commission have been made available to you for the purpose of your work.

LOANS AND ARRANGEMENTS

6. The charity has not granted any advances or credits to, or made guarantees on behalf of, trustee other than those disclosed in the financial statements.

LEGAL CLAIMS

7. We have disclosed to you all claims in connection with litigation that have been, or are expected to be, received and such matters, as appropriate, have been properly accounted for and disclosed as applicable in the financial statements.

LAWS AND REGULATIONS

8. We have disclosed to you all known instances of non-compliance or suspected non-compliance with laws and regulations whose effects should be considered when preparing the financial statements.

RELATED PARTIES

9. Related party relationships and transactions have been appropriately accounted for and disclosed as applicable in the financial statements. We have disclosed to you all relevant information concerning such relationships and transactions and are not aware of any other matters which require disclosure in order to comply with the requirements of charity law or accounting standards.

SUBSEQUENT EVENTS

10. All events subsequent to the date of the financial statements which require adjustment or disclosure have been properly accounted for and disclosed as applicable.

GOING CONCERN

11. We believe that the charity's financial statements should be prepared on a going concern basis on the grounds that current and future sources of funding or support will be more than adequate for the charity's needs. We have considered a period of twelve months from the date of approval of the financial statements. We believe that no further disclosures relating to the charity's ability to continue as a going concern need to be made in the financial statements.

GRANTS AND DONATIONS

12. All grants, donations and other income, the receipt of which is subject to specific terms or conditions, have been notified to you. There have been no breaches of terms or conditions in the application of such income.

As minuted by the trustees at their meeting of 11 November 2021.

Lesley Ford, Chair of Trustees

Independent Examiner's Report to the Trustees of The Red Hen Project

I report on the accounts of the charity for the year ended 31 March 2021.

Respective responsibilities of trustees and examiner

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

It is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the general directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a "true and fair view" and the report is limited to those matters set out in the statement below.

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

- 1 which gives me reasonable cause to believe that, in any material respect, the requirements:
 - to keep accounting records in accordance with section 130 of the 2011 Act; and
 - to prepare accounts which accord with the accounting records and comply with the accounting requirements of the 2011 Acthave not been met; or
- 2 to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Lisa King
Burdett King Accountancy Limited
8 The Hamiltons
Newmarket
CB8 0NF



Audited accounts

THE RED HEN PROJECT

CHARITY No: 1183845

Year ended : 31 March 2021

2021						2020
RECEIPTS AND PAYMENTS ACCOUNT						Total Funds
	Notes	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Total Funds £	Total Funds £
RECEIPTS						
Donations	1.	54,354		14,210	68,564	17,413
Fundraising		15,072			15,072	2,357
Grant funding						
- Lottery				77,965	77,965	76,070
- Innovate	2.			12,446	12,446	-
- Other	3.		2,500	16,643	19,143	4,000
Grants for individuals	4.			8,000	8,000	815
Interest received		5			5	10
School contributions			22,394		22,394	13,666
		69,431	24,894	129,264	223,590	114,331
PAYMENTS						
Clinical supervision				525	525	1,050
Drop in groups & courses				1,977	1,977	2,365
Fundraising costs		432			432	342
Grants for individuals	4.			8,646	8,646	905
Insurance & compliance				795	795	968
IT, office equipment	5.	451		4,473	4,924	2,315
Marketing costs					-	1,231
Memberships & subscriptions				1,198	1,198	505
Miscellaneous		372		55	427	-
Premises				5,610	5,610	1,510
Professional & consultancy fees				1,474	1,474	2,347
Project spends	6.			19,852	19,852	2,959
Salaries				74,183	74,183	93,038
Stationery and postage				227	227	13
Telephones				1,033	1,033	558
Training		1,995			1,995	1,015
Travel & subsistence				1,673	1,673	972
		3,250	-	121,720	124,970	112,095
<i>Building Capabilities - surplus/(deficit) - 2020</i>		-	-	-	-	(9,398)
Surplus/(deficit) for the year		66,182	24,894	7,544	98,620	11,634
						2,236
Accumulated reserves brought forward		37,057	142	2,240	39,439	37,203
Transfers between funds	7.	(90,000)	90,000	-	-	-
Accumulated reserves carried forward		13,239	115,036	9,784	138,059	39,439
BALANCE SHEET						
					2021	2020
					£	£
Treasurer's account					57,277	18,774
Business account					82,281	20,714
Petty Cash					43	63
Outstanding invoices					(313)	(112)
Payroll/pension/PAYE/NI					(1,229)	-
					138,059	39,439

The accounts were approved by the trustees on 11 November 2021 and signed on their behalf by:

Chairperson..... Lesley Ford

Treasurer..... Jack Atkins

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THE RED HEN PROJECT

CHARITY No: 1183845

Year ended : 31 March 2021

Notes

1. Donations	2021			Total Funds £
	Unrestricted	Designated	Restricted	
	Funds £	Funds £	Funds £	
ARM - (Covid Fund)			3,800	3,800
Bridget Bradshaw	500			500
Cambridge United Charities	1,600			1,600
Cambs Cuisine	828			828
Castle Townswomen's Guild	630			630
Costello Medical	854			854
Dassault	2,000			2,000
Displaylink	2,016			2,016
Elica	2,800			2,800
Go Glass			1,000	1,000
Great St Mary's Church	1,000			1,000
John Lewis	1,000			1,000
Jo Robbins Memorial	540			540
Lucy Howson	700			700
Masonic Charitable Trust	3,000			3,000
Philippe Cotrel	1,000			1,000
Reach Community Solar Farm			2,000	2,000
Rosmarinus Charitable Trust	500			500
St John's Church	1,000			1,000
St John's College & St John's College School	1,160			1,160
The Haymakers Arms	627			627
Trinity College Chapel	628			628
Anonymous and less than £500	31,972		7,410	39,382
	54,354	-	14,210	68,564

2. Innovate Funding This is a one year grant from Cambridgeshire County Council to provide our family work services as an extension of their Cambridge City Early Help team. The project runs from April 2021 and therefore the majority of this first quarterly payment is deferred to the next financial year.

3. Other Grants Alongside our Lottery Reaching Communities Grant and Cambridgeshire County Council Innovate Grant we also received funding from the follow organisations:

	£
Cambridge City Council Community Grant	5,000
Cambridgeshire Community Foundation Corona Emergency Grant	5,000
Cambridge City Council Covid Rent Grant	2,500
Ley's Community Grant	2,000
Fareshare Christmas Grant	2,000
Cambridge City Council Area Grant	1,720
Other	923
	19,143

4. Grants for individuals We applied, received and distributed funds for individual families from the following grant-giving organisations during the year:

	£
Cambridge Aid	6,100
CCNT	1,250
Cambridge City Council - Winter Grant Fund	400
Other	250
	8,000

5. Office equipment This includes the purchase of computers, ipad and mobile phones.

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6. Project Spend

This is spend specific to our project work, funded from a variety of sources and funds (restricted, designated & unrestricted). These are costs specific to that project, but core staffing and associated overheads are not included in this line item.

	Opening Balances	Total Income (Grants & Donations)	Total Expenditure	(Over)/Under Balance
	£	£	£	£
Club Cook - Budget Cookery Project (a)	3,200	-	4,233	17
Corona Emergency Grant		-	9,415	(26)
FareShare Christmas Project		-	4,010	(10)
Innovate Project		12,446	2,460	9,986
Main Lottery Grant		645	76,782	150
Poverty Relief Project (b)		-	8,650	12
Summer Family Trips (c)		-	2,291	9
Talking Together Early Years Project (d)	(660)	-	-	75
The Ley's Community Grant (IT Devices)		2,000	2,000	-
Winter Food & Fuel (City)		500	500	-
Winter Food & Fuel (South)		-	500	(500)

(a) Funded by Cambridge Community Foundation (funds received in previous year) and donation from Go Glass

(b) Funded by Cambridge City Council Community Grant, ARM Community Grant & Reach Community Solar Farm

(c) Funded by Cambridge City Council Area Grant and donations from Ellica, John Lewis, Masonic Charitable Trust, Cambridge United Charities

(d) Kettle's Yard are the grant holders, we are supporting partners, costs were incurred in the previous year, reimbursed in this financial year

7. Movement in funds

	at 1.4.20	Net movement in funds	Transfers between funds	at 31.3.21
	£	£		£
Unrestricted Funds				
General funds	37,199	91,076	(90,000)	38,275
Designated Funds				
- Reserves			39,000	39,000
- Transformational & transitional risks			15,000	15,000
- Poverty relief project (2022-23)			13,500	13,500
- Core family work (lottery gap) (2022-23)			12,500	12,500
- Future office/storage costs			5,000	5,000
- Translation services			5,000	5,000
Restricted Funds	2,240	7,544		9,784
Total Funds	39,439	98,620	-	138,059