

## Trustees' Annual Report for the Year Ended 31st December 2024

### 1. Reference and Administrative Details

- **Charity Name:** The Family Works
- **Charity Number:** 1205368
- **Principal Address:** The Campus, Pack Horse Lane, High Green, Sheffield S35 3HY

### 2.Trustees:

Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
Kevin Goodwin	Chair		
Daniel Andrews	Treasurer		
June Pollard			
Lloyd Samuels			
Laura Whittaker			
Rev Joy French		1 <sup>st</sup> September 2024	Trustees

- Laura Whittaker resigned as a Trustee with effect from 31<sup>st</sup> December 2024
- Revd Joy French was appointed as a Trustee with effect from 1<sup>st</sup> September 2024. Joy is a co-founder of the Family Works.

### 3. Employees and Volunteers:

FT staff – 4

PT staff – 1 (0.8)

1 PT contract ended 30<sup>th</sup> September 2024

1 PT contract ended 31<sup>st</sup> December 2024

- During the year, a total of 15 individuals volunteered their time and skills to support the work of the charity.
- **Independent Examiner:** Mr David Gee

#### 4. Structure, Governance, and Management

The Family Works is a Charitable Incorporated Organisation (CIO), registered with the Charity Commission. It operates under the oversight of a Board of Trustees, who are responsible for governance, strategic direction, and ensuring compliance with charity law and regulatory requirements.

The Board meets bi-monthly to review organisational performance, consider key developments, and make decisions in line with the charity's aims and values. All new Trustees complete an induction process, and regular training in governance and safeguarding is provided to ensure ongoing effectiveness and compliance.

#### Policies and procedures

Policy	In place
Internal Charity Financial Controls	✓
Financial	✓
Risk Management	✓
Expenses	✓
Conflicts of Interest	✓
Serious Incident Reporting	✓
Safeguarding	✓
Reserves	✓
Complaints	✓
Bullying and Harassment	✓
Social Media Policy	✓

#### 5. Objectives and Activities

To relieve the needs of the children and families in crisis from poverty, conflict, hardship, homelessness, ill health or addiction in Yorkshire.

1. the relief of financial hardship, in particular but not exclusively by the provision of advice and information on housing and welfare benefits
2. the preservation and protection of good physical and mental health
3. the advancement of education and training of those CHILDREN AND FAMILIES IN CRISIS who are in need thereof so as to advance them in life and assist them to adapt within the wider community.

Our mission is to provide early-intervention trauma-informed family support in South Yorkshire, ensuring that families, children, and young people receive the help they need to thrive. Our work includes:

- 1:1 trauma support for children and young people
- Family support interventions in homes and community settings
- Parenting workshops for families in need
- Community coffee mornings and events

- Training and upskilling staff in trauma-informed care

All activities are delivered in alignment with our charitable objectives and provide public benefit by supporting vulnerable families.

## 6. Achievements and Performance

In the past year, the Family Works has:

- Supported 44 families, 172 individuals (77 adults, 95 children) through trauma-informed work.
- Achieved a 75% improvement rate in children receiving 1:1 support, including enhanced general wellbeing, feeling calmer and more emotionally regulated, improved relationships with peers and adults, greater sense of being cared for, increased connection to others, renewed interests, engagement in positive activities, and beginning to look forward to the future with hope.
- Expanded parenting and professional workshops to reach a wider audience in the community and across the region.
- We have strengthened our multi-agency partnerships, working collaboratively with local schools, general practitioners, local authorities, health partners, Early Help services, Family Hubs, faith-based organisations, social prescribing teams, and local businesses to provide holistic and coordinated support to families.
- Facilitated monthly community coffee mornings to engage families and gather meaningful feedback, informing the ongoing development and improvement of our services.
- Secured multiple grant funding streams to support frontline work, while also strengthening relationships with funders, regular givers, local community organisations, and local businesses to enhance financial sustainability and community investment.

### Case Study: Supporting a Family in Crisis

One of the families we supported faced a complex combination of challenges, including domestic abuse, maternal mental ill health, and children with significant behavioural needs. Through our trauma-informed, relational approach—delivered via regular 1:1 support, mentoring, and multi-agency collaboration—we were able to help stabilise the family environment and build resilience. One child transitioned successfully to a specialist educational setting, while the other showed notable improvements in school engagement and peer relationships. The mother reported a marked improvement in her mental health and confidence, enabling her to reconnect with extended family and engage more fully in the community. She shared: *“I feel ready to connect more with the outside world.”* This case highlights the life-changing impact of compassionate, whole-family support.

## 7. Financial Review

Family Works had a total income of £186,815 this year, generated from:

- Grants & Funding: £162,318 (87% of total income)
- Donations & Fundraising: £20,606 (11%)

- Commissioned Services: £3,891 (2%)

Expenditure for the year was £168,379 covering:

- Staff and frontline delivery costs: £150,833
- Operational costs (rent, admin, training): £17,546

We maintain a reserves policy ensuring at least one month of operating costs (£18,436) are held in reserve.

## **8. Risk Management**

The charity has identified and actively manages a range of key risks to ensure safe, sustainable, and effective service delivery:

- **Financial Sustainability:** With high reliance on grant income, we are prioritising the diversification of funding streams. This includes strengthening our regular giving campaign, exploring new unrestricted income sources, and submitting targeted, high-quality grant applications. A reserve fund policy is also in place.
- **Safeguarding and Compliance:** The safety and wellbeing of children, young people, and vulnerable adults remains a core priority. All staff and volunteers have completed updated safeguarding training. Policies are reviewed annually, and robust reporting mechanisms are in place. We also continue to ensure full compliance with GDPR and employment legislation through audits and legal oversight.
- **Staff Capacity and Wellbeing:** Staff shortages and wellbeing risks remain significant concerns due to the intensity of frontline work. In response, we have introduced reflective supervision, flexible working options, and wellbeing support programmes. Recruitment strategies for staff, volunteers, and trustees are ongoing to maintain capacity and leadership strength.
- **Governance:** We are working to strengthen our Board by recruiting trustees with the appropriate skills and experience. This includes developing a clear recruitment strategy, offering induction and training, and conducting annual board reviews to ensure strong governance and engagement.
- **Operational and IT Resilience:** We maintain up-to-date health and safety policies, conduct regular risk assessments, and have invested in secure, reliable IT infrastructure. Disaster recovery plans are in place to protect against system failure or data breaches.

The Family Works is funded through a mix of grants from charitable trusts and foundations, commissioned work, and individual donations. We are committed to diversifying our income streams to ensure the long-term sustainability of our work, including exploring opportunities for earned income through training delivery and expanding our base of regular givers. Like many small charities, we face ongoing challenges in securing consistent, unrestricted funding to cover core costs. The competitive funding landscape and increasing demand for our services mean we must continually adapt, plan ahead, and invest in building strong relationships with funders and supporters.

## **9. Plans for the Future**

Over the coming year, The Family Works will continue to build on its trauma-informed, community-based approach by pursuing the following strategic priorities:

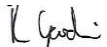
- Establish Four Regional Support Teams:
- Embed Youth Voice and Leadership
- Deliver Community-Based Training and Development
- Strengthen Multi-Agency Collaboration
- Support Strategic Co-Production
- Embed Learning and Evaluation

## **10. Statement of Responsibilities of the Trustees**

The Trustees confirm that they have complied with their duties under the Charities Act 2011, ensuring that the charity's financial statements provide a true and fair view of its affairs.

## **11. Approval and Signature**

This report was approved by the Board of Trustees on 9 June 2025 and signed on their behalf by:



---

Kevin Goodwin  
Chair of Trustees  
Family Works

The Family Works  
Unaudited Financial Statements

for the Year Ended 31 December 2024

The Family Works  
Charity No. 1205368  
Contents of the Financial Statements  
for the year ended 31 December 2024

	Page
General Information	1
Independent Examiners Report	2
Statement of Financial Activities	3
Balance Sheet	4

The Family Works  
Charity No. 1205368  
General Information  
for the year ended 31 December 2024

Principal Address	The Family Works The Campus Pack Horse Lane High Green Sheffield S35 3HY
Correspondence Address	The Family Works The Campus Pack Horse Lane High Green Sheffield S35 3HY
Trustees who served during the year	Kevin Goodwin (Chair) June Pollard Lloyd Samuels Daniel Andrews Laura Whittaker (resigned 31 December 2024) Rev Joy French (appointed 1 September 2024)

The Family Works  
Charity No. 1205368  
Independent Examiners Report to the Trustees.  
for the year ended 31 December 2024

To the Trustees.

I report on the Financial Statements of the charity for the year ended 31<sup>st</sup> December 2024 which are set out in the following pages.

**Respective responsibilities of trustees and examiner**

The trustees are responsible for the preparation of the accounts. The 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:

- To follow the procedures laid down in the general directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- To 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 the 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.

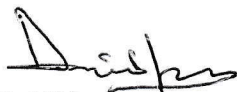
**Independent examiner's statement**

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 386 of the companies Act 2006; and
  - To prepare accounts which accord with the accounting records, comply with the Charities Act 2011 and the SORP (FRS102) "Accounting and Reporting by Charities" issued in March 2015.

have 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.



David H Gee  
Chartered Accountant (FCA)  
21 Ambler Rise  
Aughton  
Sheffield  
S26 3RH  
Dated

9/6/2025



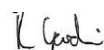
The Family Works  
Charity No. 1205368  
Statement of Financial Activities  
for the year ended 31 December 2024

	Unrestricted Funds £	Restricted Funds £	2024 Total £
<b>Income and Endowments From</b>			
Donations	13,103	2,324	15,427
Gift Aid	5,179	-	5,179
Commissioned Funding	3,891	-	3,891
Grant Income	23,522	138,796	162,318
<b>Total Incoming Resources</b>	<b>45,695</b>	<b>141,120</b>	<b>186,815</b>
<b>Expenditure on:</b>			
Raising Funds	-	-	-
Programme delivery	20,515	130,318	150,833
Other Costs	17,546	-	17,546
<b>Total Resources Expended</b>	<b>38,061</b>	<b>130,318</b>	<b>168,379</b>
Net Surplus Year	7,633	10,803	18,436
Transfer Between Funds	-	-	-
net movement in funds	<b>7,633</b>	<b>10,803</b>	<b>18,436</b>
Fund Balances 23 October 2023	-	-	-
<b>Fund Balances 31 December 2024</b>	<b>7,633</b>	<b>10,803</b>	<b>18,436</b>

The Family Works  
Charity No. 1205368  
Balance Sheet  
as at 31 December 2024

	Unrestricted Funds £	Restricted Funds £	2024 Total £
<b>Fixed Assets</b>			
Tangible Fixed Assets	-	-	-
<b>Current Assets</b>			
Cash at bank and in hand			
Current Account	17,370	11,356	28,726
Cash in hand	-	-	-
	<u>17,370</u>	<u>11,356</u>	<u>28,726</u>
Debtors			
Due within one year	-	-	-
	<u>17,370</u>	<u>11,356</u>	<u>28,726</u>
Total Current Assets	17,370	11,356	28,726
Creditors: Amounts due within one year	9,737	553	10,290
	<u>7,633</u>	<u>10,803</u>	<u>18,436</u>
Net Current Assets			
	<u>7,633</u>	<u>10,803</u>	<u>18,436</u>
Creditors due after more than one year	-	-	-
	<u>7,633</u>	<u>10,803</u>	<u>18,436</u>
Net Assets			
	<u>7,633</u>	<u>10,803</u>	<u>18,436</u>
<b>Funds</b>			
General Funds	7,633	-	7,633
Restricted Funds	-	10,803	10,803
	<u>7,633</u>	<u>10,803</u>	<u>18,436</u>

These accounts were approved by the trustees on 9 June 2025  
and signed on their behalf by:



Kevin Goodwin (Chair of trustees)