

The 3H Foundation

England & Wales · Charity number 286306

Details

Other names	3H FUND (HELPING HANDS FOR HOLIDAYS), HELP THE HANDICAPPED HOLIDAY FUND, 3 H FUND
Status	Registered
Legal form	Charitable company
Company number	01690253
Registered	1983-03-03
Register	View on the Charity Commission register

Contact

Address	B2 Speldhurst Business Park Langton Road Speldhurst Tunbridge Wells Kent TN3 0AQ
Phone	01892860207
Email	info@the3hfoundation.org.uk
Website	www.the3hfoundation.org.uk

Activities

Objects: 1. The relief of physical, mental or sensory disabilities in children and adults by the provision and/or enabling of recreational and leisure time activities/breaks in the interest of social welfare helping to develop skills, capacities and capabilities. 2. The relief of those in need by reason of financial hardship, among people with physical, mental or sensory disabilities by the provision of grants to enable them to have a holiday break with their families and/or carers. 3. The preservation and protection of good health of those caring for people with physical, mental or sensory disabilities by providing help to enable them to have a period of respite.

Activities: Independent group holidays for adults and young people with disabilities. Holiday grants for low income families with a disabled member for a UK break. Grants also available for carer respite breaks. Carer support through relaxing spa days and pamper hampers. Support for young people with disabilities and young carers including home-based challenges, activity hampers and funded days out.

Classification

- **How:** Makes Grants To Individuals, Provides Services, Other Charitable Activities
- **What:** Disability
- **Who:** Children/young People, Elderly/old People, People With Disabilities

Geography

- Northern Ireland
- Scotland
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-12-31	£297,559	£240,011	-	-
2024-12-31	£176,495	£256,850	-	-
2023-12-31	£236,181	£236,311	-	-
2022-12-31	£202,063	£209,858	-	-
2021-12-31	£229,518	£178,833	-	-
2020-12-31	£148,235	£130,685	-	-

Trustees

Name	Role	Appointed
David Nicholas Pate	Chair	2021-01-21
Deborah Hargreaves		2026-02-03
John Moreland		2024-11-05
Nicci Levy		2024-06-18
Professor Tony Lavender		2018-01-29
Stephen Clark		

Accounts

OUR IMPACT 2025

We are proud to have supported 590 people.

TEENSPLUS

107 Young people benefitted in total
27 Home challenges
80 activity hampers



GROUP HOLIDAYS

15 Adults with disabilities and **24** Young people with disabilities/carers enjoyed a supported, independent break away.



THE 3H FOUNDATION
Putting ability, into disability

TRUSTEES' REPORT AND FINANCIAL STATEMENT

GRANTS

118 Grants awarded.
314 People got away on holiday



**For the year ended
31 December 2025**

Charity number: 286306
Company number: 1690253

CARER SUPPORT

130 Carers supported.
34 Hampers Sent
10 enjoyed a respite day
86 Luxury spa days



THE 3H FOUNDATION
YEAR ENDED 31 DECEMBER 2025

CONTENTS

Legal and Administrative information	1
Report of the Trustees	2
Independent Examiner's Report	8
Statement of Financial Activities	9
Balance Sheet	10
Notes to the Financial Statements	11

LEGAL AND ADMINISTRATIVE INFORMATION

COMPANY NUMBER	1690253
REGISTERED CHARITY	286306
TRUSTEES	David Pate (Chairman) Nicci Levy (Deputy Chairman) Tony Lavender Stephen Clark John Moreland Ed Langridge (Resigned 24 June.2025) Eric Maude (Resigned 9 February 2026) Deborah Hargreaves (Appointed 3 February.2026)
CHARITY MANAGER	Corina Rumsey
REGISTERED OFFICE	B2 Speldhurst Business Park Langton Road Speldhurst Tunbridge Wells TN3 0AQ
BANKERS	Lloyds Bank Plc 82 Mount Pleasant Road Tunbridge Wells TN1 1RP
INDEPENDENT EXAMINER	James Mathieson FCA Lindeyer Francis Ferguson Chartered Accountants North House 198 High Street Tonbridge Kent TN9 1BE
SOLICITORS	Thomson Snell & Passmore 3 Lonsdale Gardens Tunbridge Wells Kent TN1 1NX

REPORT OF THE TRUSTEES

The Trustees who are also Directors of the Charity for the purposes of the Companies Act, submit their annual report and the unaudited financial statements for the year ended 31 December 2025.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and 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).

Legal and administrative information set out on the previous page forms part of this report.

Mission Statement

'To provide holidays, short breaks and activities for adults and children with disabilities, and periods of respite for carers.'

Objectives and Activities

The objectives of the charity are:

- 1) To provide relief for children and adults with disabilities by organising short breaks away, with others, enabling at the same time the regular carers to have a period of respite.
- 2) To provide financial assistance for families with a family member(s) who have physical or mental disabilities and who are on low incomes to get a modest UK holiday break with their family and/or their carers.
- 3) To communicate with people with disabilities and young carers in their own homes by way of sending respite hampers and challenges to stimulate and excite and bring a little sunshine into their lives.
- 4) To help preserve the health and well-being of people who are caring for those with disabilities, to get a short period of respite in a relaxing environment.

Patron

The Trustees are delighted to have Dr Karen Darke MBE as their patron. She was a Paralympic gold medal winner at the Rio games in 2016 and her experience and enthusiasm in the world of disability is well-known. This is what she says about 3H:

“The 3H Foundation continues to build on its success over the past five decades and has evolved and adapted its work empowering those with disabilities and supporting their families and carers. They are a small charity performing mighty work – keep it up 3H!”

The Trustees were also delighted to welcome two new ambassadors to the charity in 2025.

Callie-Ann Warrington is a Paralympian silver medalist and record-breaking athlete whose dedication to accessibility goes far beyond the sporting arena.

Carrie-Ann Lightley is one of the UK's leading voices in accessible travel. Through her widely read blog, travel guides, reviews and presswork, she inspires and empowers disabled people to explore the world.

Report of the Trustees – including Finance Review

2025 marked the 50th anniversary of the charity - an important milestone that we are incredibly proud to have reached. Our celebrations throughout the year reflected not only our history but also our continued commitment to those we support.

Following a particularly challenging 2024, we entered 2025 with a strengthened strategic plan encompassing marketing, fundraising, and governance. A central component of this plan was a full review and revision of our reserves policy (detailed below), undertaken to ensure the charity's long-term stability and sustainability.

Despite ongoing economic pressures affecting many small charities, we succeeded in significantly improving our financial position over the past year. Importantly, we achieved this while continuing to deliver life-changing support to the people who rely on our services. This improved stability means we can move forward with greater confidence and expand our reach even further in 2026.

The Trustees and beneficiaries extend their sincere gratitude to everyone who has supported the 3H Foundation throughout the year - our donors, fundraisers, staff, and volunteers. Your dedication and generosity make our work possible, and we thank you wholeheartedly.

REPORT OF THE TRUSTEES

Investment Policy and Objectives

3H operates with a low-risk attitude towards investments whilst looking for reasonable returns. The Trustees are satisfied with the performance of investments in the year under review.

Reserves

We are susceptible to financial market conditions, so it is the aim of the Trustees to endeavor to hold reserves equal to the restricted funds, operating costs and commitments for a nine-month period, plus an additional amount to accommodate lease commitments and variations. This is in the region of £110,000 - £150,000. Our unrestricted free reserves, that is unrestricted reserves excluding those represented by tangible fixed assets and designated funds, amount to £110,946 (2024: £46,300) at the balance sheet date.

Programme Overview

All the services and programmes that we provide fit into our mission and objectives.

Activity Holidays Programme

These holidays have been at the heart of what 3H does and has been doing since it started in 1975. In 2025 four group holidays went ahead, we ran two adult activity holidays, both at Nutley Edge, on the edge of the Ashdown Forest in East Sussex. This marked our third consecutive year working in collaboration with Outward Housing. We also arranged two sailing holidays on the South Coast. These were for young carers and young people with disabilities. Our sailing holidays are organised with the Cirdan Sailing Trust. All the holidays were very popular and well received. The feedback from the guests demonstrated that the venues, activities, and content of the holidays were just right for their needs and enjoyment. The adults were able to travel independently and experience new activities and friendships.

Feedback from Sailing Holiday

'The learners...had their best adventure EVER!.. I think the greatest aspect was that they were not given any special dispensation for their needs unnecessarily and as a result they achieved far greater things than they could ever imagine'.

Feedback from the Adult Holiday

'I had a lovely time and have made wonderful memories. It was nice to feel independent and to be able to give...my carer a break'

Holiday Grant Programme

2025 continued to see an extremely high number of enquiries for the grant programme, demonstrating the need for this service. Many people with disabilities find a holiday or break not a luxury but a real lifeline, the chance to get away, enjoy themselves and have a much-needed break from the confines of their circumstances. We were very pleased to have awarded 118 grants allowing 314 people to get away with 192 of these having a disability. We continue to make improvements to our process to ensure it is as efficient as possible. We were very lucky to have the help of an expert volunteer who supports us with this technology, ensuring minimal costs to the charity.

'We were able to tailor everything around Cillian's needs and go at his pace. It gave us an opportunity to just enjoy our time together.'

Cillian has very few words but since we've been back, he has been saying the word seaside! I think that says it all. Thank you'

Carers Support Programme

There are over seven million carers in the UK who need a break from time to time and a short period away is a vital ingredient to help their mental well-being.

We are fortunate to have established connections with two fabulous venues, Ashdown Park Hotel and Country Club in East Sussex and Hempstead House Hotel in Sittingbourne. At these hotels we arrange, alongside caring organisations, for unpaid carers of disabled people to enjoy a spa day including lunch, full use of all the facilities and a treatment of their choice. This is an important break for them, getting away from the constant challenges they face on a day-to-day basis. During 2025 we were able to help 94 carers get some time away. We are currently working with Care for the Carers and 21 Together for these days.

34 Unpaid carers registered with us received one of our respite hampers. The hampers include pamper items, planting, baking kits and treats as well as some much needed food vouchers from COOK.

As ever these hampers continue to have a big impact on the recipients:

REPORT OF THE TRUSTEES

'As a parent carer, the days can feel long and relentless, but receiving your thoughtful gift brought real moments of joy and comfort into my home. I've been thoroughly enjoying snuggling up on the sofa with the cosy soft blanket - it's become my go-to for those rare quiet moments. The hot chocolate was absolutely delicious, and tasting it while wrapped in the blanket felt like a little hug from your team.

It's hard to put into words just how much these small but thoughtful "glimmers" of peace and comfort mean to carers like me. They truly make a huge positive difference, reminding us that we're seen and supported'.

TeensPlus Programme

Having identified the number of teenagers with disabilities and those youngsters who care for others, 3H created a TeensPlus Programme which provides activities at home and away.

The TeensPLUS programme sends out challenge packs for those with disabilities and young carers and also young carer hampers. This remains extremely popular and well received. Setting the challenges stimulates and helps with mental stress, builds new skills and is some fun at the same time. 27 Challenges were completed, and 80 Hampers were sent.

Young Carer worker: 'When I visited the home to collect Miles, he showed me the terrarium that he had made up and said he was delighted to get the box and that it 'feels like Christmas again'.

Outreach

The 3H Foundation remains committed to ensuring that all our programmes reach beneficiaries across the UK. We work proactively to connect with organisations nationwide - both in person and virtually - to raise awareness of the support we offer. This includes ongoing engagement with carer organisations, disability support groups, and hotels, ensuring that our services are promoted in the areas where they are needed most.

Social Media

Recognising the importance of a strong and consistent online presence, the Trustees appointed a professional social media expert in 2025. This partnership has significantly enhanced the visibility and impact of our digital communication. Our posts are now more streamlined, consistent, and recognisable, contributing to increased engagement across our platforms. This additional expertise has also freed the team to pursue broader opportunities, including building valuable connections on LinkedIn.

Fundraising

In line with our 2025 plan, the entire team played an active role in strengthening our fundraising efforts. While continuing to nurture and prioritise our existing relationships, we also significantly broadened our outreach to trusts and foundations whose missions closely align with ours. We were encouraged by the number of new and renewed partnerships developed during the year. We extend our sincere thanks to the organisations, trusts, and livery companies, including The Banham Foundation for their support of our work.

Specsavers Tunbridge Wells remained a valued supporter throughout the year, raising an impressive £2,766 through a variety of in-store fundraising activities and a second team climb up Snowdon. Their enthusiasm and commitment are truly appreciated.

In April, we proudly cheered on Lloyd, Danny, Olivia, and Joe as they took part in the Brighton 10k, and we extend our thanks to Chris for completing the Brighton Marathon. Together, their efforts raised a combined total of £1,887.

In total, during 2025 we were delighted to receive support from: 55 Trusts and Foundations, 26 Individuals, 5 Businesses, 5 Fundraisers and 2 Church groups.

We are deeply grateful to everyone who chose to support the 3H Foundation. Your generosity directly enables us to continue delivering vital and life-enhancing support to the people who need us most.

Public benefit

The Trustees have regards to the guidance issues laid down by the Charity Commission on public benefit when reviewing the charitable company's objectives and planning future activities. Applications to the charity are open to all who meet the eligibility criteria. Holidays and outings for our guests, carers and grant applications are a lifeline to help them cope with the difficulties and stresses of their everyday lives. In current times, this is more important than ever.

REPORT OF THE TRUSTEES

The Future

Group Holidays Programme

After great feedback from beneficiaries, we will be continuing to work with Outward Charity who own Nutley Edge on the outskirts of Ashdown Forest for our 2026 adult holidays. Two adult holidays have been arranged for 2026 in this location. These holidays will see the guests enjoy typical holiday day trips alongside some more adventurous activities. In addition, two five-day sailing holidays, one for young carers and one for young people with disabilities, have been arranged with the Cirdan Sailing Trust.

Holiday Grant Programme

Our Holiday Grant Programme is vital for families on low incomes with a disabled member to get a break away together as a family unit. The stress and strain of living with disability is hard on the whole family unit. We fully expect the demand in the coming twelve months to be considerable, and we are prepared with our streamlined processes to be able to support more beneficiaries in 2026. We go into the year with an amount of restricted funding for this programme so will ensure that spending is carried out according to our donors' wishes and will look to utilise any free reserves as appropriate.

Carer Support Programme

We will continue to work with our carer organisations in the south-east, to organise 'Spa Day' breaks for unpaid carers. At Ashdown Park Hotel and Hempstead House Hotel, carers come and spend a day relaxing in the spa where they receive a treatment and the use of the spa's facilities, enjoy a welcome drink and 2 course lunch, and go home refreshed ready to take up the next challenge with their batteries recharged.

We are delighted to hear the positive feedback our hampers give and are therefore aiming to continue with this initiative during 2026 and will fundraise for this with earnest. Amongst other items these include the much-appreciated COOK vouchers of which we are grateful for the support of COOK Trading in supplying these to the charity at a discount.

We will continue to look for any other opportunities to support our carers registered with us.

TeenPlus Programme

Through our TeensPlus programme, we continue to work closely with schools and organisations that support children with disabilities and/or learning difficulties, enabling them to enjoy group outings to theatres, events, and activities in both rural and urban settings. One initiative that has proven particularly successful is our challenge packs—carefully designed activities delivered directly to teenagers' homes to help develop life skills while offering meaningful engagement and enjoyment. These packs provide much-needed relief and stimulation, and we plan to deliver four new challenges during 2026. Strengthening this area of work will be a key focus of our fundraising efforts in the year ahead.

As we enter the year with confirmed restricted funding for young carers, we will ensure that 80 young carers receive activity hampers, distributed with support from our partner carer organisations. These hampers provide opportunities for fun and creativity, offering young carers valuable moments of "me time" away from their responsibilities.

We remain committed to working collaboratively with charitable organisations, community groups, schools, and health professionals. By maintaining these strong partnerships, we can continue to provide the highest possible level of support to our beneficiaries—both now and in the future.

STRUCTURE GOVERNANCE AND MANAGEMENT

Governing Document

The 3H Foundation is a company limited by guarantee (registered number 16902530) Governed by its Memorandum and Articles of Association dated 1983 (amended July 2018) It is registered as a charity with the Charity Commission (registration number 286306).

Members

The members of the company are the Trustees and supporters of the charity. New members may be appointed at the discretion of the Trustees.

Recruitment, Induction and Training of Trustees

New Trustees are welcomed, and an induction pack is given to prospective applicants followed by informal/formal meetings with the Charity Manager, Chairman and /or Deputy Chairman, followed by circulation of the applicant's CV to the rest of the Board of Trustees if advised by the Chairman/Deputy Chairman. The applicant may be formally invited to become a co-opted Trustee prior to becoming elected at the AGM. In-house induction suited to the skills/experience/responsibilities of the new Trustee is undertaken.

REPORT OF THE TRUSTEES

We were disappointed to see our Deputy Chair Ed Langridge resign his post in June 2025, although understood and respected his decision. Ed had been on the board of trustees and part of the team for many years, and we are deeply grateful for his invaluable contributions during his time on the board.

Organisational structure

The 3H Foundation is controlled by a Board of Trustees chaired by Dave Pate.

At the annual Strategic Planning Meeting, the Trustees approve policies to be pursued during the coming year in terms of Group Holidays, the Grant Programme, the TeensPlus Programme, the Carers Support Programme, the Hamper and Challenge Packs and avenues for fundraising.

The Charity currently employs four part-time members of staff: Corina Rumsey (Charity Manager) who reports to the Board of Trustees and manages the operational business of the charity in addition to duties as a Finance Officer; Claire Sanderson (Operating and Marketing Lead); Suzanne Vidamo (Grants Administrator) and Sarah Dean (Trust & Corporate Fundraiser).

We are very lucky to also have a small team of volunteers who support our work in many ways keeping costs to the charity at a minimum, so our thanks goes to Henry, Terry, Bridget, Sue and Glyn.

Thanks is due to the Trustees who support and encourage the staff during the year, and the Trustees want to acknowledge and thank the team with their dedication, care and compassion enabling so many beneficiaries to be supported.

Trustees

The Directors of the company, who are also the Trustees for the purpose of charity law, are set out on Page 1 of this Report.

The Trustees bring a diverse range of expertise and skills, which are invaluable to the charity's operations and mission.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The Trustees are responsible for preparing the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice.

Company law requires the Trustees to prepare financial statements for each financial year. Under that law the Trustees have elected to prepare the financial statements in accordance with the United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the surplus or deficit of the charitable company for that period. In preparing those financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

This report has been prepared in accordance with the provisions applicable to companies subject to the small companies' regime within Part 15 of the Companies Act 2006.

**THE 3H FOUNDATION
YEAR ENDED 31 DECEMBER 2025**

REPORT OF THE TRUSTEES

By Order of the Board

Dave Pate - Chairman

Date: 27 April 2026

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF THE 3H FOUNDATION

I report to the charity Trustees on my examination of the financial statements of The 3H Foundation ('the charity') for the year ended 31 December 2025.

Responsibilities and basis of report

As Trustees of the charity (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006.

Having satisfied myself that the financial statements of the charity are not required to be audited under Part 16 of the Companies Act 2006 and are eligible for independent examination, I report in respect of my examination of the charity's accounts as carried out under section 145 of the Charities Act 2011. In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the Charities Act 2011.

Independent examiner's statement- matter of concern identified

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants, which is one of the listed bodies.

I have completed my examination and I can confirm that no other matters have come to my attention in connection with the examination giving me reasonable cause to believe that:

1. accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act:
or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report and to enable a proper understanding of the accounts to be reached.

James Mathieson FCA
Lindeyer Francis Ferguson
Chartered Accountants
North House
198 High Street
Tonbridge
Kent TN9 1BE

Date: 27 April 2026

THE 3H FOUNDATION

STATEMENT OF FINANCIAL ACTIVITIES *(INCLUDING INCOME AND EXPENDITURE ACCOUNT)* FOR THE YEAR ENDED 31 DECEMBER 2025

	Notes	2025 Unrestricted funds £	2025 Restricted funds £	2025 Total funds £	2024 Total funds £
INCOME FROM:					
Donations and legacies	3	196,568	90,265	286,833	166,951
Charitable activities:					
Holiday contributions		7,350	-	7,350	6,200
Other trading activities:					
Fundraising events		1,280	-	1,280	592
Investment income		2,096	-	2,096	2,752
Total income		207,294	90,265	297,559	176,495
EXPENDITURE ON:					
Raising funds	4	27,304	-	27,304	21,610
Charitable activities	5	121,980	90,727	212,707	235,240
Total expenditure		149,284	90,727	240,011	256,850
Net gains on investments	10	5,251	-	5,251	4,849
NET INCOME / (EXPENDITURE)		63,261	(462)	62,799	(75,506)
NET MOVEMENT IN FUNDS	7	63,261	(462)	62,799	(75,506)
RECONCILIATION OF FUNDS:					
Total funds brought forward		49,245	63,422	112,667	188,173
Total funds carried forward	13	112,506	62,960	175,466	112,667

THE 3H FOUNDATION

BALANCE SHEET AS AT 31 DECEMBER 2025

	Notes	2025 £	2024 £
FIXED ASSETS			
Tangible assets	9	1,560	2,225
CAF investment funds	10	78,380	66,257
		<u>79,940</u>	<u>68,482</u>
CURRENT ASSETS			
Debtors	11	7,978	8,088
Cash at bank and in hand		93,420	42,326
		<u>101,398</u>	<u>50,414</u>
CREDITORS: Amounts falling due within one year	12	(5,872)	(6,229)
NET CURRENT ASSETS		<u>95,526</u>	<u>44,185</u>
NET ASSETS		<u>175,466</u>	<u>112,667</u>
FUNDS			
Unrestricted funds	13	112,506	49,245
Restricted funds	13	62,960	63,422
		<u>175,466</u>	<u>112,667</u>

For the financial year ended 31 December 2025 the charitable company was entitled to exemption from audit under section 477 Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476; and
- The trustees, who are also the directors of the charitable company for the purposes of company law, acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of the financial statements.

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small charitable companies.

The financial statements were approved by the Board of Trustees on 27 April 2026 and were signed on its behalf by:

Dave Pate - Chairman

Company number: 1690253

THE 3H FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2025

1 STATUS

The 3H Foundation is a charitable company limited by guarantee incorporated in England & Wales. In the event of the company being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The address of the registered office is given in the Trustees' Report.

2 ACCOUNTING POLICIES

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

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)" (Effective 1 January 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The 3H Foundation meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

There are no material uncertainties about the charity's ability to continue, and so the going concern basis of accounting has been adopted.

The financial statements are prepared in pounds sterling, which is the functional currency of the charity, and rounded to the nearest £1.

Income

Donations and grants are recognised when the charity has entitlement to the funds, any performance conditions attached to the funds have been met, it is probable that the income will be received and the amount can be measured reliably. For donations this is usually on receipt. For grants this is usually when a formal offer is made in writing, unless the grant contains terms and conditions which must be met before the charity is entitled to the funds.

Income from legacies is recognised when there has been a grant of probate, the executors have established that there are sufficient assets in the estate to pay the legacy, and any conditions attached to the legacy are within the charity's control or have been met.

Holiday contributions represent the proportion of holiday costs recovered directly from the individual holiday-makers and carers; these are recognised when the holiday takes place.

2 ACCOUNTING POLICIES continued

Expenditure

Expenditure is recognised when there is a legal or constructive obligation to transfer resources to a third party, settlement is probable and the amount can be measured reliably. Expenditure is stated gross of irrecoverable VAT and has been classified under headings that aggregate all costs related to the category. Grants payable are accounted for when the grant has been promised in writing to the recipient.

Staff costs are allocated across fundraising, the four charitable activities and administrative activities undertaken by the charity on the basis of staff time. Support costs are allocated to charitable activities on the basis of direct costs and staff costs.

Financial instruments

The charity only has financial instruments which are classified as basic financial instruments. Short-term debtors and creditors are measured at the settlement value. Any losses from impairment are recognised in the statement of financial activities.

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used on any activities in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for the particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Designated funds are unrestricted funds which are set aside by the trustees from time to time for specific purposes.

Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost less estimated realisable value of each asset over its expected useful life, as follows:

Fixtures, fittings and equipment:	25% on cost
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Investments

Investments held within CAF investment funds are stated at market value. All movements in valuation are taken to the statement of financial activities.

Pension scheme

The charity operates a defined contribution pension scheme for its employees. The assets of the scheme are held separately from those of the charity in an independently administered fund. The pension cost represents contributions payable by the charity to the fund.

Leasing

Rentals payable under operating leases are charged against income on a straight line basis over the lease term.

THE 3H FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2025

3 INCOME FROM DONATIONS AND LEGACIES	2025	2024
	£	£
Donations and grants	236,833	166,951
Legacies	50,000	-
	<u>286,833</u>	<u>166,951</u>

In the prior period, restricted income from donations and legacies amounted to £83,127.

4 EXPENDITURE ON RAISING FUNDS	2025	2024
	£	£
Direct fundraising costs	548	304
Allocated costs:		
Staff costs (Note 8)	20,227	16,401
Support costs (Note 6)	6,529	4,905
	<u>27,304</u>	<u>21,610</u>

5 EXPENDITURE ON CHARITABLE ACTIVITIES

	<i>2025</i>	<i>2025</i>	<i>2025</i>	<i>2025</i>	<i>2024</i>
	<i>Direct</i>	<i>Staff</i>	<i>Support</i>	<i>Total</i>	<i>Total</i>
	<i>costs</i>	<i>costs</i>	<i>costs</i>	<i>£</i>	<i>£</i>
	£	£	£		
Holiday programme	58,301	9,418	21,286	89,005	71,579
Grant programme	39,785	16,896	17,816	74,497	91,530
Outreach	-	3,718	1,169	4,887	3,714
Carers support	13,047	7,085	6,328	26,460	37,166
TeensPLUS	4,169	9,418	4,271	17,858	31,251
	<u>115,302</u>	<u>46,535</u>	<u>50,870</u>	<u>212,707</u>	<u>235,240</u>

The direct costs of the Grant Programme relate to grants made to individuals to enable disabled people on low incomes to organise a modest UK holiday with their families and / or carers.

In the prior period, restricted expenditure on charitable activities amounted to £117,122.

THE 3H FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2025

6 SUPPORT COSTS	2025	2024
	£	£
<i>General support</i>		
Staff costs	24,365	28,638
Office accommodation	15,879	15,294
Insurance	2,554	2,391
Telephone, post and stationery	2,667	2,155
Repairs, maintenance and computer costs	1,777	1,440
Other office running expenses	3,310	2,720
Payroll and accounts preparation	3,822	3,736
Depreciation	665	445
<i>Governance</i>		
Independent examination	2,360	2,240
	<u>57,399</u>	<u>59,059</u>
7 NET MOVEMENT IN FUNDS	2025	2024
	£	£
This is stated after charging:		
Depreciation	665	445
Operating lease rentals	10,250	10,250
Independent examiner's fees - examination	2,360	2,240
Independent examiner's fees - accounts	1,840	1,750
Independent examiner's fees - other services	1,982	1,986
	<u>17,097</u>	<u>16,671</u>

THE 3H FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2025

8 STAFF COSTS	2025	2024
	£	£
Wages and salaries	85,176	87,457
Employer's NIC	1,692	1,526
Employer's pension contributions	4,259	4,373
	<u>91,127</u>	<u>93,356</u>

The average number of employees during the year was 4 (2024: 4). No member of staff earned over £60,000 in the year or the previous year. None of the trustees received any remuneration in their capacity as trustee during the year, and no trustees were reimbursed expenses (2024: none).

The key management personnel of the charity is considered to be the trustees and the Charity Manager. The total emoluments of the key management personnel of the charity were £30,801 (2024: £32,569).

9 TANGIBLE FIXED ASSETS	<i>Fixtures, fittings & equipment</i>
	£
Cost	
At 1 January 2025	9,910
Disposals	(4,508)
At 31 December 2025	<u>5,402</u>
Depreciation	
At 1 January 2025	7,685
Depreciation charge	665
Eliminated on disposal	(4,508)
At 31 December 2025	<u>3,842</u>
Net book value	
At 31 December 2025	<u>1,560</u>
At 31 December 2024	<u>2,225</u>

THE 3H FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2025

10 CAF INVESTMENT FUNDS	2025	2024
	£	£
Market value at 1 January 2025	66,257	79,456
Additions	5,000	-
Disposals	-	(20,000)
Dividends and interest accumulated	1,873	1,952
Change in market value	5,250	4,849
	<u>78,380</u>	<u>66,257</u>
Market value at 31 December 2025	<u>78,380</u>	<u>66,257</u>
Analysis of funds (all held within the UK):		
CAF Income and Growth Fund	78,380	66,257
	<u>78,380</u>	<u>66,257</u>
11 DEBTORS	2025	2024
	£	£
Prepayments and accrued income	7,978	8,088
	<u>7,978</u>	<u>8,088</u>
12 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR	2025	2024
	£	£
Accruals	5,030	4,503
Other taxation and social security	842	1,726
	<u>5,872</u>	<u>6,229</u>

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2025

13 ANALYSIS OF CHARITABLE FUNDS

<i>Current year</i>	<i>At 1 Jan 2025 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Net gains / transfers £</i>	<i>At 31 Dec 2025 £</i>
Unrestricted funds:					
General fund	48,525	201,949	(143,219)	5,251	112,506
Designated funds	720	5,345	(6,065)	-	-
	49,245	207,294	(149,284)	5,251	112,506
Restricted funds:					
UK Holiday Grant Programme	41,611	26,455	(44,012)	-	24,054
Holiday Programme	13,400	46,435	(31,056)	-	28,779
TeensPLUS	4,477	7,100	(4,199)	-	7,378
Carers Support Programme	3,934	10,275	(11,460)	-	2,749
	63,422	90,265	(90,727)	-	62,960
Total funds	112,667	297,559	(240,011)	5,251	175,466
<i>Prior year</i>	<i>At 1 Jan 2024 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Net gains / transfers £</i>	<i>At 31 Dec 2024 £</i>
Unrestricted funds:					
General fund	82,771	93,368	(132,463)	4,849	48,525
Designated funds	7,985	-	(7,265)	-	720
	90,756	93,368	(139,728)	4,849	49,245
Restricted funds:					
UK Holiday Grant Programme	82,847	35,982	(77,218)	-	41,611
Holiday Programme	-	34,645	(21,245)	-	13,400
TeensPLUS	10,308	4,000	(9,831)	-	4,477
Carers Support Programme	4,262	8,500	(8,828)	-	3,934
	97,417	83,127	(117,122)	-	63,422
Total funds	188,173	176,495	(256,850)	4,849	112,667

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2025**

13 ANALYSIS OF CHARITABLE FUNDS (continued)

The Holiday Programme relates to funds received specifically for group holidays.

The UK Holiday Grant Programme relates to funds received specifically for the programme and / or to benefit a particular geographical area or a particular group, for example children.

TeensPLUS relates to funds received specifically for young carers and adults aged 13 to 25. Funds are used to provide activities at home and to provide funded activities and day trips for schools and youth organisations.

The Carers Support Programme relates to funds received to support carers. Funds are used to provide pamper days, pamper hampers and afternoon tea vouchers.

Unrestricted funds are designated towards planned activities where potential deficits on restricted fundraising or contributions from individuals has been noted.

14 ANALYSIS OF NET ASSETS BETWEEN FUNDS

Current year	<i>Unrestricted funds 2025 £</i>	<i>Restricted funds 2025 £</i>	<i>Total funds 2025 £</i>
Tangible fixed assets	1,560	-	1,560
Investments	78,380	-	78,380
Net current assets	32,566	62,960	95,526
	<u>112,506</u>	<u>62,960</u>	<u>175,466</u>
Prior year	<i>Unrestricted funds 2024 £</i>	<i>Restricted funds 2024 £</i>	<i>Total funds 2024 £</i>
Tangible fixed assets	2,225	-	2,225
Investments	66,257	29,237	95,494
Net current assets	10,000	34,185	44,185
	<u>78,482</u>	<u>63,422</u>	<u>141,904</u>

THE 3H FOUNDATION

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2025**

15 FINANCIAL COMMITMENTS

At 31 December 2025 the charity was committed to making total future lease payments under non-cancellable operating leases are follows:

	2025 £	2024 £
Land and buildings		
Operating leases which are due within one year	5,425	6,347

16 RELATED PARTY TRANSACTIONS

During the year, the charity obtained design services totalling £nil (2024: £12) from Hold Design Agency, a business in which a trustee's son is a co-founder.

In aggregate, trustees personally donated £252 (2024: £nil) to the charity during the year.

Langton Life Ltd, a company controlled by a trustee, donated £1,000 to the charity during the year (2024: £nil).

Accounts

OUR IMPACT 2024

We are proud to have supported 1025 people.

TEENSPLUS

292 Young people benefitted in total
116 Home challenges 78 hampers and 98 Activity days



GROUP HOLIDAYS

12 Adults with disabilities and 22 Young people with disabilities/carers enjoyed a supported, independent break away.



THE 3H FOUNDATION
Putting ability, into disability

TRUSTEES' REPORT AND FINANCIAL STATEMENT

GRANTS

157 Grants awarded.
478 People got away on holiday



For the year ended
31 December 2024

Charity number: 286306
Company number: 1690253

CARER SUPPORT

221 Carers supported.
80 Hampers Sent
15 Afternoon teas
126 Luxury spa days



THE 3H FOUNDATION
YEAR ENDED 31 DECEMBER 2024

CONTENTS

Legal and Administrative information	1
Report of the Trustees	2
Independent Examiner's Report	7
Statement of Financial Activities	8
Balance Sheet	9
Notes to the Financial Statements	10

LEGAL AND ADMINISTRATIVE INFORMATION

COMPANY NUMBER	1690253
REGISTERED CHARITY	286306
TRUSTEES	David Pate (Chairman) Ed Langridge (Deputy Chairman) Tony Lavender Stephen Clark Eric Maude Nicci Levy – appointed 18 June 2024 John Moreland - appointed 5 November 2024
MEMBERS	Alison Bentley
CHARITY MANAGER	Corina Rumsey
REGISTERED OFFICE	B2 Speldhurst Business Park Langton Road Speldhurst Tunbridge Wells TN3 0AQ
BANKERS	Lloyds Bank Plc 82 Mount Pleasant Road Tunbridge Wells TN1 1RP
INDEPENDENT EXAMINER	James Mathieson FCA Lindeyer Francis Ferguson Limited Chartered Accountants North House 198 High Street Tonbridge Kent TN9 1BE
SOLICITORS	Thomson Snell & Passmore 3 Lonsdale Gardens Tunbridge Wells Kent TN1 1NX

REPORT OF THE TRUSTEES

The Trustees who are also Directors of the Charity for the purposes of the Companies Act, submit their annual report and the unaudited financial statements for the year ended 31 December 2024.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and 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).

Legal and administrative information set out on the previous page forms part of this report.

Mission Statement

'To provide holidays, short breaks and activities for adults and children with disabilities, and periods of respite for carers.'

Objectives and Activities

The objectives of the charity are:

- 1) To provide relief for children and adults with disabilities by organising short breaks away, with others, enabling at the same time the regular carers to have a period of respite.
- 2) To provide financial assistance for families with a family member(s) who have physical or mental disabilities and who are on low incomes to get a modest UK holiday break with their family and/or their carers.
- 3) To communicate with people with disabilities and young carers in their own homes by way of sending respite hampers and challenges to stimulate and excite and bring a little sunshine into their lives.
- 4) To help preserve the health and well-being of people who are caring for those with disabilities, to get a short period of respite in a relaxing environment.

Patron

The Trustees are delighted to have Dr Karen Darke MBE as their patron. She was a Paralympic gold medal winner at the Rio games in 2016 and her experience and enthusiasm in the world of disability is well-known. This is what she says about 3H:

“ The 3H Foundation continues to build on its success over the past five decades and has evolved and adapted its work empowering those with disabilities and supporting their families and carers. They are a small charity performing mighty work – keep it up 3H! “

Report of the Trustees – including Finance Review

In 2024 our charity has continued to diversify its approach and expand its support for beneficiaries. Like many small charities 2024 was a challenging year as the cost-of-living pressures has affected donors' resources. Despite the reduction in funding the Trustees were able to maintain their commitments in providing high quality services amidst growing demand also influenced by cost-of-living pressures to many of our beneficiaries.

Whilst we ended 2024 with a deficit of £75,506 (£4,840 surplus 2023) the Trustees have ensured that the charity has maintained its reserves to meet its liabilities. In addition, they took multiple actions to address this including an increase in funding applications, careful cashflow management, increased advertising and a detailed review of expenditure and contracts (see note 2 to the accounts).

The Trustees acknowledge that at the balance sheet date there was material uncertainty, but the Trustees are confident that their measures are working and will secure the future as they enter the charity's 50th year and on that basis the charity is going concern. The first quarter of 2025 has been encouraging with donations and a significant legacy which has strengthened the charity's financial stability.

The Trustees and beneficiaries extend their heartfelt gratitude to all those who have continued to support 3H foundation over the past year including donors, fundraiser, staff and volunteers.

Investment Policy and Objectives

3H operates with a low-risk attitude towards investments whilst looking for reasonable returns. The Trustees are satisfied with the performance of investments in the year under review.

Reserves

We are susceptible to financial market conditions, so it is the aim of the Trustees to endeavor to hold reserves equal to the restricted funds, operating costs and commitments for a six-month period, plus an additional amount to accommodate lease commitments and variations. This is in the region of £100,000 - £130,000. Our unrestricted free reserves, that is unrestricted reserves excluding those represented by tangible fixed assets

REPORT OF THE TRUSTEES

and designated funds, amount to £46,300 (2023: £82,771) at the balance sheet date. The actions taken by the Trustees is set out in the opening paragraph of the Report of the Trustees on page 2.

Programme Overview

All the services and programmes that we provide fit into our mission and objectives.

Activity Holidays Programme

These holidays have been at the heart of what 3H does and has been doing since it started in 1975. In 2024 four group holidays went ahead, we ran two adult activity holidays, both at Nutley Edge, on the edge of the Ashdown Forest in East Sussex. We also arranged two sailing holidays on the South Coast. These were for young carers and young people with disabilities. All the holidays were very popular and well received. The feedback from the guests demonstrated that the venues, activities, and content of the holidays were just right for their needs and enjoyment. The adults were able to travel independently and experience new activities and friendships.

The adult helpers who supported the young people attending the sailing holiday expressed the following:

'...the experience they will never forget! The weather was perfect, the boat was beautiful, and the South coast looked majestic. Our young carers not only learnt to sail but also had an amazing time sunbathing, swimming, and simply enjoying the beauty of the open sea'

...'you have facilitated barriers being ripped down and accomplishments being raised as high as the mighty sails'

Those on the Adult holidays expressed:

'Thank you for giving me the opportunity to join the group... I had the best time and would love to go on another holiday next year! Nutley is absolutely gorgeous, and the staff made the experience brilliant. Thank you for helping me have an accessible holiday.' Katie

For 2025 we have already arranged two sailing trips, one for young people with disabilities and one for young carers, and two adult holidays, both based in Nutley Edge in Ashdown Forest.

Holiday Grant Programme

2024 continued to see an unprecedented number of enquiries for the grant programme. Many people with disabilities find a holiday or break not a luxury but a real lifeline, the chance to get away, enjoy themselves and have a much-needed break from the confines of their circumstances. We were very pleased to have awarded 159 grants allowing 478 people to get away with 261 of these having a disability. We implemented a new CRM to help support the significant administrative task of this programme and this made the whole process much more efficient. We were very lucky to have the help of an expert volunteer to implement this CRM (customer relationship management data base) ensuring we could do this at a minimal cost to the charity.

Carers Support Programme

There are over seven million carers in the UK who need a break from time to time and a short period away is a vital ingredient to help their mental well-being.

We are fortunate to have established connections with two fabulous venues, Ashdown Park Hotel and Country Club in East Sussex and Hempstead House Hotel in Sittingbourne. At these hotels we organise, alongside caring organisations, for unpaid carers of disabled people to enjoy a spa day including lunch, full use of all the facilities and a treatment of their choice. This is an important break for them, getting away from the constant challenges they face on a day-to-day basis. During 2024 we were able to help 126 carers get some time away. We are currently working with Care for the Carers and 21 Together for these days.

2024 saw the first full year of us having our own 'Carer Register' this allows us to directly link with unpaid carers to give the needed support. The carers from this register receive our respite hampers, and we sent out 80 of these throughout the year. The hampers include pamper items, planting, baking kits and treats as well as some much need food vouchers from COOK.

'...I have just received your lovely carer hamper. What a great surprise!!!! It couldn't have come at a better time. Today I feel exhausted, deflated and super stressed. Receiving this hamper has really cheered me up. I'm so very very grateful, this has made my day! A big thank you to you all.'

REPORT OF THE TRUSTEES

TeensPlus Programme

Having identified the number of teenagers with disabilities and those youngsters who care for others, 3H created a TeensPlus Programme which provides activities at home and away, and work with schools and organisations across the country to arrange funded activities and day trips out. These young people then get time away from the stresses of everyday life through visits to theatres, the seaside, parks, and cinemas. Collaborating with specialist schools and youth groups, whose pupils are disabled or who have learning difficulties has been highly successful in 2024 with 98 young people being supported in this way.

The TeensPLUS programme also sends out challenge packs for those with disabilities and young carers and also young carer hampers. This remains extremely popular and well received. Setting the challenges stimulates and helps with mental stress, builds new skills and is some fun at the same time. 116 Challenges were completed, and 78 Hampers were sent.

"Thanks for this, it's really great for the kids to have a 'doing fun things' box of delights, especially for them, whilst life as caring for others is rewarding but difficult. A bit of fun time for themselves." - Sue, Lily's Mother

Outreach

With all our programmes we try to ensure a national reach as best as we possibly can, whether physically or virtually. We meet and reach out to organisations across the country to make them aware of our services. We have done this within all our programmes by contacting and working with carer organisations, disability support groups and Hotels. This is to ensure the services we offer are available where the most need is.

Social Media

We continue to be very pro-active on social media, increasing our numbers of followers and getting our messages across to a wide spectrum of people. It is also useful to keep in touch with our guests and volunteers, past and present. 2024 saw a real correlation between posts and links to other organisations, and the take-up of our programmes. At the end of 2024 the Trustees took the decision to take on the services of a professional social media expert to help support this path of communication and further support our aims.

Fundraising

2024 was a challenging year for small charities with regards to fundraising, and we were no exception. We continue to receive donations thanks to the efforts of our fundraiser, and we refocused our priorities during the year ensuring the whole team were multi-skilling to support fundraising. We are grateful to those organisations, trusts, and livery companies, including the Wheelwrights and Skinners Companies who support our work. We have also been encouraged by some renewed relationships that have been unable to support us for some time.

We were delighted to be chosen by Specs Savers Tunbridge Wells as their charity of the year which started in 2023 but continued during 2024, culminating in some of the team climbing Snowdon for us and raising £1,886.

We had 3 runners during the year who took part in the Brighton marathon week, Jack running the Marathan and Charlie and Ben running the 10k between them they raised £1,021.

In 2024 we were delighted to receive support from 69 Trusts, 24 Individuals, 8 Businesses, 3 Fundraisers and 1 Church group.

Public benefit

The Trustees have regards to the guidance issues laid down by the Charities Commission on public benefit when reviewing the charitable company's objectives and planning future activities. Applications to the charity are open to all who meet the eligibility criteria. Holidays and outings for our guests, carers and grant applications are a lifeline to help them cope with the difficulties and stresses of their everyday lives. In current times, this is more important than ever.

The Future

50th Anniversary

In 2025, we will proudly celebrate our 50th anniversary. This milestone offers a chance to reflect on our achievements, expand our reach and support, and look forward to a bright future. We will use this occasion to bolster all appeals we are making.

Group Holidays Programme

After great feedback from beneficiaries, we will be continuing to work with Outward Charity who own Nutley Edge on the outskirts of Ashdown Forest for our 2025 adult holidays. Two adult holidays have been arranged

REPORT OF THE TRUSTEES

for 2025 in this location. These holidays will see the guests enjoy typical holiday day trips alongside some more adventurous activities. In addition, two five-day sailing holidays, one for young carers and one for young people with disabilities, have been arranged with the Cirdan Sailing Trust.

Holiday Grant Programme

Our Holiday Grant Programme is vital for families on low incomes with a disabled member to get a break away together as a family unit. The stress and strain of living with disability is hard on the whole family unit. We fully expect the demand in the coming twelve months to be considerable, and we are prepared with our streamlined processes to be able to support more beneficiaries in 2025. We go into the year with a significant amount of restricted funding for this programme so will ensure that spending is carried out according to our donors' wishes.

Carer Support Programme

We will continue to work with our carer organisations in the south-east, to organise 'Spa Day' breaks for unpaid carers. At Ashdown Park Hotel and Hempstead House Hotel, carers come and spend a day relaxing in the spa where they receive a treatment and the use of the spa's facilities, enjoy a welcome drink and 2 course lunch, and go home refreshed ready to take up the next challenge with their batteries recharged.

We are delighted to hear the positive feedback our hampers give and are therefore aiming to continue with this initiative during 2025 and will fundraise for this with earnest. Amongst other items these include the much-appreciated COOK vouchers of which we are grateful for the support of COOK Trading in supplying these to the charity at a discount.

We will continue to look for any other opportunities to support our carers registered with us.

TeenPlus Programme

Through our TeensPlus programme, we are continuing to work with schools who look after children with disabilities and/or learning difficulties, enabling them to enjoy days out in groups to visit theatres or events in rural or urban situations. One concept which has proved very popular with teenagers with disabilities is to engage, support and entertain them by providing challenge packs delivered to their door which aim to support the development of life skills. These packs bring much-needed relief to their lives, so we aim to continue with four challenges during 2025. This is an area where our fundraising efforts will be focusing on in order to meet our aims.

2025 will see 80 Young Carer activity hampers being sent out with the help of our carer organisation contracts. These hampers give the carers activities to do, enabling them to enjoy themselves with a bit of 'me' time.

We do and will continue to liaise with other charitable organisations and community groups, schools, and health professionals to offer the best possible help to our beneficiaries, now and in the future.

STRUCTURE GOVERNANCE AND MANAGEMENT

Governing Document

The 3H Foundation is a company limited by guarantee (registered number 16902530) Governed by its Memorandum and Articles of Association dated 1983 (amended July 2018) It is registered as a charity with the Charity Commission (registration number 286306).

Members

The members of the company are the Trustees and supporters of the charity. New members may be appointed at the discretion of the Trustees.

Recruitment, Induction and Training of Trustees

New Trustees are welcomed, and an induction pack is given to prospective applicants followed by informal/formal meetings with the Charity Manager, Chairman and /or Deputy Chairman, followed by circulation of the applicant's CV to the rest of the Board of Trustees if advised by the Chairman/Deputy Chairman. The applicant may be formally invited to become a co-opted Trustee prior to becoming elected at the AGM. In-house induction suited to the skills/experience/responsibilities of the new Trustee is undertaken.

We were delighted to appoint Nicci Levy in June 2024 and John Moreland in November 2024 as new Trustees

Organisational structure

The 3H Foundation is controlled by a Board of Trustees chaired by Dave Pate.

At the annual Strategic Planning Meeting, the Trustees approve policies to be pursued during the coming year

REPORT OF THE TRUSTEES

in terms of Group Holidays, the Grant Programme, the TeensPlus Programme, the Carers Support Programme, the Hamper and Challenge Packs and avenues for fundraising.

The Charity currently employs four part-time members of staff: Corina Rumsey (Charity Manager) who reports to the Board of Trustees and manages the operational business of the charity in addition to duties as a Finance Officer; Claire Sanderson (Operating and Marketing Lead); Suzanne Vidamo (Grants Administrator) and Sarah Dean (Trust & Corporate Fundraiser).

Thanks is due to the Trustees who support and encourage the staff during the year, and the Trustees want to acknowledge and thank the team with their dedication, care and compassion enabling so many beneficiaries to be supported.

Trustees

The Directors of the company, who are also the Trustees for the purpose of charity law, are set out on Page 1 of this Report.

The Trustees bring a diverse range of expertise and skills, which are invaluable to the charity's operations and mission.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The Trustees are responsible for preparing the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice.

Company law requires the Trustees to prepare financial statements for each financial year. Under that law the Trustees have elected to prepare the financial statements in accordance with the United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the surplus or deficit of the charitable company for that period. In preparing those financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

This report has been prepared in accordance with the provisions applicable to companies subject to the small companies' regime within Part 15 of the Companies Act 2006.

By Order of the Board

Date: 30 April 2025

Dave Pate - Chairman

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF THE 3H FOUNDATION

I report to the charity Trustees on my examination of the financial statements of The 3H Foundation for the year ended 31 December 2024.

Responsibilities and basis of report

As Trustees of the charitable company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006.

Having satisfied myself that the financial statements of the charity are not required to be audited under Part 16 of the Companies Act 2006 and are eligible for independent examination, I report in respect of my examination of the charity's accounts as carried out under section 145 of the Charities Act 2011. In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the Charities Act 2011.

Independent examiner's statement- matter of concern identified

I have completed my examination. I have identified a matter of concern, as there is currently a material uncertainty in relation to going concern. Details of this material uncertainty, and the trustees' actions to address this, have been included in note 2. I confirm that no other matters have come to my attention in connection with the examination giving me reasonable cause to believe that in any material respect:

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act: or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

I confirm that there are no other matters to which your attention should be drawn to enable a proper understanding of the accounts to be reached.

James Mathieson FCA
Lindeyer Francis Ferguson Limited
Chartered Accountants
North House
198 High Street
Tonbridge
Kent TN9 1BE

Date: 1 May 2025

THE 3H FOUNDATION

**STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 DECEMBER 2024**

	Notes	2024 Unrestricted funds £	2024 Restricted funds £	2024 Total funds £	2023 Total funds £
INCOME FROM:					
Donations and legacies	3	83,824	83,127	166,951	224,799
Charitable activities: Holiday contributions		6,200	-	6,200	5,600
Other trading activities: Fundraising events		592	-	592	2,212
Investment income		2,752	-	2,752	3,570
Total income		93,368	83,127	176,495	236,181
EXPENDITURE ON:					
Raising funds	4	21,610	-	21,610	20,701
Charitable activities	5	118,118	117,122	235,240	215,610
Total expenditure		139,728	117,122	256,850	236,311
Net gains on investments	10	4,849	-	4,849	4,970
NET (EXPENDITURE) / INCOME		(41,511)	(33,995)	(75,506)	4,840
NET MOVEMENT IN FUNDS	7	(41,511)	(33,995)	(75,506)	4,840
RECONCILIATION OF FUNDS:					
Total funds brought forward		90,756	97,417	188,173	183,333
Total funds carried forward	13	49,245	63,422	112,667	188,173

THE 3H FOUNDATION

BALANCE SHEET AS AT 31 DECEMBER 2024

	Notes	2024 £	2023 £
FIXED ASSETS			
Tangible assets	9	2,225	-
CAF investment funds	10	66,257	79,456
		<u>68,482</u>	<u>79,456</u>
CURRENT ASSETS			
Debtors	11	8,088	15,716
Cash at bank and in hand		42,326	103,308
		<u>50,414</u>	<u>119,024</u>
CREDITORS: Amounts falling due within one year	12	(6,229)	(10,307)
NET CURRENT ASSETS		<u>44,185</u>	<u>108,717</u>
NET ASSETS		<u>112,667</u>	<u>188,173</u>
FUNDS			
Unrestricted funds	13	49,245	90,756
Restricted funds	13	63,422	97,417
		<u>112,667</u>	<u>188,173</u>

For the financial year ended 31 December 2024 the charitable company was entitled to exemption from audit under section 477 Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476; and
- The trustees, who are also the directors of the charitable company for the purposes of company law, acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of the financial statements.

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small charitable companies.

The financial statements were approved by the Board of Trustees on 30 April 2025 and were signed on its behalf by:

Dave Pate - Chairman

Company number: 1690253

THE 3H FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2024

1 STATUS

The 3H Foundation is a charitable company limited by guarantee incorporated in England & Wales. In the event of the company being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The address of the registered office is given in the Trustees' Report.

2 ACCOUNTING POLICIES

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

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)" (Effective 1 January 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The 3H Foundation meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

The trustees acknowledge that at the balance sheet date a material uncertainty exists over the charity's going status, due to a decrease in funding in the latter half of the 2024 accounting period. The trustees have taken multiple actions to address this including an increase in funding applications, increased advertising, and a detailed review of expenditure and contracts. The trustees are confident that such measures will secure the future of the charity and on this basis the charity is a going concern.

The financial statements are prepared in pounds sterling, which is the functional currency of the charity, and rounded to the nearest £1.

Income

Donations and grants are recognised when the charity has entitlement to the funds, any performance conditions attached to the funds have been met, it is probable that the income will be received and the amount can be measured reliably. For donations this is usually on receipt. For grants this is usually when a formal offer is made in writing, unless the grant contains terms and conditions which must be met before the charity is entitled to the funds.

Income from legacies is recognised when there has been a grant of probate, the executors have established that there are sufficient assets in the estate to pay the legacy, and any conditions attached to the legacy are within the charity's control or have been met.

Holiday contributions represent the proportion of holiday costs recovered directly from the individual holiday-makers and carers; these are recognised when the holiday takes place.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024

2 ACCOUNTING POLICIES continued

Expenditure

Expenditure is recognised when there is a legal or constructive obligation to transfer resources to a third party, settlement is probable and the amount can be measured reliably. Expenditure is stated gross of irrecoverable VAT and has been classified under headings that aggregate all costs related to the category. Grants payable are accounted for when the grant has been promised in writing to the recipient.

Staff costs are allocated across fundraising, the four charitable activities and administrative activities undertaken by the charity on the basis of staff time. Support costs are allocated to charitable activities on the basis of direct costs and staff costs.

Financial instruments

The charity only has financial instruments which are classified as basic financial instruments. Short-term debtors and creditors are measured at the settlement value. Any losses from impairment are recognised in the statement of financial activities.

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for the particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Designated funds are unrestricted funds which are set aside by the trustees from time to time for specific purposes.

Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost less estimated realisable value of each asset over its expected useful life, as follows:

Fixtures, fittings and equipment:	25% on cost
-----------------------------------	-------------

Investments

Investments held within CAF investment funds are stated at market value. All movements in valuation are taken to the statement of financial activities.

Pension scheme

The charity operates a defined contribution pension scheme for its employees. The assets of the scheme are held separately from those of the charity in an independently administered fund. The pension cost represents contributions payable by the charity to the fund.

Leasing

Rentals payable under operating leases are charged against income on a straight line basis over the lease term.

THE 3H FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024

3 INCOME FROM DONATIONS AND LEGACIES	2024	2023
	£	£
Donations and grants	166,951	223,690
Legacies	-	1,109
	<u>166,951</u>	<u>224,799</u>

In the prior period, restricted income from donations and legacies amounted to £82,381.

4 EXPENDITURE ON RAISING FUNDS	2024	2023
	£	£
Direct fundraising costs	304	815
Allocated costs:		
Staff costs (Note 8)	16,401	15,293
Support costs (Note 6)	4,905	4,593
	<u>21,610</u>	<u>20,701</u>

5 EXPENDITURE ON CHARITABLE ACTIVITIES

	2024	2024	2024	2024	2023
	Direct	Staff	Support	Total	Total
	costs	costs	costs	£	£
	£	£	£		
Holiday programme	45,552	9,549	16,478	71,579	70,222
Grant programme	51,707	18,752	21,071	91,530	83,069
Outreach	-	2,859	855	3,714	3,359
Carers support	21,002	7,608	8,556	37,166	33,568
TeensPLUS	14,508	9,549	7,194	31,251	25,392
	<u>132,769</u>	<u>48,317</u>	<u>54,154</u>	<u>235,240</u>	<u>215,610</u>

The direct costs of the Grant Programme relate to grants made to individuals to enable disabled people on low incomes to organise a modest UK holiday with their families and / or carers.

In the prior period, restricted expenditure on charitable activities amounted to £78,917.

THE 3H FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2024

6 SUPPORT COSTS	2024	2023
	£	£
<i>General support</i>		
Staff costs	28,638	27,510
Office accommodation	15,294	12,828
Insurance	2,391	2,222
Telephone, post and stationery	2,155	2,381
Repairs, maintenance and computer costs	1,440	1,823
Other office running expenses	2,720	2,168
Payroll and accounts preparation	3,736	3,392
Depreciation	445	-
<i>Governance</i>		
Independent examination	2,240	2,068
	59,059	54,392
7 NET MOVEMENT IN FUNDS	2024	2023
	£	£
This is stated after charging:		
Depreciation	445	-
Operating lease rentals	10,250	10,250
Independent examiner's fees - examination	2,240	2,068
Independent examiner's fees - accounts	1,750	1,610
Independent examiner's fees - other services	1,986	1,782
8 STAFF COSTS	2024	2023
	£	£
Wages and salaries	87,457	83,242
Employer's NIC	1,526	489
Employer's pension contributions	4,373	4,126
	93,356	87,857

The average number of employees during the year was 4 (2023: 5). No member of staff earned over £60,000 in the year or the previous year. None of the trustees received any remuneration in their capacity as trustee during the year, and no trustees were reimbursed expenses (2023: none).

The key management personnel of the charity is considered to be the trustees and the Charity Manager. The total emoluments of the key management personnel of the charity were £32,569 (2023: £28,356).

THE 3H FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024

9 TANGIBLE FIXED ASSETS

*Fixtures,
fittings &
equipment
£*

Cost

At 1 January 2024	7,240
Additions	2,670
At 31 December 2024	9,910

Depreciation

At 1 January 2024	7,240
Depreciation charge	445
At 31 December 2024	7,685

Net book value

At 31 December 2024	2,225
At 31 December 2023	-

10 CAF INVESTMENT FUNDS

*2024
£* *2023
£*

Market value at 1 January 2024	79,456	71,912
Disposals	(20,000)	-
Dividends and interest accumulated	1,952	2,574
Change in market value	4,849	4,970
Market value at 31 December 2024	66,257	79,456

Analysis of funds (all held within the UK):
CAF Income and Growth Fund

66,257	79,456
66,257	79,456

11 DEBTORS

*2024
£* *2023
£*

Prepayments and accrued income	8,088	15,716
	8,088	15,716

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024**

12 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR	2024	2023
	£	£
Accruals	4,503	4,530
Other taxation and social security	1,726	983
Other creditors	-	4,794
	6,229	10,307

13 ANALYSIS OF CHARITABLE FUNDS

Current year	<i>At 1 Jan 2024</i>	<i>Income</i>	<i>Expenditure</i>	<i>Net gains on investments and transfers</i>	<i>At 31 Dec 2024</i>
	£	£	£	£	£
Unrestricted funds:					
General fund	82,771	93,368	(132,463)	4,849	48,525
Designated funds	7,985	-	(7,265)	-	720
	90,756	93,368	(139,728)	4,849	49,245
Restricted funds:					
UK Holiday Grant Programme	82,847	35,982	(77,218)	-	41,611
Holiday Programme	-	34,645	(21,245)	-	13,400
TeensPLUS	10,308	4,000	(9,831)	-	4,477
Carers Support Programme	4,262	8,500	(8,828)	-	3,934
	97,417	83,127	(117,122)	-	63,422
Total funds	188,173	176,495	(256,850)	4,849	112,667

Prior year	<i>At 1 Jan 2023</i>	<i>Income</i>	<i>Expenditure</i>	<i>Net gains on investments and transfers</i>	<i>At 31 Dec 2023</i>
	£	£	£	£	£
Unrestricted funds:					
General fund	60,214	136,241	(133,850)	20,166	82,771
Designated funds	21,429	17,559	(23,544)	(7,459)	7,985
	81,643	153,800	(157,394)	12,707	90,756
Restricted funds:					
UK Holiday Grant Programme	71,348	60,150	(45,277)	(3,374)	82,847
Holiday Programme	-	7,231	(7,231)	-	-
TeensPLUS	12,787	5,250	(7,729)	-	10,308
Carers Support Programme	17,555	9,750	(18,680)	(4,363)	4,262
	101,690	82,381	(78,917)	(7,737)	97,417
Total funds	183,333	236,181	(236,311)	4,970	188,173

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024

13 ANALYSIS OF CHARITABLE FUNDS (continued)

The Holiday Programme relates to funds received specifically for group holidays.

The UK Holiday Grant Programme relates to funds received specifically for the programme and / or to benefit a particular geographical area or a particular group, for example children.

TeensPLUS relates to funds received specifically for young carers and adults aged 13 to 25. Funds are used to provide activities at home and to provide funded activities and day trips for schools and youth organisations.

The Carers Support Programme relates to funds received to support carers. Funds are used to provide pamper days, pamper hampers and afternoon tea vouchers.

Unrestricted funds are designated towards planned activities where potential deficits on restricted fundraising or contributions from individuals has been noted.

14 ANALYSIS OF NET ASSETS BETWEEN FUNDS

Current year	<i>Unrestricted funds 2024 £</i>	<i>Restricted funds 2024 £</i>	<i>Total funds 2024 £</i>
Tangible fixed assets	2,225	-	2,225
Investments	66,257	29,237	95,494
Net current assets	10,000	34,185	44,185
	<u>78,482</u>	<u>63,422</u>	<u>141,904</u>
Prior year	<i>Unrestricted funds 2023 £</i>	<i>Restricted funds 2023 £</i>	<i>Total funds 2023 £</i>
Investments	79,456	-	79,456
Net current assets	11,300	97,417	108,717
	<u>90,756</u>	<u>97,417</u>	<u>188,173</u>

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024

15 FINANCIAL COMMITMENTS

At 31 December 2024 the charity was committed to making total future lease payments under non-cancellable operating leases are follows:

	2024	2023
	£	£
Land and buildings		
Operating leases which are due within one year	6,347	10,250
Operating leases due later than one year and not later than five years	-	6,347
	<u>6,347</u>	<u>16,597</u>

16 RELATED PARTY TRANSACTIONS

During the year, the charity obtained design services totalling £12 (2023: £278) from Hold Design Agency, a business in which a trustee's son is a co founder.

Accounts

OUR IMPACT 2023

We are proud to have supported 823 people.

TEENSPLUS

**195 Young carers and young people with disabilities benefitted
80 Home challenges 75 hampers and 40 Activity days**



GROUP HOLIDAYS

11 Adults with disabilities and 15 Young people with disabilities/carers enjoyed a supported, independent break away.



THE 3H FOUNDATION
Putting ability, into disability

TRUSTEES' REPORT AND FINANCIAL STATEMENT

CARER SUPPORT

**196 Carers supported.
70 Hampers Sent
15 Afternoon teas
111 Luxury spa days**

GRANTS

**130 Grants awarded.
406 People got away on holiday**



**For the year ended
31 December 2023**

Charity number: 286306
Company number: 1690253



THE 3H FOUNDATION
YEAR ENDED 31 DECEMBER 2023

CONTENTS

Legal and Administrative information	1
Report of the Trustees	2
Independent Examiner's Report	7
Statement of Financial Activities	8
Balance Sheet	9
Notes to the Financial Statements	10

LEGAL AND ADMINISTRATIVE INFORMATION

COMPANY NUMBER	1690253
REGISTERED CHARITY	286306
TRUSTEES	David Pate (Chairman) Ed Langridge (Deputy Chairman) Tony Lavender Stephen Clark Eric Maude
MEMBERS	Alison Bentley Jane Scholes Robert Taylor
CHARITY MANAGER	Corina Rumsey
REGISTERED OFFICE	B2 Speldhurst Business Park Langton Road Speldhurst Tunbridge Wells TN3 0AQ
BANKERS	Lloyds Bank Plc 82 Mount Pleasant Road Tunbridge Wells TN1 1RP
INDEPENDENT EXAMINER	A S Healey FCA CTA DChA Lindeyer Francis Ferguson Limited Chartered Accountants North House 198 High Street Tonbridge Kent TN9 1BE
SOLICITORS	Thomson Snell & Passmore 3 Lonsdale Gardens Tunbridge Wells Kent TN1 1NX

REPORT OF THE TRUSTEES

The Trustees who are also Directors of the Charity for the purposes of the Companies Act, submit their annual report and the unaudited financial statements for the year ended 31 December 2023.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and 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)

Legal and administrative information set out on the previous page forms part of this report.

Mission Statement

'To provide holidays, short breaks and activities for adults and children with disabilities, and periods of respite for carers.'

Objectives and Activities

The objectives of the charity are:

- 1) To provide relief for children and adults with disabilities by organising short breaks away, with others, enabling at the same time the regular carers to have a period of respite.
- 2) To provide financial assistance for families with a family member(s) who have physical or mental disabilities and who are on low incomes to get a modest UK holiday break with their family and/or their carers.
- 3) To communicate with people with disabilities and young carers in their own homes by way of sending respite hampers and challenges to stimulate and excite and bring a little sunshine into their lives.
- 4) To help preserve the health and well-being of people who are caring for those with disabilities, to get a short period of respite in a relaxing environment.

Patron

The Trustees are delighted to have Dr Karen Darke MBE as their patron. She was a Paralympic gold medal winner at the Rio games in 2016 and her experience and enthusiasm in the world of disability is well-known. This is what she says about 3H:

"The 3H Foundation continues to build on its success over the past five decades and has evolved and adapted its work empowering those with disabilities and supporting their families and carers. They are a small charity performing mighty work – keep it up 3H!"

Report of the Trustees

2023 has seen the charity continue with its diversity of approaches and grow further in helping the beneficiaries with which it supports. With more community events attended during the year we have been able to further our reach and build our reputation. As we emerged from the pandemic into the cost-of-living crisis, we continue to keep a focus on ensuring the charity can continue to provide quality services in the face of growing demand. We would like to extend our sincere gratitude and thanks to everyone who has supported The 3H Foundation in the last year, donors, fundraisers, staff and volunteers.

Programme Overview

All the services and programmes that we provide fit into our mission and objectives.

Activity Holidays Programme

These holidays have been at the heart of what 3H does and has been doing since it started in 1975. For 2023 four group holidays went ahead – two adult activity holidays, one in South Wales and the other in Scarborough. We also arranged two sailing holidays on the East Coast. These were for young carers and young people with disabilities. All holidays were very popular and well received. The feedback from the guests demonstrated that the venues, activities, and content of the holidays were just right for their needs and enjoyment. The adults were able to travel independently and experience new activities and friendships.

The young people who attended the sailing holiday expressed the following:

'Thank you so much for this trip...The change in our young people over the five days was a pleasure to witness. They learnt lifetime skills and have memories they will never forget...'

'Thank you for the brilliant idea of getting this trip together. I expected it to be good but not this good!!'

Those on the Adult holidays expressed:

'The Holiday... made me feel more independent...'

REPORT OF THE TRUSTEES

'It was such an excellent chance for her to have lots of different experiences and develop all sorts of skills... She also has now some fantastic memories...'

For 2024 we have already arranged two sailing trips, one for young people with disabilities and one for young carers, and two adult holidays, both based in Nutley Edge in Ashdown Forest.

Holiday Grant Programme

2023 continued to see an unprecedented number of enquiries for the grant programme. Many people with disabilities find a holiday or break not a luxury but a real lifeline, the chance to get away, enjoy themselves and have a much-needed break from the confines of their circumstances. We were very pleased to have awarded 130 grants allowing 406 people to get away with 177 of these having a disability. The sheer number of enquiries made the administration of this programme extremely time-consuming, so this year the team took on the challenge, with the help of a volunteer, in creating a new CRM based platform for all applications to feed into this will be implemented for 2024.

'...it was a holiday packed full of memories for us both.'

Carers Support Programme

There are over seven million carers in the UK who need a break from time to time and a short period away is a vital ingredient to help their mental well-being.

We are fortunate to have established connections with two fabulous venues, Ashdown Park Hotel and Leisure Centre in East Sussex and Hempstead House Hotel in Sittingbourne. At these hotels we organise, through our Carer Support Programme along with a caring organisation, for carers of disabled people to enjoy a spa day including lunch or afternoon tea, full use of all the facilities and a treatment within the leisure Centre. This is an important break for them, getting away from the constant challenges they face on a day-to-day basis. During 2023 we were able to help 126 carers get some time away. We are currently working with Care for the Carers and 21 together for these respite days.

During 2023 we made the decision to introduce our own 'Carer Register' this allows us to directly link with unpaid carers and give the support. The register proved extremely popular and was soon up to capacity.

We have continued to supply carers with respite hampers supporting 70 carers have a lovely gift including pamper items, plants, baking, and treats. We are now sending these hampers out to the carers on our register.

'...Being a carer is hard work. Three of my children are on the autistic spectrum and to receive such a delightful package made me feel quite emotional especially when I read the kind words in your letter. It often feels like my efforts are unseen and you made me feel appreciated.'

TeensPlus Programme

Having identified the number of teenagers with disabilities and those youngsters who care for others, 3H created a TeensPlus Programme where we provide activities at home and away, and work with schools across the country to arrange funded activities and day trips out. These young people can get time away from the stresses of everyday life with visits to theatres, the seaside, parks, and cinemas. Collaborating with specialist schools and youth groups, whose pupils are disabled or who have learning difficulties has been highly successful in 2023 with 40 young people being supported in this way.

The TeensPLUS programme also supplied challenge packs for those with disabilities and young carers and young carer hampers. This remains extremely popular and well received. Setting the challenges stimulates and helps with mental stress, builds new skills and is some fun at the same time. 80 Challenges were completed, and 75 Hampers sent.

'Thankyou so much for the package containing activities for my daughter Hannah to do. She enjoyed doing them with her sister and cousin who helped her to complete them. We are so grateful to you for this and for giving Hannah the opportunity to do some fun things during her summer.'

Outreach

With all our programmes we try to ensure a national reach as best as we possibly can, whether physically or virtually. We meet and reach out to organisation's across the country to make them aware of our services. We have done this within all our programmes contacting and working with carer organisations, disability support groups and Hotels. This is to ensure that the services we offer are available where those in need are.

REPORT OF THE TRUSTEES

Social Media

We continue to be very pro-active on the social media front, building up large numbers of followers and getting our messages across to a wide spectrum of people. It is also useful to keep in touch with our guests and volunteers, past and present. 2023 saw a real correlation between posts and links to other organisations, and the take-up of our programmes.

Fundraising

Whilst opportunities with businesses and, to some extent trusts, are still being affected by the cost-of-living crisis, we were grateful for the level of funding support in 2023. We continue to receive donations thanks to the efforts of our fundraiser, and 2023 was a healthy one in that respect. We are grateful to those organisations, trusts, and livery companies, including the Wheelwrights and Skinners Companies who support our work. We have also been encouraged by some renewed relationships that have been unable to support since before the pandemic. In 2023 we did get back out to numerous events in the community including, the Tunbridge Wells Soapbox race, The London Big Half, Fringe Festival, Christmas Tree Festival and running our own Christmas Market.

We were delighted to be chosen by Specs Savers Tunbridge Wells as their charity of the year which started in 2022 and we are both keen to continue this into 2024.

During 2023 we also contacted another local company FourBlue, the connection was made via our social media platform. FourBlue went on to carry out a sponsored walk around Bewl Water for us of which the proceeds were very much appreciated.

In 2023 we were delighted to receive support from 73 Trusts, 25 Individuals, 9 Businesses and 7 Fundraisers.

Public benefit

The Trustees have regards to the guidance issues laid down by the Charities Commission on public benefit when reviewing the charitable company's objectives and planning future activities. Applications to the charity are open to all who meet the eligibility criteria. Holidays and outings for our guests, carers and grant applications are a lifeline to help them cope with the difficulties and stresses of their everyday lives. In current times, this is more important than ever.

Financial Review

2023, whilst still facing some challenges brought on by the pandemic and the cost-of-living crisis, saw a return of some of our activities and benefits continue with our new initiatives. We have been grateful for the support of our donors which we saw a growth during 2023. We continue to review expenditure and negotiate contracts to obtain the fairest deal for the charity. With careful cashflow management and opportune fundraising strategies we ended the year with a surplus of £4,840 (2022: deficit of £10,194). This is funds that will be supporting our beneficiaries in 2024.

Investment Policy and Objectives

3H operates with a low-risk attitude towards investments whilst looking for reasonable returns. The trustees are satisfied with the performance of investments in the year under review.

Reserves

We are susceptible to financial market conditions, so it is the aim of the trustees to endeavor to hold reserves equal to the restricted funds, operating costs and commitments for a six-month period, plus an additional amount to accommodate lease commitments and variations. This is in the region of £100,000 - £130,000. Our restricted free reserves, that is unrestricted reserves excluding those represented by tangible fixed assets and designated funds, amount to £82,771 (2022: £60,214) at the balance sheet date.

The Future

Group Holidays Programme

It is with great pleasure that we have started working with Outward Charity who own Nutley Edge on the outskirts of Ashdown Forest for our 2024 adult holidays. Two adult holidays have been arranged for 2024 in this location. These holidays will see the guests enjoy typical holiday day trips alongside some more adventurous activities. In addition, two five-day sailing holidays, one for young carers and one for young people with disabilities, has been arranged with the Cirdan Sailing Trust. They are based at Ipswich in East Anglia. We aim to continue to grow our group holidays moving into 2025.

REPORT OF THE TRUSTEES

Holiday Grant Programme

Our Holiday Grant Programme is vital for families on low incomes with a disabled member to get a break away together as a family unit. The stress and strain of living with disability is hard on the whole family unit. We fully expect the demand in the coming twelve months to be considerable, and we are prepared with our new application system to be able to support more beneficiaries in 2024. We go into the year with a significant amount of restricted funding for this programme so will ensure that spending is carried out according to our donors' wishes.

Carer Support Programme

We will continue to work with our carer organisations in the south-east, to organise 'Spa Day' breaks for unpaid carers. At Ashdown Park Hotel and Hempstead House Hotel, carers come and spend a day relaxing in the spa where they receive a treatment and the use of the spa's facilities, enjoy lunch and afternoon tea, and go home refreshed ready to take up the next challenge with their batteries recharged.

We are delighted to hear the positive feedback our hampers give and are therefore aiming to send out 80 hampers to unpaid carers on our register during 2024. Amongst other items these include the much-appreciated COOK vouchers of which we are grateful for the support of COOK Trading in supplying these to the charity at a discount.

We will continue to look for any other opportunities to support our carers registered with us.

TeenPlus Programme

Through our TeensPlus programme, we are continuing to work with schools who look after children with disabilities and/or learning difficulties, enabling them to enjoy days out in groups to visit theatres or events in rural or urban situations. One concept which has proved very popular with teenagers with disabilities is to engage, support and entertain them by providing challenge packs delivered to their door which aim to support the development of life skills. These packs bring much-needed relief to their lives, so we aim to continue with four challenges during 2024 but these will be at the increased number of 30 each time.

2024 will see 80 Young Carer activity hampers being sent out with the help of our carer organisation contacts. These hampers give the carers activities to do enabling them to enjoy themselves with a bit of 'me' time.

50th Anniversary

2025 will be our 50th anniversary and therefore, during 2024, we will be setting up working parties to ensure a clear focus and detail for any 50th appeals and events.

Summary

We do and will continue to liaise with other charitable organisations and community groups, schools, and health professionals in order to offer the best possible help to our beneficiaries, now and in the future.

STRUCTURE GOVERNANCE AND MANAGEMENT

Governing Document

3H Foundation is a company limited by guarantee (registered number 16902530) Governed by its Memorandum and Articles of Association dated 19839AMENDED July 2018) It is registered as a charity with the Charity Commission (registration number 286306).

Members

The members of the company are the trustees and supporters of the charity. New members may be appointed at the discretion of the Trustees,

Recruitment, Induction and Training of Trustees

New Trustees are welcomed, and an induction pack is given to prospective applicants followed by informal/formal meetings with the Charity Manager, Chairman and /or Deputy Chairman, followed by circulation of the applicant's CV to the rest of the Board of Trustees if advised by the Chairman/Deputy Chairman. The applicant may be formally invited to become a co-opted trustee prior to becoming elected at the AGM. In-house induction suited to the skills/experience/responsibilities of the new trustee is undertaken.

In May 2023 trustee Dave Pate was appointed as the new Chairman.

Organisational structure

The 3H Foundation is controlled by a Board of Trustees chaired by Dave Pate.

REPORT OF THE TRUSTEES

At the annual Strategic Planning Meeting, the Trustees approve policies to be pursued during the coming year in terms of Group Holidays, the Grant Programme, the TeensPlus Programme, the Carers Support Programme, the Hamper and Challenge Packs and avenues for fundraising.

The Charity currently employs four part-time members of staff: Corina Rumsey (Charity Manager) who reports to the Board of Trustees and manages the operational business of the charity in addition to duties as a Finance Officer; Claire Sanderson (Operating and Marketing Lead); Suzanne Vidamo (Grants Administrator) and Sarah Dean (Trust & Corporate Fundraiser). Long term staff member Bridget Perrin retired in June 2023 and is missed by all.

Thanks is due to the trustees who support and encourage the staff during the year, and the trustees want to acknowledge and thank the team with their dedication, care and compassion enabling so many beneficiaries to be supported.

Trustees

The Directors of the company, who are also the Trustees for the purpose of charity law, are set out on Page 1 of this Report.

In May 2023, our Chairman Stephen Clark stood down after many years of service in leadership of the charity, first as Deputy Chair in 2009 and then taking chairmanship in 2011. Stephen has overseen many changes in the charity's workings. He skilfully steered 3H through a significant change in its provision of holidays to a more sustainable and safer model of holiday procurement. A number of staff changes were led by Stephen, recruiting the team we now have, staff, trustees and volunteers; all testament to Stephen's leadership and teamwork. He has passed the chair over in good order with exciting opportunities for further growth in the years to come. We all thank Stephen for his significant contribution to the running and development of The 3H Foundation.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees are responsible for preparing the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice.

Company law requires the trustees to prepare financial statements for each financial year. Under that law the trustees have elected to prepare the financial statements in accordance with the United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the surplus or deficit of the charitable company for that period. In preparing those financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

This report has been prepared in accordance with the provisions applicable to companies subject to the small companies' regime within Part 15 of the Companies Act 2006.

By Order of the Board

Date: 24 April 2024

Dave Pate - Chairman

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF THE 3H FOUNDATION

I report to the charity trustees on my examination of the financial statements of 3H Fund (Helping Hands for Holidays) for the year ended 31 December 2023.

Responsibilities and basis of report

As trustees of the charitable company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006.

Having satisfied myself that the financial statements of the charity are not required to be audited under Part 16 of the Companies Act 2006 and are eligible for independent examination, I report in respect of my examination of the charity's accounts as carried out under section 145 of the Charities Act 2011. In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the Charities Act 2011.

Independent examiner's statement

I have completed my examination and I can confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report and in order to enable a proper understanding of the accounts to be reached.

A S Healey FCA CTA DChA
Lindeyer Francis Ferguson Limited
Chartered Accountants
North House
198 High Street
Tonbridge
Kent TN9 1BE

Date: 26 April 2024

THE 3H FOUNDATION

STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 DECEMBER 2023

	Notes	2023 Unrestricted funds £	2023 Restricted funds £	2023 Total funds £	2022 Total funds £
INCOME FROM:					
Donations and legacies	3	142,418	82,381	224,799	202,063
Charitable activities:					
Holiday contributions		5,600	-	5,600	2,285
Other trading activities:					
Fundraising events		2,212	-	2,212	1,357
Investment income		3,570	-	3,570	2,273
Total income		153,800	82,381	236,181	207,978
EXPENDITURE ON:					
Raising funds	4	20,701	-	20,701	18,216
Charitable activities	5	136,693	78,917	215,610	191,642
Total expenditure		157,394	78,917	236,311	209,858
Net gains/(losses) on investments	10	4,970	-	4,970	(8,314)
NET INCOME/(EXPENDITURE)		1,376	3,464	4,840	(10,194)
Transfers between funds	13	7,737	(7,737)	-	-
NET MOVEMENT IN FUNDS	7	9,113	(4,273)	4,840	(10,194)
RECONCILIATION OF FUNDS:					
Total funds brought forward		81,643	101,690	183,333	193,527
Total funds carried forward	13	90,756	97,417	188,173	183,333

THE 3H FOUNDATION

BALANCE SHEET AS AT 31 DECEMBER 2023

	Notes	2023 £	2022 £
FIXED ASSETS			
Tangible assets	9	-	-
CAF investment funds	10	79,456	71,912
		<u>79,456</u>	<u>71,912</u>
CURRENT ASSETS			
Debtors	11	15,716	36,555
Cash at bank and in hand		103,308	80,490
		<u>119,024</u>	<u>117,045</u>
CREDITORS: Amounts falling due within one year	12	(10,307)	(5,624)
NET CURRENT ASSETS		<u>108,717</u>	<u>111,421</u>
NET ASSETS		<u>188,173</u>	<u>183,333</u>
FUNDS			
Unrestricted funds	13	90,756	81,643
Restricted funds	13	97,417	101,690
		<u>188,173</u>	<u>183,333</u>

For the financial year ended 31 December 2023 the charitable company was entitled to exemption from audit under section 477 Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476; and
- The trustees, who are also the directors of the charitable company for the purposes of company law, acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of the financial statements.

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small charitable companies.

The financial statements were approved by the Board of Trustees on 24 April 2024 and were signed on its behalf by:

Dave Pate - Chairman

Company number: 1690253

THE 3H FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2023

1 STATUS

The 3H Foundation is a charitable company limited by guarantee incorporated in England & Wales. In the event of the company being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The address of the registered office is given in the Trustees' Report.

2 ACCOUNTING POLICIES

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

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)" (Effective 1 January 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The 3H Foundation meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

There are no material uncertainties about the charity's ability to continue, and so the going concern basis of accounting has been adopted.

The financial statements are prepared in pounds sterling, which is the functional currency of the charity, and rounded to the nearest £1.

Income

Donations and grants are recognised when the charity has entitlement to the funds, any performance conditions attached to the funds have been met, it is probable that the income will be received and the amount can be measured reliably. For donations this is usually on receipt. For grants this is usually when a formal offer is made in writing, unless the grant contains terms and conditions which must be met before the charity is entitled to the funds.

Income from legacies is recognised when there has been a grant of probate, the executors have established that there are sufficient assets in the estate to pay the legacy, and any conditions attached to the legacy are within the charity's control or have been met.

Holiday contributions represent the proportion of holiday costs recovered directly from the individual holiday-makers and carers; these are recognised when the holiday takes place.

2 ACCOUNTING POLICIES continued

Expenditure

Expenditure is recognised when there is a legal or constructive obligation to transfer resources to a third party, settlement is probable and the amount can be measured reliably. Expenditure is stated gross of irrecoverable VAT and has been classified under headings that aggregate all costs related to the category. Grants payable are accounted for when the grant has been promised in writing to the recipient.

Staff costs are allocated across fundraising, the four charitable activities and administrative activities undertaken by the charity on the basis of staff time. Support costs are allocated to charitable activities on the basis of direct costs and staff costs.

Financial instruments

The charity only has financial instruments which are classified as basic financial instruments. Short-term debtors and creditors are measured at the settlement value. Any losses from impairment are recognised in the statement of financial activities.

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for the particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Designated funds are unrestricted funds which are set aside by the trustees from time to time for specific purposes.

Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost less estimated realisable value of each asset over its expected useful life, as follows:

Fixtures, fittings and equipment:	25% on cost
-----------------------------------	-------------

Investments

Investments held within CAF investment funds are stated at market value. All movements in valuation are taken to the statement of financial activities.

Pension scheme

The charity operates a defined contribution pension scheme for its employees. The assets of the scheme are held separately from those of the charity in an independently administered fund. The pension cost represents contributions payable by the charity to the fund.

Leasing

Rentals payable under operating leases are charged against income on a straight line basis over the lease term.

THE 3H FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2023

3 INCOME FROM DONATIONS AND LEGACIES	2023	2022
	£	£
Donations and grants	223,690	202,063
Legacies	1,109	-
	<u>224,799</u>	<u>202,063</u>

In the prior period, restricted income from donations and legacies amounted to £67,865.

4 EXPENDITURE ON RAISING FUNDS	2023	2022
	£	£
Direct fundraising costs	815	738
Allocated costs:		
Staff costs	15,293	12,902
Support costs (Note 6)	4,593	4,576
	<u>20,701</u>	<u>18,216</u>

5 EXPENDITURE ON CHARITABLE ACTIVITIES

	2023	2023	2023	2023	2022
	<i>Direct costs</i>	<i>Staff costs</i>	<i>Support costs</i>	<i>Total</i>	<i>Total</i>
	£	£	£	£	£
Holiday programme	45,638	8,365	16,219	70,222	30,943
Grant programme	45,277	18,606	19,186	83,069	97,654
Outreach	-	2,583	776	3,359	3,113
Carers support	18,680	7,135	7,753	33,568	33,586
TeensPLUS	11,162	8,365	5,865	25,392	26,346
	<u>120,757</u>	<u>45,054</u>	<u>49,799</u>	<u>215,610</u>	<u>191,642</u>

The direct costs of the Grant Programme relate to grants made to individuals to enable disabled people on low incomes to organise a modest UK holiday with their families and / or carers.

In the prior period, restricted expenditure on charitable activities amounted to £79,904.

THE 3H FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

6	SUPPORT COSTS	2023 £	2022 £
	<i>General support</i>		
	Staff costs	27,510	24,587
	Office accommodation	12,828	15,236
	Insurance	2,222	2,112
	Telephone, post and stationery	2,381	2,541
	Repairs, maintenance and computer costs	1,823	2,704
	Other office running expenses	2,168	2,257
	Payroll and accounts preparation	3,392	3,296
	<i>Governance</i>		
	Independent examination	2,068	2,020
		<u>54,392</u>	<u>54,753</u>
7	NET MOVEMENT IN FUNDS	2023 £	2022 £
	This is stated after charging:		
	Operating lease rentals	10,250	8,610
	Independent examiner's fees - examination	2,068	2,020
	Independent examiner's fees - accounts	1,610	1,550
	Independent examiner's fees - other services	1,782	1,746
		<u></u>	<u></u>
8	STAFF COSTS	2023 £	2022 £
	Wages and salaries	83,242	75,997
	Employer's NIC	489	-
	Employer's pension contributions	4,126	3,603
		<u>87,857</u>	<u>79,600</u>

The average number of employees during the year was 5 (2022: 5). No member of staff earned over £60,000 in the year or the previous year. None of the trustees received any remuneration in their capacity as trustee during the year, and no trustees were reimbursed expenses (2022: none).

The key management personnel of the charity is considered to be the trustees and the Charity Manager. The total emoluments of the key management personnel of the charity were £28,356 (2022: £27,046).

THE 3H FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

9 TANGIBLE FIXED ASSETS

*Fixtures,
fittings &
equipment
£*

Cost

At 1 January and 31 December 2023

7,240

Depreciation

At 1 January and 31 December 2023

7,240

Net book value

At 31 December 2023

-

At 31 December 2022

-

10 CAF INVESTMENT FUNDS

2023
£

2022
£

Market value at 1 January 2023

71,912

78,152

Dividends and interest accumulated

2,574

2,074

Change in market value

4,970

(8,314)

Market value at 31 December 2023

79,456

71,912

Analysis of funds (all held within the UK):

CAF Income Fund

-

28,698

CAF Balanced Growth Fund

-

43,214

CAF Income and Growth Fund

79,456

-

79,456

71,912

11 DEBTORS

2023
£

2022
£

Prepayments and accrued income

15,716

36,555

15,716

36,555

THE 3H FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

12 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023 £	2022 £
Accruals	4,530	5,371
Other taxation and social security	983	253
Other creditors	4,794	-
	<u>10,307</u>	<u>5,624</u>

13 ANALYSIS OF CHARITABLE FUNDS

<i>Current year</i>	<i>At 1 Jan 2023</i> £	<i>Incoming resources</i> £	<i>Resources expended</i> £	<i>Net gains on investments and transfers</i> £	<i>At 31 Dec 2023</i> £
Unrestricted funds:					
General fund	60,214	136,241	(133,850)	20,166	82,771
Designated funds	21,429	17,559	(23,544)	(7,459)	7,985
	<u>81,643</u>	<u>153,800</u>	<u>(157,394)</u>	<u>12,707</u>	<u>90,756</u>
Restricted funds:					
UK Holiday Grant Programme	71,348	60,150	(45,277)	(3,374)	82,847
Holiday Programme	-	7,231	(7,231)	-	-
TeensPLUS	12,787	5,250	(7,729)	-	10,308
Carers Support Programme	17,555	9,750	(18,680)	(4,363)	4,262
	<u>101,690</u>	<u>82,381</u>	<u>(78,917)</u>	<u>(7,737)</u>	<u>97,417</u>
Total funds	<u>183,333</u>	<u>236,181</u>	<u>(236,311)</u>	<u>4,970</u>	<u>188,173</u>
<i>Prior year</i>	<i>At 1 Jan 2022</i> £	<i>Incoming resources</i> £	<i>Resources expended</i> £	<i>Other gains / transfers</i> £	<i>At 31 Dec 2022</i> £
Unrestricted funds:					
General fund	72,217	113,113	(116,802)	(8,314)	60,214
Designated funds	7,581	27,000	(13,152)	-	21,429
	<u>79,798</u>	<u>140,113</u>	<u>(129,954)</u>	<u>(8,314)</u>	<u>81,643</u>
Restricted funds:					
UK Holiday Grant Programme	69,679	65,695	(46,426)	(17,600)	71,348
Holiday Programme	17,650	250	(23,900)	6,000	-
TeensPLUS	26,400	500	(8,158)	(5,955)	12,787
Carers Support Programme	-	1,420	(1,420)	17,555	17,555
	<u>113,729</u>	<u>67,865</u>	<u>(79,904)</u>	<u>-</u>	<u>101,690</u>
Total funds	<u>193,527</u>	<u>207,978</u>	<u>(209,858)</u>	<u>(8,314)</u>	<u>183,333</u>

THE 3H FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2023

13 ANALYSIS OF CHARITABLE FUNDS (continued)

The Holiday Programme relates to funds received specifically for group holidays.

The UK Holiday Grant Programme relates to funds received specifically for the programme and / or to benefit a particular geographical area or a particular group, for example children.

TeensPLUS relates to funds received specifically for young carers and adults aged 13 to 25. Funds are used to provide activities at home and to provide funded activities and day trips for schools and youth organisations.

The Carers Support Programme relates to funds received to support carers. Funds are used to provide pamper days, pamper hampers and afternoon tea vouchers.

There is a transfer from the UK Holiday Grant Programme of £3,374 and the Carers Support Programme of £4,364. These relate to expenditure in the previous year which had not been allocated.

Unrestricted funds are designated towards planned activities where potential deficits on restricted fundraising or contributions from individuals has been noted. At the year end designations have been made to fund specific grants and activities for children in 2023.

14 ANALYSIS OF NET ASSETS BETWEEN FUNDS

	<i>Unrestricted funds 2023 £</i>	<i>Restricted funds 2023 £</i>	<i>Total funds 2023 £</i>
Current year			
Investments	79,456	-	79,456
Net current assets	11,300	97,417	108,717
	<u>90,756</u>	<u>97,417</u>	<u>188,173</u>
	<i>Unrestricted funds 2022 £</i>	<i>Restricted funds 2022 £</i>	<i>Total funds 2022 £</i>
Prior year			
Investments	71,912	-	71,912
Net current assets	9,731	101,690	111,421
	<u>81,643</u>	<u>101,690</u>	<u>183,333</u>

THE 3H FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2023

15 FINANCIAL COMMITMENTS

At 31 December 2023 the charity was committed to making total future lease payments under non-cancellable operating leases are follows:

	2023	2022
	£	£
Land and buildings		
Operating leases which are due within one year	10,250	6,833
Operating leases due later than one year and not later than five years	6,347	-
	<u>16,597</u>	<u>6,833</u>

16 RELATED PARTY TRANSACTIONS

During the year, the charity obtained design services totalling £278 (2022: £862) from Hold Design Agency, a business in which Ed Langridge's son is a director.

Accounts

OUR IMPACT 2022

We are proud to have supported 1342 people

TEENSPLUS

611 Young carers and young people with disabilities benefitted
62 Home challenges 130 hampers and 419 Activity days



GROUP HOLIDAYS

5 Adults with disabilities and 12 Young people with disabilities enjoyed a supported, independent break away



THE 3H FOUNDATION
Putting ability, into disability

TRUSTEES' REPORT AND FINANCIAL STATEMENT

CARER SUPPORT

195 Carers supported
60 Hampers Sent
15 Afternoon teas
120 Luxury spa days



GRANTS

152 Grants awarded
519 People got away on holiday



For the year ended
31 December 2022

Charity number: 286306
Company number: 1690253

THE 3H FOUNDATION
YEAR ENDED 31 DECEMBER 2022

CONTENTS

Legal and Administrative information	1
Report of the Trustees	2
Independent Examiner's Report	8
Statement of Financial Activities	9
Balance Sheet	10
Notes to the Financial Statements	11

LEGAL AND ADMINISTRATIVE INFORMATION

COMPANY NUMBER	1690253
REGISTERED CHARITY	286306
TRUSTEES	Stephen Clark (Chairman) Ed Langridge (Deputy Chairman) Tony Lavender David Pate Eric Maude (appointed 9 May 2022)
MEMBERS	Alison Bentley Jane Scholes Robert Taylor
CHARITY MANAGER	Corina Rumsey
REGISTERED OFFICE	B2 Speldhurst Business Park Langton Road Speldhurst Tunbridge Wells TN3 0AQ
BANKERS	CAF Bank Ltd 25 Kings Hill Avenue Kings Hill West Malling Kent ME19 4JQ
INDEPENDENT EXAMINER	A S Healey FCA CTA DChA Lindeyer Francis Ferguson Limited Chartered Accountants North House 198 High Street Tonbridge Kent TN9 1BE
SOLICITORS	Thomson Snell & Passmore 3 Lonsdale Gardens Tunbridge Wells Kent TN1 1NX

REPORT OF THE TRUSTEES

The Trustees, who are also Directors of the Charity for the purposes of the Companies Act, submit their annual report and the unaudited financial statements for the year ended 31 December 2022.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and 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).

Legal and administrative information set out on the previous page forms part of this report.

MISSION STATEMENT

'To provide holidays, short breaks and activities for adults and children with disabilities, and periods of respite for carers.'

OBJECTIVES AND ACTIVITIES

The objectives of the charity are:

- 1) To provide relief for children and adults with disabilities by organising short breaks away, with others, enabling at the same time the regular carers to have a period of respite.
- 2) To provide financial assistance for families with a family member(s) who have physical or mental disabilities and who are on low incomes to get a modest UK holiday break with their family and/or their carers.
- 3) To communicate with people with disabilities and young carers in their own homes by way of sending respite hampers and challenges to stimulate and excite and bring a little sunshine into their lives.
- 4) To help preserve the health and well-being of people who are caring for those with disabilities, to get a short period of respite in a relaxing environment.

Review of 2022

2022 has seen the charity continue with its diversity of approaches and grow further in helping the beneficiaries with which it supports. Heading back into the community and building on our contacts has helped further the reach of our name and reputation.

Activity Holiday Programme

These holidays have been at the heart of what 3H does and has been doing since it started in 1975. For 2022 two group holidays went ahead – one an activity holiday in South Wales, the other a sailing holiday on the East Coast. Both holidays were very popular and well received. The feedback from the guests demonstrated that the venues, activities, and content of the holidays were just right for their needs and enjoyment. The adults were able to travel independently and experience new activities and friendships.

The young people who attended the sailing holiday expressed the following:

'We had the most incredible time whilst sailing with the Cirdan trust. We had opportunities to be independent, test ourselves and experience a once in a lifetime adventure thanks to your support!'

The words "best trip ever" were used several times throughout our voyage and the laughs we shared will stay with us for a lifetime. From being gently rocked to sleep by the boat, to helping in the galley making meals, to setting a new speed record for the ship, there was not a single moment that we weren't smiling, laughing, and living in the moment.'

Thank you again for all the support you gave us to enable us to enjoy and be a part of such a special adventure.'

REPORT OF THE TRUSTEES

For 2023 we have already arranged two sailing trips, one for young people with disabilities and one for young carers, and two adult holidays one based in North Wales and one in Scarborough.

Holiday Grant Programme

Following a couple of years with pandemic lockdowns and uncertainty with traveling, 2022 saw an unprecedented number of enquiries for the grant programme. Many people with disabilities were having to isolate themselves and for them and their carers the chance to get away, enjoy themselves and have a much-needed break from the confines of their circumstances was highly needed. We awarded 152 grants allowing 519 people to get away with 205 of these having a disability. The sheer number of enquiries made the administration of this programme extremely challenging, and it is with great credit to the team for organizing and adapting the processes to keep on top of applications.

Carers Support Programme

There are over seven million carers in the UK who need a break from time to time and a short period away is a vital ingredient to help their mental well-being.

We are fortunate to have established connections with two fabulous venues, Ashdown Park Hotel and Leisure Centre in East Sussex and Hempstead House Hotel in Sittingbourne. At these hotels we organize, through our Carer Support Programme along with a caring organization, for carers of disabled people to enjoy a spa day including lunch or afternoon tea, full use of all the facilities and a treatment within the leisure Centre. This is an important break for them, getting away from the constant challenges they face on a day-to-day basis. During 2022 we were able to help 120 carers get some time away.

Along with the Spa days we have continued to supply carers with respite hampers supporting 60 carers have a lovely gift including pamper items, plants, baking and treats. We have also put on an Afternoon tea for 15 carers bringing them together for some respite and a chance to meet other in similar situations.

TeensPLUS Programme

Having identified the number of teenagers with disabilities and those youngsters who care for others, 3H created a TeensPlus Programme where we provide activities at home and away, and work with schools across the country to arrange funded activities and day trips out. These young people can get time away from the stresses of everyday life with visits to theatres, the seaside, parks, and cinemas. Collaborating with specialist schools and youth groups, whose pupils are disabled or who have learning difficulties has been highly successful in 2022 with 419 young people being supported in this way.

The TeensPLUS programme also supplied challenge packs for those with disabilities and young carers and young carer hampers. This remains extremely popular and well received. Setting the challenges stimulates and helps with mental stress, builds new skills and is some fun at the same time. 62 Challenges were completed, and 130 Hampers sent.

Outreach

With all our programmes we try to ensure a national reach as best as we possibly can, whether physically or virtually. We meet and reach out to organisation's across the country to make them aware of our services. We have done this within all our programmes contacting and working with carer organisations, disability support groups and Hotels. This is to ensure that the services we offer are available where those in need are.

Social Media

We continue to be very pro-active on the social media front, building up large numbers of followers and getting our messages across to a wide spectrum of people. It is also useful to keep in touch with our guests and volunteers, past and present.

REPORT OF THE TRUSTEES

Trusts and Corporate Fundraising

Whilst opportunities with businesses and, to some extent trusts, are still being affected by the pandemic and cost of living crisis, we were grateful for the level of funding support in 2022. Our charity of the year relationship with Psigma finished in 2022 and we were incredibly grateful for their support. We continue to receive donations thanks to the efforts of the fundraising team, and 2022 was a healthy one in that respect. We are grateful to those organizations, trusts and livery companies, including the Wheelwrights and Skinners Companies who support our work. We have also been encouraged by some renewed relationships that have been unable to support since before the pandemic. Organised events such as golf days which have in the past been an important source of income, have mostly been cancelled, but in 2022 we did get back out to events in the community competing in the Tunbridge Wells Soapbox race and running our own Christmas Market. We were delighted to be chosen by Specs Savers Tunbridge Wells as their charity of the year moving into 2023.

As circumstances in the charitable sector continue to improve will look forward to continuing to engage with the community.

Public benefit

The Trustees have regards to the guidance issues laid down by the Charities Commission on public benefit when reviewing the charitable company's objectives and planning future activities. Applications to the charity are open to all who meet the eligibility criteria. Holidays and outings for our guests, carers and grant applications are a lifeline to help them cope with the difficulties and stresses of their everyday lives. In current times, this is more important than ever.

Financial Review

2022 whilst still facing some challenges brought on by the pandemic and the cost-of-living crisis, saw a return of some of our activities and benefits continue with our new initiatives. We have been grateful for the support of our donors which we saw a growth during 2022. We continue to review expenditure and negotiate contracts to obtain the fairest deal for the charity. Our property owner has maintained both our reduction to a rolling 12-month lease and costs. With careful cashflow management and opportune fundraising strategies we ended the year with a small deficit of £10,194 (2021: surplus of £54,482). Our funds will continue to support our beneficiaries in 2023.

Investment Policy and Objectives

3H operates with a low-risk attitude towards investments whilst looking for reasonable returns. The trustees are satisfied with the performance of investments in the year under review.

Reserves

We are susceptible to financial market conditions, so it is the aim of the trustees to endeavour to hold reserves equal to the restricted funds, operating costs and commitments for a six-month period, plus an additional amount to accommodate lease commitments and variations. This is in the region of £100,000 - £130,000. Our free reserves, that is unrestricted reserves excluding those represented by tangible fixed assets and designated funds, amount to £60,214 (2021: £72,217) at the balance sheet date

THE FUTURE

Activity Holidays Programme

It is good news that the holidays for our young people and adults with disabilities restarted this year, 2022. Two adult holidays have been arranged for 2023, one in North Wales and one in Scarborough. These holidays will see the guests enjoy typical holiday day trips alongside some more adventurous activities. In addition, a seven-day sailing holiday for young carers and a four day sailing holiday for young people with

REPORT OF THE TRUSTEES

disabilities has been arranged with the Cirdan Sailing Trust. They are based at Ipswich in East Anglia. We aim to continue to grow our group holidays moving into 2024.

Holiday Grant Programme

Our Holiday Grant Programme is vital for families on low incomes with a disabled member to get a break away together as a family unit. In normal times the stress and strain of living with disability is hard, but during the pandemic it was infinitely worse. So, it was really pleasing to be able to help so many people get away from the confinement of their surroundings. We fully expect the demand in the coming twelve months to be considerable, so our fundraising efforts specifically for this Grant Programme are fully focused to be able to help the maximum number of people. Some donors request that their funds are restricted to helping people according to their wishes, and this the charity totally respects.

Carer Support Programme

We will continue to work with carer organisations in the south-east, to organise 'Spa Day' breaks for carers as well as sending out Carer Hampers to those who cannot leave those they care for. At Ashdown Park Hotel and Hempstead House Hotel, carers come and spend a day relaxing in the spa where they receive a treatment and the use of the spa's facilities, enjoy lunch and afternoon tea, and go home refreshed ready to take up the next challenge with their batteries recharged.

TeensPLUS Programme

Through our TeensPlus programme, we are continuing to work with schools who look after children with disabilities and/or learning difficulties, enabling them to enjoy days out in groups to visit theatres or events in rural or urban situations. One concept which has proved very popular with teenagers with disabilities is to engage, support and entertain them by providing challenge packs delivered to their door which aim to support the development of life skills. These packs bring much-needed relief to their lives so we aim to continue with four challenges during 2023.

Activity Hampers

Adult and young carers also get help and support by way of activity hampers full of respite gifts. We work with caring organizations to identify those who would benefit from recognition of the wonderful work they do supporting their loved ones and 3H have helped many carers in need.

The idea of sending a hamper came into being during the Covid restrictions, when the ability to be able to help disabled, people became almost impossible. The 3H office came up with the idea of getting hampers to those in their own homes – which included not just food items but also games and competitions which would help their days to have added interest and excitement. This proved very successful to the point that 3H are now working with community groups and carer organizations across the country to make these available to more and more people. Nominations come via lead organisations and will be available for both adult and teenager carers.

Summary

We do and will continue to liaise with other charitable organisations and community groups, schools, and health professionals in order to offer the best possible help to our beneficiaries, now and in the future.

STRUCTURE GOVERNANCE AND MANAGEMENT

Governing Document

3H Foundation is a company limited by guarantee (registered number 16902530) Governed by its Memorandum and Articles of Association dated 1983 (amended July 2018). It is registered as a charity with the Charity Commission (registration number 286306).

REPORT OF THE TRUSTEES

Patron

The Trustees are delighted to have Dr Karen Darke MBE as a patron. She was a Paralympic gold medal winner at the Rio games in 2016 and her experience and enthusiasm in the world of disability is well-known. This is what she says about 3H:

“The 3H Foundation continues to build on its success over the past five decades and has evolved and adapted its work empowering those with disabilities and supporting their families and carers. They are a small charity performing mighty work – keep it up 3H! “

Members

The members of the company are the trustees and supporters of the charity. New members may be appointed at the discretion of the Trustees.

Recruitment, Induction and Training of Trustees

New Trustees are welcomed, and an induction pack is given to prospective applicants followed by informal/formal meetings with the Charity Manager, Chairman and /or Deputy Chairman, followed by circulation of the applicant's CV to the rest of the Board of Trustees if advised by the Chairman a/Deputy Chairman. The applicant may be formally invited to become a co-opted trustee prior to becoming elected at the AGM. In-house induction suited to the skills/experience/responsibilities of the new trustee is undertaken.

In May 2022 Eric Maude was welcomed to the board.

Organisational structure

The 3H Foundation is controlled by a Board of Trustees chaired by Stephen Clark.

At the annual Strategic Planning Meeting, the Trustees approve policies to be pursued during the coming year in terms of Group Holidays, the Grant Programme, the TeensPLUS Programme, the Carers Support Programme, the Hamper and Challenge Packs and avenues for fundraising.

The Charity currently employs five part-time members of staff: Corina Rumsey (Charity Manager) who reports to the Board of Trustees and manages the operational business of the charity in addition to duties as a Finance Officer; Bridget Perrin (Grants Administrator); Claire Sanderson (Operating and Marketing Lead) Suzanne Vidamo (Grants Administrator) Sarah Dean (Trust & Corporate Fundraiser). Sarah joined in March 2022 and is a welcome addition to the 3H team.

Thanks is due to the trustees who support and encourage the staff during the year, and the trustees want to acknowledge and thank the team with their dedication, care and compassion enabling so many beneficiaries to be supported.

Trustees

The Directors of the company, who are also the Trustees for the purpose of charity law, are set out on Page 1 of this Report.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees are responsible for preparing the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice.

Company law requires the trustees to prepare financial statements for each financial year. Under that law the trustees have elected to prepare the financial statements in accordance with the United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the surplus or deficit of the

REPORT OF THE TRUSTEES

charitable company for that period. In preparing those financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

This report has been prepared in accordance with the provisions applicable to companies subject to the small companies' regime within Part 15 of the Companies Act 2006.

By Order of the Board

Stephen Clark

Chairman

Date: 26 April 2023

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF THE 3H FOUNDATION

I report to the charity trustees on my examination of the financial statements of 3H Fund (Helping Hands for Holidays) for the year ended 31 December 2022.

Responsibilities and basis of report

As trustees of the charitable company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006.

Having satisfied myself that the financial statements of the charity are not required to be audited under Part 16 of the Companies Act 2006 and are eligible for independent examination, I report in respect of my examination of the charity's accounts as carried out under section 145 of the Charities Act 2011. In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the Charities Act 2011.

Independent examiner's statement

I have completed my examination and I can confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report and in order to enable a proper understanding of the accounts to be reached.

A S Healey FCA CTA DChA
Lindeyer Francis Ferguson Limited
Chartered Accountants
North House
198 High Street
Tonbridge
Kent TN9 1BE

Date: 27 April 2023

THE 3H FOUNDATION

STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 DECEMBER 2022

	Notes	2022 Unrestricted funds £	2022 Restricted funds £	2022 Total funds £	2021 Total funds £
INCOME FROM:					
Donations and legacies	3	134,198	67,865	202,063	227,886
Charitable activities: Holiday contributions		2,285	-	2,285	-
Other trading activities: Fundraising events		1,357	-	1,357	241
Investment income		2,273	-	2,273	1,391
Total income		140,113	67,865	207,978	229,518
EXPENDITURE ON:					
Raising funds	4	18,216	-	18,216	15,403
Charitable activities	5	111,738	79,904	191,642	163,430
Total expenditure		129,954	79,904	209,858	178,833
Net (losses)/gains on investments		(8,314)	-	(8,314)	3,797
NET (EXPENDITURE) / INCOME AND NET MOVEMENT IN FUNDS	7	1,845	(12,039)	(10,194)	54,482
RECONCILIATION OF FUNDS:					
Total funds brought forward		79,798	113,729	193,527	139,045
Total funds carried forward	13	81,643	101,690	183,333	193,527

THE 3H FOUNDATION

BALANCE SHEET AS AT 31 DECEMBER 2022

	Notes	2022 £	2021 £
FIXED ASSETS			
Tangible assets	9	-	-
CAF investment funds	10	71,912	78,152
		<u>71,912</u>	<u>78,152</u>
CURRENT ASSETS			
Debtors	11	36,555	32,541
Cash at bank and in hand		80,490	87,702
		<u>117,045</u>	<u>120,243</u>
CREDITORS: Amounts falling due within one year	12	(5,624)	(4,868)
NET CURRENT ASSETS		<u>111,421</u>	<u>115,375</u>
NET ASSETS		<u>183,333</u>	<u>193,527</u>
FUNDS			
Unrestricted funds	13	81,643	79,798
Restricted funds	13	101,690	113,729
		<u>183,333</u>	<u>193,527</u>

For the financial year ended 31 December 2022 the charitable company was entitled to exemption from audit under section 477 Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476; and
- The trustees, who are also the directors of the charitable company for the purposes of company law, acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of the financial statements.

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small charitable companies.

The financial statements were approved by the Board of Trustees on 26 April 2023 and were signed on its behalf by:

Stephen Clark - Chairman

Company number: 1690253

THE 3H FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022

1 STATUS

The 3H Foundation is a charitable company limited by guarantee incorporated in England & Wales. In the event of the company being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The address of the registered office is given in the Trustees' Report.

2 ACCOUNTING POLICIES

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

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)" (Effective 1 January 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The 3H Foundation meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

There are no material uncertainties about the charity's ability to continue, and so the going concern basis of accounting has been adopted.

The financial statements are prepared in pounds sterling, which is the functional currency of the charity, and rounded to the nearest £1.

Income

Donations and grants are recognised when the charity has entitlement to the funds, any performance conditions attached to the funds have been met, it is probable that the income will be received and the amount can be measured reliably. For donations this is usually on receipt. For grants this is usually when a formal offer is made in writing, unless the grant contains terms and conditions which must be met before the charity is entitled to the funds.

Income from legacies is recognised when there has been a grant of probate, the executors have established that there are sufficient assets in the estate to pay the legacy, and any conditions attached to the legacy are within the charity's control or have been met.

Holiday contributions represent the proportion of holiday costs recovered directly from the individual holiday-makers and carers; these are recognised when the holiday takes place.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

2 ACCOUNTING POLICIES continued

Expenditure

Expenditure is recognised when there is a legal or constructive obligation to transfer resources to a third party, settlement is probable and the amount can be measured reliably. Expenditure is stated gross of irrecoverable VAT and has been classified under headings that aggregate all costs related to the category. Grants payable are accounted for when the grant has been promised in writing to the recipient.

Staff costs are allocated across fundraising, the four charitable activities and administrative activities undertaken by the charity on the basis of staff time. Support costs are allocated to charitable activities on the basis of direct costs and staff costs.

Financial instruments

The charity only has financial instruments which are classified as basic financial instruments. Short-term debtors and creditors are measured at the settlement value. Any losses from impairment are recognised in the statement of financial activities.

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for the particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Designated funds are unrestricted funds which are set aside by the trustees from time to time for specific purposes.

Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost less estimated realisable value of each asset over its expected useful life, as follows:

Fixtures, fittings and equipment:	25% on cost
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Investments

Investments held within CAF investment funds are stated at market value. All movements in valuation are taken to the statement of financial activities.

Pension scheme

The charity operates a defined contribution pension scheme for its employees. The assets of the scheme are held separately from those of the charity in an independently administered fund. The pension cost represents contributions payable by the charity to the fund.

Leasing

Rentals payable under operating leases are charged against income on a straight line basis over the lease term.

THE 3H FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

3 INCOME FROM DONATIONS AND LEGACIES	2022	2021
	£	£
Donations and grants	202,063	227,416
Legacies	-	470
	<u>202,063</u>	<u>227,886</u>

In the prior period, restricted income from donations and legacies amounted to £97,050.

4 EXPENDITURE ON RAISING FUNDS	2022	2021
	£	£
Direct fundraising costs	738	-
Allocated costs:		
Staff costs	12,902	10,707
Support costs (Note 6)	4,576	4,696
	<u>18,216</u>	<u>15,403</u>

5 EXPENDITURE ON CHARITABLE ACTIVITIES

	2022	2022	2022	2022	2021
	Direct	Staff	Support	Total	Total
	costs	costs	costs		
	£	£	£	£	£
Holiday programme	15,817	7,024	8,102	30,943	10,320
Grant programme	53,083	19,003	25,568	97,654	99,007
Outreach	-	2,298	815	3,113	4,396
Carers support	18,030	6,762	8,794	33,586	30,823
TeensPLUS	12,424	7,024	6,898	26,346	18,884
	<u>99,354</u>	<u>42,111</u>	<u>50,177</u>	<u>191,642</u>	<u>163,430</u>

The direct costs of the Grant Programme relate to grants made to individuals to enable disabled people on low incomes to organise a modest UK holiday with their families and / or carers.

In the prior period, restricted expenditure on charitable activities amounted to £57,377.

THE 3H FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

6 SUPPORT COSTS	2022	2021
	£	£
<i>General support</i>		
Staff costs	24,587	27,704
Office accommodation	15,236	10,191
Insurance	2,112	4,034
Telephone, post and stationery	2,541	2,594
Repairs, maintenance and computer costs	2,704	1,969
Other office running expenses	2,257	2,847
Depreciation	-	36
Payroll and accounts preparation	3,296	3,164
<i>Governance</i>		
CQC costs	-	80
Independent examination	2,020	1,900
	54,753	59,021
7 NET (EXPENDITURE) / INCOME AND NET MOVEMENT IN FUNDS	2022	2021
	£	£
This is stated after charging:		
Depreciation	-	36
Operating lease rentals	8,610	8,610
Independent examiner's fees - examination	2,020	1,900
Independent examiner's fees - accounts	1,550	1,500
Independent examiner's fees - other services	1,746	1,664
	13,926	12,710
8 STAFF COSTS	2022	2021
	£	£
Wages and salaries	75,997	71,721
Employer's pension contributions	3,603	3,555
	79,600	75,276

The average number of employees during the year was 5 (2021: 5). No member of staff earned over £60,000 in the year or the previous year. None of the trustees received any remuneration in their capacity as trustee during the year, and no trustees were reimbursed expenses (2021: none).

The key management personnel of the charity is considered to be the trustees and the Charity Manager. The total emoluments of the key management personnel of the charity were £27,046 (2021: £24,570).

THE 3H FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

9 TANGIBLE FIXED ASSETS

*Fixtures,
fittings &
equipment
£*

Cost

At 1 January 2022

7,778

Disposals

(538)

At 31 December 2022

7,240

Depreciation

At 1 January 2022

7,778

Eliminated on disposal

(538)

At 31 December 2022

7,240

Net book value

At 31 December 2022

-

At 31 December 2021

-

10 CAF INVESTMENT FUNDS

2022
£

2021
£

Market value at 1 January 2022

78,152

72,964

Dividends and interest accumulated

2,074

1,391

Change in market value

(8,314)

3,797

Market value at 31 December 2022

71,912

78,152

Analysis of funds (all held within the UK):

CAF Income Fund

28,698

33,466

CAF Balanced Growth Fund

43,214

44,686

71,912

78,152

11 DEBTORS

2022
£

2021
£

Prepayments and accrued income

36,555

32,541

36,555

32,541

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

12 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022 £	2021 £
Accruals	5,371	4,336
Other taxation and social security	253	532
	<u>5,624</u>	<u>4,868</u>

13 ANALYSIS OF CHARITABLE FUNDS

<i>Current year</i>	<i>At 1 Jan 2022 £</i>	<i>Incoming resources £</i>	<i>Resources expended £</i>	<i>Net gains on investments and transfers £</i>	<i>At 31 Dec 2022 £</i>
Unrestricted funds:					
General fund	72,217	113,113	(116,802)	(8,314)	60,214
Designated funds	7,581	27,000	(13,152)	-	21,429
	<u>79,798</u>	<u>140,113</u>	<u>(129,954)</u>	<u>(8,314)</u>	<u>81,643</u>
Restricted funds:					
UK Holiday Grant Programme	69,679	65,695	(46,426)	(17,600)	71,348
Holiday Programme	17,650	250	(23,900)	6,000	-
TeensPLUS	26,400	500	(8,158)	(5,955)	12,787
Carers Support Programme	-	1,420	(1,420)	17,555	17,555
	<u>113,729</u>	<u>67,865</u>	<u>(79,904)</u>	<u>-</u>	<u>101,690</u>
Total funds	<u>193,527</u>	<u>207,978</u>	<u>(209,858)</u>	<u>(8,314)</u>	<u>183,333</u>
<i>Prior year</i>	<i>At 1 Jan 2021 £</i>	<i>Incoming resources £</i>	<i>Resources expended £</i>	<i>Other gains / transfers £</i>	<i>At 31 Dec 2021 £</i>
Unrestricted funds:					
General fund	56,526	121,968	(110,074)	3,797	72,217
Designated funds	8,463	10,500	(11,382)	-	7,581
	<u>64,989</u>	<u>132,468</u>	<u>(121,456)</u>	<u>3,797</u>	<u>79,798</u>
Restricted funds:					
UK Holiday Grant Programme	50,406	69,550	(50,277)	-	69,679
Holiday Programme	17,650	-	-	-	17,650
TeensPLUS	6,000	26,400	(6,000)	-	26,400
Carers Support Programme	-	1,100	(1,100)	-	-
	<u>74,056</u>	<u>97,050</u>	<u>(57,377)</u>	<u>-</u>	<u>113,729</u>
Total funds	<u>139,045</u>	<u>229,518</u>	<u>(178,833)</u>	<u>3,797</u>	<u>193,527</u>

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

13 ANALYSIS OF CHARITABLE FUNDS (continued)

The Holiday Programme relates to funds received specifically for group holidays.

The UK Holiday Grant Programme relates to funds received specifically for the programme and / or to benefit a particular geographical area or a particular group, for example children.

TeensPLUS relates to funds received specifically for young carers and adults aged 13 to 25. Funds are used to provide activities at home and to provide funded activities and day trips for schools and youth organisations.

The Carers Support Programme relates to funds received to support carers. Funds are used to provide pamper days, pamper hampers and afternoon tea vouchers.

There is a transfer from the UK Holiday Grant Programme of £17,600 and the TeensPLUS programme of £5,955. These relate to donations received last year which have been re-allocated across the restricted fund activities as they relate to a specific geographical area rather than a specific activity.

Unrestricted funds are designated towards planned activities where potential deficits on restricted fundraising or contributions from individuals has been noted. At the year end designations have been made to fund specific grants and activities for children in 2023.

14 ANALYSIS OF NET ASSETS BETWEEN FUNDS

<i>Current year</i>	<i>Unrestricted funds 2022 £</i>	<i>Restricted funds 2022 £</i>	<i>Total funds 2022 £</i>
Investments	71,912	-	71,912
Net current assets	9,731	101,690	111,421
	<u>81,643</u>	<u>101,690</u>	<u>183,333</u>
 <i>Prior year</i>	 <i>Unrestricted funds 2021 £</i>	 <i>Restricted funds 2021 £</i>	 <i>Total funds 2021 £</i>
Investments	78,152	-	78,152
Net current assets	1,646	113,729	115,375
	<u>79,798</u>	<u>113,729</u>	<u>193,527</u>

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

15 FINANCIAL COMMITMENTS

At 31 December 2022 the charity was committed to making total future lease payments under non-cancellable operating leases are follows:

	2022 £	2021 £
Land and buildings		
Operating leases which are due within one year	6,833	6,833

16 RELATED PARTY TRANSACTIONS

During the year, the charity obtained design services totalling £862 (2021: £630) from Hold Design Agency, a business in which Ed Langridge's son is a director.

Accounts

OUR IMPACT 2021

We are proud to have supported 1180 people

GRANTS

159 Grants
Awarded
662 people
got away on
holiday



**THE 3H FOUNDATION
PREVIOUSLY KNOWN AS
3H FUND**

Putting ability, into disability

**TRUSTEES' REPORT AND
FINANCIAL STATEMENT**

**For the year ended
31 December 2021**

Charity number: 286306
Company number: 1690253

CARER SUPPORT

261 Carers
benefitted
from
respite



TEENSPLUS

257 young people benefited in
total



THE 3H FOUNDATION
YEAR ENDED 31 DECEMBER 2021

CONTENTS

Legal and Administrative information	1
Report of the Trustees	2
Independent Examiner's Report	8
Statement of Financial Activities	9
Balance Sheet	10
Notes to the Financial Statements	11

LEGAL AND ADMINISTRATIVE INFORMATION

COMPANY NUMBER	1690253
REGISTERED CHARITY	286306
TRUSTEES	Stephen Clark (Chairman) Ed Langridge (Deputy Chairman) Tony Lavender David Pate (appointed 21 January 2021) Bob Sparke (resigned 7 April 2021)
MEMBERS	Alison Bentley Jane Scholes Robert Taylor
CHARITY MANAGER	Corina Rumsey
REGISTERED OFFICE	B2 Speldhurst Business Park Langton Road Speldhurst Tunbridge Wells TN3 0AQ
BANKERS	CAF Bank Ltd 25 Kings Hill Avenue Kings Hill West Malling Kent ME19 4JQ
INDEPENDENT EXAMINER	A S Healey FCA CTA DChA Lindeyer Francis Ferguson Limited Chartered Accountants North House 198 High Street Tonbridge Kent TN9 1BE
SOLICITORS	Thomson Snell & Passmore 3 Lonsdale Gardens Tunbridge Wells Kent TN1 1NX

REPORT OF THE TRUSTEES

The Trustees, who are also Directors of the Charity for the purposes of the Companies Act, submit their annual report and the unaudited financial statements for the year ended 31 December 2021.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and 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).

Legal and administrative information set out on the previous page forms part of this report.

MISSION STATEMENT

'To provide holidays, short breaks and activities for adults and children with disabilities, and periods of respite for carers.'

OBJECTIVES AND ACTIVITIES

The objectives of the charity are:

- 1) To provide relief for children and adults with disabilities by organizing short breaks away, with other, enabling at the same time the regular carers to have a period of respite.
- 2) To provide financial assistance for families with a family member(s) who have physical or mental disabilities and who are on low incomes to get a modest UK holiday break with their family and/or carers.
- 3) To communicate with people with disabilities and young carers in their own homes by way of sending respite hampers and challenges to stimulate into their lives.
- 4) To help preserve the health and well-being of people who are caring for those with disabilities, to get a short period of respite in a relaxing environment.

Patron

The Trustees are delighted to have Dr Karen Darke MBE as a patron. She was a Paralympic gold medal winner at the Rio games in 2016 and her experience and enthusiasm in the world of disability is well-known. This is what she says about 3H:

"The 3H Foundation continues to build on its success over the past five decades and has evolved and adapted its work empowering those with disabilities and supporting their families and carers. They are a small charity performing mighty work – keep it up 3H!"

Review of 2021

2021 has been a year of substantial progress consolidating the reorganisation of the charity during COVID and extending diversity of the approach to reach and support a wider community of those in need.

Activity Holiday Programme

These holidays have been at the heart of what 3H does and has been doing since it started in 1975. For 2022 two group holidays have been organised – one an activity holiday in South Wales, the other a sailing holiday on the East Coast. In 2023, we hope to be able to expand this considerably.

Holiday Grant Programme

When the pandemic was at its height, the 3H office did an extraordinary job in helping people who, through our Grant Programme, had booked holidays but were uncertain about getting away to unknown places. To these families on low incomes with disabled family members, Covid hit them really hard, but it was so rewarding for them and for us to be able to award 159 grants which allowed over 650 people to get away and enjoy a holiday together. This was almost double the number from the previous year. So huge credit goes to the staff for their perseverance in making it happen – often having to change venues and dates several times during the process.

REPORT OF THE TRUSTEES

Carers Support Programme

We are fortunate to have a fabulous venue, Ashdown Park Hotel and Leisure Centre in East Sussex where we organise, through our Carer Support Programme along with a caring organisation, for carers of disabled people to enjoy a spa day with lunch and afternoon tea, and a treatment within the leisure Centre. This is an important break for them, getting away from the constant challenges they face on a day-to-day basis. Since the hotel reopened at the end of 2021, we have already helped thirty-six carers to get some time away. There are over seven million carers in the UK who need a break from time to time and a short period away is a vital ingredient to help their mental well-being.

Supplying carer hampers for those in need throughout the country has proved to be hugely successful - conceived by the 3H office during the pandemic and has been expanded by working with community groups and caring organisations to help many more during the coming year. Individuals were nominated by others to receive the gifts, and this has greatly widened the circle of people we deal with in the caring sector.

This has now been added to the number of effective ways we are adapting to meet the needs of those who need support.

TeensPLUS Programme

Having identified the number of teenagers with disabilities and those youngsters who care for others, 3H created a TeensPLUS Programme where we provide activities at home and away, and work with schools across the country to arrange funded activities and day trips out. Young carers can get time away from the stresses of everyday life with visits to theatres, forest parks and cinemas. Working with specialist schools and youth groups, whose pupils are disabled or who have learning difficulties has been very successful, with over 250 being helped in many ways during the difficult year.

As with the Carer Support programme we also supplied challenge packs for those with disabilities and young carers and young carer hampers via TeensPLUS. This again proved extremely successful and well received. Setting the challenges stimulates and helps with mental stress and, is also some fun at the same time.

Outreach

With all our programmes we try to ensure a national reach as best as we possibly can, whether physically or virtually. We meet and reach out to organisations across the country to make them aware of our services. We have done this work within our Carer Support and TeensPLUS hampers, and our TeensPLUS challenge packs. Our Carer Support Spa Days are arranged at Ashdown Park Hotel which is local to those carers being invited. This Spa Programme will be expanded to include more areas in the future. Covid has restricted our presence at some functions and seminars during 2021 but we hope to attend more during 2022 and beyond.

Social Media

We continue to be very pro-active on the social media front building up large numbers of followers and getting our message across to a wide spectrum of people. It is also useful to keep in touch with our guest and volunteers, past and present.

Trusts and Corporate Fundraising

Whilst opportunities with businesses and trusts have been greatly reduced due to the current problems with the Covid pandemic, we were grateful for the level of funding support in 2021. We were delighted to be chosen by Psigma as one of their three selected charities for their 'Charity of the Year' and this will continue during 2022. We continue to receive donations thanks to the efforts of the fundraising team, and 2021 was a healthy one in that respect. We are grateful to those organisations, trusts and livery companies, including the Wheelwrights, Drapers and the Skinners' Companies who support our work. Organised events such as golf days which have in the past been an important source of income have mostly been cancelled, but we were grateful to Sweetwoods Golf Course and Club near East Grinstead to be nominated as their 'Charity of the Year' for 2021/22.

REPORT OF THE TRUSTEES

As circumstances in the charitable sector continue to improve, we will be looking forward to reactivating this very important link to our business connections.

Rebranding

The Trustees and staff agreed during 2020/21 that the charity should reflect how 3H has evolved and transformed over the decades.

'3H - Helping Hands for Holidays' was created almost fifty years ago, but today as our brief now extends much wider in disability than just holidays. However, 3H was still regarded as an important part of our identity, so our future lies as 'The 3H Foundation'.

The exercise was carried out at no cost to the charity – with trustee and staff involvement.

'Putting ability into disability' is our strapline and that is our raison d'être!

Public benefit

The Trustees have regards to the guidance issues laid down by the Charities Commission on public benefit when reviewing the charitable company's objectives and planning future activities. Applications to the charity are open to all who meet the eligibility criteria. Holidays and outings for our guests, carers and grant applications are a lifeline to help them cope with the difficulties and stresses of their everyday lives. In current times, this is more important than ever.

Financial Review

2021 continued to be a challenging year for the charity with Covid-19 disrupting many of our activities. We have sought to maximise opportunities and new initiatives to benefit as many people as possible as outlined earlier in this report. We have been grateful for the support of our donors. We have reviewed expenditure, and the Landlord maintained the reduction of the term of the lease from 3-year breaks to a rolling 12-month lease in 2021. With careful cashflow management and opportune fundraising strategies we ended the year with a surplus of £54,482 (2020: £8,454). This is funds that will be supporting our beneficiaries in 2022.

Investment Policy and Objectives

3H operates a low-risk attitude towards investment whilst looking for reasonable returns. The trustees are satisfied with the performance of investments in the year under review.

Reserves

We are susceptible to financial market conditions, so it is the aim of the trustees to endeavour to hold reserves equal to the restricted funds, operating costs and commitments for a six-month period, plus an additional amount to accommodate lease commitments and variations. This is in the region of £100,000 - £130,000. Our unrestricted free reserves, that is unrestricted reserves excluding those represented by tangible fixed assets and designated funds, amounted to £72,217 (2020: £56,490) at the balance sheet date.

THE FUTURE

Activity Holidays Programme

It is good news that the holidays for our young adults with disabilities will be restarting this year, 2022. An activity holiday where guests can go skiing, ride the speedboat safari and have a go at archery will take place in the summer at a tailor-made residential Centre in South Wales. In addition, a seven-night sailing holiday for twelve teenagers with four carers has been arranged with the Cirdan Sailing Trust who are based at Ipswich in East Anglia. More activity holidays are planned for 2023.

REPORT OF THE TRUSTEES

Holiday Grant Programme

Our Holiday Grant Programme is vital for families on low incomes with a disabled member to get a break away together as a family unit. In normal times the stress and strain of living with disability is hard, but during the pandemic it was infinitely worse. So it was really pleasing to be able to help so many people get away from the confinement of their surroundings. We fully expect the demand in the coming twelve months to be considerable, so our fundraising efforts specifically for this Grant Programme are fully focused to be able to help the maximum number of people. Some donors request that their funds are restricted to help people according to their wishes, and this the charity totally respects.

Carer Support Programme

We will continue to work with carer organisations in the south-east, and more recently elsewhere in the country, to organise 'Pamper Day' breaks for carers as well as sending out Carer Hampers to those who cannot leave those they care for. At Ashdown Park Hotel, carers come and spend a day relaxing in the spa where they receive a treatment and the use of the spa's facilities, enjoy lunch and afternoon tea, and go home refreshed ready to take up the next challenge with their batteries recharged.

TeensPLUS Programme

Through our TeensPLUS programme, we are continuing to work with schools who look after children with disabilities and/or learning difficulties, enabling them to enjoy days out in groups to visit theatres or events in rural or urban situations. One concept which has proved very popular with teenagers with disabilities is to engage, support and entertain them by providing challenge packs delivered to their door which aims to support the development of life skills. During the pandemic, many of these teenagers have suffered from mental issues and these packs brought much-needed relief to their lives.

Carer Support and TeensPLUS - Activity Hampers

Adult and young carers also get help and support by way of activity hampers full of respite gifts. We work with caring organisations to identify those who would benefit from recognition of the wonderful work they do supporting their loved ones and 3H have helped many carers in need.

The idea of sending a hamper came into being during the Covid restrictions, when the ability to be able to help disabled, people became almost impossible. The 3H office came up with the idea of getting hampers to those in their own homes – which included not just food items but also games and competitions which would help their days to have added interest and excitement. This proved very successful to the point that 3H are now working with community groups and carer organisations across the country to make these available to more and more people. Nominations come via lead organisations and will be available for both adult and teenager carers.

Summary

We do and will continue to liaise with other charitable organisations and community groups, schools and health professionals in order to offer the best possible help to our beneficiaries, now and in the future.

STRUCTURE GOVERNANCE AND MANAGEMENT

Governing Document

3H Foundation is a company limited by guarantee (registered number 16902530) Governed by its Memorandum and Articles of Association dated 1983 (amended July 2018). It is registered as a charity with the Charity Commission (registration number 286306). It changed its name to The 3H Foundation on 8 September 2021.

REPORT OF THE TRUSTEES

Members

The members of the company are the trustees and supporters of the charity. New members may be appointed at the discretion of the Trustees,

Recruitment, Induction and Training of Trustees

New Trustees are welcomed, and an induction pack is given to prospective applicants followed by informal/formal meetings with the Charity Manager, Chairman and /or Deputy Chairman, followed by circulation of the applicant's CV to the rest of the Board of Trustees if advised by the Chairman a/Deputy Chairman. The applicant may be formally invited to become a co-opted trustee prior to becoming elected at the AGM. In-house induction suited to the skills/experience/responsibilities of the new trustee is undertaken.

In January 2021 David Pate was welcomed to the board.

Organisational structure

The 3H Foundation is controlled by a Board of Trustees chaired by Stephen Clark.

At the annual Strategic Planning Meeting, the Trustees approve policies to be pursued during the coming year in terms of Group Holidays, the Grant Programme, the TeensPLUS Programme, the Carers Support Programme, the Hamper and Challenge Packs and avenues for fundraising.

During 2021 Jane Davy the Charity Manager left 3H to pursue other opportunities and we were grateful for her contribution. Gaynor Harrison resigned in January 2022 to pursue her legal career and we were grateful for her contribution with fundraising. Bob Sparkes, Trustee resigned on 7 April 2021 and we were grateful for his contribution to the board in the time that he served.

The Charity currently employs five part-time members of staff: Corina Rumsey (Charity Manager) who reports to the Board of Trustees and manages the operational business of the charity in addition to duties as a Finance Officer; Bridget Perrin (Grants Administrator); Claire Sanderson (Operating and Marketing Lead) and Gaynor Harrison who resigned in January 2022 has been replaced by Sarah Dean (Trust & Corporate Fundraiser). Suzanne Vidamo has recently joined to support the Grants Programme. Both are welcomed to the 3H team.

Thanks is due to the trustees who have supported and encouraged the staff during the last year, but most of all the trustees want to acknowledge and thank the 3H team. Since May 2021 the team has been led by Corina Rumsey with renewed purpose and direction inspiring the team, who have performed so effectively with their dedication, care and compassion enabling so many beneficiaries to be supported.

Trustees

The Directors of the company, who are also the Trustees for the purpose of charity law, are set out on Page 1 of this Report.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees are responsible for preparing the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice.

Company law requires the trustees to prepare financial statements for each financial year. Under that law the trustees have elected to prepare the financial statements in accordance with the United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the surplus or deficit of the charitable company for that period. In preparing those financial statements, the trustees are required to:

REPORT OF THE TRUSTEES

- 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 have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

This report has been prepared in accordance with the provisions applicable to companies subject to the small companies' regime within Part 15 of the Companies Act 2006.

By Order of the Board

Stephen Clark

Chairman

Date: 26 April 2022

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF THE 3H FOUNDATION

I report to the charity trustees on my examination of the financial statements of 3H Fund (Helping Hands for Holidays) for the year ended 31 December 2021.

Responsibilities and basis of report

As trustees of the charitable company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006.

Having satisfied myself that the financial statements of the charity are not required to be audited under Part 16 of the Companies Act 2006 and are eligible for independent examination, I report in respect of my examination of the charity's accounts as carried out under section 145 of the Charities Act 2011. In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the Charities Act 2011.

Independent examiner's statement

I have completed my examination and I can confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report and in order to enable a proper understanding of the accounts to be reached.

A S Healey FCA CTA DChA
Lindeyer Francis Ferguson Limited
Chartered Accountants
North House
198 High Street
Tonbridge
Kent TN9 1BE

Date: 26 April 2022

THE 3H FOUNDATION

STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 DECEMBER 2021

	Notes	2021 Unrestricted funds £	2021 Restricted funds £	2021 Total funds £	2020 Total funds £
INCOME FROM:					
Donations and legacies	3	130,836	97,050	227,886	146,244
Other trading activities: Fundraising events		241	-	241	136
Investment income		1,391	-	1,391	1,856
Total income		132,468	97,050	229,518	148,236
EXPENDITURE ON:					
Raising funds	4	15,403	-	15,403	13,654
Charitable activities	5	106,053	57,377	163,430	124,488
Total expenditure		121,456	57,377	178,833	138,142
Net gains/(losses) on investments		3,797	-	3,797	(1,640)
NET INCOME AND NET MOVEMENT IN FUNDS	7	14,809	39,673	54,482	8,454
RECONCILIATION OF FUNDS:					
Total funds brought forward		64,989	74,056	139,045	130,591
Total funds carried forward	13	79,798	113,729	193,527	139,045

THE 3H FOUNDATION

BALANCE SHEET AS AT 31 DECEMBER 2021

	Notes	2021 £	2020 £
FIXED ASSETS			
Tangible assets	9	-	36
CAF investment funds	10	78,152	72,964
		<u>78,152</u>	<u>73,000</u>
CURRENT ASSETS			
Debtors	11	32,541	4,550
Cash at bank and in hand		87,702	67,357
		<u>120,243</u>	<u>71,907</u>
CREDITORS: Amounts falling due within one year	12	(4,868)	(5,862)
NET CURRENT ASSETS		<u>115,375</u>	<u>66,045</u>
NET ASSETS		<u>193,527</u>	<u>139,045</u>
FUNDS			
Unrestricted funds	13	79,798	64,989
Restricted funds	13	113,729	74,056
		<u>193,527</u>	<u>139,045</u>

For the financial year ended 31 December 2021 the charitable company was entitled to exemption from audit under section 477 Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476; and
- The trustees, who are also the directors of the charitable company for the purposes of company law, acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of the financial statements.

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small charitable companies.

The financial statements were approved by the Board of Trustees on 26 April 2022 and were signed on its behalf by:

Stephen Clark - Chairman

Company number: 1690253

THE 3H FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2021

1 STATUS

The 3H Foundation is a charitable company limited by guarantee incorporated in England & Wales. In the event of the company being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The address of the registered office is given in the Trustees' Report.

2 ACCOUNTING POLICIES

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

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)" (Effective 1 January 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The 3H Foundation meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

On 8 September 2021 the charity changed its name from 3H Fund (Helping Hands for Holidays) to the 3H Foundation.

There are no material uncertainties about the charity's ability to continue, and so the going concern basis of accounting has been adopted.

The financial statements are prepared in pounds sterling, which is the functional currency of the charity, and rounded to the nearest £1.

Income

Donations and grants are recognised when the charity has entitlement to the funds, any performance conditions attached to the funds have been met, it is probable that the income will be received and the amount can be measured reliably. For donations this is usually on receipt. For grants this is usually when a formal offer is made in writing, unless the grant contains terms and conditions which must be met before the charity is entitled to the funds.

Income from legacies is recognised when there has been a grant of probate, the executors have established that there are sufficient assets in the estate to pay the legacy, and any conditions attached to the legacy are within the charity's control or have been met.

Holiday contributions represent the proportion of holiday costs recovered directly from the individual holiday-makers and carers; these are recognised when the holiday takes place.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021

2 ACCOUNTING POLICIES continued

Expenditure

Expenditure is recognised when there is a legal or constructive obligation to transfer resources to a third party, settlement is probable and the amount can be measured reliably. Expenditure is stated gross of irrecoverable VAT and has been classified under headings that aggregate all costs related to the category. Grants payable are accounted for when the grant has been promised in writing to the recipient.

Staff costs are allocated across fundraising, the four charitable activities and administrative activities undertaken by the charity on the basis of staff time. Support costs are allocated to charitable activities on the basis of direct costs and staff costs.

Financial instruments

The charity only has financial instruments which are classified as basic financial instruments. Short-term debtors and creditors are measured at the settlement value. Any losses from impairment are recognised in the statement of financial activities.

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for the particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Designated funds are unrestricted funds which are set aside by the trustees from time to time for specific purposes.

Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost less estimated realisable value of each asset over its expected useful life, as follows:

Fixtures, fittings and equipment:	25% on cost
-----------------------------------	-------------

Investments

Investments held within CAF investment funds are stated at market value. All movements in valuation are taken to the statement of financial activities.

Pension scheme

The charity operates a defined contribution pension scheme for its employees. The assets of the scheme are held separately from those of the charity in an independently administered fund. The pension cost represents contributions payable by the charity to the fund.

Leasing

Rentals payable under operating leases are charged against income on a straight line basis over the lease term.

THE 3H FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021

3 INCOME FROM DONATIONS AND LEGACIES	<i>2021</i> <i>£</i>	<i>2020</i> <i>£</i>
Donations and grants	227,416	146,053
Legacies	470	191
	<u>227,886</u>	<u>146,244</u>

In the prior period, restricted income from donations and legacies amounted to £49,100.

4 EXPENDITURE ON RAISING FUNDS	<i>2021</i> <i>£</i>	<i>2020</i> <i>£</i>
Allocated costs:		
Staff costs	10,707	7,821
Support costs (Note 6)	4,696	5,833
	<u>15,403</u>	<u>13,654</u>

5 EXPENDITURE ON CHARITABLE ACTIVITIES

	<i>2021</i> <i>Direct</i> <i>costs</i> <i>£</i>	<i>2021</i> <i>Staff</i> <i>costs</i> <i>£</i>	<i>2021</i> <i>Support</i> <i>costs</i> <i>£</i>	<i>2021</i> <i>Total</i> <i>£</i>	<i>2020</i> <i>Total</i> <i>£</i>
Holiday programme	1,500	5,674	3,146	10,320	9,327
Grant programme	50,891	17,933	30,183	99,007	79,520
Outreach	-	3,056	1,340	4,396	4,318
Carers support	15,431	5,995	9,397	30,823	18,743
TeensPLUS	8,920	4,207	5,757	18,884	12,580
	<u>76,742</u>	<u>36,865</u>	<u>49,823</u>	<u>163,430</u>	<u>124,488</u>

The direct costs of the Grant Programme relate to grants made to individuals to enable disabled people on low incomes to organise a modest UK holiday with their families and / or carers.

In the prior period, restricted expenditure on charitable activities amounted to £26,417.

THE 3H FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021

6 SUPPORT COSTS	2021	2020
	£	£
<i>General support</i>		
Staff costs	27,704	24,737
Office accommodation	10,191	13,832
Insurance	4,034	6,797
Telephone, post and stationery	2,594	2,328
Repairs, maintenance and computer costs	1,969	1,728
Other office running expenses	2,847	3,851
Depreciation	36	125
Payroll and accounts preparation	3,164	3,052
<i>Governance</i>		
CQC costs	80	721
Independent examination	1,900	1,850
	54,519	59,021

7 NET INCOME AND NET MOVEMENT IN FUNDS	2021	2020
	£	£
This is stated after charging:		
Depreciation	36	125
Operating lease rentals	8,610	10,250
Independent examiner's fees - examination	1,900	1,850
Independent examiner's fees - accounts	1,500	1,500
Independent examiner's fees - other services	1,664	1,552

8 STAFF COSTS	2021	2020
	£	£
Wages and salaries	71,721	64,135
Employer's National Insurance contributions	-	212
Employer's pension contributions	3,555	2,975
	75,276	67,322

The average number of employees during the year was 5 (2020: 5). No member of staff earned over £60,000 in the year or the previous year. None of the trustees received any remuneration in their capacity as trustee during the year, and no trustees were reimbursed expenses (2020: none).

The key management personnel of the charity is considered to be the trustees and the Charity Manager. The total emoluments of the key management personnel of the charity were £24,570 (2020: £11,375).

THE 3H FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021

9 TANGIBLE FIXED ASSETS

*Fixtures,
fittings &
equipment
£*

Cost

At 1 January 2021

7,778

At 31 December 2021

7,778

Depreciation

At 1 January 2021

7,742

Charge for the year

36

At 31 December 2021

7,778

Net book value

At 31 December 2021

-

At 31 December 2020

36

10 CAF INVESTMENT FUNDS

2021
£

2020
£

Market value at 1 January 2021

72,964

72,795

Dividends and interest accumulated

1,391

1,809

Change in market value

3,797

(1,640)

Market value at 31 December 2021

78,152

72,964

Analysis of funds (all held within the UK):

CAF Income Fund

33,466

34,111

CAF Balanced Growth Fund

44,686

38,853

78,152

72,964

11 DEBTORS

2021
£

2020
£

Prepayments and accrued income

32,541

4,550

32,541

4,550

THE 3H FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021

12 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR	2021 £	2020 £
Accruals	4,336	5,255
Other taxation and social security	532	607
	<u>4,868</u>	<u>5,862</u>

13 ANALYSIS OF CHARITABLE FUNDS

<i>Current year</i>	<i>At 1 Jan 2021 £</i>	<i>Incoming resources £</i>	<i>Resources expended £</i>	<i>Net gains on investments £</i>	<i>At 31 Dec 2021 £</i>
Unrestricted funds:					
General fund	56,526	121,968	(110,074)	3,797	72,217
Designated funds	8,463	10,500	(11,382)	-	7,581
	<u>64,989</u>	<u>132,468</u>	<u>(121,456)</u>	<u>3,797</u>	<u>79,798</u>
Restricted funds:					
UK Holiday Grant Programme	50,406	69,550	(50,277)	-	69,679
Holiday Programme	17,650	-	-	-	17,650
TeensPLUS	6,000	26,400	(6,000)	-	26,400
Carers Support Programme	-	1,100	(1,100)	-	-
	<u>74,056</u>	<u>97,050</u>	<u>(57,377)</u>	<u>-</u>	<u>113,729</u>
Total funds	<u>139,045</u>	<u>229,518</u>	<u>(178,833)</u>	<u>3,797</u>	<u>193,527</u>
 <i>Prior year</i>	 <i>At 1 Jan 2020 £</i>	 <i>Incoming resources £</i>	 <i>Resources expended £</i>	 <i>Other gains / transfers £</i>	 <i>At 31 Dec 2020 £</i>
Unrestricted funds:					
General fund	73,981	90,136	(105,951)	(1,640)	56,526
Designated funds	3,237	9,000	(5,774)	2,000	8,463
	<u>77,218</u>	<u>99,136</u>	<u>(111,725)</u>	<u>360</u>	<u>64,989</u>
Restricted funds:					
UK Holiday Grant Programme	34,773	44,050	(26,417)	(2,000)	50,406
Holiday Programme	12,600	5,050	-	-	17,650
TeensPLUS	6,000	-	-	-	6,000
	<u>53,373</u>	<u>49,100</u>	<u>(26,417)</u>	<u>(2,000)</u>	<u>74,056</u>
Total funds	<u>130,591</u>	<u>148,236</u>	<u>(138,142)</u>	<u>(1,640)</u>	<u>139,045</u>

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021

13 ANALYSIS OF CHARITABLE FUNDS (continued)

The Holiday Programme relates to funds received specifically for group holidays.

The UK Holiday Grant Programme relates to funds received specifically for the programme and / or to benefit a particular geographical area or a particular group, for example children. In the previous year there was a transfer from this restricted fund of £2,000 to designated funds due to a donation being incorrectly allocated as restricted in 2019.

TeensPLUS relates to funds received specifically for young carers and adults aged 13 to 25. Funds are used to provide activities at home and to provide funded activities and day trips for schools and youth organisations.

The Carers Support Programme relates to funds received to support carers. Funds are used to provide pamper days, pamper hampers and afternoon tea vouchers.

Unrestricted funds are designated towards planned activities where potential deficits on restricted fundraising or contributions from individuals has been noted. At the year end designations have been made to fund specific grants and activities for children in 2022.

14 ANALYSIS OF NET ASSETS BETWEEN FUNDS

<i>Current year</i>	<i>Unrestricted funds 2021 £</i>	<i>Restricted funds 2021 £</i>	<i>Total funds 2021 £</i>
Investments	78,152	-	78,152
Net current assets	1,646	113,729	115,375
	<u>79,798</u>	<u>113,729</u>	<u>193,527</u>
<i>Prior year</i>	<i>Unrestricted funds 2020 £</i>	<i>Restricted funds 2020 £</i>	<i>Total funds 2020 £</i>
Tangible fixed assets	36	-	36
Investments	72,964	-	72,964
Net current assets	(8,011)	74,056	66,045
	<u>64,989</u>	<u>74,056</u>	<u>139,045</u>

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021

15 FINANCIAL COMMITMENTS

At 31 December 2021 the charity was committed to making total future lease payments under non-cancellable operating leases are follows:

	<i>2021</i>	<i>2020</i>
	<i>£</i>	<i>£</i>
Land and buildings		
Operating leases which are due within one year	<u>6,833</u>	<u>6,833</u>

16 RELATED PARTY TRANSACTIONS

During the year, the charity obtained design services totalling £630 (2020: £630) from Hold Design Agency, a business in which Ed Langridge's son is a director.