

FATHER HUDSON'S CARITAS

England & Wales · Charity number 512992

Details

Other names	FATHER HUDSON'S SOCIETY, FAMILIES THROUGH ADOPTION, NEW ROUTES FOSTERING
Status	Registered
Legal form	Charitable company
Company number	01653388
Registered	1982-09-15
Register	View on the Charity Commission register

Contact

Address	Father Hudsons Society St. Georges House Gerards Way Coleshill Birmingham B46 3FG
Phone	01675434000
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Website	www.fatherhudsons.org.uk

Activities

Objects: 3.1 THE FURTHERANCE OF THE CHRISTIAN RELIGION IN ACCORDANCE WITH THE TENETS OF THE ROMAN CATHOLIC CHURCH ("THE CHURCH") 3.2 THE RELIEF OF FINANCIAL HARDSHIP AND SUFFERING BY THE PROVISION OF SUCH GRANTS, GOODS, SERVICES OR FACILITIES AS THE CHARITY SHALL FROM TIME TO TIME DETERMINE 3.3 THE RELIEF OF SICKNESS AND PRESERVATION OF HEALTH 3.4 THE ADVANCEMENT OF EDUCATION THROUGH THE POWERS SET OUT IN SUB-CLAUSES 4.7 TO 4.13 (INCLUSIVE) BELOW AND ONLY IN SO FAR AS IT FURTHERS THE CHRISTIAN RELIGION IN ACCORDANCE WITH THE TENETS OF THE ROMAN CATHOLIC CHURCH 3.5 THE ADVANCEMENT AND PROMOTION OF THE SUPPORT, RELIEF AND CARE OF CHILDREN AND YOUNG PEOPLE WITHOUT FAMILIES TO CARE FOR THEM, CHILDREN AND YOUNG PEOPLE IN TROUBLE OR AT RISK, ELDERLY PEOPLE AND THEIR CARERS, PEOPLE WITH DISABILITIES AND INDIVIDUALS, FAMILIES, COMMUNITIES AND GROUPS WHO ARE IN NEED. 3.6 TO PROVIDE OR ASSIST IN THE PROVISION OF FACILITIES IN THE INTEREST OF SOCIAL WELFARE FOR RECREATIONAL OR OTHER LEISURE TIME OCCUPATION OF INDIVIDUALS WHO HAVE NEED OF SUCH FACILITIES BY REASON OF THEIR YOUTH, AGE, INFIRMITY OR DISABILITY, FINANCIAL HARDSHIP OR SOCIAL CIRCUMSTANCES WITH THE OBJECT OF IMPROVING THEIR CONDITIONS OF LIFE.

Activities: Social Care Agency of the Catholic Archdiocese of Birmingham providing : *residential and daycare for the elderly, those with dementia, and adults with disabilities *adoption support and fostering services *origins services to adults who have previously been supported by the Society *community and school based family support projects

Classification

- **How:** Makes Grants To Organisations, Provides Human Resources, Provides Buildings/facilities/open Space, Provides Services, Provides Advocacy/advice/information, Other Charitable Activities
- **What:** General Charitable Purposes, Disability, The Prevention Or Relief Of Poverty, Accommodation/housing, Religious Activities
- **Who:** Children/young People, Elderly/old People, People With Disabilities, Other Charities Or Voluntary Bodies, Other Defined Groups, The General Public/mankind

Geography

- Birmingham City
- Coventry City
- Dudley
- Oxfordshire
- Sandwell
- Staffordshire
- Walsall
- Warwickshire
- Wolverhampton
- Worcestershire

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£10,793,381	£11,399,183	£11,353,070	347
2024-03-31	£10,605,708	£10,819,134	£11,948,154	327
2023-03-31	£9,573,969	£9,585,016	£11,865,824	309
2022-03-31	£7,699,688	£8,021,887	£10,591,651	337
2021-03-31	£7,724,621	£7,920,116	£9,721,208	294

Trustees

Name	Role	Appointed
ALAN JOHN HAGAN		2023-06-13
Brendan Martin Clifford		2018-06-26
JULIA ANGELA FITZSIMONS		2013-02-28
Jane Patricia Wilton		2020-06-16
Mary Elizabeth Fionnuala Hegarty		2016-07-12
Mary Gail Brown		2013-02-28
Mauricio Andres Silva Ramirez		2025-06-17
PETER ANTHONY WILLIAM DEELEY		2016-07-12
Peter Martin Fahy		2020-04-20
REV KEVIN MICHAEL KAVANAGH		2013-02-28
William Dennis Friel		2025-09-15

Accounts

Company number: 01653388

Charity number: 512992

Father Hudson's Caritas

(formerly Father Hudson's Society)

Report and financial statements

For the year ended 31 March 2025

Father Hudson’s Caritas (formerly Father Hudson’s Society)

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Father Hudson's Caritas (formerly Father Hudson's Society)

Reference and administrative information

For the year ended 31 March 2025

Company number 01653388
Country of incorporation United Kingdom

Charity number 512992
Country of registration England & Wales

Registered office and operational address St George's House
Gerards Way
Coleshill
BIRMINGHAM
B46 3FG

President Most Rev. Bernard Longley

Trustees Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:

Fionnuala Hegarty	Chair	4
Sir Peter Fahy	Vice Chair	3
Anne Plummer	Retired on 18/06/24	3,4
Gail Brown		1
Julia Fitzsimons		2,4
Rev. Michael Gamble		2
Rev. Kevin Kavanagh		3
Peter Deeley		1
Jessica Moore		2
Alan Hagan		1,4
Brendan Clifford		2
David Craig		1
Jane Wilton		3
Julia Greensall		2

1. Member of Finance, Land and Support Services sub-committee
2. Member of Adult Care sub-committee
3. Member of Children and Families sub-committee
4. Member of Monitoring and Review sub-committee

Father Hudson's Caritas (formerly Father Hudson's Society)

Reference and administrative information

For the year ended 31 March 2025

Key management personnel	Joanne Watters	Company Secretary/ Chief Executive (from 1 st June 2024)
	Andy Quinn	Chief Executive (until 31 st May 2024)
	Noel Stubbs	Financial Controller
	Kevin Hateley	Head of Fundraising, Communications and Marketing
	Joanne Walthew	Head of Fostering & Schools Family Support
	Hardeep Brayna	Head of Human Resources
	Shari Brown	Head of Community Projects
	Edward Brown	Head of Adult Care
Bankers	Lloyds Bank plc 3 Maple Walk Chelmsley Wood B37 5TS	
Solicitors	Gateley Legal One Eleven Edmund Street BIRMINGHAM B3 2HJ	
Investment advisors	Evelyn Partners 3 rd Floor, 9 Colmore Row BIRMINGHAM B3 2BJ Until 18 th March 2025	BRI Wealth Management plc Elm Court, Meriden Business Park MERIDEN CV5 9RL From 18 th March 2025
Property advisors	ehB Reeves Somerset House Clarendon Place Leamington Spa CV32 5QN	
	Howkins & Harrison 7 – 11 Albert Street Rugby CV21 2RX	
Auditor	Sayer Vincent LLP Chartered Accountants and Statutory Auditor 110 Golden Lane LONDON EC1Y 0TG	

Father Hudson's Caritas (formerly Father Hudson's Society)

Trustees' annual report

For the year ended 31 March 2025

The Trustees present their report and financial statements for the year ended 31 March 2025. The Reference and Administrative details on pages 1 and 2 form part of this report.

The statements appear in the format required by the Statement of Recommended Practice, Accounting and Reporting by Charities applicable to charities preparing their accounts in accordance with FRS102. The report and statements also comply with the Companies Act 2006 as Father Hudson's was incorporated by guarantee on 22 July 1982, to continue the work started by Father Hudson at the beginning of the 20th Century. It was established under a memorandum of association which established the objects and powers of the organisation and is governed under its articles of association. The Trustees' annual report meets the requirements of a directors' report as required by company law.

The name of the company and the charity was changed to Father Hudson's Caritas (formerly Father Hudson's Society) on 02 October 2024.

Review of planned activities and principal achievements for the year

Objectives and activities

Father Hudson's Caritas (formerly Father Hudson's Society) (referred to as FHC for the remainder of the report) main objectives include: the relief of financial hardship and suffering, relief of sickness and preservation of health, and the advancement and the promotion of the support, relief and care of children and young people without families able to care for them, or who are in trouble or at risk, elderly people and their carers, people with disabilities, and individuals, families, communities and groups who are in need.

FHC works across 5 themes: **Older People, Children and Families, Homelessness, Refugees, Asylum Seekers and Migrants, and Disability.**

The Trustees review the aims, objectives and activities of the charity each year. This report looks at what the charity has achieved and the outcomes of its work within the last twelve months. The Trustees report the success of each key activity and the benefits the charity has brought to those groups of people that it is set up to help. The review also helps the Trustees ensure the charity's aims, objectives and activities remained focused on its stated purposes.

Public benefit

The Trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning its future activities. In particular, the Trustees consider how planned activities will contribute to the aims and objectives that have been set.

The objects are met through a variety of activities which are summarised below. Each activity, the beneficiaries and the public benefit are discussed in greater detail further in the report.

Father Hudson's Caritas (formerly Father Hudson's Society)

Trustees' annual report

For the year ended 31 March 2025

Adult Care

- St Joseph's Home for older people and those with dementia
- St Catherine's Bungalows for adults with multiple disabilities
- St Catherine's Day Services for adults with multiple disabilities
- Domiciliary Care Services and supported living services for adults with learning disabilities

Children and Families

- New Routes – a registered fostering agency
- Family Support projects based in school communities
- Origins – a service to former child residents and adopted adults and birth families (a registered Adoption Support Agency)

Community Projects

Within FHC Brushstrokes Community Project – supporting refugees, asylum seekers and migrants

- Young at Heart Project – providing volunteer-led social activities for older people
- Tabor Living – accommodation and support for adults experiencing or at risk of homelessness
- Nicolas Barre House – accommodation for male refugees and migrants
- Fatima House – accommodation for women in need of protection
- Sophia House – accommodation for female refugees and migrants

Supporting other Charities & projects

- Hope Community Project – a registered charity serving the Heath Town area of Wolverhampton
- Maryvale Community Project – a registered charity providing services to older people and adults who have disabilities
- St Chad's Sanctuary – a registered CIO providing support to asylum seekers and refugees in Central Birmingham

Objectives and Strategies

Each year all FHC services set their objectives in line with the Board's strategic plan. In preparation for 2024–25 the Board set the future direction based upon:

- The previous 3-year development plan which was reviewed and updated in 2024
- A set of Board Strategy meetings in the last quarter of 2023 and the first quarter of 2024 that will continue in 2024 and be completed by the final quarter of 2024 for the financial year 2025–26
- What the Annual budgeting process regarding predicted income and expenditure, and prudent use of assets indicates can be achieved each year
- From September 2024 the Board began preparations for the creation of a new 3-year rolling Strategy. The final Strategy document was completed in March 2025 in preparation for the 2025 – 26 financial year.

Trustees' annual report

For the year ended 31 March 2025

The activities of Father Hudson's are undertaken by dedicated full and part-time staff, supported by volunteers who give their time freely as committee members, advisors, "panel members", service/project support and fundraisers. To all the staff and volunteers, the Trustees express their deep gratitude and acknowledge the importance of such valuable support.

Adult Care

The Adult Care work of Father Hudson's is focused on three areas of activity: care for people with complex learning and physical disabilities, care for older people including those with dementia, and care for people with moderate learning disabilities. It supports people to lead lives which are fulfilling and meaningful. Last year the Adult Care department had a turnover in excess of £6.7 million. Care is commissioned and funded by local authorities, ICBs or is privately funded in some instances as at St. Joseph's. The work it does is challenging yet rewarding, the needs it meets diverse.

There has continued to be a period of stability in terms of the operational structure and service delivery. There continues to be a strong leadership structure in place and a continued focus to ensure that there are opportunities for career development within the department. There is a well-established quality framework to ensure high quality care is delivered. Care planning and recording software is being introduced throughout the department as the services move towards digital record keeping.

Three of the Adult Care services are regulated by the Care Quality Commission. CQC have introduced a new single assessment framework within the last 18 months. Whilst the commission is going through a period of change they are working to reestablish a routine regime of inspections. However, CQC have not carried out inspections of the regulated services of FHC) during this year.

St Joseph's Care Home is currently rated "Good" by CQC following an inspection by CQC in March 2023.

St Catherine's Bungalows is currently rated "Good" by CQC following an inspection by CQC in January 2022.

FHC DCC (domiciliary care and supported living service) is currently rated "Good" by CQC following an inspection in November 2020.

The Head of Adult Care continues to invest time developing the leadership in the services to ensure positive, person-centred outcomes for those using the services. The three regulated services also benefit from input from Warwickshire County Council's quality assurance teams carrying out Quality Assurance Visits and engaging with services through quarterly provider returns.

The Day Service is supported by Birmingham City Council's quality assurance framework.

In terms of occupancy at St Joseph's the year has been marked with a period of stability with average occupancy reaching 53.

Father Hudson's Caritas (formerly Father Hudson's Society)

Trustees' annual report

For the year ended 31 March 2025

This department continues to provide high quality, safe and person-centred care and support for all those the department serves.

St. Joseph's

St. Joseph's is a 59 bed care home, caring for older, frail people the majority of whom have varying degrees and types of dementia. The aim of the home is to provide nurturing, stimulating and compassionate care, through a variety of interventions and activities which aim to encourage people to participate in and enjoy fulfilling, worthwhile activities with friends, companions and their families. St. Joseph's is a home for life and strives to be a place of nurturing, compassion and homeliness.

The home is regulated and inspected by the Care Quality Commission.

St Catherine's Bungalows

16 people live in three bungalows. They each have complex care and support requirements demanding a range of specialist interventions. Those living at the bungalows are encouraged and enabled to join in with as many opportunities as possible. Support staff believe strongly that a person's disability should not prevent them from living a fulfilling life and the staff team have real commitment to the ethos of supporting residents to live life to its fullest. Ordinarily, all residents enjoy annual holidays, short breaks and active social lives. The work of the bungalows is supported by residents' families who are encouraged to take part in all aspects of care planning where possible.

The bungalows are regulated and inspected by the Care Quality Commission.

Coleshill Day Services

22 people attend the day service daily. They travel from Warwickshire, Birmingham and Solihull to take part in activities aimed at maximising their potential to join in with daily living tasks, to make new friends and have fun. Access to the wider community provides opportunities for people to develop their skills for independence and enjoy being out and about.

It is a service that also provides valuable and much needed respite on a day-to-day basis for the families and carers.

Domiciliary Care/Supported Living

15 tenants are supported by the Charity in housing it owns, additionally one client is supported in his own home. The service is commissioned and funded by the Local Authority or ICBs. Care and support are designed to develop the necessary skills to live as independently as possible. Interventions aim to support tenants in their own flats and in accessing community resources. This involves managing significant risks for some individuals in order for them to further their personal ambitions.

Independence develops through greater skill levels, risk management and confidence building. The service is regulated and inspected by the Care Quality Commission.

Trustees' annual report

For the year ended 31 March 2025

The work of the department is built on the dedication, compassion and loyalty of its many carers, support staff and managers. The reputation of the Charity relies on them and their devotion to the values and vision it holds. Father Hudson's is grateful to its teams of staff who work conscientiously to support the work it does.

Departmental Aims for Adult Care in 2025/26

- To be compliant with Care Quality Commission's Standards
- To comply with Local Authority and NHS Contractual Requirements
- To meet budgetary targets and achieve a balanced budget
- To develop services in line with the needs and aspirations of service users
- To reflect the Catholic ethos of the Charity, alongside the organisational values (including being inclusive, respectful and challenging injustice).

Children and Families Services

The Children and families service provides three services: Origins, New Routes Fostering and the Family Support School's project.

The Origins Service (including Post Adoption Support) provides care to adults who were cared for by Father Hudson's previously. In its capacity as a registered Adoption Support Agency, the Origins Service focuses mainly on providing care to families who have adopted through Father Hudson's.

The Fostering Service provides loving and stable homes for children and young people aged between 0 – 18 years.

The Family Support Schools Project provides a holistic service to children, the parents and the school to improve the child's attendance, educational success and emotional wellbeing. At the end of the year the service was being provided to 17 schools across the Archdiocese reaching out to faith schools and non-faith schools.

New Routes Fostering

New Routes Fostering was established in 1992 and provides loving and stable homes for children and young people, both on a short-term and long-term basis.

The service is registered with and inspected by OFSTED. The last Inspection was undertaken in August 2024 and was awarded Good in all areas.

During the year of April 2024 – March 2025, we cared for 25 children and young people in total and were successful in re-habilitating 2 siblings back to their birth family. We recruited one new carer household during this year. Foster carers come from 'all walks of life' and provide a positive experience of family life offering children security and stability.

Trustees' annual report

For the year ended 31 March 2025

New Routes Fostering is committed to providing ongoing training and development, along with regular support and supervision to carers to achieve positive outcomes for children. We work alongside a Psychotherapist and adopt therapeutic and trauma informed approaches and are working towards becoming a therapeutic fostering agency.

The key objectives and developments for the Fostering Service:

- To expand the service and recruit and approve more foster carers
- To continue to provide excellent support systems and monitor the progress of each child placed to ensure that they reach their full potential in all areas of their life.
- To continue to adapt the service in order to respond to and meet the needs of vulnerable children.
- Implement legislative changes, as and when required and in accordance with the Fostering Service Regulations, National Minimum Standards 2011 and Safeguarding and Child Protection legislation.

Achievements

Ofsted Inspection: We were awarded Good in all areas following an inspection August 2024.

Therapeutic Input: The majority of carers, staff and panel members have received therapeutic training.

West Midlands Tender: We continue to be part of the West Midlands Framework.

Panel: We have recruited a new panel member who comes with a wealth of experience.

Plans for the Fostering service for 2025– 2026

- New Routes will continue to review service provision and work to its core objectives of placing children and young people with families in order to provide a positive experience of family life.
- New Routes is committed to the protection and safeguarding of all children within the service.
- New Routes will continue to recognise the achievements of the children and young people and foster carers and celebrate their achievements and milestones.

Origins Service

The Origins service provides support after adoption and support after care for those who have been impacted by childhood separation from their family of origin. The separation may have been through adoption or through being in care.

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For the year ended 31 March 2025

Origins, in its "support after adoption" services, recognises there can be a lifelong impact for all those connected to an adoption. Its adoption support work is regulated by Ofsted as Father Hudson's

Adoption Support Agency and is registered with Ofsted and inspected by them.

The following adoption support services are provided for adults:

- Information from the adoption records can be provided to all adults whose adoption was arranged by Father Hudson's. A portfolio is provided of information from the records which is shared by a social worker experienced in adoption.
- Intermediary (tracing & making contact) services provided by the agency are not restricted to adults connected to adoptions arranged by Father Hudson's. Birth relatives as well as adopted adults and their descendants or other relatives can apply for intermediary services under the law in England & Wales.
- If the agency did not arrange the adoption the agency has to try and identify any agency that may still have records of the adoption. However, even if no records are located, relatives can still be successfully traced. Due to the additional work involved in such cases a higher fee is charged.
- Once a relative is traced and contacted, advice and support is offered to both parties, as contact is established and progresses.

Origins, in its "support after care" services understands the importance of being able to find out information about one's origins and about the period of time spent in care, so it provides an Origins Service to those who previously stayed in the various Catholic homes it was connected with, including those connected to former child migration schemes. It also recognises the importance of people's family history and so it can also help with providing family history information from the childcare records when the person formerly in care is deceased.

Sometimes, those formerly in the homes connected with Father Hudson's wish to visit where their former home was, and so those who would like to arrange a visit to our Coleshill base are welcomed. Assistance can also be given in tracing relatives and reconnecting with family members.

Key Objectives for Origins

As an Adoption Support Agency, to provide birth records counselling and access to information from adoption records for adults whose adoptions were arranged by Father Hudson's and also to provide intermediary services for anyone connected with an adoption who is legally entitled to such a service. To provide services mainly in relation to accessing information from our records of those formerly in children's homes connected to Father Hudson's or those whose migration records we hold.

Key Achievements

- The Origins Service has been proactive in applying for funding to enable individuals to access our intermediary services.
- Origins has been actively involved in the Improving Adoption Services for Adults (IASA) project in partnership with the University of East Anglia, particularly in connection with updating practice guidance.
- Origins, in its adoption support work, has been judged Outstanding for the fifth consecutive time, in its last inspection in 2024.

Key Plans for Origins in 2025–2026

- The Origins Service will continue to offer a professional service for adults previously in Father Hudson's Children's Homes, and for adults adopted via Father Hudson's, their birth families and immediate families.
- The Origins Service will continue to be extended to adults affected by any adoption within the UK.
- The Origins Service will continue to comply with current legislation, regulations and practice guidance, and actively influences best practice standards.

Schools' Family Support Project

Empowering children, young people and their families.

Our Family Support workers are committed to delivering high quality Early Help interventions to vulnerable children, young people and their families. These interventions are child-centred, inclusive, and evidence-informed. Our approach is based on partnership working, early identification, and supporting families to build resilience and sustainable solutions, which align with statutory guidance (e.g. *Working Together to Safeguard Children*) and reflect best practice.

Our aim is to ensure we intervene at the earliest opportunity, give timely well planned short term & long-term support, work collaboratively to improve outcomes for children and to prevent escalation of needs. Enabling them to be the very best they can be!

The list is endless of what presenting issues we deal with among children and their families, however these are the most common indicators that we see: poor mental health, anxiety, low self-esteem, challenging behaviours, parental separation, bereavement, Domestic abuse, SEN needs, poor attendance, neglect, bullying issues, friendships, CSE, CCE, Healthy relationships, debt, poverty, housing issues, translation, and support with applying for benefits.

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For the year ended 31 March 2025

The team consists of a project team manager, a senior family support worker and 6 family support workers. We currently operate in 17 Catholic schools, across the Archdiocese of Birmingham, 2 of them in a high school and the rest of them in Primary schools, based in Stoke-on-Trent/Newcastle Under Lyme, Birmingham and Banbury.

Casework figures

Open cases of individual Family Support	181
Non-Case work/drop in contact	686

Achievements

In April 2024 we were successful in bidding for the Glasspool Fund, which has given the Family Support service a yearly donation (for the next three years) of over £20,000 to spend on various items. The three 'programme outcomes of Glasspool are: 'improve financial position', 'have a more settled home' and 'are more able to manage their lives.' This fund has been invaluable to the Family Support service and has enabled them to immediately purchase items such as essential white goods, essential clothing, emergency food, essential travel, furniture, skips, security devices, flooring, emergency accommodation and housing repairs.

Since September 2024, the Family Support team have been working together to develop ideas to fundraise as a team in each of their areas, to enable them to organise activities, day trips, picnics, summer activity packs, social events and much more for the school Summer holidays 2025. For some of our children school holidays are filled with dread, as this is their only means of socialising and having a warm cooked meal every day. As a team we wanted to make sure that *all* children look forward to the school holidays and have the opportunity to make memories and to experience different social activities that they wouldn't normally be able to do. So far, a half marathon has been completed by the team manager, raising almost £2000. A planned 'walking in their shoes' 5k walk is due to take place in May, a challenge of 3000 push-ups in May and a further running challenge of 100 kilometers in June. This showing the Family Support commitment, dedication and passion to enriching children's lives.

Key objectives for 2025–2026

- To continue to build relationships with the Diocesan Education Service (DES) in order to promote our service in schools and to increase school contracts.
- To continue to work together as a team and with the fundraising team to raise funds for our structured summer holiday events/activities and to raise awareness of our Charity.
- To continue to raise awareness of our Family Support Service in schools and developing new models of Family Support to embrace the changes within the Birmingham Archdiocese.

FHC – Community Projects

FHC works in collaboration with partners and local communities to reach out and support those in need. Some projects are delivered directly under our charity and others are delivered by smaller charities whom we support. We assist those in poverty through the provision of food and practical items, those who are experiencing homelessness through accommodation, those who are lonely through social activities, and we empower people through support, information, advice and skills learning to improve their lives. FHC Community Projects prioritise services for the most vulnerable, working across the themes of homelessness, migration and older people. Our Catholic ethos is at the core of this work – ensuring human dignity, tackling social injustice, helping the poor and standing in solidarity with others.

During 2024/25 we continued to support three independent local charities: Hope Community Project, St Chad's Sanctuary and Maryvale Community Project. We assist with recruitment, payroll, HR, management, governance, funding, finance and policy support.

Refugees, Asylum Seekers and Migrants

A priority area has continued to be providing services, support and accommodation for refugees, asylum seekers and migrants.

Brushstrokes Community Project

Brushstrokes, which celebrated its 25th Anniversary in 2024, is a project of FHC and a partnership with the Infant Jesus Sisters, the parish of St Philip Neri and the sisters of Our Lady of Charity of the Good Shepherd. Based in a community support hub in Smethwick, it covers Sandwell, West Birmingham and surrounding areas.

The team of 32 staff and 82 volunteers provide specialist advice, destitution and homelessness support, and a busy schedule of social activities supporting asylum seekers, refugees, migrants and the local community.

Achievements in 2024/25 are best summarised by the outcomes below:

- Foodbank Clients – 5,992
- Non-food Resources, Clients Supported – 3,626
- Community Café Meals Served – 2,168
- New Clients – 4,771
- Client Languages – 58
- ESOL, OET and IELTS Student Sessions – 2,479
- Clients Supported into Employment – 82
- Foodbank Beneficiaries – 15,854
- Existing Clients – 2,676
- Client Nationalities – 122

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Objectives for 2025/26:

- Consolidate and streamline current services to a more agile model.
- Work with the Local Authority, West Midlands Combined Authority and Department for Housing, Communities and Local Government to increase community cohesion in Sandwell through enhanced activity programmes.
- Further develop our UASC (Unaccompanied Asylum-Seeking Children), NRPF (No Recourse to Public Funds) and expert immigration support.

Nicolas Barre House

Nicolas Barre House was opened in October 2023 in partnership with Newman Parish in Walsall/ Wolverhampton as a refugee accommodation project. The house has been consistently full, providing affordable accommodation for 5 single male refugees for up to 12 months. Through the provision of housing, integration and employment support, coordinated by Brushstrokes' Housing and Resettlement Officer, refugee residents are helped to secure employment and permanent

accommodation. Volunteer befrienders from the Parish regularly meet the residents, helping them feel a part of parish life and the local community.

Sophia House

Sophia House is also a refugee accommodation project. Delivered in partnership with the Sisters of Our Lady of Charity of the Good Shepherd and St Brigid's Parish, Sophia House offers safe accommodation in South Birmingham for up to 4 female refugees or migrants. Brushstrokes' Housing and Resettlement Officer provides advice and support to help residents move into independent tenancies and employment.

Homelessness

During 2024/25, responding to homelessness has continued to be a priority area for FHC Community Projects.

Tabor Living

Tabor Living provides a safe environment for individuals experiencing homelessness and supports them to rebuild their lives. Operating from its new home at St Catherine of Siena Church, Tabor Living offers holistic support, including help with CVs, appointments, retraining, and access to stable accommodation with affordable rent for those in work.

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Achievements in 2024/25:

- Supported 58 individuals out of homelessness into independent accommodation, each receiving intensive casework support.
- There are 9 staff and over 60 volunteers playing a crucial role in service delivery.
- Renovated the upstairs communal room and downstairs bathroom, thereby enhancing the living environment.
- Accommodated a refugee family in the cottage, offering them a stable and supportive home.
- Partnered with construction companies to assist guests into employment.

Objectives for 2025/26:

- Increase awareness of Tabor Living across Birmingham through improved marketing efforts.
- Expand the volunteer programme, aiming for weekend volunteer-led delivery.
- Deepen partnerships with the church, Order of Malta and other community groups for collaborative service delivery.

Fatima House

Fatima House in central Birmingham operates as part of FHC and is a collaborative project with the Columban Missionaries, a local parish, the St Vincent de Paul Society, and the Archdiocese of Birmingham. The Columban Missionaries lead on the day-to-day operations of the project including supporting the women at the house and providing volunteers. FHC assists with governance, building and financial management, policy and fundraising.

The project supported 13 female residents in 2024/25, who were destitute asylum seekers or women needing protection. As well as accommodation, residents can access wellbeing activities, reviews of their immigration cases and access to large communal areas and an IT suite.

Older People in the community

Our flagship older people's community project is Young at Heart in North Staffordshire.

Young at Heart

Young at Heart reaches out to support isolated and lonely older people, providing social activities in Stoke and Newcastle under Lyme. It follows a volunteer led model. There are over 85 active volunteers, 28 of whom are new recruits. 600 older people are registered with the 14 Young at Heart groups.

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Achievements in 2024/25:

- We achieved the Gold Standard for Volunteering with VAST (Voluntary Action Stoke on Trent), enabling us to improve the way we work with volunteers.
- 7 new groups were established, including 3 successful partnership groups.
- All the groups have had significant growth in numbers.

Objectives for 2025/26:

- Maintain the quality of provision and natural growth within groups.
- Apply for Lottery and other funding to both continue and expand provision.
- Broaden reach into Intergenerational work.

Caritas Development – support and capacity building for parishes and schools

As part of our commitment to Catholic Social Teaching and working across the Archdiocese of Birmingham, a new appointment was made in 2024/25 to coordinate and encourage Caritas

Development. This lead role within FHC Community Projects provides capacity building and development support for social action across Catholic parishes, groups and schools.

The post holder facilitates the Diocesan Caritas Steering Group, which brings together Archdiocese partners concerned with promoting peace, justice and social action. Working with the Head of

Community Projects, she also provides a capacity building role to partner charities supported by FHC, namely Hope Community Project, St Chad's Sanctuary, and Maryvale Community Project, and she is a FHC trustee representative to Heart of Tamworth.

Fundraising, Communications and Marketing

As a department we have continued to work closely with the projects and services across our organisation to secure additional income, assist with their communication and marketing needs.

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Schools

Our work with schools continues to increase. Not only in terms of fundraising but raising awareness of our work.

Schools fundraising raised £75k in the year. We have visited over 160 schools within the Archdiocese during the year, delivering 140 Good Shepherd assemblies within primary schools, recruited our first group of School Ambassadors, attended the school leaders conference, and delivered a live broadcast to an audience of over ninety thousand.

The Diocesan Education Service are moving forward with their plans to create four super multi-academies. In response we have been collaborating with school leaders to maximise the opportunities that this will create.

A major highlight of the year was our Reverse Advent Appeal, which ran for two months in the lead up to Christmas. We received over 104,000 thousand items of toiletries, which was amazing and helped so many families and individuals.

Corporate

Progress continues to be made in this area. This has brought in income for our Tabor Living project, our Disability Day Services and Brushstrokes.

During the last year we continued to secure corporate donations in support of appeals for food, clothing, and toiletries, which has proven to be invaluable as the urgent need for these items has risen through the year.

We continue to attend various networking events to develop our corporate links.

We secured an excellent partnership with a Midland's brewery, who supplied over £20k worth of Christmas presents which were distributed by our Family Support Team. This should continue next year. We relaunched our Annual Fundraising Ball, the 116th and this was well supported by our corporate supporters.

Parishes

We have worked hard to further develop links with Parishes, across the archdiocese and this has been very well received. The annual parish collection which took place in September, raised £50k, which

was a new record. The newly appointed Caritas Development Lead primarily works with parishes, encouraging more social action.

We are in the process of recruiting several voluntary parish representatives.

A number of local parishes supported our Christmas appeal, donating food, presents and toiletries.

Trust and Statutory Fundraising

The past year has proven to be difficult as many Trusts and Foundations have reduced the amount of grant awards being made, whilst at the same time reducing the size of such awards. Our Trusts and Grants fundraising officer has however, still managed to secure valuable funding for our community projects.

We have donor pipelines in place and are hopeful that by Summer 2025 things become a little easier.

Communications and Marketing

The department was heavily involved in our name change, which took place in the Autumn.

We continue to see further growth in our social media channels. This is key when looking to raise awareness and attract potential donors. We continue to produce short films, promoting and supporting different areas of the organisation, something that is becoming more important in getting our message heard.

The department works well with our services and projects and regularly runs targeted campaigns, for Fostering and volunteer recruitment whilst working regularly with St. Catherines Bungalows regarding recruitment and St. Josephs Care Home in attracting new residents.

The new website has certainly had a positive effect, as it is attracting more interest, interaction, and a higher number of online donations.

FHC is registered with the Fundraising Regulator and is committed to fundraising in accordance with the Code of Fundraising Practice.

Financial review

Financial Results for the year are shown in the Statement of Financial Activities (SoFA).

The SOFA shows that a high proportion of the charity's income is in the form of fees towards the cost of services. Such fees are charged for provision of residential and day care and fostering services. They are paid by local and health authorities and in the case of residential care may be partially or fully paid by private individuals. The fees received for such services do not cover the full cost of provision of the services. The shortfall is met from voluntary income and reserves.

Projects (Origins services, Community based projects and Community Housing, Schools Family Support) are supported from FHC fundraising efforts and investment income. In addition, Origins receives a small amount of private fees from private clients for intermediary services and our Community Housing receives rental income through short-term assured tenancies.

Staff costs are by far the biggest item of expenditure for the charity. FHC strives to give residents, clients and service users the highest standard of service and care and relies on the hard work and dedication of its staff for that. It operates in a very competitive environment for staff and therefore offers staff competitive rates of pay and fair leave and sickness benefits. FHC also offers all staff membership of a pension scheme. All staff undergo a formal induction programme, have regular supervision and staff meetings, and have access to an internal staff intranet 'Hudson's Together'.

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Inflation is an issue for FHC with major costs on gas, electricity, water and food continuing to increase. Local Authorities, which are under financial constraints are not generally offering increases in fees in line with headline inflation, and certainly not in line with the specific inflation incurred with social care projects. FHC are in continual negotiations with social care funders to improve this situation and increase income. Whilst FHC continues to address operating deficits, the present economic climate makes further progress difficult, particularly with the recent increases in the National Living Wage rates and employer's national insurance.

FHC has centralised administration functions covering accounting and cash and investments, personnel management, fundraising and estates management.

The SOFA shows net expenditure of £605,802 (2024: net expenditure £213,426) before net gains on investments of £10,718 (2024: gains £295,756). The Charity's quoted investments are shown at their market value on 31 March 2025 and are held for the long term to generate income to support the mission of the Charity and it is not the intention of Father Hudson's to liquidate them to any significant extent in the short term. Note 18 gives full details of the movements in the assets and liabilities of the Charity's pension scheme, in accordance with the disclosure requirements of FRS102. The nature of the assets held by the scheme and the liabilities of the scheme can lead to volatile results. The Scheme closed to future accrual on 31 July 2017. After taking account of actuarial gains of £nil (2024: actuarial gains £nil) the SOFA shows a net decrease in funds of £595,084 (2024: net increase £82,330).

F.H.S. Projects Ltd, a wholly owned subsidiary company, formed to undertake building development and trading activities, was dormant throughout the year. It has no employees, and the directors receive no remuneration. Its existence continues to be kept under review.

Reserves and Reserves Policy

The Trustees of Father Hudson's have established a reserves policy which reflects the long-term nature of much of the work of the Charity. Father Hudson's provides residential care to vulnerable adults, most of whom would expect to stay in the Charity's care for the rest of their lives. Additionally, Father Hudson's has a long history of residential care to children and young adults, and of adoption services. This history carries with it an obligation, both legal and moral, to assist those who were in our care, or were adopted, their birth families and adopters to explore their past, learn reasons why decisions were made and increasingly bring parted relatives together. Adoption records must now be kept for a minimum of 100 years and there is an obligation on Father Hudson's to offer a post adoption service to those involved in the adoption process throughout their lives.

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The reserves of Father Hudson's are made up of five types of funds:

- Expendable endowment funds.
- Restricted Funds.
- Designated Funds.
- Free reserves.
- Pension Reserve/(Deficit)

The total reserves as at 31 March 2025 were £11,353,070, of which £1,921,999 were restricted and not available for general purposes and £2,008,033 were designated.

Expendable Endowment

Expendable endowment funds comprise the value of lands in Birmingham and Coleshill purchased by Father Hudson for the charitable objects of the Charity. When such lands are disposed of, the net proceeds are also held in expendable endowment. Expendable endowment funds are held as capital funds but may be expended at the discretion of the Trustees. The income from the endowments is used to support and develop the activities of the Charity.

Restricted Funds

Restricted funds comprise grants or donations made to FHC for specific purposes. Such funds usually have to be accounted for in detail to the funder and are not available to be spent on anything other than the donor's intention. Restricted funds include donations towards the capital cost of certain assets purchased by the Charity. Such funds are transferred to free funds at the same rate as the depreciation on the associated asset.

Designated Funds

Designated funds are funds set aside by the Trustees for specific purposes, or because such funds are unrealised or not capable of being realised in the short term. The property fund is the capital value of property and fixtures held for charitable use by Father Hudson's outside of the endowment fund, and as such is not available for general use. The fair value reserve represents the unrealised revaluation gains on the Charity's investments and being unrealised is unavailable for general use.

Free Reserves

Free Reserves are those funds available to meet the day to day needs of the Charity's work. The Trustees have decided that given the long-term commitments in the Charity's work, the fragility of external funding for some of its projects and the uncertainty of voluntary income and legacies, free reserves should be held for not less than 3 and not more than 6 months expenditure. At the balance sheet date free reserves amounted to £245,541, equivalent to 0.3 months unrestricted expenditure.

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The trustees have adopted a strategic recovery plan to achieve a balanced budget within the 3 year period ending 31 March 2028. The focus of the plan is increasing fee income in the St Joseph's care home following the reopening of the fourth wing and increasing St Catherine's bungalows income through renegotiation of client fees. However unencumbered reserves, for this purpose defined as the sum of the expendable endowment and free reserves amount to £6,339,368 which equates to 8.4 months unrestricted expenditure.

Pension Reserve

The pension reserve/(deficit) represents the surplus/(shortfall) in funding of the Charity's Pension Scheme as calculated annually by the scheme actuary in line with the requirements of Reporting Standard FRS102. The valuation is a snapshot on a particular day and can vary significantly from year to year and is sensitive to relatively small changes in interest and discount rates.

At the year end 31 March 2025, the Charity's defined benefit pension scheme was valued for accounting purposes as an asset with a value of £452,000. The Charity follows accounting standard FRS102. By virtue of this accounting standard, an entity should recognise an asset in a defined benefit pension scheme only to the extent that it is able to recover the surplus either through reduced contributions in the future or through refunds from the Scheme. Any potential reduction in contributions to the Scheme is not likely until the next triennial valuation as at 01 August 2025 and no refund of contributions can be considered until the Scheme is wound up. As such the valuation of the Scheme asset has been capped at £nil.

Going Concern

After reviewing the Charity's budgets and projections, the Trustees have a reasonable expectation that FHC has adequate resources to continue in operational existence for the foreseeable future. FHC therefore continues to adopt the going concern basis in preparing the financial statements.

Investments

FHC has an investment portfolio, the income from which is used to support the work and the administration of the Charity. The fund is invested in quoted shares, fixed interest gilts and bonds rated A or higher, property funds and cash. The investment objectives are for a secure level of income together with some capital appreciation in order to maintain the real value of the fund. BRI Wealth Management were appointed in the place of Evelyn Partners Investment Management LLP in March 2025 to manage the portfolio on a discretionary basis. The Trustees have developed a social, environmental and ethical policy for the portfolio. Any investments which do not comply with the policy are divested as market conditions allow.

The portfolio is held for the long term, and the Trustees believe that the structure of the portfolio is broadly in balance with its objectives for the long term.

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Until 31 March 2025 the investment managers used the MSCI WMA Balanced Index as a guideline against which to assess the performance of the portfolio although they are not required to rigidly adhere to the Index. During the year ended 31 March 2025 the portfolio total return was 0.36% and the Index total decrease was 6.20%. In line with the continuing volatility in global markets during the year, the portfolio returned realised and unrealised gains of £10,718 of which £12,604 were endowment funds and £(1,886) decrease were attributable to general funds.

Objectives 2025/26

- To work with the investment managers to minimise the capital risk within the investment portfolio, whilst maximising the income and growth potential.
- To continue the review of internal controls and governance to ensure application of best practice.
- To continue the review of the cost base of FHC to ensure optimum efficiency in the use of Charity funds.

Structure, Governance and Management

Constitution & Governing Document

FHC is a charitable company limited by guarantee, incorporated on 22 July 1982 and registered as a charity on 15 September 1982, to continue the work started by Father Hudson at the beginning of the 20th Century. It was established under a memorandum of association which established the objects and powers of the organisation and is governed under its articles of association. Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The total number of such guarantees at 31 March 2025 was 13 (2024: 14). The directors at the date of this report are set out on page 1.

Recruitment, Appointment and Training of Trustees

Nominations for Trustees have been made by existing Trustees and other supporters of the Charity. FHC has also successfully advertised for Trustees to replace retiring Trustees. Appointments are made by the Board with the approval of the President in line with identified skills gaps in the existing Board or through retirement. New Trustees undergo a formal induction, managed by the Chief Executive, into their responsibilities, the varied activities and the ethos of the Charity. Professional advice is made available to the Trustees at all times and appropriate trustee training is provided.

Organisational Structure

The Board of Trustees has established sub-committees to examine areas of work in more detail and to advise the Executive and report to the full Board. Occasionally the Board delegates specific issues and decisions to Sub-committees when deemed appropriate.

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The Board of Trustees sets the strategic direction of FHC and approves annual budgets. Implementation and day to day management is delegated to the Chief Executive Officer and through them to the Senior Management Team.

The Board constantly reviews its governance structure to ensure that it complies with best practice and is committed to achieving compliance with the Good Governance Code.

Organisational Values and Equality, Diversity and Inclusion

FHC has 7 organisational values: We are **Compassionate**, we **Challenge Injustice**, we are **Inclusive**, we are **Respectful**, we are **Collaborative**, we **work with People's Strengths** and we **Seek Excellence**.

These values are embedded across the Charity and through service delivery. They play a crucial role in staff and volunteer recruitment processes, inductions, training, supervision, policies and procedures. Earlier in 2024 an organisational wide staff survey resulted in a 60% response rate. The majority of responses replied they were aware of the organisational values. During 2024/25 the Senior Management Team have been analysing and responding to the survey including promoting staff benefits, wellbeing support, management training for all staff and improved signage and internal communications.

The Equality, Diversity and Inclusion staff consultative group meet quarterly; membership of the group is widely publicised and is held online so staff across all sites would be able to attend. Areas discussed during 2024/25 include the EDI Policy, fundraising events and the staff survey. Employee EDI data is monitored by HR and the Senior Management Team and included in sub-committee reports. EDI is discussed as an agenda item in managers meetings, team meetings and supervisions.

FHC continues to prioritise service user voice, with feedback from residents, clients and relatives within each service/project using a number of different formats. As well as being included in sub-committee reports, this information has aided the formulation of the new 3-year rolling Strategy.

Employees and volunteers have opportunities to collaborate, feed in ideas, question and comment at FHC, in supervision, managers meetings, team meetings and through the open-door policies of managers at all levels. Staff and volunteers fed into the new 3-year rolling Strategy through their managers, team meetings and various local feedback sessions.

The Charity's three central Support Services provide support across FHC – Human Resources, Finance and Payroll, Marketing, Communications and Fundraising. Employees have access to this support when and where needed. This includes all staff now have access to: a FHC email address, the 'Hudson's Together' intranet, People HR database and electronic payslips. Through a new Digital Transformation Plan, access to information, data and communications will continue to improve. Employees and volunteers can access IT support through the FHC IT Support Officer.

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The Charity does not discriminate against any person based on their protective characteristics including sexuality, gender, age, ethnicity, religion and disability. This includes services, employment and volunteering. This includes not discriminating against a person with a disability for a reason that relates to their disability or treat them less favourably than a non-disabled person during recruitment.

The Charity remains committed to conducting individual risk assessments for every employee with a disability in order to identify any reasonable adjustments it needs to make in the workplace, or job, in order for the person to contribute fully to the work of the charity.

Relationships with related parties and other charities

FHC owns 100% of the issued share capital of F.H.S. Projects Ltd, a company registered in England and Wales no. 3720516, whose main activity is the development of property for use by the Charity. All profits within F.H.S. Projects Ltd are donated to FHC under Gift Aid. The company is currently dormant and so consolidated financial statements have not been prepared.

In 2009 the Trustees transferred adoption work to a new independent non-denominational Charity, Family Society – Adoption Focus. This is a completely independent and separate charity. Family Society – Adoption Focus undertakes some adoption support work on behalf of FHC.

FHC work closely with, whilst remaining independent of, the Catholic Archdiocese of Birmingham. FHC also has close relationships with a number of religious orders, groups and faith-based charities with whom it collaborates in the delivery of services in Community based projects. In each case there is a written collaboration agreement.

Governance and Internal Controls

The Trustees are responsible for keeping adequate accounting records which disclose with reasonable accuracy at any time the financial position of FHC and to enable them to ensure that the financial statements comply with the Companies Act 2006.

They are also responsible for safeguarding the assets of FHC and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities. The systems of internal control are designed to provide reasonable, but not absolute, assurance against material misstatement or loss. They include:

- A strategic plan and an annual budget approved by the Trustees.
- Regular consideration by the Trustees of the financial results, variances from budgets, non-financial performance indicators and benchmarking reviews.
- Delegation of authority, segregation of duties and formal supervision structures.

Review of Strategic Management 2024/25

Risk assessment review 2024 – 2025 and Management of risk 2025–2026

The Charity has continued to be driven by the mission of Father Hudson and to respond to the needs of the vulnerable and marginalised. FHC provide services and projects to help people to lead fulfilled lives including older people, people with disabilities, children and families, individuals experiencing homelessness, refugees, asylum seekers and migrants.

As a social care and community charity there are a number of risks which will need to be continually monitored linked to supporting vulnerable people, there are also additional risks created in part by the external environment linked to increasing needs, funding and fees not increasing in line with inflation and increasing competition for fundraising.

Risk Review 2024–2025	Risk at start of year	Risk at end of year
Safeguarding children, young people and adults Safeguarding remains a risk area for the Charity due to FHC's work with adults with care and support needs, children in care, families in vulnerable situations and other vulnerable adults. This is both working with individuals and families in need on a daily basis and provision of 24/7 accommodation and support for regulated and non-regulated services. The FHC Adult Safeguarding Policy has been reviewed and reissued in 2025 and the Child Protection and Safeguarding Policy has been reviewed and reissued in 2024. Formal reviews are every 3 years, with an interim review annually. Staff in regulated services have access to face-to-face safeguarding training, other services have a mixture of face to face and online. The provider of the latter is currently under review for 2025 and is a priority to resolve. The Safeguarding Leads Group meet quarterly to discuss issues, trends and learning, including Designated Safeguarding Leads, two assigned Trustees, the CEO and the Archdiocese Safeguarding Lead. Quarterly safeguarding reports are prepared, and an annual report produced. FHC are proud of the high quality of services they provide. However, it is important to continually review this and always look for ways to improve, especially in regard to care and safeguarding. In regard to particular services, safeguarding at St Catherine's Bungalows continues to be a focus as part of the review and action plan during 2024/25. This	Moderate	Moderate

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includes actions linked to staff recruitment and training and now forms part of their service development plan. Each Adult Care service and Fostering has a development plan to continually look at ways quality and safeguarding can be improved.		
Financial management – income generation and expenditure control In 2024/25 the Trustees budgeted for an operational loss, using its unrestricted assets, rather than endanger the quality and safety of any service. The Board and Finance, Land and Support services subcommittee have monitored and scrutinised performance against this budget throughout the year. Finance is now also a key report and agenda items for the Adult Care and Children, Families and Communities sub-committees. In September 2024 the Board agreed the development of a new 3-year rolling strategic plan, including a refresh of the vision and mission. In January 2025 the Board held a strategy meeting, with the CEO and Senior Management Team who presented information, evaluation and feedback from stakeholders. The strategy will be launched during the 25/26 year and include the wider financial goal of a break-even budget. From July 2024 the CEO and Senior Management Team led on a new Budget Deficit Working Plan to increase income and control expenditure. The plan includes continuing to challenge Social Care fee income in the areas of disability and older people and we continue to work with Access Social Care (ASC) to tackle this risk. It also includes reviewing existing service contracts for phones, copiers etc. All Service, Project and Senior Managers have fed into this plan and play key roles in delivering the actions. Progress is reported to sub-committees and the Board. Occupancy at St Joseph's remains a priority, with a refreshed marketing plan for 2024/25 and increased data and monitoring on enquiries and occupancy. Digital marketing for Fostering has also been a focus and has been refreshed. Links with the Archdiocese of Birmingham through the name change to Father Hudson's Caritas (formerly Father Hudson's Society) have increased, increasing the awareness of the charity across schools and parishes and increasing the support received. This will continue to develop through a Caritas Development plan in 2025/26. Through this the FHC Fundraising team have refreshed their schools and parish fundraising, digital fundraising and event fundraising to improve unrestricted income. The risk of reducing income for this area will be further reduced in 25/26 through a refreshed focus on regular giving and corporate fundraising.	Moderate	Moderate/ High

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Due to the impact of reduced availability and increased competition of grants and charitable trusts, Community Projects have been reviewed to ensure external restricted funding continues to cover direct delivery costs. This has resulted in a reduction of the number of services and employees at Brushstrokes Community Project, and the continual close monitoring of the community projects funding pipelines and budgets. The Schools Family Support service is closely working with schools and the Diocesan Education service to ensure the funding and model fit the new multi-academy model.		
Staff recruitment and retention As the largest expenditure for the Charity, employees are essential for delivery of all services and activities. FHC's excellent staff are the biggest asset. The recruitment and retention of staff however continues to be a highlighted risk, especially for Care staff. Through a focus by managers and HR to improve recruitment including open days, events, refreshed advertising and use of temp to perm staff, this has improved over the year and the risk has slightly reduced. Further work is needed in 2025/26 to reduce night vacancies and improve recruitment to fixed-term posts in Community Projects and Schools. Staff retention is monitored through monthly data and exit interviews, with trends reviewed and actions. The results of the staff survey resulted in improved internal communications and information on existing staff benefits being made better available including the Employee Assistance Line. Work also continues to ensure all essential roles have cover and succession planning. The risk level has been increased to high by the end of March 2025 due to the Trustees decision to not provide a staff inflationary increase in the 2025/26 budget. Staff salaries continue to be under review.	Moderate	Moderate/ High
Pension Fund liability—movement within the markets has reduced some of the pressure connected with the liabilities and the scale of the requirement of FHC to contribute to the Pension fund. The risk level has been maintained.	Low/ Moderate	Low/ Moderate
Data security, including cyber attacks As noted previously, FHC for some years has taken the decision to invest in data security provided via its IT partner, TSG. The risk remains, but the risk level has been reduced to take account of the absence of any successful cyber-attacks this year, the introduction of MFA (Multi Factor Authentication), a new full-time in-house IT Officer and new cyber insurance being in place. With an increasing focus on digitalising and automating processes in FHC this area continues to be a risk which needs to be closely managed.	Low/ Moderate	Moderate

Health and safety Due to the age, number and geographical spread of FHC sites, along with the types of services delivered from these, health and safety needs to continue to be a highlighted risk. During 2024/25 it remains an item for management and team meeting agendas, and part of training plans. Further work is needed in the latter area for non-regulated services. Senior managers have also had health and safety specific meetings to conduct an audit for all sites. This information will be used in 25/26 to refresh the FHC Health and Safety Policy to help further reduce the risk level. An external consultant continues to be commissioned to carry out Fire Risk Assessments and Health and Safety Audits of sites.	Moderate	Moderate

Key Management Personnel Remuneration

The Trustees consider the Senior Management Team, comprising the Principal Staff listed on page 1, as being the key management personnel of FHC in charge of running and operating the charity on a day-to-day basis. All Trustees give of their time freely and no Trustees' remuneration was paid in the year. Details of Trustees' reimbursed expenses and related party transactions are disclosed in notes 9 and 11 to the financial statements.

Trustees are required to disclose all relevant interests and register them in accordance with the Charity's policy and highlight them during discussions where a conflict of interest arises.

The pay of the charity's management team is reviewed annually. The remuneration is benchmarked with other charities of a similar size and activity in the West Midlands area to ensure that the remuneration is fair and not out of line with that paid for similar roles.

Statement of responsibilities of the Trustees

The Trustees (who are also directors of Father Hudson's Caritas (formerly Father Hudson's Society) for the purposes of company law) are responsible for preparing the report of the Trustees' and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;

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- state whether applicable UK Accounting Standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping adequate accounting records that 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. 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.

In so far as the Trustees are aware:

- There is no relevant audit information of which the charitable company's auditor is unaware
- The Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Auditor

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

The Trustees' annual report which includes the strategic report has been approved by the Trustees on 17 June 2025 and signed on their behalf by

Fionnuala Hegarty
Trustee

Opinion

We have audited the financial statements of **Father Hudson's Caritas (formerly Father Hudson's Society)** (the 'charitable company') for the year ended 31 March 2025 which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- Give a true and fair view of the state of the charitable company's affairs as at 31 March 2025 and of its incoming resources and application of resources, including its income and expenditure for the year then ended
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice
- Have been prepared in accordance with the requirements of the Companies Act 2006

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on **Father Hudson's Caritas (formerly Father Hudson's Society)** ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other Information

The other information comprises the information included in the trustees' annual report, including the strategic report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- The information given in the trustees' annual report, including the strategic report, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- The trustees' annual report, including the strategic report, has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' annual report including the strategic report. We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- Adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- The financial statements are not in agreement with the accounting records and returns; or
- Certain disclosures of trustees' remuneration specified by law are not made; or
- We have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities set out in the trustees' annual report, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being

Independent auditor's report

To the members of

Father Hudson's Caritas (formerly Father Hudson's Society)

satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud are set out below.

Capability of the audit in detecting irregularities

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

- We enquired of management, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:
 - Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
 - Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
 - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
- We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience.
- We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.

Independent auditor's report

To the members of

Father Hudson's Caritas (formerly Father Hudson's Society)

- We reviewed any reports made to regulators.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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

Use of our report

This report is made solely to the charitable company's members as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Fleur Holden (Senior statutory auditor)

24 July 2025

for and on behalf of

Sayer Vincent LLP, Statutory Auditor

110 Golden Lane, LONDON, EC1Y 0TG

Father Hudson's Caritas (formerly Father Hudson's Society)

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

For the year ended 31 March 2025

	Note	Endowment £	Restricted £	Unrestricted £	2025 Total £	Endowment £	Restricted £	Unrestricted £	2024 Total £
Income from:									
Donations and legacies	2	–	205,615	444,151	649,766	–	311,020	286,697	597,717
Charitable activities									
Adult Care	3	–	–	6,710,559	6,710,559	–	28,747	6,704,145	6,732,892
Family Placement	3	–	–	902,335	902,335	–	–	684,589	684,589
Community projects	3	–	1,872,924	278,633	2,151,557	–	1,922,920	240,181	2,163,101
Other activities	4	–	–	26,825	26,825	–	–	91,526	91,526
Investments	5	71,973	–	280,366	352,339	73,658	–	262,225	335,883
Total income		71,973	2,078,539	8,642,869	10,793,381	73,658	2,262,687	8,269,363	10,605,708
Expenditure on:									
Raising funds	6	–	–	344,184	344,184	–	–	285,332	285,332
Charitable activities									
Adult Care	6	–	68,588	7,016,767	7,085,355	–	60,622	6,772,802	6,833,424
Family Placement	6	–	300	1,108,633	1,108,933	–	2,668	947,700	950,368
Community Projects	6	–	2,261,715	598,996	2,860,711	–	2,050,643	699,367	2,750,010
Total expenditure		–	2,330,603	9,068,580	11,399,183	–	2,113,933	8,705,201	10,819,134
Net income /(expenditure) before net gains/(losses) on investments		71,973	(252,064)	(425,711)	(605,802)	73,658	148,754	(435,838)	(213,426)
Net gains on investment properties	14	–	–	–	–	–	–	15,000	15,000
Net gains/(losses) on investments	15	12,604	–	(1,886)	10,718	137,365	–	143,391	280,756
Net income/(expenditure) for the year	8	84,577	(252,064)	(427,597)	(595,084)	211,023	148,754	(277,447)	82,330
Transfers between funds	21a	(71,973)	–	71,973	–	(73,658)	–	73,658	–
Net income/(expenditure) before other recognised gains and losses		12,604	(252,064)	(355,624)	(595,084)	137,365	148,754	(203,789)	82,330
Actuarial gains (losses) on defined benefit pension schemes	18	–	–	–	–	–	–	–	–
Net movement in funds		12,604	(252,064)	(355,624)	(595,084)	137,365	148,754	(203,789)	82,330
Reconciliation of funds:									
Total funds brought forward		6,081,223	2,174,063	3,692,868	11,948,154	5,943,858	2,025,309	3,896,657	11,865,824
Total funds carried forward		6,093,827	1,921,999	3,337,244	11,353,070	6,081,223	2,174,063	3,692,868	11,948,154

There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 21 to the financial statements.

Father Hudson's Caritas (formerly Father Hudson's Society)

Balance sheet

Company no. 01653388

As at 31 March 2025

	Note	£	2025 £	£	2024 £
Fixed assets:					
Tangible assets	13		4,361,229		4,696,451
Investment properties	14		794,000		794,000
Investments	15		5,555,562		5,555,594
			<u>10,710,791</u>		<u>11,046,045</u>
Current assets:					
Debtors	16	650,000		552,011	
Cash at bank and in hand		797,074		1,046,537	
		<u>1,447,074</u>		<u>1,598,548</u>	
Liabilities:					
Creditors: amounts falling due within one year	17	(804,795)		(696,439)	
			<u>642,279</u>		<u>902,109</u>
Net current assets					
			<u>11,353,070</u>		<u>11,948,154</u>
Net assets excluding pension liability					
Defined benefit pension scheme liability	18		–		–
Total net assets			<u>11,353,070</u>		<u>11,948,154</u>
The funds of the charity:	21				
Expendable Endowment			6,093,827		6,081,223
Restricted funds			1,921,999		2,174,063
Unrestricted income funds:					
Designated funds		2,008,033		2,210,525	
Fair value reserve		372,894		419,968	
Revaluation reserve		710,776		710,776	
General funds		245,541		351,599	
Pension reserve		–		–	
		<u>3,337,244</u>		<u>3,692,868</u>	
Total unrestricted funds			<u>3,337,244</u>		<u>3,692,868</u>
Total charity funds			<u>11,353,070</u>		<u>11,948,154</u>

Approved by the trustees on 17 June 2025 and signed on their behalf by

Fionnuala Hegarty
Trustee

Father Hudson's Caritas (formerly Father Hudson's Society)

Statement of cash flows

For the year ended 31 March 2025

Reconciliation of net (expenditure) / income to net cash flow from operating activities

	2025 £	2024 £
Net (expenditure) / income for the reporting period (as per the statement of financial activities)	(595,084)	82,330
Dividends, interest and rent from investments	(352,339)	(335,883)
Depreciation charges	406,596	414,126
(Gains) on investments	(10,718)	(295,756)
(Profit) on the disposal of fixed assets	(3,898)	(3,754)
FRS102 Pension adjustments (non cash)	–	12,500
Pension scheme deficit payments	–	(69,000)
(Increase) / decrease in debtors	(97,989)	164,238
Increase in creditors	108,356	58,534
Net cash (used in) / provided by operating activities	(545,076)	27,335

	Note	2025 £	2024 £
Cash flows from operating activities			
Net cash used in / (provided by) operating activities		(545,076)	27,335
Cash flows from investing activities:			
Dividends, interest and rents from investments	352,339	335,883	
Proceeds from the sale of fixed assets	4,885	19,500	
Purchase of fixed assets	(72,361)	(147,585)	
Proceeds from sale of investments	675,275	390,910	
Purchase of investments	(368,168)	(455,328)	
(Increase)/Decrease in cash held in listed investments portfolio	(296,357)	78,535	
Net cash provided by investing activities		295,613	221,915
Change in cash and cash equivalents in the year		(249,463)	249,250
Cash and cash equivalents at the beginning of the year		1,046,537	797,287
Cash and cash equivalents at the end of the year		797,074	1,046,537

Analysis of cash and cash equivalents

	At 31 March 2024 £	Cash flows £	Other changes £	At 31 March 2025 £
Cash at bank and in hand	1,046,537	(249,463)	–	797,074
Total cash and cash equivalents	1,046,537	(249,463)	–	797,074

Notes to the financial statements

For the year ended 31 March 2025

1 Accounting policies

a) Statutory information

Father Hudson's Caritas is a charitable company limited by guarantee and is incorporated in the United Kingdom.

The registered office address and principal place of business is St George's House, Gerards Way, Coleshill, Birmingham B46 3FG.

b) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

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

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

c) Public benefit entity

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

d) Going concern

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

The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

e) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the charity that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

1 Accounting Policies (continued)

f) Donations of gifts, services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item or received the service, any conditions associated with the donation have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), volunteer time is not recognised so refer to the trustees' annual report for more information about their contribution.

On receipt, donated gifts, professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

g) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

h) Fund accounting

Expendable endowment funds are funds realised from the disposal of assets purchased for the Society by its founder Mgr George Hudson from funds raised by public subscription.

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

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

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

i) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds relate to the costs incurred by the charitable company in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose
- Expenditure on charitable activities includes the costs of delivering services undertaken to further the purposes of the charity and their associated support costs
- Other expenditure represents those items not falling into any other heading

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

Notes to the financial statements

For the year ended 31 March 2025

1 Accounting Policies (continued)

j) Allocation of support costs

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

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

● Adult Care	55%
● Family Placement	16%
● Community Projects	16%

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

- k) Grants payable** are made to third parties in furtherance of the charity's objects. Single or multi-year grants are accounted for when either the recipient has a reasonable expectation that they will receive a grant and the trustees have agreed to pay the grant without condition, or the recipient has a reasonable expectation that they will receive a grant and that any condition attaching to the grant is outside of the control of the charity.

Provisions for grants are made when the intention to make a grant has been communicated to the recipient but there is uncertainty about either the timing of the grant or the amount of grant payable.

l) Operating leases

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

m) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £1,000. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use. Major components are treated as a separate asset where they have significantly different patterns of consumption of economic benefits and are depreciated separately over its useful life.

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

● Land (no depreciation)		
● Buildings	3%	
● Leasehold improvements	6.67%	(life of lease)
● Motor Vehicles	12.5 – 25%	
● Computers	20%	
● Fixtures, Fittings and Equipment	10 – 25%	

n) Investment properties

Investment properties are measured initially at cost and subsequently included in the balance sheet at fair value. Investment properties are not depreciated. Any change in fair value is recognised in the statement of financial activities and any excess of fair value over the historic cost of the investments will be shown as a revaluation reserve in the balance sheet. The valuation method used to determine fair value will be stated in the notes to the accounts.

1 Accounting Policies (continued)

o) Listed investments

Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price. Any change in fair value will be recognised in the statement of financial activities and any excess of fair value over the historic cost of the investments will be shown as a fair value reserve in the balance sheet. Investment gains and losses, whether realised or unrealised, are combined and shown in the heading 'Net gains/(losses) on investments' in the statement of financial activities. The charity does not acquire put options, derivatives or other complex financial instruments.

p) Investments in subsidiaries

Investments in subsidiaries are at cost. FHS Projects Limited, a wholly owned subsidiary was dormant for the year and so consolidated accounts were not needed.

q) Debtors

Trade and other debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid.

r) Cash at bank and in hand

Cash at bank and cash in hand includes cash. Cash balances exclude any funds held on behalf of service users.

s) Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

t) Financial instruments

With the exception of the defined benefit pension liability, the charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value. Non-basic financial instruments are measured at fair value with any gain or loss going to the statement of financial activities. Full details of the non-basic financial instruments are given in the financial instruments note.

u) Pensions

The charity operates a defined benefit pension scheme. The cost of providing pension and related benefits is charged to the SOFA over the employees' service lives on the basis of a constant percentage of earnings which is an estimate of the regular cost. Variations from regular cost, arising from periodic actuarial valuations are allocated over the expected remaining service lives of current employees on the basis of a constant percentage of current and estimated future earnings. At the year end 31 March 2025, the charity's defined benefit pension scheme was valued for accounting purposes as an asset with a value of £452,000. The charity follows accounting standard FRS102. By virtue of this accounting standard, an entity should recognise an asset in a defined benefit pension scheme only to the extent that it is able to recover the surplus either through reduced contributions in the future or through refunds from the Scheme. Any potential reduction in contributions to the Scheme is not likely until the next triennial valuation as at 01 August 2025 and no refund of contributions can be considered until the Scheme is wound up. As such the valuation of the Scheme asset has been capped at £nil.

Contributions payable on behalf of employees to money purchase pension schemes are charged to the Statement of Financial Activities as they become payable.

Notes to the financial statements

For the year ended 31 March 2025

2 Income from donations and legacies

	Restricted £	Unrestricted £	2025 Total £	Restricted £	Unrestricted £	2024 Total £
Donations	187,762	108,821	296,583	303,101	113,892	416,993
Legacies	15,250	202,801	218,051	-	84,453	84,453
Schools	-	71,334	71,334	-	33,618	33,618
Parishes	-	51,744	51,744	-	47,074	47,074
Tax Recoverable	2,603	9,451	12,054	7,919	7,660	15,579
	205,615	444,151	649,766	311,020	286,697	597,717

3 Income from charitable activities

	Restricted £	Unrestricted £	2025 Total £	Restricted £	Unrestricted £	2024 Total £
Local Authority	-	4,335,206	4,335,206	-	4,364,277	4,364,277
Private	-	2,375,353	2,375,353	28,747	2,339,868	2,368,615
Sub-total for Adult Care	-	6,710,559	6,710,559	28,747	6,704,145	6,732,892
Local Authority	-	902,335	902,335	-	684,589	684,589
Sub-total for Family Placement	-	902,335	902,335	-	684,589	684,589
Client rent and other income	60,970	-	60,970	-	-	-
Other Charities	297,167	-	297,167	236,794	27,072	263,866
Grants	1,514,787	-	1,514,787	1,686,126	-	1,686,126
Schools	-	278,633	278,633	-	213,109	213,109
Sub-total for Community Based Projects	1,872,924	278,633	2,151,557	1,922,920	240,181	2,163,101
Total income from charitable activities	1,872,924	7,891,527	9,764,451	1,951,667	7,628,915	9,580,582

4 Income from other activities

	Restricted £	Unrestricted £	2025 Total £	Restricted £	Unrestricted £	2024 Total £
Land option fee	-	-	-	-	61,196	61,196
Administration Charges	-	26,825	26,825	-	26,576	26,576
Profit on disposal of fixed assets	-	-	-	-	3,754	3,754
Total income from other activities	-	26,825	26,825	-	91,526	91,526

5 Income from investments

	Endowment £	Unrestricted £	2025 Total £	Endowment £	Unrestricted £	2024 Total £
Income from UK listed Investments	71,973	115,117	187,090	73,658	125,247	198,905
Interest receivable	-	20,697	20,697	-	12,184	12,184
Rental Income	-	144,552	144,552	-	124,794	124,794
Total income from investments	71,973	280,366	352,339	73,658	262,225	335,883

Father Hudson's Caritas (formerly Father Hudson's Society)

Notes to the financial statements

For the year ended 31 March 2025

6a Analysis of expenditure (current year)

	Charitable activities							
	Cost of raising funds £	Adult Care £	Family Placement £	Community Based Projects £	Support Costs £	Governance Costs £	2025 Total £	2024 Total £
Staff costs (Note 9)	211,950	4,276,282	343,225	2,046,672	716,720	–	7,594,849	6,859,314
Client Costs	–	364,026	474,130	154,716	2,103	–	994,975	959,258
Property Costs	29,850	523,636	31,839	243,380	138,616	–	967,321	1,132,537
Publicity Costs	21,220	5,494	–	1,635	208	–	28,557	30,490
Agency Costs	–	683,404	5,262	–	6,044	–	694,710	644,383
Travel Costs	4,270	42,371	9,098	25,189	5,405	–	86,333	93,487
Professional Fees	1,089	29,420	8,675	60,620	80,535	20,027	200,366	236,753
Other Direct Costs	15,412	183,007	23,897	80,660	99,405	6,801	409,182	433,777
Depreciation	–	325,763	7,392	32,615	40,824	–	406,594	413,615
Audit Fee	–	–	–	–	–	16,296	16,296	15,520
	283,791	6,433,403	903,518	2,645,487	1,089,860	43,124	11,399,183	10,819,134
Support costs	52,313	576,536	179,827	189,636	(1,089,860)	91,548		
Governance costs	8,080	75,416	25,588	25,588	–	(134,672)	–	–
Total expenditure 2025	344,184	7,085,355	1,108,933	2,860,711	–	–	11,399,183	10,819,134
Total expenditure 2024	285,332	6,833,424	950,368	2,750,010	–	–		10,819,134

Father Hudson's Caritas (formerly Father Hudson's Society)

Notes to the financial statements

For the year ended 31 March 2025

6b Analysis of expenditure (prior year)

	Charitable activities						
	Cost of raising funds £	Adult Care £	Family Placement £	Community Based Projects £	Support Costs £	Governance Costs £	2024 Total £
Staff costs (Note 9)	144,507	3,909,461	277,259	1,827,934	700,153	–	6,859,314
Client Costs	73	343,654	378,899	231,950	4,682	–	959,258
Property Costs	33,208	680,316	33,101	242,955	142,957	–	1,132,537
Publicity Costs	25,898	2,837	930	813	12	–	30,490
Agency Costs		625,587	6,864	537	11,395	–	644,383
Travel Costs	4,597	51,337	7,332	23,731	6,490	–	93,487
Professional Fees	582	73,124	6,072	67,956	71,108	17,911	236,753
Other Direct Costs	15,786	166,589	26,169	105,318	113,130	6,785	433,777
Depreciation	–	325,177	7,304	32,491	48,643	–	413,615
Audit Fee	–	–	–	–	–	15,520	15,520
	224,651	6,178,082	743,930	2,533,685	1,098,570	40,216	10,819,134
Support costs	52,731	581,144	181,264	191,151	(1,098,570)	92,280	
Governance costs	7,950	74,198	25,174	25,174	–	(132,496)	–
Total expenditure 2024	285,332	6,833,424	950,368	2,750,010	–	–	10,819,134

Notes to the financial statements

For the year ended 31 March 2025

7a Grant making and support for other charities (current year)

	Support costs £	2025 £
Cost		
Hope Community Project	34,165	34,165
Sanctuary	28,396	28,396
Maryvale	13,522	13,522
Total gift in kind in the year	<u>76,083</u>	<u>76,083</u>

£nil cash grants were made in the year (2024: £nil). The gift in kind comprises allocated support costs.

7b Grant making and support for other charities (prior year)

	Support costs £	2024 £
Cost		
Hope Community Project	30,790	30,790
Sanctuary	30,017	30,017
Maryvale	21,888	21,888
Total gift in kind in the year	<u>82,695</u>	<u>82,695</u>

8 Net income / (expenditure) for the year

This is stated after charging / (crediting):

	2025 £	2024 £
Depreciation	406,956	414,126
Profit on disposal of fixed assets	3,898	3,754
Operating lease rentals:		
• Property	85,188	81,827
• Other	91,237	98,683
Auditor's remuneration (excluding VAT):		
Audit	<u>16,300</u>	<u>15,520</u>

Notes to the financial statements

For the year ended 31 March 2025

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

Staff costs were as follows:

	2025 £	2024 £
Salaries and wages	6,734,305	6,080,975
Redundancy and termination costs	12,471	10,986
Social security costs	522,413	456,867
Employer's contribution to defined contribution pension scheme	325,660	297,986
Employer's contribution to defined benefit pension scheme	–	12,500
	7,594,849	6,859,314

Redundancy and termination costs paid and settled in the year were £12,471 (2024: £10,986). The redundancy and termination costs accrued at the balance sheet date were £nil (2024: £nil).

The following number of employees received employee benefits (excluding employer's national insurance and employer pension costs) during the year between:

	2025 No.	2024 No.
£60,000 – £69,999	2	–
£80,000 – £89,999	1	1

The total employee benefits including employer's national insurance and pension contributions of the key management personnel were £497,282 (2024: £484,376).

The charity trustees were not paid nor received any other benefits from employment with the charity in the year (2024: £nil). No charity trustee received payment for professional or other services supplied to the charity (2024: £nil).

Trustees' expenses represents the payment or reimbursement of travel and subsistence costs totalling £nil (2024: £99).

10 Staff numbers

The average number of employees (head count based on number of staff employed) during the year was as follows:

	2025 No.	2024 No.
Raising funds	7	6
Adult Care	220	210
Family Placement	9	7
Community projects including schools	91	83
Support	18	19
Governance	2	2
	347	327

Notes to the financial statements

For the year ended 31 March 2025

11 Related party transactions

Aggregate donations from related party the Birmingham Diocesan Trust were £nil (2024: £49,000).

The President of the Charity, the Most Rev. Bernard Longley, is a trustee of Birmingham Diocesan Trust (registered charity number 234216). During the year, the Trust paid for residential care for sick and retired priests in St Joseph's Care Home amounting to £146,448 (2024: £132,824). The balance at the year end was £nil (2024: £nil) due to the Charity.

Mrs Joanne Watters, Chief Executive, is a trustee of Hope Community Project (registered charity number 1139362). During the year the Charity made a donation of £nil (2024: £nil) to the Project and provided support services in kind to the value of £34,165 (2024: £30,790) for which payment of £5,000 was received (2024: £6,000). The balance at the year end was £11,616 (2024: £nil).

The Charity is a corporate trustee of Maryvale Community Project (registered charity number 1147691). During the year the Charity provided support services in kind to the Project to the value of £13,522 (2024: £21,888). The balance at the year end was £1,752 (2024: £12,007).

Unrestricted donations from trustees totalled £1,105 (4 trustees); 2023 nil.

12 Taxation

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

13 Tangible fixed assets

	Freehold property £	Leasehold property £	Leasehold improvements £	Fixtures and Fittings £	Computer equipment £	Motor vehicles £	Total £
Cost							
At the start of the year	7,172,041	151,716	487,366	1,090,525	123,105	277,765	9,302,518
Additions in year	-	-	-	33,439	38,922	-	72,361
Disposals in year	-	-	-	-	-	(17,771)	(17,771)
At the end of the year	7,172,041	151,716	487,366	1,123,964	162,027	259,994	9,357,108
Depreciation							
At the start of the year	3,641,615	20,104	32,491	652,834	96,037	162,986	4,606,067
Charge for the year	211,904	4,552	32,491	110,466	22,470	24,713	406,596
Eliminated on disposal	-	-	-	-	-	(16,784)	(16,784)
At the end of the year	3,853,519	24,656	64,982	763,300	118,507	170,915	4,995,879
Net book value							
At the end of the year	3,318,522	127,060	422,384	360,664	43,520	89,079	4,361,229
At the start of the year	3,530,426	131,612	454,875	437,691	27,068	114,779	4,696,451

Land with a value of £31,000 (2024: £31,000) is included within freehold property and not depreciated.

All of the above assets are used for charitable purposes.

Notes to the financial statements

For the year ended 31 March 2025

14 Investment properties

	2025 £	2024 £
Fair value at the start of the year	794,000	779,000
Revaluation during the year	–	15,000
Fair value at the end of the year	794,000	794,000

The investment properties were last valued on an open market (assuming vacant possession) or investment basis by ehB Reeves Chartered Surveyors as at 31 March 2024. The trustees have reviewed the ehB Reeves valuation and are of the opinion that this represents fair value as at 31 March 2025.

15 Listed investments

	2025 £	2024 £
Fair value at the start of the year	5,502,342	5,157,168
Additions at cost	368,168	455,328
Disposal proceeds	(675,275)	(390,910)
Net gain / (loss) on change in fair value	10,718	280,756
	5,205,953	5,502,342
Cash held by investment broker pending reinvestment	349,607	53,250
Fair value at the end of the year	5,555,560	5,555,592

Investments comprise:

	2025 £	2024 £
UK Collective Funds	1,812,046	1,778,903
Shares listed on the London Stock Exchange	1,688,815	2,301,327
Fixed Interest	719,751	608,581
Property Funds	203,575	202,272
Overseas equities	781,766	611,259
Cash	349,607	53,250
	5,555,560	5,555,592

Shares in group undertaking

	2025 £	2024 £
Cost at 1 April 2024 and 31 March 2025	2	2

The Society owns 100% of the issued share capital of F.H.S. Projects Limited. The company was dormant during the current and previous financial years.

16 Debtors

	2025 £	2024 £
Trade debtors	528,119	421,780
Accrued income	12,054	36,237
Prepayments	109,827	93,994
	650,000	552,011

Notes to the financial statements

For the year ended 31 March 2025

17 Creditors: amounts falling due within one year

	2025 £	2024 £
Trade creditors	425,753	299,760
Taxation and social security	109,975	106,513
Accruals	269,067	290,166
	804,795	696,439

18 Pension Scheme

The charity operates a defined benefit scheme in the UK which closed to future accrual on 31st July 2017. The assets are held separately from those of the group, being invested in managed funds with insurance companies. Contributions to the scheme are charged to the statement of financial activities so as to spread the cost of pensions over employees' working lives with the company. The contributions are determined by a qualified Actuary on the basis of triennial valuations using the projected unit method.

The most recent full actuarial valuation was carried out at 1 August 2022 by a qualified independent actuary. The actuarial value (using the Statutory Funding Objective) amounted to £6,227,000 at that date. Scheme assets were 90% of that figure. The Scheme trustees and the charity have agreed a Recovery Plan which targets the funding shortfall at its date of signing, 25 May 2023. At this date the Scheme's funding position had improved and the deficit had reduced to £69,000. The Recovery Plan aims to clear the deficit with a single payment of £69,000 by 30 June 2023.

At the year end 31 March 2025, the charity's defined benefit pension scheme was valued for accounting purposes as an asset with a value of £452,000. The charity follows accounting standard FRS102. By virtue of this accounting standard, an entity should recognise an asset in a defined benefit pension scheme only to the extent that it is able to recover the surplus either through reduced contributions in the future or through refunds from the Scheme. Any potential reduction in contributions to the Scheme is not likely until the next triennial valuation as at 01 August 2025 and no refund of contributions can be considered until the Scheme is wound up. As such the valuation of the Scheme asset has been capped at £nil.

Until 31st July 2017 contributions were paid at 13.4% of pensionable pay and employee members contributed 8% of pensionable pay. The charity continues to pay all costs of running the Scheme.

The assumptions which have the most significant effect on the results of the valuation are those relating to the rate of return on investments and the rate of increase in salaries and pensions. It was assumed that:

- The rate of return on the Scheme's assets will be 5.60% (4.70%) p.a.
- The rate of return appropriate for determining the cost of pensions once in payment will be 5.60% (4.70%) p.a.
- The rate of future pensionable salary increases (both from inflation and promotion) will be 3.15% (3.20%) p.a.
- Mortality will be in line with appropriate mortality tables. There will be no withdrawals of membership in service.
- Limited Price Indexation (LPI) in payment subject to a minimum of 3% p.a. will average 3.15% (3.20%) p.a.
- Members will commute 25% (25%) of their pension at retirement.

The employer's contribution for the period was £46,000 (including deficit contributions of £nil (2024: £114,000 including deficit contributions £69,000)).

The employee benefit obligations recognised in the balance sheet are as follows:

	2025 £'000	2024 £'000
Present value of funded obligations	(4,794)	(5,416)
Fair value of plan assets	5,246	5,518
	452	102

Notes to the financial statements

For the year ended 31 March 2025

18 Pension Scheme (continued)

Amounts in the balance sheet

	2025 £'000	2024 £'000
Liabilities	(4,794)	(5,416)
Assets	5,246	5,518
Movement in irrecoverable surplus	(452)	(102)
Net asset/(Liability)	-	-

Amounts recognised in net income\expenditure are as follows:

	2025 £'000	2024 £'000
Current service cost	-	-
Interest on obligation	(250)	(247)
Expected return on plan assets	254	246
Total	4	(1)
Actual return on plan assets	60	358

Changes in the present value of the defined benefit obligation are as follows:

	2025 £'000	2024 £'000
Opening defined benefit obligation	5,416	5,252
Interest cost	250	247
Actuarial gains	(660)	21
Benefits paid	(212)	(104)
Closing defined benefit obligation	4,794	5,416

Changes in the fair value of plan assets are as follows:

	2025 £'000	2024 £'000
Opening fair value of plan assets	5,518	5,195
Expected return	254	246
Actuarial (losses)/gains	(314)	112
Employer contributions	-	69
Benefits paid	(212)	(104)
	5,246	5,518

The major categories of plan assets as a percentage of total plan assets are as follows:

	2025 %	2024 %
Equities	57	55
Bonds	40	41
Property	2	2
Cash	1	2

Notes to the financial statements

For the year ended 31 March 2025

18 Pension Scheme (continued)

Principal actuarial assumptions at the balance sheet date (expressed as weighted averages):

	2025	2024
Discount rate at the end of the year	5.60%	4.70%
Expected return on plan assets at the end of the year	5.60%	4.70%
Future salary increases	0.00%	0.00%
Future pension increases	3.15%	3.20%

Amounts for the current and previous four periods are as follows:

	2025 £'000	2024 £'000	2023 £'000	2022 £'000	2021 £'000
Defined benefit obligation	(4,794)	(5,416)	(5,252)	(7,658)	(8,212)
Plan assets	5,246	5,518	5,195	5,874	5,503
Surplus/(Deficit)	452	102	(57)	(1,784)	(2,709)
Experience adjustments on plan liabilities	15	(132)	210	(69)	39
Experience adjustments on plan assets	(314)	112	(768)	308	899

19 Financial instruments

	2025 £	2024 £
Financial assets measured at fair value through profit and loss		
Investments	5,205,953	5,502,342
Financial liabilities measured at fair value through profit or loss		
Defined pension scheme liability	-	-

Father Hudson's Caritas (formerly Father Hudson's Society)

Notes to the financial statements

For the year ended 31 March 2025

20a Analysis of net assets between funds (current year)

	Endowment funds £	Restricted funds £	Unrestricted funds £	Total funds £
Tangible fixed assets	2,174,874	996,112	1,190,243	4,361,229
Investment properties	–	–	794,000	794,000
Investments	2,469,194	–	3,086,368	5,555,562
Net current assets / (liabilities)	1,449,759	925,887	(1,733,367)	642,279
Net assets at 31 March 2025	6,093,827	1,921,999	3,337,244	11,353,070

20b Analysis of net assets between funds (prior year)

	Endowment funds £	Restricted funds £	Unrestricted funds £	Total funds £
Tangible fixed assets	2,254,820	1,085,927	1,355,704	4,696,451
Investment properties	–	–	794,000	794,000
Investments	2,462,601	–	3,092,993	5,555,594
Net current assets / (liabilities)	1,363,802	1,088,136	(1,549,829)	902,109
Net assets at 31 March 2024	6,081,223	2,174,063	3,692,868	11,948,154

Notes to the financial statements

For the year ended 31 March 2025

21a Movements in funds (current year)

	At the start of the year £	Income and gains £	Expenditure and losses £	Transfers £	At the end of the year £
Expendable Endowment	6,081,223	84,577	–	(71,973)	6,093,827
Restricted funds:					
Capital					
St Joseph's Care Home	631,052	–	(57,324)	–	573,728
Ishelter/ Tabor 2	454,875	–	(32,491)	–	422,384
Income					
Hope Community project	–	131,907	(131,907)	–	–
Brushstrokes	640,254	1,032,554	(1,297,864)	–	374,944
Brushstrokes – Lottery	59,004	130,940	(107,000)	–	82,944
Day Service	11,951	–	(3,150)	–	8,801
Fatima House	26,089	6,475	(17,043)	–	15,521
Tabor House	148,824	473,481	(367,263)	–	255,042
North Staffs YAH	115,130	82,285	(99,319)	–	98,096
Ukraine	6,776	–	(96)	–	6,680
The Sanctuary	–	144,227	(144,227)	–	–
Maryvale	–	21,032	(21,032)	–	–
Other	80,108	55,638	(51,887)	–	83,859
Total restricted funds	2,174,063	2,078,539	(2,330,603)	–	1,921,999
Unrestricted funds:					
Designated funds					
Capital Funds					
Property Fund	2,149,704	–	–	(165,461)	1,984,243
Income Funds					
Helena Woolley Fund	60,821	–	(37,031)	–	23,790
Total designated funds	2,210,525	–	(37,031)	(165,461)	2,008,033
Fair value reserve	419,968	–	–	(47,074)	372,894
Revaluation reserve	710,776	–	–	–	710,776
General funds	351,599	8,642,869	(9,033,435)	284,508	245,541
Total unrestricted funds	3,692,868	8,642,869	(9,070,466)	71,973	3,337,244
Pension reserve	–	–	–	–	–
Total funds including pension fund	11,948,154	10,805,985	(11,401,069)	–	11,353,070

Transfers

Expendable Endowment

The transfer of £71,973 (2024: £73,658) to general funds comprises income arising on Expendable Endowment listed investments.

Property Fund

The transfer (out of) into the fund is the amount required so that the balance equals the net book value of adult care freehold and leasehold buildings and fixtures and fittings less the St Joseph's Care home capital fund.

Fair Value Reserve

The transfer (out of)/ into the fund is the amount required so that the balance at the end of the year equals the value of unrealised gains in the portfolio of listed investments.

Pension Reserve

The transfer of £nil (2024: £56,500) represents deficit payments made in the year.

Father Hudson's Caritas (formerly Father Hudson's Society)

Notes to the financial statements

For the year ended 31 March 2025

21b Movements in funds (prior year)

	At the start of the year £	Income & gains £	Expenditure & losses £	Transfers £	At the end of the year £
Expendable Endowment	5,943,858	211,023	–	(73,658)	6,081,223
Restricted funds:					
Capital					
St Joseph's Care Home	688,376	–	(57,324)	–	631,052
Ishelter/ Tabor 2	487,366	–	(32,491)	–	454,875
Income					
Hope Community project	–	108,080	(108,080)	–	–
Brushstrokes	508,246	1,309,760	(1,177,752)	–	640,254
Brushstrokes – Lottery	56,884	122,643	(120,523)	–	59,004
Day Service	14,838	–	(2,887)	–	11,951
Fatima House	27,015	36,771	(37,697)	–	26,089
Tabor House	20,040	432,262	(303,478)	–	148,824
North Staffs YAH	115,475	93,306	(93,651)	–	115,130
Ukraine	25,423	–	(18,647)	–	6,776
The Sanctuary	–	108,586	(108,586)	–	–
Maryvale	–	20,128	(20,128)	–	–
Other	81,646	31,151	(32,689)	–	80,108
Total restricted funds	2,025,309	2,262,687	(2,113,933)	–	2,174,063
Unrestricted funds:					
Designated funds					
Capital Funds					
Property Fund	2,222,555	–	–	(72,851)	2,149,704
Income Funds					
Helena Woolley Fund	102,184	–	(41,363)	–	60,821
Total designated funds	2,324,739	–	(41,363)	(72,851)	2,210,525
Fair value reserve	321,552	–	–	98,416	419,968
Revaluation reserve	695,776	–	–	15,000	710,776
General funds	611,090	8,427,754	(8,663,838)	(23,407)	351,599
Total unrestricted funds	3,953,157	8,427,754	(8,705,201)	17,158	3,692,868
Pension reserve	(56,500)	–	–	56,500	–
Total funds including pension fund	11,865,824	10,901,464	(10,819,134)	–	11,948,154

Purposes of expendable endowment

Expendable endowment funds comprise the value of land in Birmingham and Coleshill purchased by Father Hudson for the charitable objects of the Charity. When such lands are disposed of, the net proceeds are also held in expendable endowment. The funds are held as capital funds but may be expended at the discretion of the trustees. The income from the fund is used to support and develop the activities of the Charity.

21b Movements in funds (continued)

Purposes of restricted funds

Capital Funds

Capital funds comprise grants/donations towards the costs of fixed assets to be used by the Charity for its charitable purposes. Such income may not be treated as a deduction from the capital cost, therefore the depreciation on the underlying asset is treated as restricted expenditure.

St Josephs Care Home

This fund represents grants and donations towards the building of St Joseph's Care Home for older people and people with dementia. At 31 March 2025 costs of £3,318,826 (2024: £3,318,826) have been incurred and capitalised.

IShelter / Tabor 2

This fund represents grants and donations towards the costs of converting St Catherine's of Sienna Church for the Tabor Living 2 project. At 31 March 2025 costs of £487,366 (2024: £487,366) have been incurred and capitalised.

Income Funds

These funds are in receipt of grants to assist in the development of these projects.

Purposes of designated funds

Capital Funds

The Property Fund represents the book value of land, buildings and fixtures (less any associated restricted funds) currently held or in construction for charity use. The funds are therefore unavailable for other use.

Revaluation Reserve

The unrealised revaluation gains on investment properties represent the difference in valuation and book cost and being unrealised are not available for use.

Fair Value Reserve

The unrealised gains on investments fund represent the gains in value of investments over book cost, which being unrealised are not available for use.

Income Funds

Helena Woolley Fund – this fund is used to support service development and business sustainability initiatives.

The pension reserve represents the deficit as calculated under FRS102.

22 Operating lease commitments

The charity's total future minimum lease payments under non-cancellable operating leases is as follows for each of the following periods:

	Property		Equipment	
	2025	2024	2025	2024
	£	£	£	£
Less than one year	75,900	75,135	–	91,237
One to six years	251,068	311,878	–	–
	326,968	387,013	–	91,237

23 Legal status of the charity

The charity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to £1.

Accounts

Company number: 01653388

Charity number: 512992

Father Hudson's Society

Report and financial statements

For the year ended 31 March 2024

Contents

For the year ended 31 March 2024

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Father Hudson's Society

Reference and administrative information

For the year ended 31 March 2024

Father Hudson's Care is a working name of Father Hudson's Society.

Company number 01653388
Country of incorporation United Kingdom

Charity number 512992
Country of registration England & Wales

Registered office and operational address St George's House
Gerards Way
Coleshill
BIRMINGHAM
B46 3FG

President Most Rev. Bernard Longley

Trustees Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:

Ms Fionnuala Hegarty	(Chair from 13 th June 2023)	4
Mr Kevin Caffrey MBE	(Chair until 13 th June 2023)	4
Mrs Anne Plummer	Vice Chair	3,4
Mrs Gail Brown		1
Mr Brian Basford	(Retired on 12 th December 2023)	1,4
Mrs Julia Fitzsimons		2,4
Rev. Michael Gamble		2
Rev. Kevin Kavanagh		3
Mr Peter Deeley		1
Ms Jessica Moore		2
Mr Alan Hagan	(Appointed on 13 th June 2023)	1,4
Mr Brendan Clifford		2
Mr David Craig		1
Sir Peter Fahy		3
Ms Jane Wilton		3
Mrs Julia Greensall		2

1. Member of Finance, Land and Support Services sub-committee
2. Member of Adult Care sub-committee
3. Member of Children and Families sub-committee
4. Member of Monitoring and Review sub-committee

Reference and administrative information

For the year ended 31 March 2024

Key management personnel	Mrs Joanne Watters	Company Secretary/ Chief Executive (from 1st June 2024)
	Mr Andy Quinn	Chief Executive (until 31 st May 2024)
	Mr Noel Stubbs	Financial Controller
	Mr Kevin Hateley	Head of Fundraising, Communications and Marketing
	Ms Joanne Walthew	Fostering Service Manager
	Mrs Hardeep Brayna	Human Resources Manager
	Mrs Joanne Watters	Head of Community Projects
	Mr Edward Brown	Head of Adult Care
Bankers	Lloyds Bank plc 3 Maple Walk Chelmsley Wood B37 5TS	
Solicitors	Gateley Legal One Eleven Edmund Street BIRMINGHAM B3 2HJ	
Investment advisors	Evelyn Partners 3 rd Floor, 9 Colmore Row BIRMINGHAM B3 2BJ	
Property advisors	ehB Reeves Somerset House Clarendon Place Leamington Spa CV32 5QN	
	Howkins & Harrison 7 – 11 Albert Street Rugby CV21 2RX	
Auditor	Sayer Vincent LLP Chartered Accountants and Statutory Auditor 110 Golden Lane LONDON EC1Y 0TG	

The Trustees present their report and financial statements for the year ended 31 March 2024. The Reference and Administrative details on pages 1 and 2 form part of this report.

The statements appear in the format required by the Statement of Recommended Practice, Accounting and Reporting by Charities applicable to charities preparing their accounts in accordance with FRS102. The report and statements also comply with the Companies Act 2006 as Father Hudson's was incorporated by guarantee on 22 July 1982, to continue the work started by Father Hudson at the beginning of the 20th Century. It was established under a memorandum of association which established the objects and powers of the organisation and is governed under its articles of association. The Trustees' annual report meets the requirements of a directors' report as required by company law.

Review of planned activities and principal achievements for the year

Objectives and activities

Father Hudson's main objectives include: the relief of financial hardship and suffering, relief of sickness and preservation of health, and the advancement and the promotion of the support, relief and care of children and young people without families able to care for them, or who are in trouble or at risk, elderly people and their carers, people with disabilities, and individuals, families, communities and groups who are in need.

The Trustees review the aims, objectives and activities of the charity each year. This report looks at what the charity has achieved and the outcomes of its work within the last twelve months. The Trustees report the success of each key activity and the benefits the charity has brought to those groups of people that it is set up to help. The review also helps the Trustees ensure the charity's aims, objectives and activities remained focused on its stated purposes.

Public benefit

The Trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning its future activities. In particular, the Trustees consider how planned activities will contribute to the aims and objectives that have been set.

The objects are met through a variety of activities which are summarised below. Each activity, the beneficiaries and the public benefit are discussed in greater detail further in the report.

Adult Care

- St Joseph's Home for older people and those with dementia
- St Catherine's Bungalows for adults with multiple disabilities
- St Catherine's Day Services for adults with multiple disabilities
- Domiciliary Care Services and supported living services for adults with learning disabilities

Children and Families

- New Routes – a registered fostering agency
- Family Support projects based in school communities
- Origins – a service to former child residents and adopted adults and birth families (a registered Adoption Support Agency)

Community Projects

Within Father Hudson's Care (FHC)

- Brushstrokes
- Young at Heart project
- Tabor Living
- Nicolas Barre House
- Fatima House
- Sophia House
- Ukraine Refugees Hosting Project

Supporting other Charities & projects

- Hope Community Project – a registered charity serving the Heath Town area of Wolverhampton
- Maryvale Community Project – a registered charity providing services to older people and adults who have disabilities
- St Chad's Sanctuary – a registered CIO providing support to asylum seekers and refugees in Central Birmingham
- Lead Sponsor for Community Sponsorship – Refugee Resettlement Schemes in Warwick, Rugeley, Derby and Birmingham.
- Assisting other projects/charities with management/governance support including registered charity Heart of Tamworth and administration for Caritas AoB.

Objectives and Strategies

Each year all of Father Hudson's services set their objectives in line with the Board's strategic plan. In preparation for 2024–25 the Board set the future direction based upon:

- The 3-year development plan for 2020 to 2023, which was reviewed and updated in 2024
- A set of Board Strategy meetings in the last quarter of 2023 and the first quarter of 2024 that will continue in 2024 and be completed by the final quarter of 2024 for the financial year 2025–26
- What the Annual budgeting process regarding predicted income and expenditure, and prudent use of assets indicates can be achieved each year

The activities of Father Hudson's are undertaken by dedicated full and part-time staff, supported by volunteers who give their time freely as committee members, advisors, "panel members",

service/project support and fundraisers. To all the staff and volunteers, the Trustees express their deep gratitude and acknowledge the importance of such valuable support.

Adult Care

The Adult Care work of Father Hudson's is focussed on three areas of activity: care for people with complex learning and physical disabilities, care for older people including those with dementia, and care for people with moderate learning disabilities. It supports people to lead lives which are fulfilling and meaningful. Last year the Adult Care department had a turnover in excess of £6.7 million. Care is commissioned and funded by local authorities, ICBs or is privately funded in some instances as at St. Joseph's. The work it does is challenging yet rewarding, the needs it meets diverse.

There has continued to be a period of stability in terms of the operational structure and service delivery. There continues to be a strong leadership structure in place and a continued focus to ensure that there are opportunities for career development within the department. The leadership structure has been further enhanced at St Catherine's Bungalows with an addition of a new deputy manager role, in response to some operational challenges faced by the service. There is a well-established quality framework to ensure high quality care is delivered. Care planning and recording software is being introduced throughout the department as the services move towards digital record keeping.

During 2023–2024 CQC have introduced a new single assessment framework and have begun to roll out this approach across England. Inspections are still planned by CQC based on risk, although they have recently begun to return to a more routine regime of inspections. However, CQC have not carried out inspections of the regulated services of Father Hudson's Care during this year.

St Joseph's Care Home is currently rated "Good" by CQC following an inspection by CQC in March 2023.

St Catherine's Bungalows is currently rated "Good" by CQC following an inspection by CQC in January 2022.

Father Hudson's Society DCC (domiciliary care and supported living service) is currently rated "Good" by CQC following an inspection in November 2020.

The Head of Adult Care continues to invest time developing the leadership in the services to ensure positive, person-centred outcomes for those using the services. The three regulated services also benefit from input from Warwickshire County Councils quality assurance teams carrying out Quality Assurance Visits and engaging with services through quarterly provider returns. The Day Service is supported by Birmingham City Councils quality assurance framework.

In terms of occupancy at St Joseph's the year has been marked with a period of stability with average occupancy reaching 55, following a low during the height of the pandemic of 34.

This department continues to provide high quality, safe and person-centred care and support for all those the department serves.

St. Joseph's

St. Joseph's is a 59 bed care home, caring for older, frail people the majority of whom have varying degrees and types of dementia. The aim of the home is to provide nurturing, stimulating and compassionate care, through a variety of interventions and activities which aim to encourage people to participate in and enjoy fulfilling, worthwhile activities with friends, companions and their families. St. Joseph's is a home for life and strives to be a place of nurturing, compassion and homeliness.

The home is regulated and inspected by the Care Quality Commission.

St Catherine's Bungalows

16 people live in three bungalows. They each have complex care and support requirements demanding a range of specialist interventions. Those living at the bungalows are encouraged and enabled to join in with as many opportunities as possible. Support staff believe strongly, that a person's disability should not prevent them from living a fulfilling life and the staff team have real commitment to the ethos of supporting residents to live life to its fullest. Ordinarily, all residents enjoy annual holidays, short breaks and active social lives. The work of the bungalows is supported by residents' families who are encouraged to take part in all aspects of care planning where possible.

The bungalows are regulated and inspected by the Care Quality Commission.

Coleshill Day Services

22 people attend the day service on a daily basis. They travel from Warwickshire, Birmingham and Solihull to take part in activities aimed at maximising their potential to join in with daily living tasks, to make new friends and have fun. Access to the wider community provides opportunities for people to develop their skills for independence and enjoy being out and about.

It is a service that also provides valuable and much needed respite on a day to day basis for the families and carers.

Domiciliary Care/Supported Living

15 tenants are supported by the Society in housing it owns, additionally one client is supported in his own home. The service is commissioned and funded by the Local Authority or ICBs. Care and support are designed to develop the necessary skills to live as independently as possible. Interventions aim to support tenants in their own flats and in accessing community resources. This involves managing significant risks for some individuals in order for them to further their personal ambitions. Independence develops through greater skill levels, risk management and confidence building.

The service is regulated and inspected by the Care Quality Commission.

The work of the department is built on the dedication, compassion and loyalty of its many carers, support staff and managers. The reputation of the Society relies on them and their devotion to the values and vision it holds. Father Hudson's is grateful to its teams of staff who work conscientiously to support the work it does.

Departmental Aims for Adult Care in 2024/25

- To be compliant with Care Quality Commission's Standards
- To comply with Local Authority and NHS Contractual Requirements
- To meet budgetary targets and achieve a balanced budget
- To develop services in line with the needs and aspirations of service users
- To reflect the Catholic ethos of the Society

Children and Families Services

The Children and families service provides three services: Origins, New Routes Fostering and the Family Support School's project.

The Origins Service (including Post Adoption Support) provides care to adults who were cared for by Father Hudson's in the past (as residents in the children's homes; as adoptees; as birth family members of residents and adoptees); and, in its capacity as a registered Adoption Support Agency, the Origins Service focuses mainly on providing care to families adopted through Father Hudson's during the years in which it operated an adoption agency.

The Fostering Service provides homes for children and young people aged between 0 – 18 years who are unable to live with their birth families due to a variety of reasons and subsequently are referred to this service by Local Authorities.

The Family Support Schools Project provides a holistic service to children, the parents and the school to improve the children's attendance, educational success and emotional wellbeing. At the end of the year the service was being provided to 19 schools across the Archdiocese reaching out to faith schools and non-faith schools.

New Routes Fostering

New Routes Fostering was established in 1992. The fostering service is based in Coleshill and is staffed by a Registered Manager, Deputy Manager, three social workers and two fostering administrators.

The service is registered with and inspected by OFSTED. The last Inspection was undertaken in January 2022 and was awarded 'Good'. It continues to operate under the West Midlands Regional Contract which is currently overseen by Sandwell Children's Trust. This will transfer to Coventry in the forthcoming months.

New Routes Fostering provides foster homes for children and young people on a short-term and long-term basis. There is also scope for young people to remain with their carers under 'stay put' arrangements when they reach adulthood.

The children and young people we care for are amongst the most vulnerable in society and will have experienced some level of adversity which impacts on their physical and mental health and emotional well-being.

Foster carers provide a positive experience of family life which aims to provide a secure and stable base enabling children and young people to reach their full potential. New Routes Fostering is committed to providing ongoing training and development and regular support and supervision to carers to achieve this; the children and young people being the ultimate beneficiaries of the service.

The matching of the carers' skills, knowledge and experience balanced with the needs of the child is vital to ensuring stability, thus minimising the potential of disruptions.

Equality Diversity and Inclusion (EDI) remains at the top of the agency's agenda and the working group continue to meet on a regular basis to explore a wide range of issues at an organisational and departmental level.

The key objectives for the Fostering Service:

- **To recruit, assess and approve foster families.** The service currently has 14 approved carer households.
- **To provide well matched placements.** The service currently has 20 children and young people placed with carers. We have 6 sibling groups consisting of 13 children and 7 children placed solely. 5 are matched long-term.
- **To provide support to foster carers and children and young people.** We continue to work closely with a Psychotherapist who offers group sessions and one to one sessions with both carers and young people.
- **To monitor the progress of each child placed to ensure they are supported, guided and encouraged to reach their full potential in all areas of their life.**

Developments of the Fostering service

New Routes Fostering continues to review, amend and implement changes or developments arising as and when and in accordance with the Fostering Service Regulations, National Minimum Standards 2011 and Safeguarding and Child Protection legislation.

New Routes Fostering panel membership is reviewed regularly and we currently have 10 members on the 'central list'. The breadth of experience and knowledge includes; foster carers, adopters, social

worker and teachers with expertise in special education provision and a young person with care experience. There is a Medical and Legal Advisor.

The Fostering Panel continues to provide invaluable support. The Panel Chair continues to attend regular forums and shares good practice with the agency to improve service delivery.

New Routes Fostering remains committed to reviewing and evaluating the service. This includes consulting with the foster carers, staff, children and young people. This takes place in the form of questionnaires, surveys, feedback forms and development days.

Achievements

Therapeutic Input: The Psychotherapist continues to provide training and individual sessions to foster carers as and when needed, the focus being on providing a therapeutic service/therapeutic parenting. In addition to this, a cohort of carers, 9 in total have recently completed therapeutic training which consists of 5 days extensive training. A further cohort of carers will commence the training in October 2024.

West Midlands Tender: We continue to be part of the West Midlands Framework.

Panel: A hybrid approach has been implemented combining both virtual and face to face panels. We have been successful in recruiting a panel member with care experience which is invaluable.

Training: Carer training is well utilised and attended. Carers continue to have access to the Social Care Training Hub which features an extensive range of courses. Where the need arises, carers will be offered bespoke training to ensure that they are equipped to deal with specific issues.

Children's Activities: A number of activities have taken place throughout the year e.g. Drumming session and a trip to the theatre etc.

Achievements: Children and young people's achievements continue to be captured in the quarterly newsletters.

Recruitment: A carer was approved at panel in March 2024 and currently has 2 children placed with her. We currently have a further 3 assessments in progress which will increase approved household significantly.

Father Hudson's Website: The new Father Hudson's website was launched this year. A number of enquiries have come through the website as a result of internet searches which is encouraging.

New Branding and partnerships with schools: The fostering service has worked along schools and the Fundraising, Communication and Marketing teams more closely to raise awareness of fostering. New material has also been produced in the form of leaflets and posters.

Plans for the Fostering service for 2024– 2025

- New Routes will continue to work to its core objectives of providing children and young people with stable homes and positive experiences of family life.
- New Routes will work towards becoming an agency who adopts therapeutic models and trauma informed approaches.
- New Routes is committed to the safeguarding of all children within the service.
- New Routes will work to recruit, assess and retain a range of foster carers suitable to care for the range of children and young people in need.
- New Routes will comply with current legislation, regulations and practice guidance and ensure regular review of practice, policy and procedures.
- New Routes will continually review service provision to maintain a high quality service.
- New Routes will ensure staff and foster carers are offered ongoing training opportunities, supervision and support.
- New Routes will work in partnership with Local Authorities to ensure that the needs of children and young people are met.
- New Routes is committed to quality assurance and ensuring that consultation and participation of children and young people, foster carers, staff and stakeholders is undertaken on a regular basis.
- New Routes will continue to recognise the achievements of the children and young people and foster carers.
- New Routes is committed to Equality, Diversity and Inclusion and will keep this high on the agenda.

Origins Service

The Origins service provides support after adoption and support after care for those who have been impacted by childhood separation from their family of origin. The separation may have been through adoption or through being in care.

Father Hudson's Care recognises the lifelong impact of being separated from one's family of origin, both for the person concerned and for their relatives. It has a long tradition of childcare and preserves over 40,000 records on children going back to 1902. It believes in the value of treasuring personal histories and understands how looking back into one's past can enhance one's personal identity. It focuses on assisting adults to understand their childhood experiences, and the decisions made for them, and to gain knowledge of their origins. Reconnecting people separated from their family of origin can bring healing and can help people in moving forward. Although Father Hudson's no longer provides residential care for children or arranges adoptions, it remains committed to providing quality services for those with a childhood connection to Father Hudson's.

A fee structure (applicable to some areas of service provision and compliant with regulatory requirements) was implemented with effect from 1 April 2011. This is kept under review. Service users may, in addition, also choose to make a donation.

Origins, in its "support after adoption" services, recognises there can be a lifelong impact for all those connected to an adoption. Adoption laws have changed over the years to reflect the needs of various people connected to adoption. These laws enable them to apply to be put in touch with the relative separated by adoption. After Father Hudson's ceased involvement in 2009 in arranging adoptions, it registered as an Adoption Support Agency in order to continue to work with adults affected by adoption. Therefore, the quality of the work is regularly inspected by Ofsted, who have consistently judged the quality of the adoption support agency to be "outstanding", the highest rating. Through Ofsted inspections, the quality of the "Origins" post adoption work is measured against National Standards.

The following adoption support services are provided for adults:

- Information from the adoption records can be provided to all adults whose adoption was arranged by Father Hudson's. A portfolio is provided of information from the records which is shared by a social worker experienced in adoption.
- Intermediary (tracing & making contact) services provided by the agency are not restricted to adults connected to adoptions arranged by Father Hudson's. Birth relatives as well as adopted adults and their descendants or other relatives can apply for intermediary services under the law in England & Wales.
- If the agency did not arrange the adoption the agency has to try and identify any agency that may still have records of the adoption. However, even if no records are located, relatives can still be successfully traced. Due to the additional work involved in such cases a higher fee is charged.
- Once a relative is traced and contacted, advice and support is offered to both parties, as contact is established and progresses.

Origins, in its "support after care" services understands the importance of being able to find out information about one's origins and about the period of time spent in care, so it provides an Origins Service to those who previously stayed in the various Catholic homes it was connected with, including those connected to former child migration schemes. It also recognises the importance of people's family history and so it can also help with providing family history information from the childcare records when the person formerly in care is deceased.

Sometimes, those formerly in the homes connected with Father Hudson's wish to visit where their former home was, and so those who would like to arrange a visit to our Coleshill base are welcomed. Assistance can also be given in tracing relatives and reconnecting with family members.

The key objectives for Origins

The key objectives for the service are:

- As an Adoption Support Agency, to provide birth records counselling and access to information from adoption records for adults whose adoptions were arranged by Father Hudson's and also to provide intermediary services for anyone connected with an adoption who is legally entitled

to such a service. In the last year there were a total of 272 new referrals to this service, in addition to ongoing work from the previous year. Of the new referrals, 114 were made by the adopted person, 117 were made by the adopted person's immediate family and 41 were made by birth relatives of the adopted person. Ofsted has rated the adoption support agency as outstanding in its last inspection.

- To provide services mainly in relation to accessing information from our records of those formerly in children's homes connected to Father Hudson's or those whose migration records we held. In the last year there were a total of 51 new referrals to this service. Of the new referrals, 13 were made by those formerly in the children's homes, 33 made by relatives and 4 made by non-related persons.

Achievements

- The Origins Service was commissioned again by Minnow Films for tracing and intermediary services for its TV series DNA Family Secrets, Series 3, was screened by BBC2 in Autumn 2023. This followed our input in series 2 which aired in May/June 2022.
- Origins has continued to be represented at national forums during the year, such as the Consortium of Adoption Support Agencies (CASA) and South East Post Adoption Network (SEPAN)
- Origins has been part of the Improving Adoption Services for Adults (IASA) project in partnership with the University of East Anglia.

Plans for Origins in 2024–2025

- The Origins Service will continue to offer a professional service for adults previously in Father Hudson's Children's Homes, and for adults adopted via Father Hudson's Society, their birth families and immediate families.
- The Origins Service will continue to be extended to adults affected by adoption without a former connection with Father Hudson's Society, in line with the service's expertise and regulatory remit, and subject to the fee structure.
- The Origins Service will continue to comply with current legislation, regulations and practice guidance, and ensure that any amendments and new guidelines are incorporated into practice, policy and procedures.
- The Origins Service will continue to work within agreed financial parameters.
- The Origins Service will continue to monitor and evaluate the service to ensure quality standards are maintained.
- The Origins Service will continue to ensure members of staff are offered training opportunities and support, in line with Service development requirements.

- The Origins Service will continue to co-operate fully with any safeguarding matters whether recent or non-recent.

Schools Family Support Project

The schools' family support service was established in 2006 to provide early intervention and prevention support to vulnerable children and their families. The service is embedded in Catholic schools in Birmingham, Newcastle-under-Lyme, Stoke and Banbury. The benefits to schools are enormous and the service addresses wide ranging concerns and adversity such as parental neglect and abuse, domestic abuse, poverty, poor housing and poor parental mental health. The impact of these negative factors on children presents in their poor mental health, low self-esteem and confidence, challenging behaviour, poor attendance, self-harm and poor educational achievement. Schools recognise the importance of addressing these harmful factors to improve the life chances for children. Support to children is through child centred interventions that encourage positive growth and build resilience. Parents are supported to address concerns and build positive parenting skills for a healthy and stable home environment. Family support workers are a bridge between home and school and promote parents to better engage with school and their children's educational attainment.

Safeguarding children is at the heart of the service and close working with schools' Designated Safeguarding Leads ensures that early signs and risks are identified and addressed. This prevents escalation to more serious concerns. Through the Early Help process family support workers are able to lead and co-ordinate support with a team of professionals around the family to prevent escalation and to promote better outcomes.

From April to September the team consisted of a project manager, an assistant Team Manager, a senior family support worker, a Monitoring and Evaluation Officer and 5 family support workers, operating in 18 schools. In September 2023, the project Manager left, and the ATM stepped up to the Team Manager role. In January 2024 the Monitoring and Data Officer left.

The team now consists of a project team manager, a senior family support worker and 6 Family Support Workers. We currently operate in 18 schools, losing one contract in a school this year, but securing a new contract in 1 school within this year. The schools involved have expressed a high level of satisfaction regarding the services provided.

Intervention and Support Needs April 2023 –March 2024

Services have returned to normal following covid-19. This has seen a rise in children having increased difficulties with attendance in school and a rise in increased mental health concerns for both children and their families.

Most of the work with children and parents is delivered on a casework/referral basis, however 'drop ins' are also becoming more widely used. The length of involvement is determined by the level of

need and support is provided until objectives are achieved. This flexibility enables workers to build positive relationships that promote longer and sustained change.

Family support workers aim to empower parents to better support their children and become solution focused to resolve issues and concerns. We recognise the importance of building strength in families so that when intervention ceases, families are better able to deal with life challenges.

Direct one to one work with children includes: raising low self-esteem and confidence, reducing anxiety, building resilience factors and raising aspirations so that children can feel happier and safer and have improved life chances.

Casework figures

2023–2024 – casework was undertaken with 194 children and families, 57 of these cases were closed during this time. The average length of open cases is around 12 months.

In addition to cases, 207 hours of 'non case' work was recorded in total by FSWs to children and families not on their caseload.

We work in two High schools, one High School which has 1.5 days per week support and 1 which has 5 days per week support, the rest of the schools are Primary Schools.

Presenting concerns and support needs for children:

Safeguarding

Low self-esteem/confidence

Anxiety

Mental Health concerns

Behaviour at home/school

Risk of exclusions

Witnessed domestic abuse

Bereavement

Parental Separation

SEN needs

Poor attendance

School refuser

Bullying issues

Cyber bullying/ inappropriate access of social media/gaming platforms

Presenting concerns and support needs for parents/carers:

Mental Health concerns

Debt

Housing issues

Child to parent abuse

Parental Separation

Domestic abuse

Support with parenting

Support with applying for PIP/disability benefits

Group work –Children

FSWs continue to offer group work to children in their schools, reaching a wider audience.

Transition to High school, Lego therapy, drawing and talking, self-esteem/anxiety, healthy relationships and internet safety.

Group work – Parents

FSWs continue to offer parents 1;1 support and advice on strategies to support positive behaviour in the home.

Coffee mornings, stay and play and other sessions to include more parents' attendance are continued to be offered in school with the FSW playing an integral part.

FSWs are seeing an increase in debt, housing issues and poverty. FSWs are spending a considerable amount of time supporting parents with eviction notices, the threat of bailiffs and being in temporary accommodation.

Summer 2023

Throughout August our FSWs arranged and accompanied parents and children from their schools to an all-expenses paid for Day trip to the seaside. NUL families travel by coach to Rhyl, Birmingham and Banbury children and families went to Western Super Mare. These trips were a complete success, and for a few families the 1st time they had ever been to the seaside!

Grants/donations

In November 2023 the Fundraising team secured the Winter fund grant for the Family Support Team. This gave us £2500 for the Birmingham FSWs spend on food items and toiletries during November 23 –March 24. Given the cost-of-living crisis and the increased fuel costs during the winter months, this was gratefully received and had a huge positive impact on our most vulnerable families. We reached out to 68 families during this time.

We were successful in our bid for the Glasspool fund, which has secured funding of £50,000 per year for the next 3 years. £20,000 of this is solely to use within Family Support, helping our families in crisis and poverty. This is a huge success in enabling us to support our most vulnerable families when they need the support the most. This funding becomes available in April 2024.

This is also an excellent selling point to new prospective new schools.

We continue to use various services to assist with white goods, household furniture and other essential items. SVP continue to support in each area with families in crisis.

Promote the service and increase school contracts

The video highlighting the positive impact for a KS4 learner has been widely used and shared during promotions, Masses, FHC website and prospective new Headteachers. Feedback from this video has been well received. We are looking to develop more videos within our team using different Key Stages.

One new school have taken up two days Family Support in the Birmingham Area.

We continue to promote the service, whilst working very closely with the Fundraising and Marketing team.

Newcastle Under Lyme MAC have approached the Family Support Team Manager for an additional service from Father Hudson – Supervision of 4 of their members of school staff who are employed as Family Support Workers. SMT have worked together on this, with costing and logistics of this. This is currently being reviewed via the governors within the MAC, and if agreed will commence in September 2024.

- All the half day contracts in schools were all renewed to a full day of support in September 2023
- We continue to offer a professional service to schools.
- Improve knowledge, skills and practice for best practice.
- Using the teams' strengths to share their knowledge and expertise on certain topics.
- Regular team meetings to share good practice.
- Updated annual safeguarding training.
- Tailored training to meet the needs of the schools/families.
- Improve data collation to evidence impact and outcomes.

Key objectives for 2024-2025

To continue to promote the service to increase school contracts, especially in High Schools.

To create additional promotional videos covering children and young people from early years through KS1, KS2 and KS3.

To continue to streamline all the data the FSWs input, to evidence impact and outcomes.

To continue to offer a first-class professional service to schools.

Continuous professional development of staff.

Father Hudson's Care – Community Projects

Father Hudson's Care works in collaboration with partners and local communities to reach out and support those in need, some are delivered directly under our charity and others are delivered by smaller charities and groups whom we support. Each partnership community project has its own local focus, identity and governance structure, projects are responsive to local need. We support those in poverty through the provision of food and practical items, those who are experiencing homelessness through accommodation, those who are lonely through social activities and empower people through support, information, advice, learning and skills to improve their lives. We prioritise services for the most vulnerable, working across the themes of homelessness, migration and older people. Our Catholic ethos is at the core of this work – ensuring human dignity, tackling social injustice, helping the poor and standing in solidarity with others.

During 2023/24, five community projects were delivered directly by Father Hudson's Care (Brushstrokes, Tabor Living, Young at Heart, Sophia House, Fatima). With 60 employed staff (at end of March 2024) and 234 active volunteers reaching out and supporting over 4664 individuals in need, including providing direct accommodation to 44 individuals. Volunteering and the involvement of local communities and partners continues to be the essential part of all of our projects. This year we have continued to see the needs of refugees, asylum seekers and migrants in Sandwell and surrounds to grow, we have worked hard to try to keep up with this demand through our Brushstrokes Community Project. Also this year we have focused on developing the support and services at our new Tabor Living site in central Birmingham, the number of people accommodated and number of referrals has grown throughout the year. Where needed we have continued to provide arms-length support for hosts and refugees from our Ukraine hosting project. The project has been successful and the majority of those welcomed are now settling into their own independent lives. We have continued to expand our volunteer-led older people's social activities in North Staffordshire as part of our Young at Heart Project, as well as continuing accommodating vulnerable women at Fatima and Sophia House.

During 2023/24 we have continued to support local groups including more intense support to three independent local charities (Hope Community, St Chad's Sanctuary, Maryvale Community Project), providing support with employment, payroll, HR, management, governance, funding, finance and policy support. During 2023/24 two of these charities have provided FHC with some financial contribution towards this support. We also continued to be a key partner for the local charity Anawim and Heart of Tamworth. This year we have continued to be lead sponsor for four refugee Community Sponsorship Groups (Rugeley, Derby, Birmingham and Warwick), each group has between 5–10 volunteers.

Migration

During 2023/24 one of our priority areas has continued to be providing services, support and accommodation for refugees, asylum seekers and migrants. The majority of our community provision is through Brushstrokes, our largest community project. Two of the charities we support also prioritise this work, St Chads Sanctuary and Hope Community. We promote the ethos of 'Welcome the Stranger', helping those in crisis as well as supporting and empowering for the long-term. Sophia House and the new Nicolas Barre House both provide accommodation to refugees. This year we also completed the Archdiocese Ukraine hosting project.

Brushstrokes Community Project is delivered by Father Hudson's Care and is a partnership with the Infant Jesus Sisters, the parish of St Philip Neri and the sisters of Our Lady of Charity of the Good Shepherd. Based in Smethwick and covering Sandwell, West Birmingham and surrounding areas. With the ethos of welcome at its core the project provides a holistic service to asylum seekers, refugees and migrants through outreach and advice including specialist welfare benefits, health and housing advice, OISC accredited immigration advice, asylum support; resettlement support for Afghan, Ukrainian and Sudanese refugees; provision of practical resources including food, clothing, household goods, baby equipment; education and employment support including accredited ESOL, IELTS and OET and digital skills support; social and wellbeing activities including the community café, welcome Wednesdays, a men's and women's group film nights and football; increasing understanding and access to health services including health screening, pop up vaccination clinics and on site health sessions. The project is funded from a wide range of sources including Sandwell Council, the NHS, Home Office and charitable trusts.

This year has seen a further expansion in our health and wellbeing activities, from a joint project with the Refugee and Migrant Centre in Birmingham providing mental health and wellbeing support for resettled refugees, adoption of our inclusion health approach in a further hotel in Sandwell and a new hotels project in Birmingham, to the delivery of a project providing support for asylum seeking children and young people who have experience trauma. The team are contributing to the development of the Black Country Integrated Care Boards refugee and asylum seeker health strategy and play an active role in regional migrant health networks. Our hotel work with people seeking asylum in Sandwell has been seen as a model of good practice which we are replicating in Birmingham in a 12-month pilot. We have been able to secure additional funding this year to expand our family support work, providing a focus on parents with children under 2, pregnant women and their partners, building on our asylum-seeking children and young people's trauma project. We are now providing regular advice sessions for families from new communities in local schools, through this work we have been able to access additional counselling and therapeutic support for children and their families. Our emphasis on research, social policy and service user voice has seen Brushstrokes involved in delivery of the Empowering Cities transnational research on migrant women's experience of housing in Smethwick, training several staff and service users to become community researchers. The media profile of Brushstrokes at the launch of the Commission on the integration of refugees report and the resonance of recommendations with the expressed needs of service users, volunteers and staff at the project has also been a high point this year.

Through 46 staff and 92 active volunteers (44 new this year), Brushstrokes has provided support to 4264 individuals (7633 overall beneficiaries, 1385 families) from 129 nationalities and 61 languages. 25% of our service users this year were seeking asylum, which included individuals in hotels from our expanded work in Birmingham and Dudley, 20% were refugees and 18% EU nationals. Of our service users, Iran, Afghanistan, India, Eritrea and Sudan represented the largest groups of service users this year, with Romanians still approaching the service for assistance in large numbers.

Brushstrokes Key achievements in 2023/24 include:

- 308 learners accessed ESOL across 27 classes a week in 4 locations. 129 learners, including 110 migrant health professionals engaged in our IELTS and OET classes.
- 3898 new advice cases (1000+ more than 2022/23), with Immigration, Housing, Benefits and asylum support being the most common.
- Our employment and volunteering support work has grown significantly, we helped 78 individuals secure employment and created 44 external volunteering opportunities.
- We have provided 15,223 provisions of food through our twice weekly foodbank service this year (4800+ than 2022/23)
- Our volunteer numbers have continued to grow with 92 active volunteers this year, 3 in 4 of our 44 new volunteers this year have lived experience of migration.
- Completion of Brushstrokes new 3- year strategy
- Our partnership work with other organisations this year resulted in the establishment of a Dudley Refugee and Migrant advice hub (Refugee and Migrant Centre), Immigration advice service with Halesowen Welcome , hotel outreach and advice in Birmingham (St Chads Sanctuary), provision of specialist counselling and wellbeing services for adults and young people (AFSCSG), a wellbeing service for resettled refugees in Birmingham (Refugee and Migrant Centre) participation in Sandwell's wider determinants of health project.
- Our model of delivery in our local asylum contingency hotels enabled us to secure funding to develop services in 3 additional hotels this year.
- Brushstrokes continues to lead on refugee resettlement in Sandwell, providing an emergency response for the Sudanese Evacuation, wrap around support for Ukrainians coming via the Homes for Ukraine scheme and supporting over 400 new refugees granted status while placed in asylum accommodation in Sandwell.
- Service users and staff played an active role development of the Sandwell Borough of Sanctuary Action plan and securing official sanctuary status for Sandwell.
- Development of a community garden in Smethwick for local residents and service users as part of the response to the Cost of Living crisis growing food for the community café.
- Brushstrokes was recognised through the BBC West Midlands Radio Make a difference awards winning the Community Group award for 2023.
- The set up and full occupancy of Nicholas Barre House, a HMO for 5 single refugees in partnership with Newman Parish is the start of our response to single refugee homelessness.
- Our involvement in research and social policy work this year included service user/staff research as part of the transnational Empowering Cities project looking at Migrant Women's experience of Housing ; Research on the Migrant women's experience of local maternity care ; Contributions to the Commission on the integration of refugees call for evidence and launch of the report in March 2024;

Research on the experiences of hosts and guests in the Homes for Ukraine scheme in Sandwell; Barrow Cadbury Trust funded 'Better Pathways for those with No Recourse to Public Funds' project has produced 3 briefing papers on aspects of NRPF for local authority and voluntary sector partners in the region.

Brushstrokes completed the majority of the 23/24 objectives and are continuing to delivery in these areas. For the objective 'to secure additional funding for core services and posts', whilst additional funding was secured, there was a shortfall for the year. This is a priority in 24/25.

Brushstrokes Objectives for 2024–25:

Building on Brushstrokes new 3– year strategy launched in 2023/24. Our strategic outcomes are: Greater Voice; Reduced Crisis; Better Health; Increased Belonging; Empowered resilience.

- Increase the diversity of our funding streams, securing funds for core services and posts
- Support, promote and enable those with lived experience of migration to engage with and inform those responsible for the development of local, regional and national policy and service delivery of their aspirations and needs in ways that are meaningful and lead to long term change.
- Develop and sustain our advice and wellbeing offer for Unaccompanied Asylum–Seeking Children and families in Sandwell ensuring these services and those who use them have strong connections with early years provision, Family Hubs, health, education and the Children's Trust.
- Continue to respond to the impact of poverty and cost of living crisis through early action, increased outreach, the provision of targeted ESOL/IELTS/OET, employment and digital skills support, budgeting, energy efficiency and benefits advice and the provision of practical support.
- Build a stronger evidence base that demonstrates the connections between our work and how this addresses the wider determinants of health and reduction of health inequalities for new communities.
- Review our approach to staff wellbeing, training and development ensuring staff and volunteers receive appropriate structured support to enable them to deliver our services to new arrivals.
- Continue development and delivery of services for refugees, asylum seekers and migrants in partnership with others, providing training and support, actively participating in local, regional and national migration, health, housing and NRPF forums, participating in research and providing social policy evidence, that results in increased accessibility and improved integration outcomes for these communities.

Nicolas Barre House is a new refugee accommodation project developed in partnership with Newman Parish in Wolverhampton/Walsall. Established in 23/24 in response to the pressing need for affordable accommodation single refugees, the house opened in October 2023. It provides supportive accommodation for 5 single male refugees for up to 12 months and was fully occupied by March 2024. Through the provision of housing, integration and employment support, coordinated by our housing and resettlement officer we are working to ensure individuals are able to secure employment and permanent accommodation at or before the 12–month stage is reached. Volunteer befrienders from the Parish regularly meet the residents, helping them feel a part of parish life and the local community.

NBH key achievements 23/24

- Completion of building works to enable NBH to be used as a 5 bed HMO for single refugees
- Recruitment of a group of parish volunteer befrienders
- Submission of HMO and exempt accommodation applications
- Full occupancy from March 2024
- The blessing of Nicholas Barre House Jan 24, bringing together residents, parishioners and supporters
- 1 resident securing employment

NBH key objectives 24/25

- Organising a Refugee week event.
- Securing employment outcomes for 4 further residents
- Securing exempt accommodation status
- Successful move on and settlement of residents from NBH by the end of the 12-month residency period
- Successful integration of new residents into the house as people move out from the property

Sophia House is also a refugee accommodation project. Delivered as a partnership with the Sisters of Our Lady of Charity of the Good Shepherd and St Brigid's Parish, Sophia House provides safe and supportive accommodation in South Birmingham for up to 3 female refugees or migrants. Opened in 2017, the house remains a secure place of safety for the tenants, with support for them to move their lives forward. Over the year the project has housed 3 women and a young baby, two women and the child have had a positive move-on to independent tenancies. Two bedrooms have recently been redecorated and new furniture has been provided.

Sophia House objectives for 24/25:

- Completion of electrical and bathroom upgrades, funded by the property owners/partners.
- Work with referral agencies to ensure the house is at full occupancy of 3.
- Explore options for 2nd reception room as a bedroom.

Ukraine refugee hosting project. Set-up in 22/23 the project successfully supported 46 hosts to welcome individuals and families from Ukraine. During 23/24 FHC continued to offer support where needed to the remaining 20 active hosts. As guests have moved on this has come to a natural end, however our door has remained opened to the few remaining hosts if support is required in the future. All future new referrals are being diverted to the national St John of God Homes for Ukraine scheme, who are members of CSAN (Catholic Social Action network).

Homelessness

During 2023/24, homelessness has continued to be a priority area for FHC Community Projects. We provide support through services and accommodation. Our largest homelessness project, Tabor Living has expanded due to rising needs and operates across two sites. Our longstanding partnership project, Fatima House, continues to provide accommodation for destitute female asylum seekers. In addition we also provide housing and homelessness advice and support at Brushstrokes Community Project.

Tabor Living is delivered by Father Hudson's Care, led in partnership by a local management committee. With 9 staff and a team of over 60 dedicated volunteers, the project provides accommodation and support to those experiencing or at risk of homelessness. Based in the Birmingham City Centre, the project specialises in a strengths-based approach and worked with individuals that many larger commissioned services would not necessarily support or meet their needs. April 2023 saw the opening of our new site, St Catherine of Siena, following a large capital refurbishment funded through grants and trusts including DLUHC. The new site includes 9 emergency rooms and 10 next steps ensuite rooms, with additional community rooms and further community areas in the church. Tabor Cottage continues to be used as a move on facility.

In the last year 21 individuals were provided with a safe place to stay and welcome from our staff and volunteers. Support provided includes access to a bank account, EU Settled status and appropriate documentation, healthcare, linking with other agencies, securing welfare benefits, housing, employment, training and volunteering opportunities. Guests are also offered the support of a community support volunteer to help with move on and to reconnect with the local community. Outcomes for guests include securing employment and housing, support for repatriation and making family reconnections. This year we have found a larger number of referrals for individuals who are working and homeless. Whilst men remain our largest client group, the number of female referrals is increasing. 11 guests in total have so far had a positive move-on to independent sustainable living. The challenges for our guests have included finding and securing entry –level work, managing relationship breakdowns, and issues relating to addiction (mainly alcohol).

Tabor Living key achievements 23/24:

- Safe, welcoming and supportive accommodation provided to 21 individuals who would have otherwise been homeless,
- Opening new St Catherine of Siena site on 24th April 2024 to provide more than double the accommodation we previously offered.
- Successful official opening led by Mayor Andy Street and blessing led by his Grace, Archbishop Longley with over 400 people attending in total and various media coverage.
- Continued to have an excellent track record of positive move on and outcomes for guests, targeting those who fall through the net of commissioned services.
- 7 guests moved from the emergency rooms to the move-on stage of the project on the first floor.
- 4 guests were supported into work and one guest was supported to secure a highly competitive 6-week placement.
- Increasing staff team to include night staff, a new Community and Facilities Coordinator and a new Case Worker, securing new external funding for these roles.
- Staff have developed their learning and skills. Training has included Conflict Management and Managing difficult and threatening situations, housing law, modern day slavery, PIE.
- Securing large trusts funding including Eveson and Gubay.
- Building new Corporate sector links and partnerships including CECA and Gallaghers, whilst continuing with support through Lambe Construction, Friel Construction and School Signs.
- Continued to develop positive relationships with the statutory and commissioned sector; including BCC, WMCA and DLUHC. Being invited to and making a contribution to strategic

meetings for RSI commissioned services, being the only non-commissioned service invited to the table.

Tabor Living Key Objectives 24/25:

- To continue to develop support provided at the St Catherine of Siena site, consolidating the processes we have been building at the new site, monitoring to build firm foundations for the project to continue.
- To further develop our new 1st floor move-on accommodation and make better use of Tabor Cottage, ensuring guests are engaging with the project, My Action Plans are active and communal rooms are being fully utilised.
- Exploring further rental income opportunities, actively working with BCC to make case for exempt status using a model that works guests out of exempt. Develop staff skills in housing law to aid move on.
- Applying for the new site to be re accredited with Housing Justice.
- Implementing the use of a database for all recording and monitoring – Advicepro.
- To develop the community rooms, ensuring external bookings are regular and linking closer to the parish rooms. To be cost effective and actively working towards making the floor financially independent.
- To continue to develop volunteers as our central vision for the project, keeping volunteers at the heart of all we do. Continue to develop the community support volunteer project by having a more robust allocation process.
- To source funding for the basement toilet refurbishment.

Fatima House in central Birmingham operates as part of Father Hudson's Care and is a collaborative project with the Columban Missionaries, a local parish, Caritas Archdiocese of Birmingham, The St Vincent de Paul Society and the Archdiocese of Birmingham. The Columban Missionaries lead on the day-to-day operations of the project including supporting the women at the house and volunteers. FHC support with governance, building and financial management, policy and fundraising.

The project provides accommodation for up to 9 female asylum seekers at a time, who are destitute and in the process of appealing asylum decisions. The project is supported by 4 active volunteers who are present on site during each day. As well as accommodation, residents can access wellbeing activities, reviews of their immigration cases and access to large communal areas and an IT suite. Residents and volunteers have worked together to develop a thriving garden area.

Fatima House objectives for 2024/25:

- Continue developing additional social activities for residents including day trips and the garden.
- Working with Refugee Action, develop 'experts by experience' approach using the experiences of residents to influence, inform and support.
- Explore the expansion of level 1 immigration advice and legal capacity of the project.
- Sharing experiences from the project with others in the migration field, issues such as Home Office decision making time, immigration issues the women have faced etc. Feeding into national and local campaigns on refugees' rights and impacts of changes in law on those we support.

- Work in partnership with the Archdiocese and parish to ensure the building is in good repair and sustainable including heating.
- Build relationships with other agencies and partners to benefit the project and the women at the house. This includes with schools and parishes.

Older People in the community

Father Hudson's Care community projects target those who are most vulnerable, marginalised and in need, this includes support for older people. Our flagship older people's community project is Young at Heart in North Staffordshire. We also support further services for older people through our work with independent local charities including with Hope Community and Maryvale Community Project.

Young at Heart in North Staffordshire is a project delivered directly by Father Hudson's care. It reaches out to support isolated and lonely older people providing social activities focusing on Stoke, Newcastle under Lyme and more recently Stone. This includes lunch clubs, music clubs, friendship based and those focused on Dementia inclusion. Through 78 volunteers the project has supported around 400 older people over the past year. Referrals come through local health and social care workers, by word-of-mouth recommendation and website referrals from relatives. We work in partnership with Beth Johnson Foundation and Methodist Homes Association through a National Lottery funded project.

Following a number of logistical issues the project made the decision to close the Community allotment on Leek Road. Through much research and swot analysis another venue has been agreed for this project where we are building a community garden from scratch with a whole different view, working with the community, local businesses and schools to make this not only a community-based project but a community-based build, with a landscaper leading on it. We are working with a learning disability service provider and their clients and the local Baptist Church to enable this to happen and be sustained, with support from the local Catholic church and school.

Social activities are all led by our large and committed team of local volunteers. We ran our first volunteer day trip in Summer last year to Llandudno as a thank you and received excellent feedback. We continue to have the issue of ageing volunteers and will always struggle with that given the nature of the work. We advertise roles through Vast, Support Staffordshire and through other community venues and partners.

The befriending service currently has 4 active befrienders and 5 clients. We have continued to cover such a large area and to recruit volunteers post-covid and are looking at combatting the difficulties by joining in with groups and possibly offering buddying services. This will mean that referrals will only be accepted based on them being in the vicinity of one of our groups. It is mainly hoped that we can offer a more holistic approach for our group members ensuring that phone calls are made for those most vulnerable between group meetings and during illness.

Young at Heart Achievements 2023/2024:

- A team of 78 volunteers supported over 400 older people over the year.
- Know your neighbourhood partnership funding of £20,000 was obtained.
- Four new groups were opened.

- The project is responsive to need: Talke group created following feedback from our own local community research and from the Community Development team at Stoke on Trent Council. The local PCN has supported the set-up of the new project.
- This year we have worked with and established working relationships with Locality coordinators, PCN's, Social prescribers, The Stoke-on-Trent Community Development Teams, Douglas Macmillan Hospice, Approach dementia care, The Brampton Museum, The National Care Forum, Local MP's, Ageing Well Partnership, The Loneliness Partnership, Radio Stoke, Support Stafford, Vast, Many local churches, St John Fisher Catholic School, Staffordshire police EDI Team and PCSO's.
- Sustaining the current groups and monitoring the befriending service.
- Supporting the volunteers with their challenges.
- Facilitated many trips out – Freeport, Shugborough, Bridgemere, Dagfields, The Hollybush Garden Centre, Trentham Gardens, Formby Beach,
- Volunteer Celebration Trip, receiving positive feedback from all volunteers.
- Successful in partnership funding of £20,000 from Creative Lives where we joined up with the Older Persons LGBT group alongside existing partners. Our Intergenerational Cookery project which saw 40 participants of all ages come together and make a 3-course meal and eat together. There were 10 sessions through the school holidays. We ended the mini project with a large-scale Celebration of the community which saw over 250 people attending Port Vale alongside service providers across the city.

Young At Heart 24/25 objectives:

- Continue to identify need and create new social opportunities for older people across North Staffordshire.
- Recruit a new community worker.
- Establish New Befriending Plan linked to each social groups' and volunteer locality.
- Establish The new Community Garden.
- Increase partnership working with Statutory and Voluntary bodies.
- Establish more links with Catholic Churches and the Schools.
- Identify more funding opportunities to develop small projects to complement our existing work.
- Identify possible new location/funding for Music and Memories Group.
- Plan Volunteer appreciation event.

Caritas Development – support and capacity building for local charities and volunteer-led activity

As part of our commitment to Catholic Social Teaching and working across the Archdiocese of Birmingham, we promote and provide support to other charities and groups in the Diocese. We support three local independent charities, Hope Community, Maryvale Community Project and St Chad's Sanctuary providing employment, payroll, HR and support/guidance with management, governance, funding, planning, finance, policy and procedures. Two of these charities make financial

contributions towards this support. We also provide an FHC trustee rep to Heart of Tamworth and also continue to link as a partner to the Birmingham charity, Anawim.

This year we have launched our Welcome Church initiative along the themes of; disability, older people, refugees and homelessness. A large in-person event in Birmingham brought together themed zooms throughout the year. We will continue to develop this initiative as a strategic focus for the organisation in 24/25,

Hope Community Project, Wolverhampton is a registered charity which works in partnership with FHC, the Infant Jesus Sisters and St Patricks' Parish. Running for over 30 years, the project aims to seek out, reach and support the most isolated, vulnerable and disadvantaged people in the community of Heath Town. Based on the estate, Hope Community services include: employment support, money guidance, basic English and ESOL lessons delivered with Adult Education, a women's chatter group, Stay and Play, Community café, the food pantry which has been in very high demand during the cost-of living crisis, IT classes, holiday activities for young people, after school homework club and a munch club for primary aged children to learn to prepare and cook food with their parents.

Maryvale Community Project in Kingstanding, Birmingham is a registered charity and a parish partnership project which works with Father Hudson's Care. They provide social activities for older people and adults with learning disabilities. FHC have been working with the Maryvale trustees to provide support with management, fundraising and financial procedures. They provide a weekly Tuesday lunch club for older people, a weekly evening Sunshine Club and a weekly in and out club – both for adults with learning disabilities. Activities at the groups include celebration events, dancing, exercise, cooking, life skills and singing. For those unable to get to the groups due to frailty or ill health they are supported through the telephone befriending service.

St Chad's Sanctuary, Birmingham is a registered CIO and which works in partnership with FHC, the Infant Jesus Sisters, the Salvation Army and the Archdiocese of Birmingham. The charity is a place of welcome for asylum seekers and refugees which aims to relieve poverty and improve their lives. They target support to asylum seekers in temporary asylum accommodation/hotels in Birmingham, the need continues to grow in this area. This year they have further developed their hotel outreach and social/wellbeing activities. They provide practical items such as clothing, toiletries, food and books, English lessons for adults and family learning for children who do not yet have a school place or are at pre-school. They also provide social support, welcoming new asylum seekers, registering families with children for school places and signposting.

Refugee Community Sponsorship – Father Hudson's Care have been the lead sponsor with the Home Office for Community Sponsorship Refugee Resettlement Schemes in Warwick, Rugeley, Derby and Birmingham. All four groups have now successfully welcomed and integrated refugee families. The families remain as part of the local communities with informal support from each parish group.

Fundraising, Communications and Marketing

As a department we have worked closely with our projects and services across the organisation to secure additional income, assist with their communication and marketing needs and to secure over £100k worth of gifts in kind.

Regular Giving

The focus on this area of fundraising has been to identify potential major donors from a group of regular givers totalling 171. This group have been managed slightly differently, with personalised letters and invites to events as well as being more aware of how we best manage their donor journey. We are constantly aware of the need to introduce a younger demographic to this group of supporters. This area of fundraising raised £23k during the year.

Corporate

Progress continues to be made in this area. This has brought in income for our Tabor Living homeless project, our Disability Day Services and Brushstrokes.

During the last year we continued to secure corporate donations in support of appeals for food, clothing and toiletries, which has proven to be invaluable as the urgent need for these items has risen through the year.

We continue to attend various networking events to develop our corporate.

During the year we held our first Fire Walk. This was well supported by our corporate supporters. The event raised £15.5k.

In addition, we re-introduced the fundraising Ball with Brushstrokes being the recipient of the £7.4k raised.

Parishes

We have worked hard to further develop links with Parishes, across the archdiocese and this has been very well received. The annual parish collection which took place in September, raised £47k. We now have in place two schools and parish engagement officers, which will certainly help us develop this area of work.

Schools

Our work with schools is so important. Not only in terms of fundraising but raising awareness of our work.

Schools fundraising raised £40.2k in the year. We visited 101 primary schools during Lent and delivered 107 Good Shepherd assemblies.

There are plans in place to reduce the number of MAC's and create four 'super' MAC's each with around 20,000 students. This offers us both a good opportunity to grow whilst also could become a threat, if not handled well.

We have also begun to engage with more senior schools, again with the aim of raising awareness, which in time should produce more regular supporters.

We are also aware that we need to widen our reach to non-Catholic schools and colleges.

We held seven Good Shepherd Masses which were all well attended and underlined how important our relationship with schools is to FHC.

Trust and Statutory Fundraising

Our Trusts and Grants fundraising officer who joined us in November 2022 has settled in well and has brought in significant income for Brushstrokes, Tabor Living and Family Support. Having built up strong links with both Brushstrokes and Tabor, donor pipelines are in place, which are reviewed regularly.

In addition to the work with projects, we are supporting our Family Support department in their effort to reach out to more schools.

Communications and Marketing

We have seen further progress, in developing our Social Media channels, which is key when looking to raise awareness and attract potential donors. We continue to produce short films, promoting and supporting different areas of the organisation.

The department works well with our services and projects and regularly runs targeted campaigns, for Fostering and volunteer recruitment whilst working regularly with St. Catherine's Bungalows regarding recruitment.

We have introduced a new website, which has been very well received. The idea was to make it easily accessible, concentrate on our five main themes, whilst appealing to potential supporters.

FHC is registered with the Fundraising Regulator and is committed to fundraising in accordance with the Code of Fundraising Practice.

Financial review

Financial Results for the year are shown in the Statement of Financial Activities (SoFA).

The SOFA shows that a high proportion of the Society's income is in the form of fees towards the cost of services. Such fees are charged for provision of residential and day care and fostering services. They are paid by local and health authorities and in the case of residential care may be partially or fully paid by private individuals. The fees received for such services do not cover the full cost of provision of the services. The shortfall is met from voluntary income and reserves.

Projects (Origins service and Community based projects) which attract no fee income are supported from the Society's fundraising efforts and investment income.

Staff costs are by far the biggest item of expenditure for the Society. Father Hudson's strives to give residents, clients and service users the highest standard of service and care and relies on the hard work and dedication of its staff for that. It operates in a very competitive environment for staff and therefore offers staff competitive rates of pay and fair leave and sickness benefits. Father Hudson's also offers all staff membership of a pension scheme. All staff undergo a formal induction programme, have regular supervision and staff meetings, and receive staff newsletters.

Inflation is an issue for Father Hudson's with major costs on gas, electricity, water and food continuing to increase. Local Authorities, which are under financial constraints are not generally offering increases in fees in line with headline inflation, and certainly not in line with the specific

inflation incurred with social care projects. Whilst Father Hudson's has made some considerable progress in reducing operating deficits, the present economic climate makes further progress difficult without impacting quality of service which is not acceptable to Father Hudson's.

Father Hudson's has centralised administration functions covering accounting and cash and investments, personnel management, fundraising and estates management.

The SOFA shows net expenditure of £213,426 (2023: net expenditure £11,047) before net gains on investments of £295,756 (2023: loss £417,780). The Society's quoted investments are shown at their market value on 31 March 2024 and are held for the long term to generate income to support the mission of the Society and it is not the intention of Father Hudson's to liquidate them to any significant extent in the short term. Note 18 gives full details of the movements in the assets and liabilities of the Society's pension scheme, in accordance with the disclosure requirements of FRS102. The nature of the assets held by the scheme and the liabilities of the scheme can lead to volatile results. The Scheme closed to future accrual on 31 July 2017. After taking account of actuarial gains of £nil (2023: actuarial gains £1,703,000) the SOFA shows a net increase in funds of £82,330 (2023: net increase £1,274,173).

F.H.S. Projects Ltd, a wholly owned subsidiary company, formed to undertake building development and trading activities, was dormant throughout the year. It has no employees, and the directors receive no remuneration. Its existence continues to be kept under review.

Reserves and Reserves Policy

The Trustees of Father Hudson's have established a reserves policy which reflects the long-term nature of much of the work of the Society. Father Hudson's provides residential care to vulnerable adults, most of whom would expect to stay in the Society's care for the rest of their lives. Additionally, Father Hudson's has a long history of residential care to children and young adults, and of adoption services. This history carries with it an obligation, both legal and moral, to assist those who were in our care, or were adopted, their birth families and adopters to explore their past, learn reasons why decisions were made and increasingly bring parted relatives together. Adoption records must now be kept for a minimum of 100 years and there is an obligation on Father Hudson's to offer a post adoption service to those involved in the adoption process throughout their lives.

The reserves of Father Hudson's are made up of five types of funds:

- Expendable endowment funds.
- Restricted Funds.
- Designated Funds.
- Free reserves.
- Pension Reserve/(Deficit)

The total reserves as at 31 March 2024 were £11,948,154, of which £2,174,063 were restricted and not available for general purposes and £2,210,525 were designated.

Expendable Endowment

Expendable endowment funds comprise the value of lands in Birmingham and Coleshill purchased by Father Hudson for the charitable objects of the Society. When such lands are disposed of, the net proceeds are also held in expendable endowment. Expendable endowment funds are held as capital funds but may be expended at the discretion of the Trustees. The income from the endowments is used to support and develop the activities of the Society.

Restricted Funds

Restricted funds comprise grants or donations made to Father Hudson's for specific purposes. Such funds usually have to be accounted for in detail to the funder and are not available to be spent on anything other than the donor's intention. Restricted funds include donations towards the capital cost of certain assets purchased by the Society. Such funds are transferred to free funds at the same rate as the depreciation on the associated asset.

Designated Funds

Designated funds are funds set aside by the Trustees for specific purposes, or because such funds are unrealised or not capable of being realised in the short term. The property fund is the capital value of property and fixtures held for charitable use by Father Hudson's outside of the endowment fund, and as such is not available for general use. The fair value reserve represents the unrealised revaluation gains on the Society's investments and being unrealised is unavailable for general use.

Free Reserves

Free Reserves are those funds available to meet the day to day needs of the Society's work. The Trustees have decided that given the long-term commitments in the Society's work, the fragility of external funding for some of its projects and the uncertainty of voluntary income and legacies, free reserves should be held for not less than 3 and not more than 6 months expenditure. At the balance sheet date free reserves amounted to £351,599, equivalent to 0.5 months unrestricted expenditure. The trustees have adopted a strategic recovery plan to achieve a balanced budget within the period ending 31 March 2025. The focus of the plan is increasing fee income in the St Joseph's care home following the reopening of the fourth wing and increasing St Catherine's bungalows income through renegotiation of client fees. However unencumbered reserves, for this purpose defined as the sum of the expendable endowment and free reserves amount to £6,432,822 which equates to 8.9 months unrestricted expenditure.

Pension Reserve

The pension reserve/(deficit) represents the surplus/(shortfall) in funding of the Society's Pension Scheme as calculated annually by the scheme actuary in line with the requirements of Reporting Standard FRS102. The valuation is a snapshot on a particular day and can vary significantly from year to year and is sensitive to relatively small changes in interest and discount rates.

Going Concern

After reviewing the Society's budgets and projections, the Trustees have a reasonable expectation that Father Hudson's has adequate resources to continue in operational existence for the foreseeable future. Father Hudson's therefore continues to adopt the going concern basis in preparing the financial statements.

Investments

Father Hudson's has an investment portfolio, the income from which is used to support the work and the administration of the Society. The fund is invested in quoted shares, fixed interest gilts and bonds rated A or higher, property funds and cash. The investment objectives are for a secure level of income together with some capital appreciation in order to maintain the real value of the fund. Evelyn Partners Investment Management LLP manage the portfolio on a discretionary basis. The Trustees have developed a social, environmental and ethical policy for the portfolio. Any investments which do not comply with the policy are divested as market conditions allow. The portfolio is held for the long term, and the Trustees believe that the structure of the portfolio is broadly in balance with its objectives for the long term.

The investment managers use the MSCI WMA Balanced Index as a guideline against which to assess the performance of the portfolio although they are not required to rigidly adhere to the Index. During the year ended 31 March 2024 the portfolio total return was 9.03% and the Index total return was 23.07%. In line with the continuing volatility in global markets during the year, the portfolio returned realised and unrealised gains of £280,756 of which £137,365 were endowment funds and £143,391 were attributable to general funds.

Objectives 2024/25

- To work with the investment managers to minimise the capital risk within the investment portfolio, whilst maximising the income and growth potential.
- To continue the review of internal controls and governance to ensure application of best practice.
- To continue the review of the cost base of Father Hudson's to ensure optimum efficiency in the use of Society funds.

Structure, Governance and Management

Constitution & Governing Document

Father Hudson's is a charitable company limited by guarantee, incorporated on 22 July 1982 and registered as a charity on 15 September 1982, to continue the work started by Father Hudson at the beginning of the 20th Century. It was established under a memorandum of association which established the objects and powers of the organisation and is governed under its articles of association. Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The total number of such guarantees at 31 March 2024 was 14 (2023: 15).

The directors at the date of this report are set out on page 1.

Recruitment, Appointment and Training of Trustees

Nominations for Trustees have been made by existing Trustees and other supporters of the Society. Father Hudson's has also successfully advertised for Trustees to replace retiring Trustees. Appointments are made by the Board with the approval of the President in line with identified skills gaps in the existing Board or through retirement. New Trustees undergo a formal induction, managed by the Chief Executive, into their responsibilities, the varied activities and the ethos of the Society. Professional advice is made available to the Trustees at all times and appropriate trustee training is provided.

Organisational Structure

The Board of Trustees has established sub-committees to examine areas of work in more detail and to advise the executive and report to the full Board. Occasionally the Board delegates specific issues and decisions to sub-committees when deemed appropriate. The Board of Trustees sets the strategic direction of Father Hudson's and approves annual budgets. Implementation and day to day management is delegated to the Chief Executive and through him to the senior management team. The Board constantly reviews its governance structure to ensure that it complies with best practice and is committed to achieving compliance with the Good Governance Code.

Employee Involvement and Employing People with Disabilities

Following on the launch of the new 'Values' statement, which is both an expression of the values that are currently practised and a call for all services to embody them in daily action, the HR department has fully implemented the use of these values in all recruitment processes, including adapting the application form to require applicants to demonstrate their own alignment with these values. Similarly in the interview process the questions asked are grounded in the values and their living out.

The Equality, Diversity and Inclusion staff consultative group continued to meet every three months, facilitated by the Head of the Children and Families' department; membership of the group was widely publicised and was not by appointment. At the set of meetings, the group spoke about the value of having an external Head of equality from CAB present at one of the larger community projects about women in the workplace. One member of the group presented on unconscious bias, sharing the training she had been on and it was noted that one project being awarded the West Midlands making a difference in the community was attended by both staff and volunteers, recognising the contribution of both groups and the importance of volunteers in delivering services. The group designed the EDI section of the staff survey, have continued to review and be part of creating policies such as the menopause policy, and have taken part in both an LGBTQ+ conference and workshop. The group has also reviewed its own constituency and is seeking to achieve a greater balance between managers and frontline staff.

The organisation's EDI statement and strategic EDI action plan which was completed and approved by the Trustees in March 2022 was reviewed in the fourth quarter of the year by the subgroup of trustees overseeing this. There has been an increasing emphasis on ensuring the employee and

service user voice is reported on in all the managers reports to Trustees' subcommittees. The board requires a clear demonstration of 'You said... We did' actions based upon this listening.

A staff engagement was carefully designed and piloted and then made available to all staff electronically and where necessary in paper form in the fourth quarter of the year. A sustained communications campaign accompanied this to encourage all staff to complete it. This lasted for over two months. A 60% return rate was achieved. In this new financial year SMT has committed to analysing the results and particularly to demonstrating actions to be taken in response to what has been learnt.

The HR department has continued to seek to improve our collection of EDI staff data using both electronic and paper means. Out of the 320+ staff, at various times in the year, the completion rate has been as high as 80%.

The Intranet is available to all staff, and this includes a staff suggestion and recommendation form which is being used; any staff suggestions made have been responded to.

Two of the key support functions are directly accessible to staff and regularly used by staff. Staff know that they can contact HR directly and HR know that they have a mediating role within the organisation. Staff use this option. The new PeopleHR software which has replaced the previous mainly paper-based system has had an immediate benefit for staff for a number of reasons, including booking of annual leave in a timely and effective way and immediate and easy access to all policies. Every staff member in the organisation was provided with a work email address. The appointment of the part-time IT support officer which originally was piloted has now been so successful in enabling staff to access information electronically that a full-time post has been created.

The Finance team is regularly contacted directly by staff who know that they are approachable, and that the organisation operates with the limited bureaucracy that is necessary. In an organisation that has so many services and is so geographically dispersed the team operates great flexibility in order to be supportive and responsive to staff, whilst at the same time having to follow strict financial procedures. They have taken a lead in introducing more IT-based communication and payroll activities.

The organisation has committed to providing more financial resource into increasing training in the area of disability in adult care services and safeguarding in community projects. The HR manager leads on the Training coordination across the organisation. The Staff survey scored highly regarding appreciation by staff of the training available and was very positive about respondents' understanding of EDI. Members of SMT have been carefully reviewing the suitability of the online EDI training in order to identify training that now takes into account new legislation concerning matters such as sexual harassment and the requirements newly placed on an organisation in this regard. Whilst the group has been pleased with its achievements it is reviewing the constituency of the group and the challenge of ensuring a greater balance between managers and frontline staff.

The quarterly Managers' meeting has created a greater understanding of each of the services and the small group work in particular has enhanced the sharing of learning and expertise on common issues. EDI continues to feature very strongly in these meetings. At the October meeting the new Chair of the Board participated in two small group sessions to ensure she could meet with all managers and listen to the issues they wish to discuss and share some of her plans. As well as using these meetings to focus on how the listening to staff, volunteers and users of the services is fed back through SMT and to the Board, managers have also been given the opportunity to share how they think FHC assets could be used to benefit the effectiveness of the wider organisation, not only one's particular department. Improving interdepartmental working between staff teams has also been a focus.

In response to staff suggestions concerning sick pay terms and conditions the Board agreed to introduce improved terms and conditions from April 2024. This will be reviewed again.

The Charity does not discriminate against a person with a disability for a reason that relates to their disability or treat them less favourably than a non-disabled person. The Charity remains committed to conducting individual risk assessments for every employee with a disability in order to identify any reasonable adjustments it needs to make in the workplace, or job, in order for the person to contribute fully to the work of the charity.

Relationships with related parties and other charities

Father Hudson's owns 100% of the issued share capital of F.H.S. Projects Ltd, a company registered in England and Wales no. 3720516, whose main activity is the development of property for use by the Society. All profits within F.H.S. Projects Ltd are donated to Father Hudson's under Gift Aid. The company is currently dormant and so consolidated financial statements have not been prepared.

In 2009 the Trustees transferred adoption work to a new independent non-denominational Charity, Family Society – Adoption Focus. This is a completely independent and separate charity. Family Society – Adoption Focus undertakes some adoption support work on behalf of Father Hudson's Society.

Father Hudson's has close relationships with a number of other religious charities with whom it collaborates in the delivery of services in Community based projects. In each case there is a written collaboration agreement.

Governance and Internal Controls

The Trustees are responsible for keeping adequate accounting records which disclose with reasonable accuracy at any time the financial position of Father Hudson's and to enable them to ensure that the financial statements comply with the Companies Act 2006.

They are also responsible for safeguarding the assets of Father Hudson's and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities. The systems of internal control are designed to provide reasonable, but not absolute, assurance against material misstatement or loss. They include:

- A strategic plan and an annual budget approved by the Trustees.
- Regular consideration by the Trustees of the financial results, variances from budgets, non-financial performance indicators and benchmarking reviews.
- Delegation of authority, segregation of duties and formal supervision structures.

Review of Strategic Management 2023/24

Risk assessment review 2023 – 2024 and Management of risk 2024–2025

Introduction

In 2023/24 the Trustees budgeted for an operational loss, using its unrestricted assets, rather than endanger the quality and safety of any service. At the same time, they continued to challenge underfunding Local authority fees especially in the area of disability and invested further in strengthening its fundraising team and diversifying sources of income in its fundraising strategy. The charity has continued to be driven by the mission of Father Hudson's to respond to the impact of increasing poverty on older people and children and families, and support for those on the margins particularly those who are homeless and refugees and asylum seekers. The Trustees were also determined to lessen the impact of high inflationary cost of living pressure by offering better staff remuneration.

Risk Review 2023–2024	Risk at the start of year	Risk at the end of year
Safeguarding children, young people and vulnerable adults The Trustees and SMT Safeguarding Leads group, produced their annual safeguarding report with an improved structure and recommendations for the September Board meeting. New sections on HR safer recruitment practices, and disciplinarys regarding safeguarding were added, as was a section on organizational learning, and one on detailed departmental action plans. The links with the Diocesan safeguarding Lead strengthened and she presented to the Children, Families and Communities' subcommittee and has been invited to present to other key groups. The risk has been increased to moderate, because FHC runs 18 different services for very vulnerable client groups, provided by a large staff team and volunteer team and therefore has to be constantly alert. This applies to both inspected and non- inspected services. The need to provide 'safe' services is greater the more vulnerable the groups supported are. The loss of the previously available 'Educare' training, which was used regularly for volunteers in the community projects places a responsibility on FHC to replace this. The Board identified the increased safeguarding pressures being placed upon projects such as Brushstrokes at the same time as statutory support safeguarding has either reduced, or not kept pace with new risks The four Community Sponsorship schemes Safeguarding Leads continued to receive support from the FHC Children's safeguarding SMT Lead. These government initiated schemes will soon have been completed.	Low/Moderate	Moderate

Risk Review 2023–2024	Risk at the start of year	Risk at the end of year
Financial management –income generation and expenditure control		
During the year the Chair of the Finance, Land and Support services subcommittee retired, and a new Chair was appointed, ensuring a smooth transition. The Board decided to bring forward the budgeting process for the following year, asking the Finance department, CEO and senior managers to produce a draft budget by the end of October, rather than at the February budget meeting. This proved to be very successful and enabled the Trustees and senior managers to focus on those areas where income was more unpredictable and fee income had to be challenged/changed. They decided to retain the February meeting also in order to focus more on these particular areas. In addition, the Board decided to hold two strategy sessions, one in November 2023 and one in January 2024 to agree future plans and any necessary financial underpinning. Again, greater clarity was achieved. To provide greater governance risk management to the Brushstrokes project , in the light of its substantial growth, the Board appointed the Chair of the F,L & SS subcommittee to monitor income and expenditure on a regular basis	Moderate /High	Moderate
Particular services		
St Joseph's – had increased the occupancy in the previous year to an average 52/53 and during this financial year achieved an average occupancy of 55. This was a great achievement .However, it became clear to the Board that financially it would be necessary to continue to increase the fees every six months in order to just break even. This is due to the increasing staffing and other costs. Because the Board has made this decision it has changed the risk to Low. Dayservice – this too has increased its number of service users and financially has covered its costs. Nevertheless, the risk factor has been raised in order to take account of the external environment, where various Local Authorities may reconsider their commitment to this vital service. The period during COVID demonstrated how vital day opportunities are for individuals living with complex needs and their families.	Low/Moderate Low	Low Low /Moderate

Risk Review 2023–2024	Risk at the start of year	Risk at the end of year
St Catherine's—Staffing and recruitment remain key factors in raising the risk assessment. Whilst the Adult care subcommittee has given great attention to ensuring this service receives all the resource and support it needs, it has been decided to increase the risk factor until it is sure the desired outcome is achieved.	Moderate	Moderate /High
New Routes – the concerns of the previous year regarding the challenge of recruiting new team members and more foster carer households has diminished. Successful recruitment has ensured that the full team is in place and three new foster carer households are being assessed. Financially the Trustees expect the service to receive sufficient statutory funding to break even. In the transition to this the Board continues to support the service, which meets a very important need.	Moderate	Low
Family Support in Schools' Service – the service continues to be well valued by the schools who use it. The short-term nature of the contracts with schools makes retaining the excellent staff a real challenge, however with the Team manager's endeavor and extra funding from Father Hudson's a strong staff team is in place. Much work on the contracts with schools and the successful appointment of a new manager and deputy has placed the team in a position where it is possible to reduce the risk factor. Increasing liaison with MACs in the Archdiocese is also a positive factor in this regard.	Moderate/High	Moderate/Low

Risk Review 2023–2024	Risk at the start of year	Risk at the end of year
Tabor Living – last year consideration was given to raising the risk assessment to Moderate, because an ambitious development of the service was in process requiring the securing of very large amounts of capital and revenue funding, doubling of service provision, and moving to a new site. However, the transition was very well managed and financial support for the service was retained and enhanced. This makes it possible to reduce the assessment to Low/Moderate.	Moderate	Low/Moderate
Brushstrokes – this community service has grown so much in recent years that it now features as both one of Father Hudson's most important services in terms of mission, and also one that carries very significant risks. It has nearly 50 staff, a large group of volunteers, a lease on a community centre and an increasing number of service users, whose lives are affected by trauma, poverty and other factors. For this reason, the assessment places the project as having a moderate to high risk. Meticulous planning is in place on the part of the project management team, FHC support services (Finance & HR), its own Management committee, the Children, Families and Communities subcommittee and the Board.	New	Moderate/High
Staff recruitment and retention The Trustees of Father Hudson's and associated charities (where FHC employs the staff) have demonstrated foresight in anticipating necessary increased staff remuneration. Whilst this is unlikely to be equal to the commercial or statutory sector there is a recognition at governance level that what can be done has to be done in a timely way, proactively not reactively. Every effort is made to retain excellent staff. The HR Department in particular has developed new ways of identifying staff views on why they choose this employment, why they remain in it and why on occasion they leave. They have also worked very well interdepartmentally to develop more ways of recruiting, including recruitment fairs, and value-based recruitment. The Trustees again agreed an inflationary increase, (4.23%) for 2024–25, which added to those of the last two years has been appreciated by staff.	Moderate	Moderate

The Board also agreed improved sickness terms and conditions following benchmarking exercises.		
Pension Fund liability —movement within the markets has reduced some of the pressure connected with the liabilities and the scale of the requirement of FHC to contribute to the Pension fund. The risk level has been maintained.	Low/Moderate	Low/Moderate
Data security, including cyber attacks As noted previously, FHC for some years has taken the decision to invest in data security provided via its IT partner, TSG. The risk remains, but the risk level has been reduced to take account of the absence of any successful cyber-attacks this year and the introduction of MFA (Multi Factor Authentication).	Moderate	Low/Moderate
Health and safety The new Estates manager and second member of staff were asked to give a greater focus to Health and safety, and they have given priority to ensuring any subcontractors working on site comply with strict H& S requirements, and this factor also carries considerable weight in the awarding of contracts. He has also focused attention on the Charity's vehicles and their use in terms of risk management procedures.	Moderate	Moderate

Strategic Risk management 2024/2025

The following management actions are in place:

Safeguarding

In the Risk management review safeguarding was highlighted as an area to be prioritised in the coming year due to the growth of services and increased activity, particularly in community projects, where statutory support has been reduced or not kept pace with increased risks. The Trustees and SMT Leads' group is reviewing its Adult and Children's safeguarding policies and has secured the support of two external consultants to aid this process. The Board has agreed extra financial support for community projects (these are mainly funded by external grants that only cover running costs and staff salaries – not training) to ensure safeguarding training is prioritised.

In the light of Educare safeguarding training no longer being available the Head of Community projects will prioritise volunteer training for this particular group. They will also liaise regularly with the Diocesan safeguarding Lead officer on safeguarding matters.

The Board agreed to have an external review of one non inspected service in 2024–25.

Brushstrokes

This community project is a substantial service with multiple funding streams, a staff team of nearly 50 members and an even larger team of volunteers, with responsibility for a large Centre. The Board recognises that this work is vital to the mission of Father Hudson's and has both a national and regional reputation as a successful and proactive service, able to respond to new needs effectively and efficiently.

Although the Trust fundraising, LA and Health contracting and other forms of income generation are remarkably successful and diverse, the Board has needed to use its annual unrestricted fundraising not only to cover all the support costs, but also to use some of its assets to ensure break even for such a large and complex project. Therefore, the Chair of the Finance committee is working with the Head of community projects, the Project service manager and the FHC Finance team to monitor income and expenditure on a monthly basis. Another member of the Board has joined the Brushstrokes management committee in recognition of the growth of this particular project.

St Catherine's – Local Authorities and Health will continue to be challenged with the help of ASC (legal advice support Charity) working with FHC staff and client families to achieve fair fee income.

Following the action plan agreed in the autumn of 2023 a thorough review will be completed by June 2024 to ensure the changes detailed in the action plan are fully embedded. The new Deputy Manager role was created and appointed to, and new recruitment approaches implemented, including Temp to Perm, resulting in better recruitment.

Family Support in Schools' Service – as noted above, the Family support service has restructured with a new manager and deputy. There is a greater focus on financial sustainability and management whilst at the same time marketing the service to other schools and MACs, based upon the high regard it is held in by those schools already involved.

Financial management – the Board took the strategic decision when setting the budget that the Adult care department would break even. In order to support this, it agreed to retain the services of ASC, as FHC continues to negotiate with Local authorities and Health regarding primarily its disability services, especially St Catherine's, but also LA residential fees for St Joseph's.

In addition, services that are statutory funded, such as fostering, are expected to reach break-even within an agreed timescale. Contracts with schools were reviewed in the last financial year to ensure that the charitable subsidy towards the service is controlled and the high inflation of the last few years is taken account of.

Property Management – the focus on Health and Safety remains a key objective. Full staffing in the team will enable the expertise of the manager to be helpful not only on site in Coleshill but also in the various community projects where buildings are leased or rented.

Fundraising – the Fundraising team is aware of the need for increased income in order to sustain particularly the community projects, support funding for the children and families services, and for Origins. Closer links with schools, particularly the MACs, that were created in the previous year, are predicted to result in greater income which will enable the work around the region to be sustained and grow. The department is making more contacts with companies, which is expected to bear fruit in the coming year.

Associated charities – the community projects department has restructured in order to be able to continue to give associated charities support, and substantially increase support for local community groups across the region. This follows a strategic decision by the Board.

The Archdiocese and Father Hudson's – as noted in the previous paragraph the Board has taken a strategic decision to focus on sustaining the large community projects that it has and work on quality standards in these, and at the same time to focus on providing greater support for local communities, through volunteer led local social action. The Community projects Department has restructured in order to support this.

Key Management Personnel Remuneration

The Trustees consider the Senior Management Team, comprising the Principal Staff listed on page 1, as being the key management personnel of Father Hudson's in charge of running and operating the charity on a day-to-day basis. All Trustees give of their time freely and no Trustees' remuneration was paid in the year. Details of Trustees' reimbursed expenses and related party transactions are disclosed in notes 9 and 11 to the financial statements.

Trustees are required to disclose all relevant interests and register them in accordance with the Society's policy and highlight them during discussions where a conflict of interest arises.

The pay of the charity's management team is reviewed annually. The remuneration is benchmarked with other charities of a similar size and activity in the West Midlands area to ensure that the remuneration is fair and not out of line with that paid for similar roles.

Statement of responsibilities of the Trustees

The Trustees (who are also directors of Father Hudson's for the purposes of company law) are responsible for preparing the report of the Trustees' and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

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

The Trustees are responsible for keeping adequate accounting records that 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. 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.

In so far as the Trustees are aware:

- There is no relevant audit information of which the charitable company's auditor is unaware
- The Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in

other jurisdictions.

Auditor

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

The Trustees' annual report which includes the strategic report has been approved by the Trustees on 18 June 2024 and signed on their behalf by

Fionnuala Hegarty
Trustee

Independent auditor's report

To the members of

Father Hudson's Society

Opinion

We have audited the financial statements of Father Hudson's Society (the 'charitable company') for the year ended 31 March 2024 which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- Give a true and fair view of the state of the charitable company's affairs as at 31 March 2024 and of its incoming resources and application of resources, including its income and expenditure for the year then ended
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice
- Have been prepared in accordance with the requirements of the Companies Act 2006

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on Father Hudson's Society's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Independent auditor's report

To the members of

Father Hudson's Society

Other Information

The other information comprises the information included in the trustees' annual report, including the strategic report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- The information given in the trustees' annual report, including the strategic report, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- The trustees' annual report, including the strategic report, has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' annual report including the strategic report. We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- Adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- The financial statements are not in agreement with the accounting records and returns; or
- Certain disclosures of trustees' remuneration specified by law are not made; or
- We have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities set out in the trustees' annual report, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being

Independent auditor's report

To the members of

Father Hudson's Society

satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud are set out below.

Capability of the audit in detecting irregularities

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

- We enquired of management, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:
 - Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
 - Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
 - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
- We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience.
- We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.

Independent auditor's report

To the members of

Father Hudson's Society

- We reviewed any reports made to regulators.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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

Use of our report

This report is made solely to the charitable company's members as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Fleur Holden (Senior statutory auditor)
02 July 2024
for and on behalf of Sayer Vincent LLP, Statutory Auditor
110 Golden Lane, LONDON, EC1Y 0TG

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

For the year ended 31 March 2024

	Note	Endowment £	Restricted £	Unrestricted £	2024 Total £	Endowment £	Restricted £	Unrestricted £	2023 Total £
Income from:									
Donations and legacies	2	-	311,020	286,697	597,717	-	398,141	356,953	755,094
Charitable activities									
Adult Care	3	-	28,747	6,704,145	6,732,892	-	6,591	5,808,416	5,815,007
Family Placement	3	-	-	684,589	684,589	-	-	805,813	805,813
Community projects	3	-	1,922,920	240,181	2,163,101	-	1,710,112	199,485	1,909,597
Other activities	4	-	-	91,526	91,526	-	-	14,306	14,306
Investments	5	73,658	-	262,225	335,883	69,148	-	205,004	274,152
Total income		73,658	2,262,687	8,269,363	10,605,708	69,148	2,114,844	7,389,977	9,573,969
Expenditure on:									
Raising funds	6	-	-	285,332	285,332	-	-	214,378	214,378
Charitable activities									
Adult Care	6	-	60,622	6,772,802	6,833,424	-	69,750	6,179,722	6,249,472
Family Placement	6	-	2,668	947,700	950,368	-	457	979,866	980,323
Community Projects	6	-	2,050,643	699,367	2,750,010	-	1,622,188	518,655	2,140,843
Total expenditure		-	2,113,933	8,705,201	10,819,134	-	1,692,395	7,892,621	9,585,016
Net income /(expenditure) before net gains/(losses) on investments		73,658	148,754	(435,838)	(213,426)	69,148	422,449	(502,644)	(11,047)
Net gains on investment properties	14	-	-	15,000	15,000	-	-	-	-
Net gains/(losses) on investments	15	137,365	-	143,391	280,756	(126,093)	-	(291,687)	(417,780)
Net income/(expenditure) for the year	8	211,023	148,754	(277,447)	82,330	(56,945)	422,449	(794,331)	(428,827)
Transfers between funds	21a	(73,658)	-	73,658	-	(69,148)	-	69,148	-
Net income/(expenditure) before other recognised gains and losses		137,365	148,754	(203,789)	82,330	(126,093)	422,449	(725,183)	(428,827)
Actuarial gains (losses) on defined benefit pension schemes	18	-	-	-	-	-	-	1,703,000	1,703,000
Net movement in funds		137,365	148,754	(203,789)	82,330	(126,093)	422,449	977,817	1,274,173
Reconciliation of funds:									
Total funds brought forward		5,943,858	2,025,309	3,896,657	11,865,824	6,069,951	1,602,860	2,918,840	10,591,651
Total funds carried forward		6,081,223	2,174,063	3,692,868	11,948,154	5,943,858	2,025,309	3,896,657	11,865,824

There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 21 to the financial statements.

Father Hudson's Society

Balance sheet

Company no. 01653388

As at 31 March 2024

	Note	£	2024 £	£	2023 £
Fixed assets:					
Tangible assets	13		4,696,451		4,978,738
Investment properties	14		794,000		779,000
Investments	15		5,555,594		5,288,955
			<u>11,046,045</u>		<u>11,046,693</u>
Current assets:					
Debtors	16	552,011		716,249	
Cash at bank and in hand		1,046,537		797,287	
		<u>1,598,548</u>		<u>1,513,536</u>	
Liabilities:					
Creditors: amounts falling due within one year	17	(696,439)		(637,905)	
			<u>902,109</u>		<u>875,631</u>
Net current assets					
			<u>11,948,154</u>		<u>11,922,324</u>
Net assets excluding pension liability					
Defined benefit pension scheme liability	18		–		(56,500)
Total net assets			<u>11,948,154</u>		<u>11,865,824</u>
The funds of the charity:	21				
Expendable Endowment			6,081,223		5,943,858
Restricted funds			2,174,063		2,025,309
Unrestricted income funds:					
Designated funds		2,210,525		2,324,739	
Fair value reserve		419,968		321,552	
Revaluation reserve		710,776		695,776	
General funds		351,599		611,090	
Pension reserve		–		(56,500)	
		<u></u>	<u>3,692,868</u>	<u></u>	<u>3,896,657</u>
Total unrestricted funds					
Total charity funds			<u>11,948,154</u>		<u>11,865,824</u>

Approved by the trustees on 18 June 2024 and signed on their behalf by

Fionnuala Hegarty
Trustee

Statement of cash flows

For the year ended 31 March 2024

Reconciliation of net income / (expenditure) to net cash flow from operating activities

	2024 £	2023 £
Net income for the reporting period (as per the statement of financial activities)	82,330	1,274,173
Dividends, interest and rent from investments	(335,883)	(274,152)
Depreciation charges	414,126	370,383
(Gains) / Losses on investments	(295,756)	417,780
(Profit) on the disposal of fixed assets	(3,754)	-
FRS102 Pension adjustments (non cash)	12,500	48,000
Actuarial (gains)/losses on investments	-	(1,703,000)
Pension scheme deficit payments	(69,000)	(72,500)
Decrease) in debtors	164,238	12,303
Increase/ (decrease) in creditors	58,534	(12,262)
Net cash provided by operating activities	27,335	60,725

	Note	2024 £	2023 £
Cash flows from operating activities			
Net cash used in operating activities		27,335	60,725
Cash flows from investing activities:			
Dividends, interest and rents from investments	335,883	322,152	
Proceeds from the sale of fixed assets	19,500	-	
Purchase of fixed assets	(147,585)	(581,135)	
Proceeds from sale of investments	390,910	329,822	
Purchase of investments	(455,328)	(497,367)	
Decrease in cash held in listed investments portfolio	78,535	188,907	
Net return on pension scheme	-	(48,000)	
Net cash provided by / (used in) investing activities		221,915	(285,621)
Change in cash and cash equivalents in the year		249,250	(224,896)
Cash and cash equivalents at the beginning of the year		797,287	1,022,183
Cash and cash equivalents at the end of the year		1,046,537	797,287

Analysis of cash and cash equivalents

	At 1 April 2023 £	Cash flows £	Other changes £	At 31 March 2024 £
Cash at bank and in hand	797,287	249,250	-	1,046,537
Total cash and cash equivalents	797,287	249,250	-	1,046,537

1 Accounting policies

a) Statutory information

Father Hudson's Society is a charitable company limited by guarantee and is incorporated in the United Kingdom.

The registered office address and principal place of business is St George's House, Gerards Way, Coleshill, Birmingham B46 3FG.

b) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

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

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

c) Public benefit entity

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

d) Going concern

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

The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

e) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the charity that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

1 Accounting Policies (continued)

f) Donations of gifts, services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item or received the service, any conditions associated with the donation have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), volunteer time is not recognised so refer to the trustees' annual report for more information about their contribution.

On receipt, donated gifts, professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

g) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

h) Fund accounting

Expendable endowment funds are funds realised from the disposal of assets purchased for the Society by its founder Mgr George Hudson from funds raised by public subscription.

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

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

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

i) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds relate to the costs incurred by the charitable company in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose
- Expenditure on charitable activities includes the costs of delivering services undertaken to further the purposes of the charity and their associated support costs
- Other expenditure represents those items not falling into any other heading

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

1 Accounting Policies (continued)

j) Allocation of support costs

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

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

● Adult Care	55%
● Family Placement	16%
● Community Projects	16%

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

- k) Grants payable** are made to third parties in furtherance of the charity's objects. Single or multi-year grants are accounted for when either the recipient has a reasonable expectation that they will receive a grant and the trustees have agreed to pay the grant without condition, or the recipient has a reasonable expectation that they will receive a grant and that any condition attaching to the grant is outside of the control of the charity.

Provisions for grants are made when the intention to make a grant has been communicated to the recipient but there is uncertainty about either the timing of the grant or the amount of grant payable.

l) Operating leases

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

m) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £1,000. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use. Major components are treated as a separate asset where they have significantly different patterns of consumption of economic benefits and are depreciated separately over its useful life.

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

● Land (no depreciation)		
● Buildings	3%	
● Leasehold improvements	6.67%	(life of lease)
● Motor Vehicles	12.5 – 25%	
● Computers	20%	
● Fixtures, Fittings and Equipment	10 – 25%	

n) Investment properties

Investment properties are measured initially at cost and subsequently included in the balance sheet at fair value. Investment properties are not depreciated. Any change in fair value is recognised in the statement of financial activities and any excess of fair value over the historic cost of the investments will be shown as a revaluation reserve in the balance sheet. The valuation method used to determine fair value will be stated in the notes to the accounts.

1 Accounting Policies (continued)

o) Listed investments

Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price. Any change in fair value will be recognised in the statement of financial activities and any excess of fair value over the historic cost of the investments will be shown as a fair value reserve in the balance sheet. Investment gains and losses, whether realised or unrealised, are combined and shown in the heading 'Net gains/(losses) on investments' in the statement of financial activities. The charity does not acquire put options, derivatives or other complex financial instruments.

p) Investments in subsidiaries

Investments in subsidiaries are at cost. FHS Projects Limited, a wholly owned subsidiary was dormant for the year and so consolidated accounts were not needed.

q) Debtors

Trade and other debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid.

r) Cash at bank and in hand

Cash at bank and cash in hand includes cash. Cash balances exclude any funds held on behalf of service users.

s) Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

t) Financial instruments

With the exception of the defined benefit pension liability, the charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value. Non-basic financial instruments are measured at fair value with any gain or loss going to the statement of financial activities. Full details of the non-basic financial instruments are given in the financial instruments note.

u) Pensions

The society operates a defined benefit pension scheme. The cost of providing pension and related benefits is charged to the SOFA over the employees' service lives on the basis of a constant percentage of earnings which is an estimate of the regular cost. Variations from regular cost, arising from periodic actuarial valuations are allocated over the expected remaining service lives of current employees on the basis of a constant percentage of current and estimated future earnings. Any difference between the charge to the SOFA and the contributions payable to the scheme is shown as an asset or liability in the balance sheet.

Contributions payable on behalf of employees to money purchase pension schemes are charged to the Statement of Financial Activities as they become payable.

Notes to the financial statements

For the year ended 31 March 2024

2 Income from donations and legacies

	Restricted £	Unrestricted £	2024 Total £	Restricted £	Unrestricted £	2023 Total £
Restricted donations	303,101	–	303,101	392,451	–	392,451
Legacies	–	84,453	84,453	–	43,818	43,818
Schools	–	33,618	33,618	–	42,755	42,755
Parishes	–	47,074	47,074	–	39,573	39,573
Other Donations	–	113,892	113,892	–	218,895	218,895
Tax Recoverable	7,919	7,660	15,579	5,690	11,912	17,602
	311,020	286,697	597,717	398,141	356,953	755,094

3 Income from charitable activities

	Restricted £	Unrestricted £	2024 Total £	Restricted £	Unrestricted £	2023 Total £
Local Authority	–	4,364,277	4,364,277	–	3,972,745	3,972,745
Private	28,747	2,339,868	2,368,615	6,591	1,835,671	1,842,262
Sub-total for Adult Care	28,747	6,704,145	6,732,892	6,591	5,808,416	5,815,007
Local Authority	–	684,589	684,589	–	805,813	805,813
Sub-total for Family Placement	–	684,589	684,589	–	805,813	805,813
Other Charities	236,794	27,072	263,866	188,868	25,000	213,868
Grants	1,686,126	–	1,686,126	1,521,244	–	1,521,244
Schools	–	213,109	213,109	–	174,485	174,485
Sub-total for Community Based Projects	1,922,920	240,181	2,163,101	1,710,112	199,485	1,909,597
Total income from charitable activities	1,951,667	7,628,915	9,580,582	1,716,703	6,813,714	8,530,417

4 Income from other activities

	Restricted £	Unrestricted £	2024 Total £	Restricted £	Unrestricted £	2023 Total £
● Costs of generating voluntary income	–	–	–	–	–	–
Land option fee	–	61,196	61,196	–	–	–
Administration Charges	–	26,576	26,576	–	14,306	14,306
	–	3,754	3,754	–	–	–
Total income from other activities	–	91,526	91,526	–	14,306	14,306

5 Income from investments

	Endowment £	Unrestricted £	2024 Total £	Endowment £	Unrestricted £	2023 Total £
Income from UK listed Investments	73,658	125,247	198,905	69,148	122,003	191,151
Interest receivable	–	12,184	12,184	–	2,216	2,216
Net return on pension scheme	–	–	–	–	(48,000)	(48,000)
Rental Income	–	124,794	124,794	–	128,785	128,785
Total income from investments	73,658	262,225	335,883	69,148	205,004	274,152

6a Analysis of expenditure (current year)

	Charitable activities						2024 Total £	2023 Total £
	Cost of raising funds £	Adult Care £	Family Placement £	Community Based Projects £	Support Costs £	Governance Costs £		
Staff costs (Note 9)	144,507	3,909,461	277,259	1,827,934	700,153	–	6,859,314	6,068,613
Client Costs	73	343,654	378,899	231,950	4,682	–	959,258	870,515
Property Costs	33,208	680,316	33,101	242,955	142,957	–	1,132,537	1,072,722
Publicity Costs	25,898	2,837	930	813	12	–	30,490	17,438
Agency Costs		625,587	6,864	537	11,395	–	644,383	455,060
Travel Costs	4,597	51,337	7,332	23,731	6,490	–	93,487	85,085
Professional Fees	582	73,124	6,072	67,956	71,108	17,911	236,753	195,573
Other Direct Costs	15,786	166,589	26,169	105,318	113,130	6,785	433,777	435,128
Depreciation	–	325,177	7,304	32,491	48,643	–	413,615	370,382
Audit Fee	–	–	–	–	–	15,520	15,520	14,500
	224,651	6,178,082	743,930	2,533,685	1,098,570	40,216	10,819,134	9,585,016
Support costs	52,731	581,144	181,264	191,151	(1,098,570)	92,280		–
Governance costs	7,950	74,198	25,174	25,174	–	(132,496)	–	–
Total expenditure 2024	285,332	6,833,424	950,368	2,750,010	–	–	10,819,134	–
Total expenditure 2023	214,378	6,249,472	980,323	2,140,843	–	–	9,585,016	

6b Analysis of expenditure (prior year)

	Charitable activities						
	Cost of raising funds £	Adult Care £	Family Placement £	Community Based Projects £	Support Costs £	Governance Costs £	2023 Total £
Staff costs (Note 9)	103,582	3,715,040	260,535	1,428,797	560,659	–	6,068,613
Client Costs	142	281,205	439,463	146,237	3,468	–	870,515
Property Costs	27,428	669,350	33,026	175,629	167,289	–	1,072,722
Publicity Costs	13,435	3,454	299	250	–	–	17,438
Agency Costs	–	437,772	11,202	4,175	1,911	–	455,060
Travel Costs	2,281	43,534	9,660	20,211	9,399	–	85,085
Professional Fees	30	33,437	5,426	72,697	62,550	21,433	195,573
Other Direct Costs	13,556	164,960	32,478	100,793	116,556	6,785	435,128
Depreciation	–	319,019	4,894	–	46,469	–	370,382
Audit Fee	–	–	–	–	–	14,500	14,500
	160,454	5,667,771	796,983	1,948,789	968,301	42,718	9,585,016
Support costs	46,479	512,231	159,770	168,484	(968,301)	81,337	–
Governance costs	7,445	69,470	23,570	23,570	–	(124,055)	–
Total expenditure 2023	214,378	6,249,472	980,323	2,140,843	–	–	9,585,016

Notes to the financial statements

For the year ended 31 March 2024

7a Grant making and support for other charities (current year)

	Support costs £	2024 £
Cost		
Hope Community Project	30,790	30,790
Sanctuary	30,017	30,017
Maryvale	21,888	21,888
Total gift in kind in the year	82,695	82,695

£nil cash grants were made in the year (2023: £nil). The gift in kind comprises allocated support costs.

7b Grant making and support for other charities (prior year)

	Support costs £	2023 £
Cost		
Hope Community Project	27,594	27,594
Sanctuary	15,954	15,954
Maryvale	17,997	17,997
Total gift in kind in the year	61,545	61,545

8 Net income / (expenditure) for the year

This is stated after charging / (crediting):

	2024 £	2023 £
Depreciation	414,126	370,383
Profit on disposal of fixed assets	3,754	-
Operating lease rentals:		
• Other	98,683	46,666
Auditor's remuneration (excluding VAT):		96,380
Audit	15,520	14,500

Notes to the financial statements

For the year ended 31 March 2024

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

Staff costs were as follows:

	2024 £	2023 £
Salaries and wages	6,080,975	5,404,173
Redundancy and termination costs	10,986	–
Social security costs	456,867	407,009
Employer's contribution to defined contribution pension scheme	297,986	257,431
Employer's contribution to defined benefit pension scheme	12,500	–
	6,859,314	6,068,613

Redundancy and termination costs paid and settled in the year were £10,986 (2023: £nil). The redundancy and termination costs accrued at the balance sheet date were £nil (2023: £nil).

The following number of employees received employee benefits (excluding employer's national insurance and employer pension costs) during the year between:

	2024 No.	2023 No.
£80,000 – £89,999	1	–
£70,000 – £79,999	–	1

The total employee benefits including employer's national insurance and pension contributions of the key management personnel were £484,376 (2023: £431,595).

The charity trustees were not paid nor received any other benefits from employment with the charity in the year (2023: £nil). No charity trustee received payment for professional or other services supplied to the charity (2023: £nil).

Trustees' expenses represents the payment or reimbursement of travel and subsistence costs totalling £99 (2023: £nil).

10 Staff numbers

The average number of employees (head count based on number of staff employed) during the year was as follows:

	2024 No.	2023 No.
Raising funds	6	4
Adult Care	210	209
Family Placement	7	7
Community projects including schools	83	70
Support	19	17
Governance	2	2
	327	309

Notes to the financial statements

For the year ended 31 March 2024

11 Related party transactions

Aggregate donations from related parties were £49,000 all of which was received from Birmingham Diocesan Trust (2023: £70,429). The Trust also gave a capital grant of £nil (2023: £70,429) in support of the Tabor Living 2 project.

The President of the Society, the Most Rev. Bernard Longley, is a trustee of Birmingham Diocesan Trust (registered charity number 234216). During the year, the Trust paid for residential care for sick and retired priests in St Joseph's Care Home amounting to £132,824 (2023: £110,660). The balance at the year end was £nil (2023: £nil) due to the Society.

Mrs Joanne Watters, Chief Executive, is a trustee of Hope Community Project (registered charity number 1139362). During the year the Society made a donation of £nil (2023: £nil) to the Project and provided support services in kind to the value of £30,790 (2023: £29,594) for which payment of £6,000 was received (2023: £2,000). The balance at the year end was £nil (2023: £8,726).

The Society is a corporate trustee of Maryvale Community Project (registered charity number 1147691). During the year the Society provided support services in kind to the Project to the value of £21,888 (2023: £17,997). The balance at the year end was £12,007 (2023: £nil).

12 Taxation

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

13 Tangible fixed assets

	Freehold property £	Leasehold property £	Leasehold improvements £	Fixtures and Fittings £	Computer equipment £	Motor vehicles £	Total £
Cost							
At the start of the year	7,066,464	151,716	487,366	1,076,491	111,777	294,260	9,188,074
Additions in year	105,577	–	–	18,180	11,328	12,500	147,585
Disposals in year	–	–	–	(4,146)	–	(28,995)	(33,141)
At the end of the year	<u>7,172,041</u>	<u>151,716</u>	<u>487,366</u>	<u>1,090,525</u>	<u>123,105</u>	<u>277,765</u>	<u>9,302,518</u>
Depreciation							
At the start of the year	3,429,712	15,552	–	548,815	70,724	144,533	4,209,336
Charge for the year	211,903	4,552	32,491	108,165	25,313	31,702	414,126
Eliminated on disposal	–	–	–	(4,146)	–	(13,249)	(17,395)
At the end of the year	<u>3,641,615</u>	<u>20,104</u>	<u>32,491</u>	<u>652,834</u>	<u>96,037</u>	<u>162,986</u>	<u>4,606,067</u>
Net book value							
At the end of the year	<u>3,530,426</u>	<u>131,612</u>	<u>454,875</u>	<u>437,691</u>	<u>27,068</u>	<u>114,779</u>	<u>4,696,451</u>
At the start of the year	<u>3,636,752</u>	<u>136,164</u>	<u>487,366</u>	<u>527,676</u>	<u>41,053</u>	<u>149,727</u>	<u>4,978,738</u>

Land with a value of £31,000 (2023: £31,000) is included within freehold property and not depreciated.

All of the above assets are used for charitable purposes.

Notes to the financial statements

For the year ended 31 March 2024

14 Investment properties

	2024 £	2023 £
Fair value at the start of the year	779,000	779,000
Revaluation during the year	15,000	–
Fair value at the end of the year	<u>794,000</u>	<u>779,000</u>

The investment properties were last valued on an open market (assuming vacant possession) or investment basis by ehB Reeves Chartered Surveyors as at 31 March 2024. The trustees have reviewed the ehB Reeves valuation and are of the opinion that this represents fair value as at 31 March 2024.

15 Listed investments

	2024 £	2023 £
Fair value at the start of the year	5,157,168	5,407,403
Additions at cost	455,328	497,367
Disposal proceeds	(390,910)	(329,822)
Net gain / (loss) on change in fair value	280,756	(417,780)
	<u>5,502,342</u>	<u>5,157,168</u>
Cash held by investment broker pending reinvestment	53,250	131,785
Fair value at the end of the year	<u>5,555,592</u>	<u>5,288,953</u>

Investments comprise:

	2024 £	2023 £
UK Collective Funds	1,778,903	1,624,227
Shares listed on the London Stock Exchange	2,301,327	2,366,230
Fixed Interest	608,581	407,259
Property Funds	202,272	216,252
Overseas equities	611,259	543,200
Cash	53,250	131,785
	<u>5,555,592</u>	<u>5,288,953</u>

Shares in group undertaking

	2024 £	2023 £
Cost at 1 April 2023 and 31 March 2024	<u>2</u>	<u>2</u>

The Society owns 100% of the issued share capital of F.H.S. Projects Limited. The company was dormant during the current and previous financial years.

16 Debtors

	2024 £	2023 £
Trade debtors	421,780	370,924
Accrued income	36,237	228,936
Prepayments	93,994	116,389
	<u>552,011</u>	<u>716,249</u>

Notes to the financial statements

For the year ended 31 March 2024

17 Creditors: amounts falling due within one year

	2024 £	2023 £
Trade creditors	299,760	212,330
Taxation and social security	106,513	97,208
Accruals	290,166	328,367
	696,439	637,905

18 Pension Scheme

The charity operates a defined benefit scheme in the UK which closed to future accrual on 31st July 2017. The assets are held separately from those of the group, being invested in managed funds with insurance companies. Contributions to the scheme are charged to the statement of financial activities so as to spread the cost of pensions over employees' working lives with the company. The contributions are determined by a qualified Actuary on the basis of triennial valuations using the projected unit method.

The most recent full actuarial valuation was carried out at 1 August 2022 by a qualified independent actuary. The actuarial value (using the Statutory Funding Objective) amounted to £6,227,000 at that date. Scheme assets were 90% of that figure. The Scheme trustees and the Society have agreed a Recovery Plan which targets the funding shortfall at its date of signing, 25 May 2023. At this date the Scheme's funding position had improved and the deficit had reduced to £69,000. The Recovery Plan aims to clear the deficit with a single payment of £69,000 by 30 June 2023.

At the year end 31 March 2024, the Society's defined benefit pension scheme was valued for accounting purposes as an asset with a value of £102,000. The Society follows accounting standard FRS102. By virtue of this accounting standard, an entity should recognise an asset in a defined benefit pension scheme only to the extent that it is able to recover the surplus either through reduced contributions in the future or through refunds from the Scheme. Any potential reduction in contributions to the Scheme is not likely until the next triennial valuation as at 01 August 2025 and no refund of contributions can be considered until the Scheme is wound up. As such the valuation of the Scheme asset has been capped at £nil.

Until 31st July 2017 contributions were paid at 13.4% of pensionable pay and employee members contributed 8% of pensionable pay. The charity continues to pay all costs of running the Scheme.

The assumptions which have the most significant effect on the results of the valuation are those relating to the rate of return on investments and the rate of increase in salaries and pensions. It was assumed that:

- The rate of return on the Scheme's assets will be 4.70% (4.75%) p.a.
- The rate of return appropriate for determining the cost of pensions once in payment will be 4.70% (2.85%) p.a.
- The rate of future pensionable salary increases (both from inflation and promotion) will be 3.2% (3.35%) p.a.
- Mortality will be in line with appropriate mortality tables. There will be no withdrawals of membership in service.
- Limited Price Indexation (LPI) in payment subject to a minimum of 3% p.a. will average 3.20% (3.35%) p.a.
- Members will commute 25% (25%) of their pension at retirement.

The employer's contribution for the period was £114,000 (including deficit contributions of £69,000 (2023: £117,545 including deficit contributions £72,500)).

The employee benefit obligations recognised in the balance sheet are as follows:

	2024 £'000	2023 £'000
Present value of funded obligations	(5,416)	(5,252)
Fair value of plan assets	5,518	5,195
	102	(57)

18 Pension Scheme (continued)

Amounts in the balance sheet

	2024 £'000	2023 £'000
Liabilities	(5,416)	(5,252)
Assets	5,518	5,195
Movement in irrecoverable surplus	(102)	-
Net asset/(Liability)	-	(57)

Amounts recognised in net income\ (expenditure) are as follows:

	2024 £'000	2023 £'000
Current service cost	-	-
Interest on obligation	(247)	(209)
Expected return on plan assets	246	161
Total	(1)	(48)
Actual return on plan assets	358	607

Changes in the present value of the defined benefit obligation are as follows:

	2024 £'000	2023 £'000
Opening defined benefit obligation	5,252	7,658
Interest cost	247	209
Actuarial gains	21	(2,471)
Benefits paid	(104)	(144)
Closing defined benefit obligation	5,416	5,252

Changes in the fair value of plan assets are as follows:

	2024 £'000	2023 £'000
Opening fair value of plan assets	5,195	5,874
Expected return	246	161
Actuarial gains	112	(768)
Employer contributions	69	72
Benefits paid	(104)	(144)
	5,518	5,195

The major categories of plan assets as a percentage of total plan assets are as follows:

	2024 %	2023 %
Equities	55	51
Bonds	41	44
Property	2	4
Cash	2	1

Notes to the financial statements

For the year ended 31 March 2024

18 Pension Scheme (continued)

Principal actuarial assumptions at the balance sheet date (expressed as weighted averages):

	2024	2023
Discount rate at the end of the year	4.70%	4.75%
Expected return on plan assets at the end of the year	4.70%	4.90%
Future salary increases	0.00%	0.00%
Future pension increases	3.20%	3.35%

Amounts for the current and previous four periods are as follows:

	2024 £'000	2023 £'000	2022 £'000	2021 £'000	2020 £'000
Defined benefit obligation	(5,416)	(5,252)	(7,658)	(8,212)	(6,872)
Plan assets	5,518	5,195	5,874	5,503	4,573
Surplus/(Deficit)	102	(57)	(1,784)	(2,709)	-
Experience adjustments on plan liabilities	(132)	210	(69)	39	33
Experience adjustments on plan assets	112	(768)	308	899	(682)

19 Financial instruments

	2024 £	2023 £
Financial assets measured at fair value through profit and loss		
Investments	5,502,342	5,157,168
Financial liabilities measured at fair value through profit or loss		
Defined pension scheme liability	-	56,500

20a Analysis of net assets between funds (current year)

	Endowment funds £	Restricted funds £	Unrestricted funds £	Total funds £
Tangible fixed assets	3,610,524	1,085,927	–	4,696,451
Investment properties	–	–	794,000	794,000
Investments	2,462,601	–	3,092,993	5,555,594
Net current assets	8,098	1,088,136	(194,125)	902,109
Defined benefit pension liability	–	–	–	–
Net assets at 31 March 2024	6,081,223	2,174,063	3,692,868	11,948,154

20b Analysis of net assets between funds (prior year)

	Endowment funds £	Restricted funds £	Unrestricted funds £	Total funds £
Tangible fixed assets	3,621,665	1,175,742	181,331	4,978,738
Investment properties	–	–	779,000	779,000
Investments	2,322,193	–	2,966,762	5,288,955
Net current assets	–	849,567	26,064	875,631
Defined benefit pension liability	–	–	(56,500)	(56,500)
Net assets at 1 April 2023	5,943,858	2,025,309	3,896,657	11,865,824

21a Movements in funds (current year)

	At the start of the year £	Income and gains £	Expenditure and losses £	Transfers £	At the end of the year £
Expendable Endowment	5,943,858	211,023	–	(73,658)	6,081,223
Restricted funds:					
Capital					
St Joseph's Care Home	688,376	–	(57,324)	–	631,052
Ishelter/ Tabor 2	487,366	–	(32,491)	–	454,875
Income					
Hope Community project	–	108,080	(108,080)	–	–
Brushstrokes	508,246	1,309,760	(1,177,752)	–	640,254
Brushstrokes – Lottery	56,884	122,643	(120,523)	–	59,004
Day Service	14,838	–	(2,887)	–	11,951
Fatima House	27,015	36,771	(37,697)	–	26,089
Tabor House	20,040	432,262	(303,478)	–	148,824
North Staffs YAH	115,475	93,306	(93,651)	–	115,130
Ukraine	25,423	–	(18,647)	–	6,776
The Sanctuary	–	108,586	(108,586)	–	–
Maryvale	–	20,128	(20,128)	–	–
Other	81,646	31,151	(32,689)	–	80,108
Total restricted funds	2,025,309	2,262,687	(2,113,933)	–	2,174,063
Unrestricted funds:					
Designated funds					
Capital Funds					
Property Fund	2,222,555	–	–	(72,851)	2,149,704
Income Funds					
Helena Woolley Fund	102,184	–	(41,363)	–	60,821
Total designated funds	2,324,739	–	(41,363)	(72,851)	2,210,525
Fair value reserve	321,552	–	–	98,416	419,968
Revaluation reserve	695,776	–	–	15,000	710,776
General funds	611,090	8,427,754	(8,663,838)	(23,407)	351,599
Total unrestricted funds	3,953,157	8,427,754	(8,705,201)	17,158	3,692,868
Pension reserve	(56,500)	–	–	56,500	–
Total funds including pension fund	11,865,824	10,901,464	(10,819,134)	–	11,948,154

Transfers

Expendable Endowment

The transfer of £73,658 (2023: £69,148) to general funds comprises income arising on Expendable Endowment listed investments.

Property Fund

The transfer (out of) into the fund is the amount required so that the balance equals the net book value of adult care freehold and leasehold buildings and fixtures and fittings less the St Joseph's Care home capital fund.

Fair Value Reserve

The transfer (out of) into the fund is the amount required so that the balance at the end of the year equals the value of unrealised gains in the portfolio of listed investments.

Pension Reserve

The transfer of £56,500 (2023: £72,500) represents deficit payments made in the year.

21b Movements in funds (prior year)

	At the start of the year £	Income & gains £	Expenditure & losses £	Transfers £	At the end of the year £
Expendable Endowment	6,069,951	69,148	(126,093)	(69,148)	5,943,858
Restricted funds:					
Capital					
St Joseph's Care Home	745,700	–	(57,324)	–	688,376
Ishelter/ Tabor 2	–	487,366	–	–	487,366
Income					
Hope Community project	–	85,735	(85,735)	–	0
Brushstrokes	487,741	945,546	(925,041)	–	508,246
Brushstrokes – Lottery	56,899	124,806	(124,821)	–	56,884
Day Service	17,988	–	(3,150)	–	14,838
Fatima House	48,009	18,877	(39,871)	–	27,015
Tabor House	57,991	192,575	(230,526)	–	20,040
North Staffs YAH	79,811	101,037	(65,373)	–	115,475
Ukraine	9,661	41,343	(25,581)	–	25,423
The Sanctuary	–	92,272	(92,272)	–	–
Maryvale	–	18,276	(18,276)	–	–
Other	99,060	7,011	(24,425)	–	81,646
Total restricted funds	1,602,860	2,114,845	(1,692,395)	–	2,025,308
Unrestricted funds:					
Designated funds					
Capital Funds					
Property Fund	2,386,283	–	–	(163,728)	2,222,555
Income Funds					
Helena Woolley Fund	152,607	–	(50,423)	–	102,184
Total designated funds	2,538,890	–	(50,423)	(163,728)	2,324,739
Fair value reserve	629,428	–	–	(307,876)	321,552
Revaluation reserve	695,776	–	–	–	695,776
General funds	838,746	7,389,977	(8,085,885)	468,252	611,090
Total unrestricted funds	4,702,840	7,389,977	(8,136,308)	160,376	3,953,157
Pension reserve	(1,784,000)	1,703,000	(48,000)	72,500	(56,500)
Total funds including pension fund	10,591,651	11,276,970	(10,002,797)	–	11,865,823

Purposes of expendable endowment

Expendable endowment funds comprise the value of land in Birmingham and Coleshill purchased by Father Hudson for the charitable objects of the Society. When such lands are disposed of, the net proceeds are also held in expendable endowment. The funds are held as capital funds but may be expended at the discretion of the trustees. The income from the fund is used to support and develop the activities of the Society.

21b Movements in funds (continued)

Purposes of restricted funds

Capital Funds

Capital funds comprise grants/donations towards the costs of fixed assets to be used by the Society for its charitable purposes. Such income may not be treated as a deduction from the capital cost, therefore the depreciation on the underlying asset is treated as restricted expenditure.

St Josephs Care Home

This fund represents grants and donations towards the building of St Joseph's Care Home for older people and people with dementia. At 31 March 2024 costs of £3,318,826 (2023: £3,318,826) have been incurred and capitalised.

IShelter / Tabor 2

This fund represents grants and donations towards the costs of converting St Catherine's of Sienna Church for the Tabor Living 2 project. At 31 March 2024 costs of £487,366 (2023: £487,366) have been incurred and capitalised.

Income Funds

These funds are in receipt of grants to assist in the development of these projects.

Purposes of designated funds

Capital Funds

The Property Fund represents the book value of land, buildings and fixtures (less any associated restricted funds) currently held or in construction for charity use. The funds are therefore unavailable for other use.

Revaluation Reserve

The unrealised revaluation gains on investment properties represent the difference in valuation and book cost and being unrealised are not available for use.

Fair Value Reserve

The unrealised gains on investments fund represent the gains in value of investments over book cost, which being unrealised are not available for use.

Income Funds

Helena Woolley Fund – this fund is used to support service development and business sustainability initiatives.

The pension reserve represents the deficit as calculated under FRS102.

22 Operating lease commitments

The charity's total future minimum lease payments under non-cancellable operating leases is as follows for each of the following periods:

	Property 2024 £	2023 £	Equipment 2024 £	2023 £
Less than one year	75,135	46,667	91,237	98,683
One to six years	311,878	41,667	–	98,683
	387,013	88,334	91,237	197,366

23 Capital commitments

At 31 March 2024, approved and contracted capital commitments amounted to £nil (2023: £100,000) which was funded from a combination of restricted and general funds

24 Legal status of the charity

The charity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to £1.

Accounts

Company number: 01653388

Charity number: 512992

Father Hudson's Society

Report and financial statements

For the year ended 31 March 2023

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For the year ended 31 March 2023

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Father Hudson's Society

Reference and administrative information

For the year ended 31 March 2023

Father Hudson's Care is a working name of Father Hudson's Society.

Company number 01653388
Country of incorporation United Kingdom

Charity number 512992
Country of registration England & Wales

Registered office and operational address St George's House
Gerards Way
Coleshill
BIRMINGHAM
B46 3FG

President Most Rev. Bernard Longley

Trustees Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:

Mr Kevin Caffrey MBE	Chair	4
Mrs Anne Plummer	Vice Chair	3, 4
Mrs Gail Brown		1
Mr Brian Basford		1, 4
Mrs Julia Fitzsimons		2,4
Rev. Michael Gamble		2
Rev. Kevin Kavanagh		3
Mr Peter Deeley		1
Ms Jessica Moore		2
Ms Fionnuala Hegarty		3
Mr Brendan Clifford		2
Mr David Craig		1
Sir Peter Fahy		3
Ms Jane Wilton		3
Mrs Julia Greensall	(Appointed 10 November 2022)	2

1. Member of Finance, Land and Support Services sub-committee
2. Member of Adult Care sub-committee
3. Member of Children and Families sub-committee
4. Member of Monitoring and Review sub-committee

Reference and administrative information

For the year ended 31 March 2023

Key management personnel	Mr Andrew Quinn	Company Secretary/Chief Executive
	Mr Noel Stubbs	Financial Controller
	Mr Kevin Hateley	Fundraising, Communications and Marketing Manager
	Mrs Joanne Walthew	Fostering Service Manager
	Mrs Hardeep Brayna	Human Resources Manager
	Mrs Joanne Watters	Head of Community Projects
	Mr Edward Brown	Head of Adult Care
Bankers	Lloyds Bank plc 3 Maple Walk Chelmsley Wood B37 5TS	
Solicitors	Gateley Legal One Eleven Edmund Street BIRMINGHAM B3 2HJ	
Investment advisors	Evelyn Partners 3 rd Floor, 9 Colmore Row BIRMINGHAM B3 2BJ	
Property advisors	ehB Reeves Somerset House Clarendon Place Leamington Spa CV32 5QN	
	Howkins & Harrison 7 – 11 Albert Street Rugby CV21 2RX	
Auditor	Sayer Vincent LLP Chartered Accountants and Statutory Auditor Invicta House 108–114 Golden Lane LONDON EC1Y 0TL	

The Trustees present their report and financial statements for the year ended 31 March 2023. The Reference and Administrative details on pages 1 and 2 form part of this report.

The statements appear in the format required by the Statement of Recommended Practice, Accounting and Reporting by Charities applicable to charities preparing their accounts in accordance with FRS102. The report and statements also comply with the Companies Act 2006 as Father Hudson's was incorporated by guarantee on 22 July 1982, to continue the work started by Father Hudson at the beginning of the 20th Century. It was established under a memorandum of association which established the objects and powers of the organisation and is governed under its articles of association. The Trustees' annual report meets the requirements of a directors' report as required by company law.

Review of planned activities and principal achievements for the year

Objectives and activities

Father Hudson's main objectives include: the relief of financial hardship and suffering, relief of sickness and preservation of health, and the advancement and the promotion of the support, relief and care of children and young people without families able to care for them, or who are in trouble or at risk, elderly people and their carers, people with disabilities, and individuals, families, communities and groups who are in need.

The Trustees review the aims, objectives and activities of the charity each year. This report looks at what the charity has achieved and the outcomes of its work within the last twelve months. The Trustees report the success of each key activity and the benefits the charity has brought to those groups of people that it is set up to help. The review also helps the Trustees ensure the charity's aims, objectives and activities remained focused on its stated purposes.

Public benefit

The Trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning its future activities. In particular, the Trustees consider how planned activities will contribute to the aims and objectives that have been set.

The objects are met through a variety of activities which are summarised below. Each activity, the beneficiaries and the public benefit are discussed in greater detail further in the report.

Adult Care

- St Joseph's Home for older people and those with dementia
- St Catherine's Bungalows for adults with multiple disabilities
- St Catherine's Day Services for adults with multiple disabilities
- Domiciliary Care Services and supported living services for adults with learning disabilities

Children and Families

- New Routes – a registered fostering agency
- Family Support projects based in school communities
- Origins – a service to former child residents and adopted adults and birth families (a registered Adoption Support Agency)

Community Projects

Within Father Hudson's Care (FHC)

- Brushstrokes
- Young at Heart project
- Tabor Living
- Fatima House
- Sophia House
- Ukraine Refugees Hosting Project

Supporting other Charities & projects

- Hope Community Project – a registered charity serving the Heath Town area of Wolverhampton
- Maryvale Community Project – a registered charity providing services to older people and adults who have disabilities
- St Chad's Sanctuary – a registered CIO providing support to asylum seekers and refugees in Central Birmingham
- Lead Sponsor for Community Sponsorship – Refugee Resettlement Schemes in Warwick, Rugeley, Derby and Birmingham.
- Assisting other projects/charities with management/governance support including registered charity Heart of Tamworth and administration for Caritas AoB.

Objectives and Strategies

Father Hudson's has a three-tier format for setting its objectives and devising the strategies and activities to meet those objectives:

- A long-term vision document of the future of Father Hudson's "From one millennium to another"
- 3-year development plans, the latest being 2020 to 2023, which are reviewed and updated each year
- Annual budgets

The activities of Father Hudson's are undertaken by dedicated full and part-time staff supported by volunteers who selflessly give their time as committee members, advisors, "panel members", project support and fundraisers. To all the staff and volunteers, the Trustees express their deep gratitude and acknowledge the importance of such valuable support.

Adult Care

The Adult Care work of Father Hudson's is focussed on three areas of activity: care for people with complex learning and physical disabilities, care for older people including those with dementia, and care for people with moderate learning disabilities. It supports people to lead lives which are fulfilling and meaningful. Last year the Adult Care department had a turnover in excess of £5.8 million. Care is commissioned and funded by local authorities, CCGs or is privately funded in some instances as at St. Joseph's. The work it does is challenging yet rewarding, the needs it meets diverse.

During the past 12 months the impact of the COVID-19 pandemic has significantly lessened. There has continued to be a period of stability in terms of the operational structure and service delivery. There continues to be a strong leadership structure in place and a continued focus to ensure that there are opportunities for career development within the department. There is a well-established quality framework to ensure high quality care is delivered.

CQC have not yet resumed their usual pattern of inspections but have instead been monitoring services using their monitoring approach, a schedule of themed inspections and inspections based on risk. CQC are introducing a new single assessment framework later in 2023 and have begun to inspect services on a more routine basis.

St Joseph's Care Home is now rated "Good" by CQC following an inspection by CQC in March 2023. In July 2019 St Joseph's was inspected by CQC and received a 'Requires improvement' rating. However, improvement in the quality of care and leadership of the home were noted. The service has continued to improve over the years but with inspection activity suspended the service was still rated as requires improvement. As part of CQC's monitoring approach St Joseph's was reviewed by an inspector virtually in November 2021. The inspector noted a number of areas of good practice and innovation including monitoring audits and strong managerial oversight. A number of improvements were identified by the inspector and these have been actioned. St Joseph's was finally inspected in person by CQC on 7th March 2023. The inspectors recognised the improvements made to the service and that there was evidence that these improvements were now sustained. Therefore, St Joseph's Care Home now has a "Good" rating overall, with all areas inspected being rated as "Good"

In September 2019 St Catherine's was inspected by CQC and received a 'Good' rating improving on the previous year's 'Requires improvement' rating. In January 2022 the CQC carried out a themed inspection in regard to Infection Control. CQC were assured that the service was protecting people by the prevention and control of infection. This inspection does not affect the services rating. There has been no further direct monitoring activity during 2022/23.

In November 2020, the Domiciliary Care service was inspected by CQC and received an overall 'Good' rating. The service was rated Good in all five areas of inspection, another improvement on the previous inspection of 2018. There has been no direct monitoring activity carried out directly with service from CQC during 2022/23.

The Head of Adult Care continues to invest time developing the leadership in the services to ensure positive, person-centred outcomes for those using the services.

During 2022/2023 the COVID-19 pandemic has had a less significant impact on adult care services. However, 2022/23 has been marked by a process of rebuilding and adjusting to life in a post-pandemic environment. This has included continuing to manage incidents of COVID-19 infection whilst adjusting approaches to align with government guidance and best practice.

Having adapted support throughout the pandemic the day service has been able to continue to provide high quality and safe support to people. The service has been able to welcome back external tutors, ease restrictions by ending the use of bubbles and ease the use of PPE, as per government guidance. All these restrictions were eased on a risk-assessed basis and are in line with government guidance. Packages of support continue to be reviewed and the service continues to receive enquiries and referrals for prospective new clients.

Due to the impact of the COVID-19 pandemic St Joseph's had operated three out of four wings over the previous year. However, St Joseph's has been able to fully open again from 4th April 2022. During 2022/23 the service has been steadily building up occupancy. A key to this success has been significant use of respite stays. Restrictions have eased throughout the year. The service is now fully open to relatives and friends of residents, testing is now reduced and the use of PPE has been changed on the basis of risk assessed approach and in line with government guidance, best practice and local advice.

In both residential settings (St Joseph's and St Catherine's) during the pandemic the staff teams have faced significant challenges meeting the needs of residents and have prioritised mental wellbeing of residents throughout. Whilst there is still an increased focus on infection control, other measures have reduced. Testing and the use of PPE is now reduced in line with government guidance, best practice and local advice.

In Domiciliary Care and Supported Living services with the lifting of restrictions, the service has successfully supported clients to engage in activities and employment opportunities as pre-pandemic. The mental wellbeing of clients has been and continues to be a focus due to the impact of the pandemic and changes as society emerges from it.

Whilst the challenges posed by the pandemic on the department over the last few years cannot be underestimated the staff have shown remarkable commitment, flexibility and innovation. This means the department has been able to continue to provide high quality, safe and person-centred care and support for all those the department serves as society has emerged from the pandemic. The department has had a year of adjusting and rebuilding well.

St. Joseph's

St. Joseph's is a 59 bed care home, caring for older, frail people the majority of whom have varying degrees and types of dementia. The aim of the home is to provide nurturing, stimulating and compassionate care, through a variety of interventions and activities which aim to encourage people to participate in and enjoy fulfilling, worthwhile activities with friends, companions and their families. St. Joseph's is a home for life and strives to be a place of nurturing, compassion and homeliness.

The home is regulated and inspected by the Care Quality Commission.

St Catherine's Bungalows

16 people live in three bungalows. They each have complex care and support requirements demanding a range of specialist interventions. Those living at the bungalows are encouraged and enabled to join in with as many opportunities as possible. Support staff believe strongly, that a person's disability should not prevent them from living a fulfilling life and the staff team have real commitment to the ethos of supporting residents to live life to its fullest. Ordinarily, all residents enjoy annual holidays, short breaks and active social lives. The work of the bungalows is supported by residents' families who are encouraged to take part in all aspects of care planning where possible.

The bungalows are regulated and inspected by the Care Quality Commission.

St. Catherine's Day Service

22 people attend the day service on a daily basis. They travel from Warwickshire, Birmingham and Solihull to take part in activities aimed at maximising their potential to join in with daily living tasks, to make new friends and have fun. Access to the wider community provides opportunities for people to develop their skills for independence and enjoy being out and about.

It is a service that also provides valuable and much needed respite on a day to day basis for the families and carers.

Domiciliary Care/Supported Living

15 tenants are supported by the Society in housing it owns, additionally one client is supported in his own home. The service is commissioned and funded by the Local Authority or CCGs. Care and support are designed to develop the necessary skills to live as independently as possible. Interventions aim to support tenants in their own flats and in accessing community resources. This involves managing significant risks for some individuals in order for them to further their personal ambitions. Independence develops through greater skill levels, risk management and confidence building.

The service is regulated and inspected by the Care Quality Commission.

The work of the department is built on the dedication, compassion and loyalty of its many carers, support staff and managers. The reputation of the Society relies on them and their devotion to the values and vision it holds. Father Hudson's is grateful to its teams of staff who work conscientiously to support the work it does.

Departmental Aims for Adult Care in 2022/23

- To be compliant with Care Quality Commission's Standards
- To comply with Local Authority Contractual Requirements
- To meet budgetary targets and achieve a balanced budget
- To develop services in line with the needs and aspirations of service users
- To reflect the Catholic ethos of the Society

Children and Families Services

The Children and families service provides three services: Origins, New Routes Fostering and the Family Support School's project.

The Origins Service (including Post Adoption Support) provides care to adults who were cared for by Father Hudson's in the past (as residents in the children's homes; as adoptees; as birth family members of residents and adoptees); and, in its capacity as a registered Adoption Support Agency, the Origins Service focuses mainly on providing care to families which have adopted through Father Hudson's during the years in which it operated an adoption agency.

The Fostering Service provides placements for children and young people aged between 0 – 18 years who are unable to live with their birth families due to a variety of reasons and subsequently are referred to this service by Local Authorities for fostering placements.

The Family Support Schools Project provides a holistic service to children, the parents and the school in order to improve the child's attendance, educational success and emotional wellbeing. At the end of the year the service was being provided to 25 schools across the Archdiocese reaching out to faith schools and non-faith schools.

New Routes Fostering

New Routes Fostering was established in 1992. The fostering service is based in Coleshill and is staffed by a Registered Manager, Deputy Manager, two full-time social workers and two fostering administrators.

The service is registered with and inspected by OFSTED. The last Inspection was undertaken in January 2022 and was awarded Good. It continues to operate under the West Midlands Regional Contract which is overseen by Sandwell Children's Trust.

New Routes Fostering provides placements for children and young people on a short-term and long-term basis. There is also scope for young people to remain with their carers under 'stay put' arrangements.

The children and young people we care for are amongst the most vulnerable in society and will have experienced some level of adversity which impacts on their physical and mental health and emotional well-being.

Foster carers provide a positive experience of family life which aims to provide a secure and stable base enabling children and young people to reach their full potential. New Routes Fostering is committed to providing ongoing training and development and regular support and supervision to carers to achieve this; the children and young people being the ultimate beneficiaries of the service. The matching of the carers' skills, knowledge and experience balanced with the needs of the child is vital to ensuring stability, thus minimising the potential of disruptions.

Equality Diversity and Inclusion (EDI) remains at the top of the agency's agenda and the working group continue to meet on a regular basis to explore a wide range of issues at an organisational and departmental level.

The key objectives for the Fostering Service:

- **To recruit, assess and approve foster families.** The service currently has 15 approved carer households.
- **To provide well matched placements.** The service currently has 19 children and young people placed with carers. We have 3 sibling groups consisting of 6 children and 13 single placements. 7 are matched long-term.
- **To provide support to foster carers and children and young people.** We continue to work closely with a Psychotherapist who offers group sessions and one to one sessions with both carers and young people.
- **To monitor the progress of each child placed to ensure they are supported, guided and encouraged to reach their full potential in all areas of their life.**

Developments of the Fostering service

New Routes Fostering continues to review, amend and implement changes or developments arising as and when and in accordance with the Fostering Service Regulations, National Minimum Standards 2011 and Safeguarding and Child Protection legislation.

New Routes Fostering panel membership is reviewed regularly and we currently have 9 members on the 'central list'. The breadth of experience and knowledge includes: foster carers, adopters, social worker and teachers with expertise in special education provision. There is a Medical and Legal Advisor.

The Fostering Panel continues to provide invaluable support. The Panel Chair is also involved in a forum which enables good practice to be shared with the agency in order to improve service delivery.

New Routes Fostering remains committed to reviewing and evaluating the service. This includes consulting with the foster carers, staff, children and young people. This takes place in the form of questionnaires, surveys, feedback forms and development days.

Achievements

Therapeutic Input: The Psychotherapist continues to provide training and individual sessions to foster carers as and when needed, the focus being on providing a therapeutic service/therapeutic parenting.

West Midlands Tender: We continue to be part of the West Midlands Framework.

Panel: A hybrid approach has been implemented combining both virtual and face to face panels. Panel continues to work well and a level of continuity has been achieved as the Vice Chair has stepped into the role of Panel Chair.

Training: Carer training is well utilised and attended. Carers have access to the Social Care Training Hub which features an extensive range of courses. Where the need arises, carers will be offered bespoke training to ensure that they are equipped to deal with specific issues.

Children's Activities: A number of activities have taken place throughout the year e.g. Zip wiring, Forest School and a trip to the theatre etc.

Achievements: Children and young people's achievements continue to be captured in the quarterly newsletters.

Recruitment: 3 new carer households were approved during the year and it is hoped that we can capitalise on this going forward.

New Website: The new website was launched in February 2023. A number of enquiries have been made. Funding to carers for assisting with recruitment has also been increased and filming is in progress for a new video of New Routes Fostering which feature our very own carers sharing some real success stories.

Plans for the Fostering service for 2023– 2024

- New Routes will continue to work to its core objectives of placing children and young people with families and provide a positive experience of family life.
- New Routes is committed to the protection and safeguarding of all children within the service.
- New Routes will work to recruit, assess and retain a range of foster carers suitable to care for the range of children and young people in need.
- New Routes will comply with current legislation, regulations and practice guidance and ensure regular review of practice, policy and procedures.
- New Routes will continually review service provision to maintain high quality and cost-effective services.
- New Routes will continue to work within agreed financial parameters.
- New Routes will ensure staff and foster carers are offered ongoing training opportunities supervision and support.
- New Routes will work in partnership with Local Authorities to ensure that the needs of children and young people are met.

- New Routes is committed to quality assurance and ensuring that consultation and participation of children and young people, foster carers, staff and stakeholders is undertaken on a regular basis.
- New Routes will continue to recognise the achievements of the children and young people and foster carers.
- New Routes is committed to EDI and will keep this high on the agenda.

Origins Service

The Origins service provides support after adoption and support after care for those who have been impacted by childhood separation from their family of origin. The separation may have been through adoption or through being in care.

Father Hudson's Care recognises the lifelong impact of being separated from one's family of origin, both for the person concerned and for their relatives. It has a long tradition of childcare and preserves over 40,000 records on children going back to 1902. It believes in the value of treasuring personal histories and understands how looking back into one's past can enhance one's personal identity. It focuses on assisting adults to understand their childhood experiences, and the decisions made for them, and to gain knowledge of their origins. Reconnecting people separated from their family of origin can bring healing and can help people in moving forward. Although Father Hudson's no longer provides residential care for children or arranges adoptions, it remains committed to providing quality services for those with a childhood connection to Father Hudson's.

A fee structure (applicable to some areas of service provision and compliant with regulatory requirements) was implemented with effect from 1 April 2011. This is kept under review. Service users may, in addition, also choose to make a donation.

Origins, in its "support after adoption" services, recognises there can be a lifelong impact for all those connected to an adoption. Adoption laws have changed over the years to reflect the needs of various people connected to adoption. These laws enable them to apply to be put in touch with the relative separated by adoption. After Father Hudson's ceased involvement in 2009 in arranging adoptions, it registered as an Adoption Support Agency in order to continue to work with adults affected by adoption. Therefore, the quality of the work is regularly inspected by Ofsted, who have consistently judged the quality of the adoption support agency to be "outstanding", the highest rating. Through Ofsted inspections, the quality of the "Origins" post adoption work is measured against National Standards.

Support to Father Hudson's adoptive families with adopted children still under 18 is provided under a service level agreement, by another adoption agency that specialises in working with children in adoptive families. This is called Adoption Focus, which formed when Father Hudson's ceased involvement in new adoptions.

The following services are provided for adults:

- Information from the adoption records can be provided to all adults whose adoption was arranged by Father Hudson's. A portfolio is provided of information from the records which is shared by a social worker experienced in adoption.
- Intermediary (tracing & making contact) services provided by the agency are not restricted to adults connected to adoptions arranged by Father Hudson's. Birth relatives as well as adopted adults and their descendants or other relatives can apply for intermediary services under the law in England & Wales.
- If the agency did not arrange the adoption the agency has to try and identify any agency that may still have records of the adoption. However, even if no records are located, relatives can still be successfully traced. Due to the additional work involved in such cases a higher fee is charged.
- Once a relative is traced and contacted, advice and support is offered to both parties, as contact is established and progresses.

Origins, in its "support after care" services understands the importance of being able to find out information about one's origins and about the period of time spent in care, so it provides an Origins Service to those who previously stayed in the various Catholic homes it was connected with, including those connected to former child migration schemes. It also recognises the importance of people's family history and so it can also help with providing family history information from the childcare records when the person formerly in care is deceased.

Sometimes, those formerly in the homes connected with Father Hudson's wish to visit where their former home was, and so those who would like to arrange a visit to our Coleshill base are welcomed. Assistance can also be given in tracing relatives and reconnecting with family members.

The key objectives for Origins

The key objectives for the service are:

- As an Adoption Support Agency, to provide birth records counselling and access to information from adoption records for adults whose adoptions were arranged by Father Hudson's and also to provide intermediary services for anyone connected with an adoption who is legally entitled to such a service. In the last year there were a total of 244 new referrals to this service, in addition to ongoing work from the previous year. Of the new referrals, 117 were made by the adopted person, 46 were made by the adopted person's immediate family and 81 were made by birth relatives of the adopted person. Ofsted has rated the adoption support agency as outstanding in its last inspection.
- To commission the provision of post adoption support to families and young people where the adopted person is under 18 and whose adopted family adopted through Father Hudson's prior to 2009. However, the numbers of those still under 18 are dwindling and in the last year, there were no requests for this service. The service level agreement between both agencies is reviewed annually and Ofsted regulates the agency providing the service, which has also been rated outstanding in its last inspection.

- To provide services mainly in relation to accessing information from our records of those formerly in children's homes connected to Father Hudson's or those whose migration records we held. In the last year there were a total of 64 new referrals to this service. Of the new referrals, 27 were made by those formerly in the children's homes, 32 made by relatives and 5 made by non-related persons.

Achievements

- The Origins Service was commissioned again by Minnow Films for tracing and intermediary services for its TV series DNA Family Secrets, series 3, expected to be screened by BBC2 in late 2023. This followed our input in series 2 which aired in May/June 2022.
- Origins has continued to be represented at national forums during the year, such as the Consortium of Adoption Support Agencies (CASA) and South East Post Adoption Network (SEPAN)

Plans for Origins in 2023–2024

- The Origins Service will continue to offer a professional service for adults previously in Father Hudson's Children's Homes, and for adults adopted via Father Hudson's Society, their birth families and immediate families.
- The Origins Service will continue to be extended to people without a former connection with Father Hudson's Society, in line with the service's expertise and regulatory remit, and subject to the fee structure.
- The Origins Service will continue to regularly review the Service Level Agreement with Adoption Focus to ensure the continued and appropriate provision of services aimed to support adoptive families with children under the age of 18 years, in cases where Father Hudson's adoption agency had approved and supported the adopters, and Local Authorities arranged the placements.
- The Origins Service will continue to comply with current legislation, regulations and practice guidance, and ensure that any amendments and new guidelines are incorporated into practice, policy and procedures.
- The Origins Service will continue to work within agreed financial parameters.
- The Origins Service will continue to monitor and evaluate the service to ensure quality standards are maintained.
- The Origins Service will continue to ensure members of staff are offered training opportunities and support, in line with Service development requirements.
- The Origins Service will continue to co-operate fully with any safeguarding matters whether recent or non-recent.

Schools Family Support Project

The schools' family support service was established in 2006 to provide early intervention and prevention support to vulnerable children and their families. The service is embedded in Catholic schools in Birmingham, Newcastle-under-Lyme, Stoke and Banbury. The benefits to schools are enormous and the service addresses wide ranging concerns and adversity such as parental neglect and abuse, domestic abuse, poverty, poor housing and poor parental mental health. The impact of these negative factors on children presents in their poor mental health, low self-esteem and confidence, challenging behaviour, poor attendance, self-harm and poor educational achievement. Schools recognise the importance of addressing these harmful factors to improve the life chances for children. Support to children is through child centred interventions that encourage positive growth and build resilience. Parents are supported to address concerns and build positive parenting skills for a healthy and stable home environment. Family support workers are a bridge between home and school and promote parents to better engage with school and their children's educational attainment.

Safeguarding children is at the heart of the service and close working with schools' Designated Safeguarding Leads ensures that early signs and risks are identified and addressed. This prevents escalation to more serious concerns. Through the Early Help process family support workers are able to co-ordinate support from a team of professionals around the family to manage complex concerns.

The team consists of a project manager, an assistant team manager, a senior family support worker, a data officer and 4 family support workers. We currently operate in 19 schools securing new contracts in 1 school within this year. The schools involved have expressed a high level of satisfaction regarding the services provided. A number of schools have expressed a wish that Father Hudson's Care could provide supervision and training for their own pastoral staff.

Intervention and Support Needs April 2022 –March 2023

Services are returning to normal following covid-19 and the easing of lockdowns and restrictions.

Most of the work with children and parents is delivered via drop ins and casework and length of involvement is determined by the level of need and support is provided until objectives are achieved. This flexibility enables workers to build positive relationships that promote longer and sustained change.

Family support workers aim to empower parents to better support their children and become solution focused to resolve issues and concerns. We recognise the importance of building strength in families so that when intervention ceases, families are better able to deal with life challenges.

Direct one to one work with children has included: raising low self-esteem and confidence, reducing anxiety, building resilience factors and raising aspirations so that children can feel happier and safer and have improved life chances.

Casework figures

- 2023 – casework was undertaken with 187 children from 161 families, with 5 children being re-referred within the year.
- 63 closed, 23 were over a year (36%) and 40 were open under a year (64%).
Average length of engagement is just under 11 months.
- 36% casework was undertaken with secondary aged school children and 64% with primary aged school children.
- We worked with 63 complex cases that required the support of a team of professionals. These include: 37 Early Help, 11 Children in Need, 8 Child Protection, 7 Looked after Children. 13 social care referral / assessment / section 47, 38% of all cases
- 33 of the complex cases had or were currently experiencing domestic abuse.
- In addition to the 168 children supported, 143 siblings of those children in the family would have benefitted from support to parent.
- 13 children had unknown/not stated ethnicities. Out of 155 children whose ethnicities were known 56% (87) were White British and 44% (68) were from a Black, Asian, Mixed/multiple ethnicity or other ethnic background.

Presenting concerns and support needs for children:

- 76 children (40%) needed support to manage behaviour.
- 60 (38%) had difficulty with the child-parent relationship.
- 34 families and 40 children were currently experiencing domestic abuse or had in the past
- 49 children living in single parent households (26%)
- 49 children with parents separating (44 families – 31%)
- 51 parents had depression or other mental health concerns.
- Number of children presenting with anxiety =79 (42%) low self- esteem =53 (28 %) and attachment issues = 21 (11%) 21, 11%

Group work

Children

1 transition group with 3 year 6 children to support transition from primary to secondary school.

Friendship group – 1 session with up 3 children

Drawing and talking – 3 young people

Parents

Parenting course 1:1 with grandparent – 4 sessions, 1 grandparent attending

Stay and Play – up to 4 parents and children attending sessions

2 SENCo Coffee mornings/meetings to introduce family support – 14 parents attending

Parents

Routines and behaviour workshops – up to 30 parents attending

Family Links parenting course– 2 parents

2 Coffee mornings to introduce family support – up to 20 parents attending

Promote the service and increase school contracts

Discussions on the take up of family support by Catholic MAC's has been limited.

Development of our first family support video which highlights the impact we have had on a KS4 young person.

To continue to offer a professional service to schools.

Improve knowledge, skills and practice for best practice.

Face to face, online courses and webinars were encouraged. This enabled family support workers and admin staff to individually complete a wide range of training listed below.

- Safeguarding (New staff and Admin)
- Domestic Abuse.
- Sand Therapy.
- Promotional software courses.
- Mental Health First Aiders.
- Housing advice.
- Benefits advice
- Trauma informed practice.

A training program to pastoral school staff is being developed and it is hoped that this will be ready to be rolled out in the forthcoming months.

Improve data collation to evidence impact and outcomes.

Increase the completion of feedback forms from children and parents.

Key objectives for 2023-2024

- To promote the service and increase school contracts.
- To cease providing ½ day service contracts to schools from 1 September 2023.
- To create additional promotional videos covering children and young people from early years through KS1, KS2 and KS3.
- To continue to offer a first class professional service to schools.
- Continuous professional development of staff.
- To continue with evidencing impact and outcomes.

Father Hudson's Care – Community Projects

Father Hudson's Care works in collaboration with partners and local communities to reach out and support those in need, some are delivered directly under our charity and others are delivered by smaller charities and groups whom we support. Each partnership community project has its own local focus, identity and governance structure, projects are responsive to local need. We support those in poverty through the provision of food and practical items, those who are experiencing homelessness through accommodation, those who are lonely through social activities and empower people through support, information, advice, learning and skills to improve their lives. We prioritise services for the most vulnerable, specialising in support for refugees, asylum seekers and migrants, individuals experiencing homelessness, vulnerable women, older people and deprived communities. Our Catholic ethos is at the core of this work – ensuring human dignity, helping the poor and standing in solidarity with others.

During 2022/23, six community projects were delivered directly by Father Hudson's Care (Brushstrokes, Tabor Living, Young at Heart, Sophia House, Fatima House and Ukraine refugees hosting project). With 54 employed staff (at end of March 2023) and 179 active volunteers reaching out and supporting over 3770 individuals in need, including providing direct accommodation to 38 individuals and supporting hosts who have welcomed 47 households. Volunteering and the involvement of local communities and partners continues to be the essential part of all of our projects. This year we have expanded our work through increasing services at Brushstrokes, a large capital renovation for Tabor Living doubling our existing accommodation provision and delivering a new project supporting hosting for Ukraine Refugees working with the Archdiocese.

During 2022/23 we have continued to support local groups including more intense support to three independent local charities (Hope Community, St Chad's Sanctuary, Maryvale Community Project), providing support with employment, payroll, HR, management, governance, funding, finance and policy support. During 2022/23 two of these charities have provided FHC with some financial contribution towards this support. We have employed 9 members of staff on their behalf over the year. These three charities have supported a further 3458 individuals in need and have 98 volunteers. We also continued to be a key partner for the local charity Anawim, Caritas AOB and Heart of Tamworth. This year we have continued to be lead sponsor for four refugee Community Sponsorship Groups (Rugeley, Derby, Birmingham and Warwick), each group has between 5–20 volunteers.

Supporting Refugees, Asylum Seekers and Migrants in the community

During 2022/23 one of our priority areas has continued to be providing support in the community for refugees, asylum seekers and migrants. The majority of this provision is through Brushstrokes, our largest community project. Two of the charities we support also prioritise this work, St Chads Sanctuary and Hope Community. We promote the ethos of 'Welcome the Stranger', helping those in crisis as well as supporting and empowering for the long-term.

Brushstrokes Community Project is delivered by Father Hudson's Care and is a partnership with the Infant Jesus Sisters, the parish of St Philip Neri and the sisters of Our Lady of Charity of the Good Shepherd. Based in Smethwick and covering Sandwell, West Birmingham and surrounding areas. With

the ethos of welcome at its core the project provides a holistic service to asylum seekers, refugees and migrants through outreach and advice including specialist welfare benefits, health and housing advice, OISC accredited immigration advice, asylum support; provision of practical resources including food, clothing, household goods, baby equipment and the 'Brushspokes' bike project ; education and employment support including accredited ESOL, IELTS and OET and digital skills support; social and wellbeing activities including the community café, welcome Wednesdays, a men's and women's group film nights and football ; increasing understanding and access to health services including health screening, pop up vaccination clinics and on site health sessions. The project is funded from a wide range of sources including Sandwell Council, the NHS, Home Office and charitable trusts.

With continued expansion this year, 42 staff and 74 active volunteers (32 new this year), Brushstrokes has provided support to 3398 individuals (5711 overall beneficiaries, 1378 families) from 122 nationalities and 61 languages. 23% of our service users this year were EU nationals linked to the ongoing work on the EU Settlement Scheme Brushstrokes delivers, restricted access to benefits and presentations of homelessness. Those seeking asylum made up 23% of our service users including individuals in hotels and our expanded work in Birmingham. Afghanistan, Iran and India represented the largest groups of service users this year, with Romanians still approaching the service for assistance in large numbers.

Brushstrokes Key achievements in 2022/23 include:

- 193 students engaged in ESOL this year across 25 classes a week; 72 migrant health professionals engaged in our IELTS and OET classes; 2830 new advice cases opening this year with immigration, welfare benefits, housing and employment all significantly increasing.
- Through a weekly food session at our centre in Smethwick and home deliveries we have distributed 10398 provisions of food over the year
- Brushstrokes service user panel has continued to grow, playing an active role in the governance and direction of the project, engaging with commissioners, service providers and elected members and contributing to the commission for the integration of Refugees.
- Our volunteer numbers have exceeded pre-pandemic levels with over a third of all new volunteers having lived experience of migration.
- New outreach advice sessions have been established in West Bromwich, Wednesbury, Halesowen, Winston Green and St Chads Sanctuary.
- Brushstroke employment team has been established and is growing, supporting 53 individuals to gain employment this year.
- Brushstrokes has developed a consistent model of refugee integration which is working across our refugee transitions outcome framework, Afghan resettlement project and helped us to be part of the delivery for the Homes for Ukraine Scheme in Sandwell. Over 100 refugees have been supported via the RTOF project, 30 Ukrainian households and 82 Afghans in Hotel accommodation and 13 households in the community.
- Brushstrokes has secured new funding to develop and deliver health inequalities work in Sandwell and West Birmingham, develop new immigration services and provide wrap around support for Ukrainian nationals and asylum seekers in hotel accommodation.

- Our inclusion health model has increased awareness and uptake of health services for those seeking asylum and other new arrivals in Sandwell and Birmingham, provided pop up vaccination and screening clinics and improved mental health and wellbeing for those using our service.
 - We have continued to develop new partnerships and projects with Sandwell Consortium, the Refugee and Migrant Centre, ST Chads Sanctuary and West Birmingham ICB, establishing new services in West Birmingham and Dudley this year.
 - Brushstrokes team have and continue to play a pivotal role in work to secure sanctuary status for Sandwell and part of the City of Sanctuary movement.
- Research and social policy work included responding to the Commission for the Integration of Refugees, responding to the Illegal Migration Bill, joint delivery on a community research practitioner programme and research on migrant women's experience of maternity, delivering the UK element of a transnational research project on migrant women's experience of housing and overseeing masters research into the approach to housing with the RTOF programme.

Brushstrokes Objectives for 2023– 24:

- Develop a new strategy to plan direction for the next 3 years.
- Secure additional funding for core Brushstrokes services and posts.
- Respond to the impact of poverty and cost of living crisis through early action, increased outreach, the provision of targeted employment and digital skills support, budgeting and benefits advice and the provision of practical support.
- Sustain and develop an integrated service that informs and empowers individuals to prevent them falling into crisis as a result of insecure immigration status, unemployment, destitution and homelessness.
- Embed an inclusion health approach into our work, ensuring individuals understand and access the health and wellbeing services and preventative care they require.
- Deliver a consistent approach to refugee integration, which places service users at the centre and ensures refugees feel safe, settle into accommodation, education and employment and build stronger connections to their neighbourhood / Sandwell.
- Support, promote and enable those with lived experience of migration to engage with and inform those responsible for the development of local, regional and national policy and service delivery of their aspirations and needs in ways that are meaningful and lead to long term change.
- Promote and play an active role in partnerships responses to migration, poverty, No Recourse to Public Funds, homelessness and social exclusion at a local and regional level through the sharing of resources, best practice, co-location and the active inclusion of those with lived experience in service development.

Social support for Older People in the community

Father Hudson's Care community projects target those who are most vulnerable, marginalised and in need, this includes support for older people. Whilst our direct community projects for this group focuses on the North Staffordshire area, we also support further services for older people through our work with independent local charities including with Hope Community and Maryvale Community Project.

Young at Heart in North Staffordshire is a project delivered directly by Father Hudson's Care. It reaches out and supports isolated older people, providing friendship and lunch groups, a music group, telephone befriending and a community gardening project. Through 71 volunteers the project supported 372 older people over the year. Many of these had been increasingly lonely and isolated due to the effects and lasting impact of the pandemic. Through the befriending service, volunteers call older people weekly for a friendly chat as older people's frailty, mobility and mental health has been increasingly impacted. The befriending service has seen an increase in numbers of older people seeking both face to face and telephone befriending support, however we are experiencing a shortage of befriending volunteers and funding for this work, therefore new referrals are currently on hold. Mid-February we successfully recruited a new Community Project Coordinator, however one worker post remained vacant. Young at Heart has further developed partnership work this year by bringing a new partner, The Beth Johnson Foundation, alongside The Methodist Homes Association to deliver these activities through a National Lottery funded project.

Young at Heart 2022/23 achievements:

- a team of 71 volunteers still supported 372 older people over the year (349 of these were through group activities and 23 through telephone befriending).
- Sustaining the 8 existing regular friendship and lunch groups and the befriending service.
- Supporting and capacity building for the volunteer teams for each group, including peer support meetings for lead volunteers, improving sustainability and introducing constitutions and bank accounts where this is not in place.
- Recruitment of a full time Coordinator for the project February 2023. Having a dedicated resource for the project means the project can continue to develop and grow into 2023.
- Securing longer-term funding for the project through the National Lottery Generous Leadership funding.
- Securing additional funding from two grants to purchase and distribute items which aided older people to stay warm as well as providing funding to accommodate warm spaces whilst the country experienced the effects of the cost-of-living crisis.
- Developing the community garden. This has included intergenerational work by inviting a group of volunteers from N.C.S. (National Citizen Service) which is a voluntary personal and social development programmer for 15-17-year-olds to assist with funding and the development of the gardens. The group of 12 volunteers raised money to buy equipment needed to make a hot drink whilst on site as there is no electricity running to the gardens. The group also worked hard within the garden to clear debris, weed, plant seeds, and to pick and store produce. The Lead volunteers worked with a Lunch club to produce and sell preserves to raise funds.
- Working with the staff and student of the digital, technologies and arts departments at Staffordshire University to enable the creation and decoration of the talking bench, and to design a decorative Muriel to enhance the experience when visiting the garden. YaH have also been working with the local school, St John Fisher to engage their student volunteers within the older person social groups and lunch club. The first initiative will be for Proclaim (school choir) to visit the groups' individual Christmas parties to sing Christmas Carols.

Young at Heart 23/24 Objectives

- Recruit additional volunteers to support the friendship and lunch groups.
- Increase activities and groups as part of the Even better Together project, working with local communities on where the needs are.
- Develop local statutory partnerships including recognition and support for the impact the project has for older people's wellbeing in North Staffordshire.
- Develop the garden project including a listening bench and linking in additional local partners.
- Explore increasing need for befriending and funding for this service.

Accommodation and shelter for the vulnerable

Through three community accommodation projects in Birmingham, Tabor Living, Fatima House and Sophia House, we have provided safe shelter to 38 individuals who would have otherwise been homeless during 2022/23.

Tabor Living is delivered under Father Hudson's Care and is a partnership led by a local management committee comprising of Caritas AoB, the local parish, Companions of Malta, business people from the construction and building industry, a signs company and a PR company. With 8 core staff, a team of bank staff and a team of 25 dedicated volunteers, the project provides accommodation and support to those experiencing or at risk of homelessness.

The project specialises in engaging with rough sleepers and uses a strengths-based approach to move people forward with their lives. In the last year, 23 individuals were provided with a safe place to stay and welcome from our staff and volunteers. Support provided included access to a bank account, EU Settled status and appropriate documentation, healthcare, linking with other agencies, securing welfare benefits, housing, employment, training and volunteering opportunities. Guests are also offered the support of a community support volunteer to help with move on and to reconnect with the local community. Outcomes for guests include securing employment and housing, support for repatriation and making family reconnections – over 65% of our guests have had a positive move on. The project has been particularly effective at welcoming EEA migrants with restricted eligibility to public funds.

In November 2022 capital works to renovate the St Catherine of Siena site in central Birmingham began. This has been funded entirely through securing additional grants, trusts, religious order, individual and corporate donations, and through the in-kind support of the contractor who carried out the extensive renovations. The local authority, WMCA and government have been supportive of the developments. Tabor Living will be relocating from their Digbeth base in April 2023 and the new site will increase accommodation from 8 pods at Tabor House and 3 bedrooms at Tabor Cottage, to 9 emergency rooms and 10 next steps ensuite rooms at the new site, with additional community rooms and development of further community areas in the church. Tabor Cottage will continue to be used as a move on facility.

2022/23 Tabor Living key achievements:

- Accommodated and supported 23 individuals experiencing homelessness. Whilst in transition to move from November 2022 the project continued to be able to accommodate guests.
- Continued to have an excellent track record of positive move on and outcomes for guests.
- The project became an accredited provider with Housing Justice and received excellent feedback during the audit.
- Securing over £450,000 in capital funding for the renovation of the St Catherine of Siena site in central Birmingham, including securing capital and revenue funding from the Department for Levelling Up. Completing the renovation works in March 2023, doubling accommodation and developing new community areas.
- Developing support with the corporate sector including donations and in-kind support from Friel Construction, School Signs, Lambe Construction and being the charity of the year for CECA.
- Increasing the staff team by creating the additional roles to facilitate the new site and increasing volunteer support provision.
- Continued to develop positive relationships with the statutory and commissioned sector; securing additional funding support from the West Midlands Combined Authority and having access to the local authority RSI meetings and training.

Tabor Living objectives for 2023/24:

- Officially open the new St Catherine of Siena site. Over the first 6 months to welcome new referrals to the accommodation, develop new community activities with partners and the local parish.
- Increase corporate sponsorship, support and volunteering opportunities at the new site including with CECA, construction and other sectors.
- Continue to develop relationships and funding opportunities with statutory partners DLUHC, WMCA and Birmingham City Council.
- Further develop the volunteer-supported model including recruiting additional volunteers and further expanding the community support project.
- Further develop Father Hudson's Care community accommodation model including providing affordable rooms to those who are vulnerable through short-term assured tenancies and licences and further exploring exempt provision.
- Increase partnership working and networks with local voluntary groups, local authority and commissioned homelessness services to benefit Tabor Living and its guests.

Fatima House in central Birmingham operates as part of Father Hudson's Care and is a collaborative project with the Columban Missionaries, a local parish, Caritas Archdiocese of Birmingham, The St Vincent de Paul Society and the Archdiocese of Birmingham. The Columban Missionaries lead on the day-to-day operations of the project including supporting the women at the house and volunteers. FHC support with governance, building and financial management, policy and fundraising.

The project provides accommodation for up to 9 female asylum seekers who are destitute and in the process of appealing asylum decisions. During 2022/23 Fatima House supported 11 women with a

safe place to stay, supported by 8 active volunteers who are present on site during each day. As well as accommodation, residents can access wellbeing activities, reviews of their immigration cases and access to large communal areas and an IT suite. Residents and volunteers have worked together to develop a thriving garden area.

Fatima House objectives for 2023/24:

- Continue developing the garden with additional social activities for residents.
- Working with Refugee Action, develop 'experts by experience' approach using the experiences of residents to influence, inform and support.
- Explore the expansion of level 1 immigration advice and legal capacity of the project.
- Sharing experiences from the project with others in the migration field, issues such as Home Office decision making time, immigration issues the women have faced etc. Feeding into national and local campaigns on refugees' rights and impacts of changes in law on those we support.
- Work in partnership with the Archdiocese and parish to ensure the building is in good repair and sustainable including roof, heating and utilities.

Sophia House is delivered directly by Father Hudson's Care and is a partnership with the Sisters of Our Lady of Charity of the Good Shepherd and St Brigid's Parish. Sophia House provides safe and supportive accommodation in South Birmingham for up to 3 female refugees or migrants. Over the year the project has housed 3 women and a young baby, with one resulting in a positive move-on to an independent private tenancy.

During 2022/23 we were successful in funding and recruiting a part time Support Worker for Sophia House. The house remains a secure place of safety for the tenants, with support for them to move their lives forward including one woman who is now in her second year at university and working in the care sector and one woman securing part time work in the hospitality sector. One volunteer befriender continues to provide support and all tenants receive regular support sessions from the Support Worker.

Sophia House objectives for 2023/24:

- Exploring sustainability options
- Explore house improvements re interior décor and furnishings.

Ukraine refugees hosting project. Over the last year this new project has been created and developed as a direct response to the war in Ukraine and as the response of the Diocese. This has shown excellent partnership working with the Birmingham Catholic Archdiocese, funding through donations collecting in parishes and through their online fundraising. Through the project we have promoted parishioners to take actions to support refugees and welcoming the stranger. The project has also created and strengthened links with the Ukraine community groups in Coventry and Wolverhampton.

FHC registered as one of the first strategic partners with Citizens UK who are registered to deliver the Homes for Ukraine Scheme with the Home Office. We employed a Ukraine Refugee Project Coordinator

to coordinate matches, provide 1-1 support for hosts and refugees including organising various workshops, ESOL and online meetings, as well as dealing with external enquiries.

Achievements 22/23:

- 46 active hosts have been supported; all have welcomed individuals or families into their homes. 28 of these hosts were matched through Citizens UK and 17 elsewhere. 1 host welcomed 2 families.
- Hosts and refugees were provided with regular online workshops, meetings, information via Padlet, calls from the coordinator. They also attended a large get-together event we organised in Tamworth.
- 10 Ukrainian families (14 adults + 10 children) have now moved on to the rental accommodation or other hosts/families.
- As of March 2023 we are continuing to work with 20 active hosts, All current hosts have agreed to continue hosting their guests at least until the end of school year.

During 23/24 the project will continue to support the remaining hosts, all future new referrals will be diverted to the national St John of God Homes for Ukraine scheme, who are members of CSAN (Catholic Social Action network).

Support and capacity building for local charities and volunteer groups

One of the ways Father Hudson's Care demonstrates the Catholic Social Teaching principle of Subsidiarity is by providing support to other charities and groups in the Diocese. We support three local independent charities, Hope Community, Maryvale Community Project and St Chad's Sanctuary providing employment, payroll, HR and support/guidance with management, governance, funding, planning, finance, policy and procedures. Two of these charities make financial contributions towards this support.

Hope Community Project, Wolverhampton is a registered charity and a partnership with FHC, the Infant Jesus Sisters and St Patricks' Parish. Running for over 30 years, the project aims to seek out, reach and support the most isolated, vulnerable and disadvantaged people in the community of Heath Town. Based on the estate, Hope Community services include: basic English and ESOL lessons delivered with Adult Education, a women's chatter group, Stay and Play, Community café, the food pantry which has been in very high demand during the cost-of living crisis, IT classes, holiday activities for young people, after school homework club, a munch club for primary aged children to learn to prepare and cook food with their parents, and this year they also distributed £90k support grants to local people on behalf of the local council. The project supported 1500 people during 2022/23, many of which were new to the area. The project secured National Lottery Reaching Communities funding which has enabled the project to grow adding a further 3 staff members we employed on their behalf.

Maryvale Community Project in Kingstanding, Birmingham is a registered charity and a parish partnership project with Father Hudson's Care. They provide social activities for older people and adults with learning disabilities. FHC have been working with the Maryvale trustees to provide

support with management, fundraising and financial procedures. One part time staff member, with the support of 8 dedicated volunteers, have supported 90 people over the last year through a weekly Tuesday lunch club for older people, a weekly evening Sunshine Club and a weekly in and out club – both for adults with learning disabilities. Activities at the groups include celebration events, dancing, exercise, cooking, life skills and singing. For those unable to get to the groups due to frailty or ill health they are supported through the telephone befriending service.

St Chad's Sanctuary, Birmingham is a registered CIO and a partnership with FHC, the Infant Jesus Sisters, the Salvation Army and the Archdiocese of Birmingham. The charity is a place of welcome for asylum seekers and refugees which aims to relieve poverty and improve their lives. They target support to asylum seekers in temporary asylum accommodation/hotels in Birmingham, the need for this has grown hugely over the last year with a huge increase in the number of hotels across the city and surrounds. They have supported 1878 individuals (who made 4.456 visits) during 2022/23 through provision of practical items such as clothing, toiletries, food and books, English lessons for adults and family learning for children who do not yet have a school place or are at pre-school. They also provide social support, welcoming new asylum seekers, registering families with children for school places and signposting. They have 60 active volunteers and in March 2023 we employed 4 staff on behalf of the charity.

Refugee Community Sponsorship – Father Hudson's Care are the lead sponsor with the Home Office for Community Sponsorship Refugee Resettlement Schemes in Warwick, Rugeley, Derby and Birmingham. We have supported these four volunteer-led groups to register with the Home Office and to welcome a refugee family into their community. All four groups have now welcomed families who are settling into life in the UK. Since arriving parents have been attending ESOL, one of the refugees has passed their driving test, 10 children are now in school or pre-school and a baby has been born. The groups will be supporting the families for their first 2 years here initially.

Father Hudson's Care are executive committee members of Caritas Archdiocese of Birmingham and carry out the administration and marketing functions for this network.

Father Hudson's Care also provides ongoing governance support for the charity Anawim in Birmingham and the charity Heart of Tamworth in Tamworth.

Fundraising, Communications and Marketing

Regular Giving

We are a few months into a review of our regular donors, checking contact details, gift aid declarations and looking at how we best manage their donor journey. This has highlighted several 'Major Donors', which will be handled slightly differently. The review has also confirmed again that work needs to be done to introduce a younger demographic to this group of supporters.

As at the end of March we had 115 regular monthly donors, 12 Quarterly donors and 26 who give annually.

This area of fundraising raised £23.5k during the year.

Corporate

Progress has been made in this area because of a more pro-active approach, something that will become more evident as we move forward. We have been successful in securing long term partnerships particularly in support of Tabor Living and our Disability Day Centre. We have a target list of individual corporates as well as targeted business types.

During the last year we have also grown the number of corporates who have been supporting our various appeals for food, hampers, clothing and toiletries, which has proven to be invaluable as the urgent need for these items have grown over the past year.

During the year we joined our Chamber of Commerce, which can only help the work that needs to be done in this area.

We have begun to attend various business networking events, as we look to raise awareness of our charity across the corporate sector.

Parishes

As a consequence of the successful 'Being a Welcoming Church' campaign, we have put a huge effort into reaching out to Parishes, to seek their support in promoting these virtual events.

Feedback has been positive, but it has also underlined the need for us to take the lead. The Archdiocese has been hugely supportive of the above campaign, resulting in His Grace Archbishop Bernard, introducing each workshop.

We are in the early stages of planning a follow up event to the four workshops, to be held in Birmingham in the Autumn.

The annual parish collection proved to be very successful with more than £39k being raised.

Schools

Our work with schools is so important. Not only in terms of fundraising but raising awareness generally.

The 2022 Good Shepherd Appeal raised an encouraging £41k, a significant increase on the previous year. Moving forward we have included another significant increase for 2023.

As at the end of March we had delivered 41 primary school assemblies during Lent, mainly in Birmingham and the south of the Archdiocese. This will increase considerably next year as we plan to recruit a School & Parish Engagement Officer to cover the more northern area.

With more schools becoming part of multi academy trusts (MATs) we are focusing on ensuring our database reflects these changes in order that we work collaboratively with these MAT's.

We have also begun to engage with more senior schools, again with the aim of raising awareness, which in time should produce more regular supporters. We have plans to introduce a targeted fundraising campaign to these senior schools in the Autumn and have also been into 4 local schools delivering presentations, supporting them at careers events and encouraging work experience placements.

This work will involve widening our reach to non-Catholic schools and colleges.

A short film has been produced promoting the work of our Family Support department, whilst we also have plans to organise a virtual event aimed at Headteachers.

Trust and Statutory Fundraising

In November we employed a full-time Trusts and Grants fundraising officer. This person has made a positive start and has begun to bring in significant funding.

She works very closely with our Projects, most noticeably with Brushstrokes, with the need to support certain key roles.

There are potential donor pipelines in place. These are reviewed regularly.

In addition to the work with projects, we are supporting our Family Support department in their effort to reach out to more schools.

Communications and Marketing.

This area has seen a lot of change during the year. As a result, we have seen significant progress in not only our social media channels, but the growth in the production of some excellent short films, promoting and supporting different areas of the organisation.

The department works well with our services and projects and regularly runs targeted campaigns, for Fostering, Tabor Living, Recruitment and events.

Our Annual Review will again demonstrate the work of Father Hudson's Care and demonstrate the excellent collaboration that exists across our organisation.

Financial review

Financial Results for the year are shown in the Statement of Financial Activities (SoFA).

The SOFA shows that a high proportion of the Society's income is in the form of fees towards the cost of services. Such fees are charged for provision of residential and day care and fostering services. They are paid by local and health authorities and in the case of residential care may be partially or fully paid by private individuals. The fees received for such services do not cover the full cost of provision of the services. The shortfall is met from voluntary income and reserves.

Projects (Origins service and Community based projects) which attract no fee income are supported from the Society's fundraising efforts and investment income.

Staff costs are by far the biggest item of expenditure for the Society. Father Hudson's strives to give residents, clients and service users the highest standard of service and care and relies on the hard work and dedication of its staff for that. It operates in a very competitive environment for staff and therefore offers staff competitive rates of pay and fair leave and sickness benefits. Father Hudson's also offers all staff membership of a pension scheme. All staff undergo a formal induction programme, have regular supervision and staff meetings, and receive staff newsletters.

Inflation is an issue for Father Hudson's with major costs on gas, electricity, water and food continuing to increase. Local Authorities, which are under financial constraints are not generally offering increases in fees in line with headline inflation, and certainly not in line with the specific inflation incurred with social care projects. Whilst Father Hudson's has made some considerable progress in reducing operating deficits, the present economic climate makes further progress difficult without impacting quality of service which is not acceptable to Father Hudson's.

Father Hudson's has centralised administration functions covering accounting and cash and investments, personnel management, fundraising and estates management.

The SOFA shows net expenditure of £11,047 (2022: net expenditure £322,199) before net losses on investments of £417,780 (2022: gain £358,642). The Society's quoted investments are shown at their market value on 31 March 2023 and are held for the long term to generate income to support the mission of the Society and it is not the intention of Father Hudson's to liquidate them to any significant extent in the short term. Note 18 gives full details of the movements in the assets and liabilities of the Society's pension scheme, in accordance with the disclosure requirements of FRS102. The nature of the assets held by the scheme and the liabilities of the scheme can lead to volatile results. The Scheme closed to future accrual on 31 July 2017. After taking account of actuarial gains of £1,703,000 (2022: actuarial gains £834,000) the SOFA shows a net increase in funds of £1,274,173 (2022: net increase £870,443).

F.H.S. Projects Ltd, a wholly owned subsidiary company, formed to undertake building development and trading activities, was dormant throughout the year. It has no employees, and the directors receive no remuneration. Its existence continues to be kept under review.

Reserves and Reserves Policy

The Trustees of Father Hudson's have established a reserves policy which reflects the long-term nature of much of the work of the Society. Father Hudson's provides residential care to vulnerable adults, most of whom would expect to stay in the Society's care for the rest of their lives. Additionally, Father Hudson's has a long history of residential care to children and young adults, and of adoption services. This history carries with it an obligation, both legal and moral, to assist those who were in our care, or were adopted, their birth families and adopters to explore their past, learn reasons why decisions were made and increasingly bring parted relatives together. Adoption records must now be kept for a minimum of 100 years and there is an obligation on Father Hudson's to offer a post adoption service to those involved in the adoption process throughout their lives.

The reserves of Father Hudson's are made up of five types of funds:

- Expendable endowment funds.
- Restricted Funds.
- Designated Funds.
- Free reserves.
- Pension Reserve/(Deficit)

The total reserves as at 31 March 2023 were £11,865,824, of which £2,025,309 were restricted and not available for general purposes and £2,324,739 were designated.

Expendable Endowment

Expendable endowment funds comprise the value of lands in Birmingham and Coleshill purchased by Father Hudson for the charitable objects of the Society. When such lands are disposed of, the net proceeds are also held in expendable endowment. Expendable endowment funds are held as capital

funds but may be expended at the discretion of the Trustees. The income from the endowments is used to support and develop the activities of the Society.

Restricted Funds

Restricted funds comprise grants or donations made to Father Hudson's for specific purposes. Such funds usually have to be accounted for in detail to the funder and are not available to be spent on anything other than the donor's intention. Restricted funds include donations towards the capital cost of certain assets purchased by the Society. Such funds are transferred to free funds at the same rate as the depreciation on the associated asset.

Designated Funds

Designated funds are funds set aside by the Trustees for specific purposes, or because such funds are unrealised or not capable of being realised in the short term. The property fund is the capital value of property and fixtures held for charitable use by Father Hudson's outside of the endowment fund, and as such is not available for general use. The fair value reserve represents the unrealised revaluation gains on the Society's investments and being unrealised is unavailable for general use.

Free Reserves

Free Reserves are those funds available to meet the day to day needs of the Society's work. The Trustees have decided that given the long-term commitments in the Society's work, the fragility of external funding for some of its projects and the uncertainty of voluntary income and legacies, free reserves should be held for not less than 3 and not more than 6 months expenditure. At the balance sheet date free reserves amounted to £611,090, equivalent to 1.0 months unrestricted expenditure. The trustees have adopted a strategic recovery plan to achieve a balanced budget within the period ending 31 March 2024. The focus of the plan is increasing fee income in the St Joseph's care home following the reopening of the fourth wing and increasing St Catherine's bungalows income through renegotiation of client fees. However unencumbered reserves, for this purpose defined as the sum of the expendable endowment and free reserves amount to £6,554,948 which equates to 10.0 months unrestricted expenditure.

Pension Reserve

The pension reserve/(deficit) represents the surplus/(shortfall) in funding of the Society's Pension Scheme as calculated annually by the scheme actuary in line with the requirements of Reporting Standard FRS102. The valuation is a snapshot on a particular day and can vary significantly from year to year and is sensitive to relatively small changes in interest and discount rates.

Going Concern

After reviewing the Society's budgets and projections, the Trustees have a reasonable expectation that Father Hudson's has adequate resources to continue in operational existence for the foreseeable future. Father Hudson's therefore continues to adopt the going concern basis in preparing the financial statements.

Investments

Father Hudson's has an investment portfolio, the income from which is used to support the work and the administration of the Society. The fund is invested in quoted shares, fixed interest gilts and bonds rated A or higher, property funds and cash. The investment objectives are for a secure level of income together with some capital appreciation in order to maintain the real value of the fund. Evelyn Partners Investment Management LLP manage the portfolio on a discretionary basis. The Trustees have developed a social, environmental and ethical policy for the portfolio. Any investments which do not comply with the policy are divested as market conditions allow. The portfolio is held for the long term, and the Trustees believe that the structure of the portfolio is broadly in balance with its objectives for the long term.

The investment managers use the MSCI WMA Balanced Index as a guideline against which to assess the performance of the portfolio although they are not required to rigidly adhere to the Index. During the year ended 31 March 2023 the portfolio total return (loss) was 4.40% and the Index total return (loss) was 3.20%. In line with the continuing volatility in global markets during the year, the portfolio returned realised and unrealised losses of £417,780 of which £126,093 were endowment funds and £291,687 were attributable to general funds.

Objectives 2023/24

- To work with the investment managers to minimise the capital risk within the investment portfolio, whilst maximising the income and growth potential.
- To continue the review of internal controls and governance to ensure application of best practice.
- To continue the review of the cost base of Father Hudson's to ensure optimum efficiency in the use of Society funds.

Structure, Governance and Management

Constitution & Governing Document

Father Hudson's is a charitable company limited by guarantee, incorporated on 22 July 1982 and registered as a charity on 15 September 1982, to continue the work started by Father Hudson at the beginning of the 20th Century. It was established under a memorandum of association which established the objects and powers of the organisation and is governed under its articles of association. Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The total number of such guarantees at 31 March 2023 was 15 (2022: 14).

The directors at the date of this report are set out on page 1.

Recruitment, Appointment and Training of Trustees

Nominations for Trustees have been made by existing Trustees and other supporters of the Society. Father Hudson's has also successfully advertised for Trustees to replace retiring Trustees. Appointments are made by the Board with the approval of the President in line with identified skills gaps in the existing Board or through retirement. New Trustees undergo a formal induction, managed by the Chief Executive, into their responsibilities, the varied activities and the ethos of the Society. Professional advice is made available to the Trustees at all times and appropriate trustee training is provided.

Organisational Structure

The Board of Trustees has established sub-committees to examine areas of work in more detail and to advise the executive and report to the full Board. Occasionally the Board delegates specific issues and decisions to sub-committees when deemed appropriate. The Board of Trustees sets the strategic direction of Father Hudson's and approves annual budgets. Implementation and day to day management is delegated to the Chief Executive and through him to the senior management team. The Board constantly reviews its governance structure to ensure that it complies with best practice and is committed to achieving compliance with the Good Governance Code.

Employee Involvement and Employing People with Disabilities

After two years of consultation it was a great joy to be able to launch, with involvement of staff from the many different services, the new 'Values' statement, which is both an expression of the values that are currently practised and a call for all services to embody them in daily action.

The Equality, Diversity and Inclusion group continued to meet every three months, facilitated by the Head of the Children and Families' department; membership of the group was widely publicised and was not by appointment; one of the Trustee EDI representatives is invited to these meetings. Important areas covered included the International Day against homophobia, transphobia and biphobia, LGBTQ+ challenges for young people in schools, and how to ensure recruitment of a diverse workforce, appealing to all people. This led to inviting an external facilitator for their final session in the year on LGBTQ+ matters. They have been building on the organisation's EDI statement and strategic EDI action plan which was completed and approved by the Trustees in March 2022. Their work and the work of the HR department continues to influence the review and development of several policies, including this year: the Sickness policy, Learning and development policy, and the Parental bereavement policy. The Carers' policy and Employee hardship support policy are currently being reviewed.

Implementation of the EDI strategic action plan has led to greater focus on employee and service user voice, with a requirement for Heads of Department /service managers' reports to Trustees' subcommittees to include specific sections on this during 2022/23. Consulting service users has benefited the revision of the Complaints policy as well as service development.

The HR team has led on developing a set of surveys that explore why staff choose to work for FHC or any of its associated charities, and why they choose to leave. A great deal of work has also gone into developing a staff engagement survey, the design of which was completed by the beginning of the new financial year, and will now be implemented in 2023/24. The same team has industriously sought to improve our collection of EDI staff data using both electronic and paper means. This has been a challenge, and some staff have taken the decision not to complete some of the data collection that would enable the organisation to analyse staff diversity in its many forms. Their decision has been respected ; the provision of this data is voluntary for existing staff .

This data and its analysis helps the organisation and the HR Department to address EDI issues in connection with recruitment and retention. HR also led on the new staff Wellbeing policy during the year (completed in May 2023).

The Intranet is available to all staff, and this includes a staff suggestion and recommendation form which is being used; any staff suggestions made have been responded to. However, we are seeking more ways of encouraging greater use of this.

Two of the key support functions are directly accessible to staff and regularly used by staff. Staff know that they can contact HR directly and HR know that they have a mediating role within the organisation. Staff use this option. The new PeopleHR software which has replaced the previous mainly paper-based system has had an immediate benefit for staff for a number of reasons, including booking of annual leave in a timely and effective way and immediate and easy access to all policies. Every staff member in the organisation was provided with a work email address. The appointment of the part-time IT support officer continues to be critical to the success of all these changes.

The Finance team is regularly contacted directly by staff who know that they are approachable, and that the organisation operates with the limited bureaucracy that is necessary. In an organisation that has so many services and is so geographically dispersed the team operates great flexibility in order to be supportive and responsive to staff , whilst at the same time having to follow strict financial procedures .They have taken a lead in introducing more IT-based communication and payroll activities.

The organisation has improved the coordination of training– a challenging task in terms of the very different needs of the many services. The HR manager leads on the Training coordination across the organisation. The most notable achievement in the last year has been the way members of the many different services have started to collate and share their training resources. There is now one database of training sessions arranged, trainers and external training agencies that any service can access. This unlocking of the rich resource that was there but not easily accessible has been a great benefit. Each department has also given greater emphasis to determining what training for staff in each service is essential and what is more optional. This was the year when there was a successful identification and rollout of appropriate and accessible EDI training available to all staff. Ensuring this online training is used has been a challenge, but one that managers have addressed.

The quarterly Managers' meeting has created a greater understanding of each of the services and the small group work in particular has enhanced the sharing of learning and expertise on common issues. These have also contributed to a deeper understanding of the mission of the organisation and governance of the Charity. EDI has featured very strongly in these meetings. As well as a half-year review of the EDI action plan in December, other areas covered in the small group discussions were: communication in the organisation (twice), safeguarding (twice), elements of good supervision, managing difficult conversations, values, and the staff engagement survey.

The decision which was taken at the beginning of the pandemic was renewed and maintained throughout the cycles of lockdown and easing of lockdown in 2021–22 to ensure that no staff member came to work for fear of not being paid and having to rely on statutory sick pay. The contractual obligations were overridden by an organisational determination to ensure that staff, if they suspected or had confirmed COVID, did not feel a financial need to attend work. This practice has been reviewed regularly and continues to be in place for 2022/23 and for the new financial year 2023/24 on a review basis.

The Charity does not discriminate against a person with a disability for a reason that relates to their disability or treat them less favourably than a non-disabled person. The Charity remains committed to conducting individual risk assessments for every employee with a disability in order to identify any reasonable adjustments it needs to make in the workplace, or job, in order for the person to contribute fully to the work of the charity.

Relationships with related parties and other charities

Father Hudson's owns 100% of the issued share capital of F.H.S. Projects Ltd, a company registered in England and Wales no. 3720516, whose main activity is the development of property for use by the Society. All profits within F.H.S. Projects Ltd are donated to Father Hudson's under Gift Aid. The company is currently dormant and so consolidated financial statements have not been prepared.

In 2009 the Trustees transferred adoption work to a new independent non-denominational Charity, Family Society – Adoption Focus. This is a completely independent and separate charity. Family Society – Adoption Focus undertakes some adoption support work on behalf of Father Hudson's Society. Father Hudson's provides certain administrative support. All such arrangements are undertaken for fees agreed on an arm's length basis.

Father Hudson's has employed the services of NFP Wealth Management Ltd (NFP) in the design and implementation of a Group Personal Pension Scheme. One of the directors of NFP is related to a trustee of the Society. Fees to NFP have been agreed on an arm's length basis and the trustee took no part in the decision to use NFP nor in the fee negotiations. At 31 March 2023 fees amounting to £1,800 had been paid or accrued to NFP.

Father Hudson's has close relationships with a number of other religious charities with whom it collaborates in the delivery of services in Community based projects. In each case there is a written collaboration agreement.

Governance and Internal Controls

The Trustees are responsible for keeping adequate accounting records which disclose with reasonable accuracy at any time the financial position of Father Hudson's and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of Father Hudson's and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities. The systems of internal control are designed to provide reasonable, but not absolute, assurance against material misstatement or loss.

They include:

- A strategic plan and an annual budget approved by the Trustees.
- Regular consideration by the Trustees of the financial results, variances from budgets, non-financial performance indicators and benchmarking reviews.
- Delegation of authority, segregation of duties and formal supervision structures.

Review of Strategic Management 2022/23

Risk assessment review 2022 – 2023 and Management of risk 2023–2024

Introduction

In 2022/23 the Trustees budgeted for a significant operational loss, using its unrestricted assets, rather than endanger the quality and safety of any service, at a time when key Adult care services were recovering from the impact of the pandemic, when the need to challenge underfunding Local authority fees especially in the area of disability became even more important. The charity has also been driven by the mission of Father Hudson's to respond to the impact of increasing poverty on older people and children and families, and support for those on the margins particularly those who are homeless and refugees and asylum seekers. Nevertheless, the Trustees demanded careful budgetary control in all areas, and especially more work regarding the fees at St Joseph's and LA underfunding of St Catherine's bungalows disability service. Excellent management by Heads of Department service managers has again resulted in significantly lower operational loss than budgeted for. The Trustees were also determined to respond early rather than later to the very high inflationary impact on the cost of living by offering better staff remuneration.

Risk Review 2022–2023	Risk at the start of year	Risk at the end of year
Safeguarding children, young people and vulnerable adults The Trustees and SMT Safeguarding Leads monitoring and review group, produced their second annual safeguarding report with an improved structure and recommendations for the summer Board meeting. The links with the Diocesan safeguarding officers remained strong ,though there has been a change of senior personnel at the Diocese. The risk has been left at low /moderate, because FHC runs 18 different services for very vulnerable client groups, provided by a large staff team and volunteer team and therefore has to be constantly alert. This applies to both inspected and non- inspected services. The need to provide 'safe' services is greater the more vulnerable the groups supported are. The four Community Sponsorship schemes had excellent support from the children's safeguarding SMT Lead supporting the safeguarding Lead volunteers in the schemes and the scheme Coordinators. She has also provided training sessions for the hosts and guests for the new Ukraine scheme. This was important due to the unique nature of hosting and refugee families sharing the same accommodation, and the different approaches to safeguarding in the two countries/cultures. The Chair and other members of the C,F & C subcommittee have devoted substantial time to support the Registered manager for New Routes to construct and implement a detailed response to the previous Ofsted inspection's recommendations. This has been rigorous and successful.	Low/Moderate	Low/Moderate
Financial management –income generation and expenditure control		
St Joseph's –The fourth wing reopened in April 2022 and the challenge was to recruit sufficient experienced staff for this, and to increase the occupancy . A very successful recruitment campaign has meant that very little agency	Moderate /High	Moderate/High

Risk Review 2022–2023	Risk at the start of year	Risk at the end of year
staffing has been required. This achievement is remarkable in the light of the well–documented recruitment issues experienced throughout the Adult care sector this year. Increased occupancy from a low of 37 to an average of 52/53 at the end of the year is testimony to the reputation of St Joseph's in the local area and beyond, the skill of the Manager and Deputy manager, the leadership of their Head of Department, and the effective marketing. However, the risk, whilst improved, remains Moderate/High because the occupancy needs to continue to increase during the spring and summer months of 2023. With the very high inflationary pressures experienced during the year, and continuing, it became necessary to review the fees and increase these significantly. Whilst the fees remain very competitive it is acknowledged that they can be a challenge for families. Certainly, Local authorities appear to be insufficiently funded to cover the actual cost of care. St Joseph's has had to make it very clear to LAs that it can only accept sustainable fees. The Adult care subcommittee monitors St Joseph's carefully. It was hoped that the CQC inspection in March 2023 would result in a better rating. The existing rating was given before COVID and the time gap between that inspection and the latest one has been too great. The CQC report published in April 2023 awarded St Joseph's 'Good' overall and 'Good' in all areas inspected. The average occupancy in April and May 2023 continued to increase.		
Day service –following on the temporary closures during some of the COVID period and the development of the tailored outreach ,this service has had a remarkable year . Families and Local authorities appear to have become more convinced of the need for such a service and therefore the take up has been good. The expenditure in previous years on improving the quality of the building and its facilities, as well as having a well–managed staff team have borne fruit. Several new young clients have chosen to use this service. The risk has therefore been lowered–at the same time we remain aware that Local Authorities continue to review the model of Day opportunities.	Moderate	Low

Risk Review 2022–2023	Risk at the start of year	Risk at the end of year
St Catherine's—as noted previously, the Trustees recognized the high level of underpaying Local Authorities. The Head of Department has continued to work closely with the legal charity ASC , the Service manager, Finance manager, CEO and others to renegotiate acceptable fees, successfully .Whilst it would be reasonable to therefore lower the risk assessment from moderate to moderate/low it has to be acknowledged that recruitment of staff remains a major challenge in the Disability sector . Therefore, it remains at moderate.	Moderate	Moderate
New Routes – even though the service has had another successful year financially (compared to the budget) the risk remains as moderate. Three new Foster carer households have been recruited, as well as an experienced social worker (no mean challenge) , an existing social worker returned from maternity leave, and the previous year's restructuring of the team has created a simpler structure. This has helped with the stability of the team, but more recruitment of new Foster carers is essential.	Moderate	Moderate
Family Support in Schools' Service – the service continues to be well valued by the schools who use it. The short-term nature of the contracts with schools makes retaining the excellent staff a real challenge, however with the Team manager's endeavor and extra funding from Father Hudson's a strong staff team is in place. The service does require significant FHC subsidy from unrestricted funds, and increasingly so in the next year's budget, which is a challenge. However, the Trustees continue to value the high number of children, young people and families who are supported across the Archdiocese through the service and the effective impact it has. It has been decided to retain the level of risk as moderate/high. The aim is to achieve better contracting with schools to take into account the very high inflationary pressures and to secure some limited external Trust funding.	Moderate/High	Moderate/high

Risk Review 2022–2023	Risk at the start of year	Risk at the end of year
Tabor Living – whilst this has been a remarkable year for Tabor House , securing nearly half a million pounds of external funding for the refurbishment of the new site, a strengthening of the Management committee and some new partnerships, a strong relationship with the parish of St Catherine's and with the Diocese, risk management has been at the forefront of everything. The ambition to expand the service in response to need carried substantial risk–not only the refurbishment and all the planning that went into this without extra human resources, and the forming of strong partner relationships, and the transition from one site to another, and the impact of capital fundraising on revenue fundraising have all been a challenge for the Head of Department and Project manager and their team. Identifying and commissioning a professional and supportive contractor enabled high quality work and capital expenditure control. The Head of Department and the Chair of Caritas AOB have been instrumental in the risk management connected to fundraising. Any significant growth and the transition to a new site always carries risk, therefore this has been heightened to 'Moderate'. Thanks to generous benefactors, and the support of FHC, it has not been increased to 'High'.	Low /Moderate	Moderate
Staff recruitment and retention The Trustees of Father Hudson's and associated charities (where FHC employs the staff) have demonstrated foresight in anticipating necessary increased remuneration. Whilst this is unlikely to be equal to the commercial or statutory sector there is a recognition at governance level that what can be done has to be done in a timely way, proactively not reactively. Every effort is made to retain excellent staff. The HR Department in particular has developed new ways of identifying staff views on why they choose this employment, why they remain in it and why on occasion they leave. They have also worked very well interdepartmentally to develop more ways of recruiting, including recruitment fairs, and value-based recruitment.	Moderate/High	Moderate

Risk Review 2022–2023	Risk at the start of year	Risk at the end of year
Pension Fund liability—movement within the markets has reduced some of the pressure connected with the liabilities and the scale of the requirement of FHC to contribute to the Pension fund. Therefore the risk level has been reduced.	Moderate	Moderate/low
Data security, including cyber attacks As noted previously, FHC for some years has taken the decision to invest in data security provided via its IT partner, TSG. The risk remains, but the risk level has been reduced to take account of the absence of any successful cyber attacks or any data breaches this year.	Moderate /High	Moderate
Health and safety Staff changes, and an ongoing vacancy, in the Estates team and a greater reliance on external subcontractors, and the renewed focus by the Trustees on this area has resulted in the introduction of this new heading. Whilst there have been no reportable issues under any of the legislation or guidance, the Trustees, the Finance director and the CEO concluded that the recruitment and appointment of a new estates manager should include a greater emphasis on health and safety. The Trustees also decided that it was safer for the organisation to employ a second member of staff in the Estates team, alongside the involvement of subcontractors. A successful appointment of the manager was made and even in their first month clear benefits in terms of risk management procedures have been evident.	(new heading)	Moderate

Strategic Risk management 2023/2024

The following management actions are in place:

Safeguarding

The Trustees and SMT Leads' group, has embedded safeguarding as a separate section in each subcommittee meeting and in all Heads of Department reporting. It has also improved the format and requirements for the third annual report due in the summer of 2023.

St Joseph's—the spring and summer of 2023 is seen as critical to ensuring the occupancy averages at least 55. The contracts have been rewritten to permit six monthly increasing of fees if necessary. Tight control of expenditure on building maintenance will be in place, after a number of years of necessary high expenditure to ensure the building is maintained to a high standard. Greater analysis of enquiries data is being used to guide targeted marketing.

St Catherine's – Local Authorities will continue to be challenged with the help of ASC (legal advice support Charity) working with FHC staff and client families to achieve fair fee income.

This is the second of two years dedicated to resolving the challenge of staff recruitment – progress must be made this year.

Family Support in Schools' Service – as noted above, the Family support service will focus on building on those areas where it is strongest, in Birmingham and North Staffordshire in particular, and North Oxfordshire (more limited), rather than the manager seeking out commissioning from MACs , which can absorb considerable time with little response. It was agreed that the CEO and the Marketing and Comms manager would assist with contacting MACs and raising the profile of the service, particularly creating and sharing new short films about the service. Better contracting with existing schools to take account of the very high inflation during this last year, and some external trust fundraising will be in place.

Brushstrokes

This community project is now a substantial service with multiple funding streams, a staff team of nearly 40 members and an even larger team of volunteers, with responsibility for a large Centre. Its annual budget, in terms of income and expenditure, places it now between St Catherine's disability service, and the Dayservice, New Routes fostering and Supported living. The FHC Trustees have increased the governance links to the Management committee . Greater financial accounting and forecasting support is being provided by the Finance team . The newly reformed Fundraising ,Comms and Marketing team will be more involved. A member of the HR team has been specially assigned to Brushstrokes .All of this will be to aid the revenue fundraising needed for the coming financial year and staff stability.

Property Management – the building of the new Community room at St Vincent's will be completed and continuing fundraising activity, with the use of FHC assets, will enable this.

Fundraising – the Fundraising team is complete for the moment and very focused on greater income generation, which has been carefully detailed by the new Fundraising, Comms and Marketing manager. During the year he will replace the existing one-year strategy, which he put in place immediately, with a three year strategy.

Associated charities – It remains the case that the Charities supported by Father Hudson's, which rely upon external funding themselves, are exposed to risk. Whilst the risk is managed by these Charities, and therefore they do not expose Father Hudson's to unknown or unlimited liabilities, Father Hudson's does all it can to support these much-needed charities.

The Archdiocese and Father Hudson's – there is a commitment in this collaboration to have a much clearer and better resourced relationship. It is expected that by the summer of 2023 both Boards will have agreed a clear arrangement and have made decisions on any necessary resources needed to develop the work.

Key Management Personnel Remuneration

The Trustees consider the Senior Management Team, comprising the Principal Staff listed on page 1, as being the key management personnel of Father Hudson's in charge of running and operating the charity on a day-to-day basis. All Trustees give of their time freely and no Trustees' remuneration was paid in the year. Details of Trustees' reimbursed expenses and related party transactions are disclosed in notes 9 and 11 to the financial statements.

Trustees are required to disclose all relevant interests and register them in accordance with the Society's policy and highlight them during discussions where a conflict of interest arises.

The pay of the charity's management team is reviewed annually. The remuneration is benchmarked with other charities of a similar size and activity in the West Midlands area to ensure that the remuneration is fair and not out of line with that paid for similar roles.

Statement of responsibilities of the Trustees

The Trustees (who are also directors of Father Hudson's for the purposes of company law) are responsible for preparing the report of the Trustees' and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

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

The Trustees are responsible for keeping adequate accounting records that 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. 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.

In so far as the Trustees are aware:

- There is no relevant audit information of which the charitable company's auditor is unaware
- The Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Auditor

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

The Trustees' annual report which includes the strategic report has been approved by the Trustees on 13th June 2023 and signed on their behalf by

Fionnuala Hegarty
Trustee

Independent auditor's report

To the members of

Father Hudson's Society

Opinion

We have audited the financial statements of Father Hudson's Society (the 'charitable company') for the year ended 31 March 2023 which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- Give a true and fair view of the state of the charitable company's affairs as at 31 March 2023 and of its incoming resources and application of resources, including its income and expenditure for the year then ended
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice
- Have been prepared in accordance with the requirements of the Companies Act 2006

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on Father Hudson's Society's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other Information

The other information comprises the information included in the trustees' annual report, including the strategic report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- The information given in the trustees' annual report, including the strategic report, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- The trustees' annual report, including the strategic report, has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' annual report including the strategic report. We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- Adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- The financial statements are not in agreement with the accounting records and returns; or
- Certain disclosures of trustees' remuneration specified by law are not made; or
- We have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities set out in the trustees' annual report, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being

Independent auditor's report

To the members of

Father Hudson's Society

satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud are set out below.

Capability of the audit in detecting irregularities

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

- We enquired of management, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:
 - Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
 - Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
 - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
- We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience.
- We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.

Independent auditor's report

To the members of

Father Hudson's Society

- We reviewed any reports made to regulators.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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

Use of our report

This report is made solely to the charitable company's members as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Fleur Holden (Senior statutory auditor)

16 June 2023

for and on behalf of Sayer Vincent LLP, Statutory Auditor
Invicta House, 108-114 Golden Lane, LONDON, EC1Y 0TL

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

For the year ended 31 March 2023

	Note	Endowment £	Restricted £	Unrestricted £	2023 Total £	Endowment £	Restricted £	Unrestricted £	2022 Total £
Income from:									
Donations and legacies	2	–	398,141	356,953	755,094	–	299,549	231,180	530,729
Charitable activities									
Adult Care	3	–	6,591	5,808,416	5,815,007	–	–	5,021,385	5,021,385
Family Placement	3	–	–	805,813	805,813	–	–	740,599	740,599
Community projects	3	–	1,710,112	199,485	1,909,597	–	929,452	189,316	1,118,768
Other activities	4	–	–	14,306	14,306	–	–	39,704	39,704
Investments	5	69,148	–	205,004	274,152	61,838	–	186,665	248,503
Total income		69,148	2,114,844	7,389,977	9,573,969	61,838	1,229,001	6,408,849	7,699,688
Expenditure on:									
Raising funds	6	–	–	214,378	214,378	–	–	228,765	228,765
Charitable activities									
Adult Care	6	–	69,750	6,179,722	6,249,472	–	61,488	5,053,279	5,114,767
Family Placement	6	–	457	979,866	980,323	–	210	942,095	942,305
Community Projects	6	–	1,622,188	518,655	2,140,843	–	1,258,779	477,271	1,736,050
Total expenditure		–	1,692,395	7,892,621	9,585,016	–	1,320,477	6,701,410	8,021,887
Net income /(expenditure) before net gains/(losses) on investments		69,148	422,449	(502,644)	(11,047)	61,838	(91,476)	(292,561)	(322,199)
Net gains on investment properties	14	–	–	–	–	–	–	–	–
Net gains/(losses) on investments	15	(126,093)	–	(291,687)	(417,780)	214,022	–	144,620	358,642
Net income/(expenditure) for the year	8	(56,945)	422,449	(794,331)	(428,827)	275,860	(91,476)	(147,941)	36,443
Transfers between funds	21a	(69,148)	–	69,148	–	(61,838)	–	61,838	–
Net income/(expenditure) before other recognised gains and losses		(126,093)	422,449	(725,183)	(428,827)	214,022	(91,476)	(86,103)	36,443
Actuarial gains (losses) on defined benefit pension schemes	18	–	–	1,703,000	1,703,000	–	–	834,000	834,000
Net movement in funds		(126,093)	422,449	977,817	1,274,173	214,022	(91,476)	747,897	870,443
Reconciliation of funds:									
Total funds brought forward		6,069,951	1,602,860	2,918,840	10,591,651	5,855,929	1,694,336	2,170,943	9,721,208
Total funds carried forward		5,943,858	2,025,309	3,896,657	11,865,824	6,069,951	1,602,860	2,918,840	10,591,651

There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 21 to the financial statements.

As at 31 March 2023

	Note	£	2023 £	£	2022 £
Fixed assets:					
Tangible assets	13		4,978,738		4,767,986
Investment properties	14		779,000		779,000
Investments	15		5,288,955		5,728,097
			<u>11,046,693</u>		<u>11,275,083</u>
Current assets:					
Debtors	16	716,249		728,552	
Cash at bank and in hand		797,287		1,022,183	
		<u>1,513,536</u>		<u>1,750,735</u>	
Liabilities:					
Creditors: amounts falling due within one year	17	(637,905)		(650,167)	
			<u>875,631</u>		<u>1,100,568</u>
Net current assets					
			<u>11,922,324</u>		<u>12,375,651</u>
Net assets excluding pension liability					
Defined benefit pension scheme liability	18	(56,500)		(1,784,000)	
Total net assets			<u>11,865,824</u>		<u>10,591,651</u>
The funds of the charity:	21				
Expendable Endowment			5,943,858		6,069,951
Restricted funds			2,025,309		1,602,860
Unrestricted income funds:					
Designated funds		2,324,739		2,538,890	
Fair value reserve		321,552		629,428	
Revaluation reserve		695,776		695,776	
General funds		611,090		838,746	
Pension reserve		(56,500)		(1,784,000)	
			<u>3,896,657</u>		<u>2,918,840</u>
Total unrestricted funds					
			<u>11,865,824</u>		<u>10,591,651</u>
Total charity funds					

Approved by the trustees on 13th June 2023 and signed on their behalf by

Fionnuala Hegarty
Trustee

Statement of cash flows

For the year ended 31 March 2023

Reconciliation of net income / (expenditure) to net cash flow from operating activities

	2023 £	2022 £
Net income for the reporting period (as per the statement of financial activities)	1,274,173	870,443
Dividends, interest and rent from investments	(274,152)	(248,503)
Depreciation charges	370,383	359,352
Losses/(Gains) on investments	417,780	(358,642)
(Profit) on the disposal of fixed assets	–	(50)
FRS102 Pension adjustments (non cash)	48,000	54,000
Actuarial (gains)/losses on investments	(1,703,000)	(834,000)
Pension scheme deficit payments	(72,500)	(145,000)
Decrease/(Increase) in debtors	12,303	(136,928)
(Decrease)/Increase in creditors	(12,262)	181,474
Net cash used in operating activities	60,725	(257,854)

	Note	2023 £	2022 £
Cash flows from operating activities			
Net cash used in operating activities		60,725	(257,854)
Cash flows from investing activities:			
Dividends, interest and rents from investments	322,152	302,503	
Proceeds from the sale of fixed assets	–	50	
Purchase of fixed assets	(581,135)	(190,048)	
Proceeds from sale of investments	329,822	652,082	
Purchase of investments	(497,367)	(450,512)	
Decrease/(increase) in cash held in listed investments portfolio	188,907	(186,371)	
Net return on pension scheme	(48,000)	(54,000)	
Net cash provided by investing activities		(285,621)	73,704
Change in cash and cash equivalents in the year		(224,896)	(184,150)
Cash and cash equivalents at the beginning of the year		1,022,183	1,206,333
Cash and cash equivalents at the end of the year		797,287	1,022,183

Analysis of cash and cash equivalents

	At 1 April 2022 £	Cash flows £	Other changes £	At 31 March 2023 £
Cash at bank and in hand	1,022,183	(224,896)	–	797,287
Total cash and cash equivalents	1,022,183	(224,896)	–	797,287

1 Accounting policies

a) Statutory information

Father Hudson's Society is a charitable company limited by guarantee and is incorporated in the United Kingdom.

The registered office address and principal place of business is St George's House, Gerards Way, Coleshill, Birmingham B46 3FG.

b) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

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

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

c) Public benefit entity

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

d) Going concern

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

The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

e) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the charity that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

1 Accounting Policies (continued)

f) Donations of gifts, services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item or received the service, any conditions associated with the donation have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), volunteer time is not recognised so refer to the trustees' annual report for more information about their contribution.

On receipt, donated gifts, professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

g) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

h) Fund accounting

Expendable endowment funds are funds realised from the disposal of assets purchased for the Society by its founder Mgr George Hudson from funds raised by public subscription.

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

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

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

i) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Expenditure is classified under the following activity headings:

- Costs of raising funds relate to the costs incurred by the charitable company in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose
- Expenditure on charitable activities includes the costs of delivering services undertaken to further the purposes of the charity and their associated support costs
- Other expenditure represents those items not falling into any other heading

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

1 Accounting Policies (continued)

j) Allocation of support costs

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

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

● Adult Care	55%
● Family Placement	16%
● Community Projects	16%
● Costs of generating voluntary income	4%

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

k) Grants payable

Grants payable are made to third parties in furtherance of the charity's objects. Single or multi-year grants are accounted for when either the recipient has a reasonable expectation that they will receive a grant and the trustees have agreed to pay the grant without condition, or the recipient has a reasonable expectation that they will receive a grant and that any condition attaching to the grant is outside of the control of the charity.

Provisions for grants are made when the intention to make a grant has been communicated to the recipient but there is uncertainty about either the timing of the grant or the amount of grant payable.

l) Operating leases

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

m) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £1,000. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use. Major components are treated as a separate asset where they have significantly different patterns of consumption of economic benefits and are depreciated separately over its useful life.

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

● Land (no depreciation)	
● Buildings	3%
● Leasehold improvements	6.67%
● Motor Vehicles	12.5 – 25%
● Computers	20%
● Fixtures, Fittings and Equipment	10 – 25%

n) Investment properties

Investment properties are measured initially at cost and subsequently included in the balance sheet at fair value. Investment properties are not depreciated. Any change in fair value is recognised in the statement of financial activities and any excess of fair value over the historic cost of the investments will be shown as a revaluation reserve in the balance sheet. The valuation method used to determine fair value will be stated in the notes to the accounts.

1 Accounting Policies (continued)

o) Listed investments

Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price. Any change in fair value will be recognised in the statement of financial activities and any excess of fair value over the historic cost of the investments will be shown as a fair value reserve in the balance sheet. Investment gains and losses, whether realised or unrealised, are combined and shown in the heading 'Net gains/(losses) on investments' in the statement of financial activities. The charity does not acquire put options, derivatives or other complex financial instruments.

p) Investments in subsidiaries

Investments in subsidiaries are at cost. FHS Projects Limited, a wholly owned subsidiary was dormant for the year and so consolidated accounts were not needed.

q) Debtors

Trade and other debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid.

r) Cash at bank and in hand

Cash at bank and cash in hand includes cash. Cash balances exclude any funds held on behalf of service users.

s) Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

t) Financial instruments

With the exception of the defined benefit pension liability, the charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value. Non-basic financial instruments are measured at fair value with any gain or loss going to the statement of financial activities. Full details of the non-basic financial instruments are given in the financial instruments note.

u) Pensions

The society operates a defined benefit pension scheme. The cost of providing pension and related benefits is charged to the SOFA over the employees' service lives on the basis of a constant percentage of earnings which is an estimate of the regular cost. Variations from regular cost, arising from periodic actuarial valuations are allocated over the expected remaining service lives of current employees on the basis of a constant percentage of current and estimated future earnings. Any difference between the charge to the SOFA and the contributions payable to the scheme is shown as an asset or liability in the balance sheet.

Contributions payable on behalf of employees to money purchase pension schemes are charged to the Statement of Financial Activities as they become payable.

2 Income from donations and legacies

	Restricted £	Unrestricted £	2023 Total £	Restricted £	Unrestricted £	2022 Total £
Restricted donations	392,451	–	392,451	274,549	–	274,549
Legacies	–	43,818	43,818	25,000	22,000	47,000
Schools	–	42,755	42,755	–	29,079	29,079
Parishes	–	39,573	39,573	–	23,392	23,392
Other Donations	–	218,895	218,895	–	144,623	144,623
Coronavirus Job Retention Scheme	–	–	–	–	–	–
Tax Recoverable	5,690	11,912	17,602	–	12,086	12,086
	398,141	356,953	755,094	299,549	231,180	530,729

3 Income from charitable activities

	Restricted £	Unrestricted £	2023 Total £	Restricted £	Unrestricted £	2022 Total £
Local Authority	–	3,972,745	3,972,745	–	3,414,424	3,414,424
Adult Social Care Workforce Capacity Fund Grant	–	–	–	–	188,892	188,892
Private	6,591	1,835,671	1,842,262	–	1,418,069	1,418,069
Sub-total for Adult Care	6,591	5,808,416	5,815,007	–	5,021,385	5,021,385
Local Authority	–	805,813	805,813	–	740,599	740,599
Sub-total for Family Placement	–	805,813	805,813	–	740,599	740,599
Other Charities	188,868	25,000	213,868	226,386	–	226,386
Grants	1,521,244	–	1,521,244	703,066	–	703,066
Schools	–	174,485	174,485	–	189,316	189,316
Sub-total for Community Based Projects	1,710,112	199,485	1,909,597	929,452	189,316	1,118,768
Total income from charitable activities	1,716,703	6,813,714	8,530,417	929,452	5,951,300	6,880,752

4 Income from other activities

	Restricted £	Unrestricted £	2023 Total £	Restricted £	Unrestricted £	2022 Total £
Administration Charges	–	14,306	14,306	–	39,654	39,654
Profit on Disposal of Fixed Assets	–	–	–	–	50	50
Total income from other activities	–	14,306	14,306	–	39,704	39,704

5 Income from investments

	Endowment £	Unrestricted £	2023 Total £	Endowment £	Unrestricted £	2022 Total £
Income from UK listed Investments	69,148	122,003	191,151	61,838	111,593	173,431
Interest receivable	–	2,216	2,216	–	112	112
Net return on pension scheme	–	(48,000)	(48,000)	–	(54,000)	(54,000)
Rental Income	–	128,785	128,785	–	128,960	128,960
Total income from investments	69,148	205,004	274,152	61,838	186,665	248,503

6a Analysis of expenditure (current year)

	Charitable activities							
	Cost of raising funds £	Adult Care £	Family Placement £	Community Based Projects £	Support Costs £	Governance Costs £	2023 Total £	2022 Total £
Staff costs (Note 9)	103,582	3,715,040	260,535	1,428,797	560,659	–	6,068,613	5,225,837
Client Costs	142	281,205	439,463	146,237	3,468	–	870,515	724,646
Property Costs	27,428	669,350	33,026	175,629	167,289	–	1,072,722	854,964
Publicity Costs	13,435	3,454	299	250	–	–	17,438	14,853
Agency Costs	–	437,772	11,202	4,175	1,911	–	455,060	279,470
Travel Costs	2,281	43,534	9,660	20,211	9,399	–	85,085	66,922
Professional Fees	30	33,437	5,426	72,697	62,550	21,433	195,573	138,110
Other Direct Costs	13,556	164,960	32,478	100,793	116,556	6,785	435,128	345,058
Depreciation	–	319,019	4,894	–	46,469	–	370,382	359,352
Audit Fee	–	–	–	–	–	14,500	14,500	12,675
	160,454	5,667,771	796,983	1,948,789	968,301	42,718	9,585,016	8,021,887
Support costs	46,479	512,231	159,770	168,484	(968,301)	81,337	–	–
Governance costs	7,445	69,470	23,570	23,570	–	(124,055)	–	–
Total expenditure 2023	214,378	6,249,472	980,323	2,140,843	–	–	9,585,016	–
Total expenditure 2022	228,765	5,114,767	942,305	1,736,050	–	–	8,021,887	

Father Hudson's Society

Notes to the financial statements

For the year ended 31 March 2023

6b Analysis of expenditure (prior year)

	Charitable activities						
	Cost of raising funds £	Adult Care £	Family Placement £	Community Based Projects £	Support Costs £	Governance Costs £	2022 Total £
Staff costs (Note 9)	130,298	3,130,203	274,899	1,163,891	526,546	–	5,225,837
Client Costs	–	206,420	410,980	102,647	4,599	–	724,646
Property Costs	24,831	474,835	30,015	191,532	133,751	–	854,964
Publicity Costs	10,304	4,475	–	74	–	–	14,853
Agency Costs	–	274,727	1,732	–	3,011	–	279,470
Travel Costs	766	34,254	10,344	13,599	7,959	–	66,922
Professional Fees	50	39,685	3,095	16,850	59,276	19,154	138,110
Other Direct Costs	10,521	135,194	31,118	62,202	99,238	6,785	345,058
Depreciation	–	253,827	3,297	–	102,228	–	359,352
Audit Fee	–	–	–	–	–	12,675	12,675
	176,770	4,553,620	765,480	1,550,795	936,608	38,614	8,021,887
Support costs	44,957	495,466	154,540	162,970	(936,608)	78,675	–
Governance costs	7,038	65,681	22,285	22,285	–	(117,289)	–
Total expenditure 2022	228,765	5,114,767	942,305	1,736,050	–	–	8,021,887

7a Grant making and support for other charities (current year)

	Support costs £	2023 £
Cost		
Hope Community Project	27,594	27,594
Sanctuary	15,954	15,954
Maryvale	17,997	17,997
Total gift in kind in the year	<u>61,545</u>	<u>61,545</u>

£nil cash grants were made in the year (2022: £nil). The gift in kind comprises allocated support costs.

7b Grant making and support for other charities (prior year)

	Support costs £	2022 £
Cost		
Hope Community Project	29,772	29,772
Sanctuary	36,258	36,258
Maryvale	16,585	16,585
Total gift in kind in the year	<u>82,615</u>	<u>82,615</u>

8 Net income / (expenditure) for the year

This is stated after charging / (crediting):

	2023 £	2022 £
Depreciation	370,383	359,352
Profit on disposal of fixed assets	–	(50)
Operating lease rentals:		
• Property	46,666	38,333
• Other	96,380	56,879
Auditor's remuneration (excluding VAT):		
• Audit	<u>14,500</u>	<u>12,675</u>

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

Staff costs were as follows:

	2023 £	2022 £
Salaries and wages	5,404,173	4,637,209
Redundancy and termination costs	–	16,035
Social security costs	407,009	338,708
Employer's contribution to defined contribution pension scheme	257,431	233,885
	6,068,613	5,225,837

No redundancy and termination costs were paid and settled in the year. The redundancy and termination costs accrued at the balance sheet date were £nil (2022: £nil).

The following number of employees received employee benefits (excluding employer's national insurance and employer pension costs) during the year between:

	2023 No.	2022 No.
£70,000 – £79,999	1	1

The total employee benefits including employer's national insurance and pension contributions of the key management personnel were £431,595 (2022: £402,432).

The charity trustees were not paid nor received any other benefits from employment with the charity in the year (2022: £nil). No charity trustee received payment for professional or other services supplied to the charity (2022: £nil).

Trustees' expenses represents the payment or reimbursement of travel and subsistence costs totalling £nil (2022: £nil).

10 Staff numbers

The average number of employees (head count based on number of staff employed) during the year was as follows:

	2023 No.	2022 No.
Raising funds	4	6
Adult Care	209	233
Family Placement	7	9
Community projects including schools	70	72
Support	17	15
Governance	2	2
	309	337

Notes to the financial statements

For the year ended 31 March 2023

11 Related party transactions

There are related party transactions to disclose for 2022/23 as detailed below.

Aggregate donations from related parties were £70,429 all of which was received from Birmingham Diocesan Trust (2022: £25,000). The Trust also gave a capital grant of £50,000 in support of the Tabor Living 2 project.

The Society has employed the services of NFP Wealth Management Ltd (NFP) in the design and implementation of a Group Personal Pension Scheme. One of the directors of NFP is related to a trustee of the Society. Fees to NFP have been agreed on an arms length basis and the trustee took no part in the decision to use NFP nor in the fee negotiations. At 31 March 2023 fees amounting to £1,800 (2022: £1,800) had been paid to NFP.

The President of the Society, the Most Rev. Bernard Longley, is a trustee of Birmingham Diocesan Trust (registered charity number 234216). During the year, the Trust paid for residential care for sick and retired priests in St Joseph's Care Home amounting to £110,660 (2022: £59,853). The balance at the year end was £nil (2022: £nil) due to the Society.

Mrs Jo Watters, Head of Community Projects, is a trustee of Hope Community Project (registered charity number 1139362). During the year the Society made a donation of £nil (2022: £nil) to the Project and provided support services in kind to the value of £29,594 (2022: £29,772) for which payment of £2,000 was received (2022: £5,000). The balance at the year end was £8,726 (2022: £nil).

The Society is a corporate trustee of Maryvale Community Project (registered charity number 1147691). During the year the Society provided support services in kind to the Project to the value of £17,997 (2022: £16,572). The balance at the year end was £nil (2022: £nil).

12 Taxation

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

13 Tangible fixed assets

	Freehold property £	Leasehold property £	Leasehold improvements £	Fixtures and Fittings £	Computer equipment £	Motor vehicles £	Total £
Cost							
At the start of the year	7,066,464	151,716	–	1,064,330	118,077	232,370	8,632,957
Additions in year	–	–	487,366	24,629	–	69,140	581,135
Disposals in year	–	–	–	(12,468)	(6,300)	(7,250)	(26,018)
At the end of the year	<u>7,066,464</u>	<u>151,716</u>	<u>487,366</u>	<u>1,076,491</u>	<u>111,777</u>	<u>294,260</u>	9,188,074
Depreciation							
At the start of the year	3,220,448	11,000	–	455,943	54,716	122,864	3,864,971
Charge for the year	209,264	4,552	–	105,340	22,308	28,919	370,383
Eliminated on disposal	–	–	–	(12,468)	(6,300)	(7,250)	(26,018)
At the end of the year	<u>3,429,712</u>	<u>15,552</u>	<u>–</u>	<u>548,815</u>	<u>70,724</u>	<u>144,533</u>	4,209,336
Net book value							
At the end of the year	<u>3,636,752</u>	<u>136,164</u>	<u>487,366</u>	<u>527,676</u>	<u>41,053</u>	<u>149,727</u>	4,978,738
At the start of the year	<u>3,846,016</u>	<u>140,716</u>	<u>–</u>	<u>608,387</u>	<u>63,361</u>	<u>109,506</u>	4,767,986

Land with a value of £31,000 (2022: £31,000) is included within freehold property and not depreciated.

All of the above assets are used for charitable purposes.

Notes to the financial statements

For the year ended 31 March 2023

14 Investment properties

	2023 £	2022 £
Fair value at the start of the year	779,000	779,000
Revaluation during the year	-	-
Fair value at the end of the year	779,000	779,000

The investment properties were last valued on an open market (assuming vacant possession) or investment basis by ehBReeves Chartered Surveyors as at 31 March 2021. The trustees have reviewed the ehBReeves valuation and are of the opinion that this represents fair value as at 31 March 2023.

15 Listed investments

	2023 £	2022 £
Fair value at the start of the year	5,407,403	5,250,331
Additions at cost	497,367	450,512
Disposal proceeds	(329,822)	(652,082)
Net gain / (loss) on change in fair value	(417,780)	358,642
	5,157,168	5,407,403
Cash held by investment broker pending reinvestment	131,785	320,692
Fair value at the end of the year	5,288,953	5,728,095

Investments comprise:

	2023 £	2022 £
UK Collective Funds	1,624,227	1,920,731
Shares listed on the London Stock Exchange	2,366,230	2,472,001
Fixed Interest	407,259	463,451
Property Funds	216,252	251,395
Overseas equities	543,200	299,825
Cash	131,785	320,692
	5,288,953	5,728,095

Shares in group undertaking

	2023 £	2022 £
Cost at 1 April 2022 and 31 March 2023	2	2

The Society owns 100% of the issued share capital of F.H.S. Projects Limited. The company was dormant during the current and previous financial years.

16 Debtors

	2023 £	2022 £
Trade debtors	370,924	409,351
Accrued income	228,936	300,206
Prepayments	116,389	18,995
	716,249	728,552

17 Creditors: amounts falling due within one year

	2023 £	2022 £
Trade creditors	212,330	324,716
Taxation and social security	97,208	88,396
Accruals	328,367	237,055
	<u>637,905</u>	<u>650,167</u>

18 Pension Scheme

The charity operates a defined benefit scheme in the UK which closed to future accrual on 31st July 2017. The assets are held separately from those of the group, being invested in managed funds with insurance companies. Contributions to the scheme are charged to the statement of financial activities so as to spread the cost of pensions over employees' working lives with the company. The contributions are determined by a qualified Actuary on the basis of triennial valuations using the projected unit method.

The most recent full actuarial valuation was carried out at 1 August 2022 by a qualified independent actuary. The actuarial value (using the Statutory Funding Objective) amounted to £6,227,000 at that date. Scheme assets were 90% of that figure. The Scheme trustees and the Society have agreed a Recovery Plan which targets the funding shortfall at its date of signing, 25 May 2023. At this date the Scheme's funding position had improved and the deficit had reduced to £69,000. The Recovery Plan aims to clear the deficit with a single payment of £69,000 by 30 June 2023.

Until 31st July 2017 contributions were paid at 13.4% of pensionable pay and employee members contributed 8% of pensionable pay. The charity continues to pay all costs of running the Scheme.

The assumptions which have the most significant effect on the results of the valuation are those relating to the rate of return on investments and the rate of increase in salaries and pensions. It was assumed that:

- The rate of return on the Scheme's assets will be 4.70% (4.90%) p.a.
- The rate of return appropriate for determining the cost of pensions once in payment will be 2.85% (1.10%) p.a.
- The rate of future pensionable salary increases (both from inflation and promotion) will be 3.1% (2.8%) p.a.
- Mortality will be in line with appropriate mortality tables. There will be no withdrawals of membership in service.
- Limited Price Indexation (LPI) in payment subject to a minimum of 3% p.a. will average 3.10% (3.00%) p.a.
- Members will commute 25% (25%) of their pension at retirement.

The employer's contribution for the period was £117,545 (including deficit contributions of £72,500 (2022: £194,605 including deficit contributions £145,000)).

The employee benefit obligations recognised in the balance sheet are as follows:

	2023 £'000	2022 £'000
Present value of funded obligations	(5,252)	(7,658)
Fair value of plan assets	5,195	5,874
	<u>(57)</u>	<u>(1,784)</u>

18 Pension Scheme (continued)

Amounts in the balance sheet

	2023 £'000	2022 £'000
Liabilities	(5,252)	(7,658)
Assets	5,195	5,874
Net Liability	(57)	(1,784)

Amounts recognised in net income\ (expenditure) are as follows:

	2023 £'000	2022 £'000
Current service cost	-	-
Interest on obligation	(209)	(166)
Expected return on plan assets	161	112
Total	(48)	(54)
Actual return on plan assets	(607)	420

Changes in the present value of the defined benefit obligation are as follows:

	2023 £'000	2022 £'000
Opening defined benefit obligation	7,658	8,212
Interest cost	209	166
Actuarial gains	(2,471)	(526)
Benefits paid	(144)	(194)
Closing defined benefit obligation	5,252	7,658

Changes in the fair value of plan assets are as follows:

	2023 £'000	2022 £'000
Opening fair value of plan assets	5,874	5,503
Expected return	161	112
Actuarial gains	(768)	308
Employer contributions	72	145
Benefits paid	(144)	(194)
	5,195	5,874

The major categories of plan assets as a percentage of total plan assets are as follows:

	2023 %	2022 %
Equities	51	63
Bonds	44	21
Property	4	12
Cash	1	4

18 Pension Scheme (continued)

Principal actuarial assumptions at the balance sheet date (expressed as weighted averages):

	2023	2022
Discount rate at the end of the year	4.75%	2.75%
Expected return on plan assets at the end of the year	4.90%	4.90%
Future salary increases	0.00%	0.00%
Future pension increases	3.35%	3.75%

Amounts for the current and previous four periods are as follows:

	2023 £'000	2022 £'000	2021 £'000	2020 £'000	2019 £'000
Defined benefit obligation	(5,252)	(7,658)	(8,212)	(6,872)	(7,284)
Plan assets	5,195	5,874	5,503	4,573	5,192
Deficit	(57)	(1,784)	(2,709)	–	–
Experience adjustments on plan liabilities	210	(69)	39	33	(3)
Experience adjustments on plan assets	(768)	308	899	(682)	76

19 Financial instruments

	2023 £	2022 £
Financial assets measured at fair value through profit and loss		
Investments	5,157,168	5,407,403
Financial liabilities measured at fair value through profit or loss		
Defined pension scheme liability	56,500	1,784,000

20a Analysis of net assets between funds (current year)

	Endowment funds £	Restricted funds £	Unrestricted funds £	Total funds £
Tangible fixed assets	3,621,665	1,175,742	181,331	4,978,738
Investment properties	–	–	779,000	779,000
Investments	2,322,193	–	2,966,762	5,288,955
Net current assets	–	849,567	26,064	875,631
Defined benefit pension liability	–	–	(56,500)	(56,500)
Net assets at 31 March 2023	5,943,858	2,025,309	3,896,657	11,865,824

20b Analysis of net assets between funds (prior year)

	Endowment funds £	Restricted funds £	Unrestricted funds £	Total funds £
Tangible fixed assets	3,621,900	745,700	400,386	4,767,986
Investment properties	–	–	779,000	779,000
Investments	2,448,051	–	3,280,046	5,728,097
Net current assets	–	857,160	243,408	1,100,568
Defined benefit pension liability	–	–	(1,784,000)	(1,784,000)
Net assets at 31 March 2022	6,069,951	1,602,860	2,918,840	10,591,651

21a Movements in funds (current year)

	At the start of the year £	Income and gains £	Expenditure and losses £	Transfers £	At the end of the year £
Expendable Endowment	6,069,951	69,148	(126,093)	(69,148)	5,943,858
Restricted funds:					
Capital					
St Joseph's Care Home	745,700	–	(57,324)	–	688,376
Ishelter/ Tabor 2	–	487,366	–	–	487,366
Income	–	–	–	–	
Hope Community project	–	85,735	(85,735)	–	–
Brushstrokes	487,741	945,546	(925,041)	–	508,246
Brushstrokes – Lottery	56,899	124,806	(124,821)	–	56,884
Day Service	17,988	–	(3,150)	–	14,838
Fatima House	48,009	18,877	(39,871)	–	27,015
Tabor House	57,991	192,575	(230,526)	–	20,040
North Staffs YAH	79,811	101,037	(65,373)	–	115,475
Ukraine	9,661	41,343	(25,581)	–	25,423
The Sanctuary	–	92,272	(92,272)	–	–
Maryvale	–	18,276	(18,276)	–	–
Other	99,060	7,011	(24,425)	–	81,646
Total restricted funds	1,602,860	2,114,845	(1,692,395)	–	2,025,309
Unrestricted funds:					
Designated funds					
Capital Funds					
Property Fund	2,386,283	–	–	(163,728)	2,222,555
Income Funds					
Helena Woolley Fund	152,607	–	(50,423)	–	102,184
Total designated funds	2,538,890	–	(50,423)	(163,728)	2,324,739
Fair value reserve	629,428	–	–	(307,876)	321,552
Revaluation reserve	695,776	–	–	–	695,776
General funds	838,746	7,389,977	(8,085,885)	468,252	611,090
Total unrestricted funds	4,702,840	7,389,977	(8,136,308)	160,376	3,953,157
Pension reserve	(1,784,000)	1,703,000	(48,000)	72,500	(56,500)
Total funds including pension fund	10,591,651	11,276,970	(10,002,797)	–	11,865,824

Transfers

Expendable Endowment

The transfer of £69,148 (2022: £61,838) to general funds comprises income arising on Expendable Endowment listed investments.

Property Fund

The transfer (out of) into the fund is the amount required so that the balance equals the net book value of adult care freehold and leasehold buildings and fixtures and fittings less the St Joseph's Care home capital fund.

Fair Value Reserve

The transfer (out of)/ into the fund is the amount required so that the balance at the end of the year equals the value of unrealised gains in the portfolio of listed investments.

Pension Reserve

The transfer of £72,500 (2022: £145,000) represents deficit payments made in the year.

21b Movements in funds (prior year)

	At the start of the year £	Income & gains £	Expenditure & losses £	Transfers £	At the end of the year £
Expendable Endowment	5,855,929	275,860	–	(61,838)	6,069,951
Restricted funds:					
Capital					
St Joseph's Care Home	803,024	–	(57,324)	–	745,700
Income					
Hope Community project	–	91,668	(91,668)	–	–
Brushstrokes	509,200	618,507	(639,966)	–	487,741
Brushstrokes – Lottery	9,836	120,636	(73,573)	–	56,899
Ishtelter/ Tabor 2	–	–	–	–	–
Day Service	21,518	–	(3,150)	–	18,368
Fatima House	65,795	256	(18,042)	–	48,009
Tabor House	122,664	141,043	(205,716)	–	57,991
North Staffs YAH	91,492	77,461	(89,142)	–	79,811
Other	70,807	179,430	(141,896)	–	108,341
Total restricted funds	1,694,336	1,229,001	(1,320,477)	–	1,602,860
Unrestricted funds:					
Designated funds					
Capital Funds					
Property Fund	2,197,015	–	–	189,268	2,386,283
Income Funds					
Post Adoption Support Fund	264,609	–	–	(264,609)	–
Emrys John Ellis Fund	13,001	–	(19,008)	6,007	–
Helena Woolley Fund	190,155	–	(31,541)	(6,007)	152,607
Total designated funds	2,664,780	–	(50,549)	(75,341)	2,538,890
Fair value reserve	565,411	–	–	64,017	629,428
Revaluation reserve	695,776	–	–	–	695,776
General funds	953,976	6,607,469	(6,650,861)	(71,838)	838,746
Total unrestricted funds	4,879,943	6,607,469	(6,701,410)	61,838	4,702,840
Pension reserve	(2,709,000)	780,000	–	145,000	(1,784,000)
Total funds including pension fund	9,721,208	8,892,330	(8,021,887)	145,000	10,591,651

Purposes of expendable endowment

Expendable endowment funds comprise the value of land in Birmingham and Coleshill purchased by Father Hudson for the charitable objects of the Society. When such lands are disposed of, the net proceeds are also held in expendable endowment. The funds are held as capital funds but may be expended at the discretion of the trustees. The income from the fund is used to support and develop the activities of the Society.

21b Movements in funds (continued)

Purposes of restricted funds

Capital Funds

Capital funds comprise grants/donations towards the costs of fixed assets to be used by the Society for its charitable purposes. Such income may not be treated as a deduction from the capital cost, therefore the depreciation on the underlying asset is treated as restricted expenditure.

St Josephs Care Home

This fund represents grants and donations towards the building of St Joseph's Care Home for older people and people with dementia. At 31 March 2023 costs of £3,318,826 (2022: £3,318,826) have been incurred and capitalised.

IShelter / Tabor 2

This fund represents grants and donations towards the costs of converting St Catherine's of Sienna Church for the Tabor Living 2 project. At 31 March 2023 costs of £487,366 (2022: £nil) have been incurred and capitalised.

Income Funds

These funds are in receipt of grants to assist in the development of these projects.

Purposes of designated funds

Capital Funds

The Property Fund represents the book value of land, buildings and fixtures (less any associated restricted funds) currently held or in construction for charity use. The funds are therefore unavailable for other use.

Revaluation Reserve

The unrealised revaluation gains on investment properties represent the difference in valuation and book cost and being unrealised are not available for use.

Fair Value Reserve

The unrealised gains on investments fund represent the gains in value of investments over book cost, which being unrealised are not available for use.

Income Funds

Helena Woolley Fund – this fund is used to support service development and business sustainability initiatives.

The pension reserve represents the deficit as calculated under FRS102.

22 Operating lease commitments

The charity's total future minimum lease payments under non-cancellable operating leases is as follows for each of the following periods:

	Property 2023 £	2022 £	Equipment 2023 £	2022 £
Less than one year	46,667	36,666	98,683	45,435
One to six years	41,667	88,334	98,683	86,252
	88,334	125,000	197,366	131,687

The charity has signed Heads of Terms for the lease of premises for a term of 15 years from 01 January 2023 at a rent of £12,000 per annum. The Terms include a rent review every 5 years based on increase in the Retail Price Index.

23 Capital commitments

At 31 March 2023, approved and contracted capital commitments amounted to £100,000 (2022: £nil) which will be funded from a combination of restricted and general funds

24 Legal status of the charity

The charity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to £1.

Accounts

Company number: 01653388

Charity number: 512992

Father Hudson's Society

Report and financial statements

For the year ended 31 March 2022

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Father Hudson's Society

Reference and administrative information

For the year ended 31 March 2022

Father Hudson's Care is a working name of Father Hudson's Society.

Company number 01653388
Country of incorporation United Kingdom

Charity number 512992
Country of registration England & Wales

Registered office and operational address St George's House
Gerards Way
Coleshill
BIRMINGHAM
B46 3FG

President Most Rev. Bernard Longley

Trustees Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:

Mr Kevin Caffrey MBE	Chair	4
Mrs Anne Plummer	Vice Chair	3, 4
Mrs Gail Brown		1
Mr Brian Basford		1, 4
Mrs Julia Fitzsimons		2, 4
Rev. Michael Gamble		2
Rev. Kevin Kavanagh		3
Mr Peter Deeley		1
Ms Jessica Moore		2
Ms Fionnuala Hegarty		3
Mr Neil Handel	(Resigned 02 August 2021)	2, 4
Mr Brendan Clifford		2
Mr David Craig		1
Sir Peter Fahy		3
Mrs Jane Wilton		3

1. Member of Finance, Land and Support Services sub-committee
2. Member of Adult Care sub-committee
3. Member of Children and Families sub-committee
4. Member of Monitoring and Review sub-committee

Reference and administrative information

For the year ended 31 March 2022

Key management personnel	Mr Andrew Quinn	Company Secretary/Chief Executive
	Mr Noel Stubbs	Financial Controller
	Mrs Eloise Davidson	Fundraising, Communications and Marketing Manager
	Mrs Joanne Walthew	Fostering Service Manager
	Mrs Hardeep Brayna	Human Resources Manager
	Mrs Joanne Watters	Head of Community Projects
	Mr Edward Brown	Head of Adult Care
Bankers	Lloyds Bank plc 3 Maple Walk Chelmsley Wood B37 5TS	
Solicitors	Gateley Legal One Eleven Edmund Street BIRMINGHAM B3 2HJ	
Investment advisors	Smith & Williamson Investment Management LLP 3 rd Floor, 9 Colmore Row BIRMINGHAM B3 2BJ	
Property advisors	ehB Reeves Somerset House Clarendon Place Leamington Spa CV32 5QN	
Auditor	Sayer Vincent LLP Chartered Accountants and Statutory Auditor Invicta House 108-114 Golden Lane LONDON EC1Y 0TL	

The Trustees present their report and financial statements for the year ended 31 March 2022. The Reference and Administrative details on pages 1 and 2 form part of this report.

The statements appear in the format required by the Statement of Recommended Practice, Accounting and Reporting by Charities applicable to charities preparing their accounts in accordance with FRS102. The report and statements also comply with the Companies Act 2006 as Father Hudson's was incorporated by guarantee on 22 July 1982, to continue the work started by Father Hudson at the beginning of the 20th Century. It was established under a memorandum of association which established the objects and powers of the organisation and is governed under its articles of association. The Trustees' annual report meets the requirements of a directors' report as required by company law.

Review of planned activities and principal achievements for the year

Objectives and activities

Father Hudson's main objectives include: the relief of financial hardship and suffering, relief of sickness and preservation of health, and the advancement and the promotion of the support, relief and care of children and young people without families able to care for them, or who are in trouble or at risk, elderly people and their carers, people with disabilities, and individuals, families, communities and groups who are in need.

The Trustees review the aims, objectives and activities of the charity each year. This report looks at what the charity has achieved and the outcomes of its work within the last twelve months. The Trustees report the success of each key activity and the benefits the charity has brought to those groups of people that it is set up to help. The review also helps the Trustees ensure the charity's aims, objectives and activities remained focused on its stated purposes.

Public benefit

The Trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning its future activities. In particular, the Trustees consider how planned activities will contribute to the aims and objectives that have been set.

The objects are met through a variety of activities which are summarised below. Each activity, the beneficiaries and the public benefit are discussed in greater detail further in the report.

Adult Care

- St Joseph's Home for older people and those with dementia
- St Catherine's Bungalows for adults with multiple disabilities
- St Catherine's Day Services for adults with multiple disabilities
- Domiciliary Care Services and supported living services for adults with learning disabilities

Children and Families

- New Routes – a registered fostering agency
- Family Support projects based in school communities
- Origins – a service to former child residents and adopted adults and birth families (a registered Adoption Support Agency)

Community Projects

Within Father Hudson's Care (FHC)

- Brushstrokes
- Young at Heart project – North Staffordshire
- Tabor House
- Fatima House
- Sophia House

Supporting other Charities & projects

- Hope Community Project – a registered charity serving the Heath Town area of Wolverhampton
- Maryvale Community Project – a registered charity providing services to older people and adults who have disabilities
- St Chad's Sanctuary – a registered CIO providing support to asylum seekers and refugees in Central Birmingham
- Lead Sponsor for Community Sponsorship – Refugee Resettlement Schemes in Warwick, Rugeley, Derby and Birmingham.
- Assisting other projects/charities with management/governance support including registered charity Heart of Tamworth and administration for Caritas AoB.

Objectives and Strategies

Father Hudson's has a three-tier format for setting its objectives and devising the strategies and activities to meet those objectives:

- A long-term vision document of the future of Father Hudson's "From one millennium to another"
- 3-year development plans, the latest being 2020 to 2023, which are reviewed and updated each year
- Annual budgets

The activities of Father Hudson's are undertaken by dedicated full and part-time staff supported by volunteers who selflessly give their time as committee members, advisors, "panel members", project support and fundraisers. To all the staff and volunteers, the Trustees express their deep gratitude and acknowledge the importance of such valuable support.

Adult Care

The Adult Care work of Father Hudson's is focussed on three areas of activity: care for people with complex learning and physical disabilities, care for older people including those with dementia, and care for people with moderate learning disabilities. It supports people to lead lives which are fulfilling and meaningful. Last year the Adult Care department had a turnover in excess of £4.8 million. Care is commissioned and funded by local authorities, CCGs or is privately funded in some instances as at St. Joseph's. The work it does is challenging yet rewarding, the needs it meets diverse.

Despite the impact of the COVID-19 pandemic, there has been a period of stability in terms of the operational structure and service delivery. There continues to be a strong leadership structure in place and a continued focus to ensure that there are opportunities for career development within the department.

There is now a well-established quality framework to ensure high quality care is delivered.

Throughout the pandemic CQC have continued to monitor services and in June 2020 all services were judged to be 'managing well' by the CQC inspector when carrying out their Emergency Support Framework. CQC have operated a monitoring approach during 2021/22. A more routine pattern of inspections are resuming from March 2022.

In July 2019 St Joseph's was inspected by CQC and received a 'Requires improvement' rating. However, improvement in the quality of care and leadership of the home were noted. The service has continued to improve, however CQC inspections have not been taking place on schedule due to the ongoing pandemic. However, as part of CQC's monitoring approach St Joseph's was reviewed by an inspector virtually in November 2021. The inspector noted a number of areas of good practice and innovation including monitoring audits and strong managerial oversight. A number of improvements were identified by the inspector and these have been actioned. The monitoring activity does not generate a new rating, so the CQC rating remains unchanged.

In September 2019 St Catherine's was inspected by CQC and received a 'Good' rating improving on the previous year's 'Requires improvement' rating. There has been no monitoring activity carried out directly with service from CQC during 2021/22.

In November 2020, the Domiciliary Care service was inspected by CQC and received an overall 'Good' rating. The service was rated Good in all five areas of inspection, another improvement on the previous inspection of 2018. There has been no monitoring activity carried out directly with service from CQC during 2021/22.

The Head of Adult Care continues to invest time developing the leadership in the services to ensure positive, person-centred outcomes for those using the services.

The COVID-19 pandemic has continued to have a significant impact on Adult Care services.

Having faced a long period of closure to building based services during 2020/21, the day service was able to open fully to clients in September 2022, albeit with increased infection control and COVID-19 measures in place. Where needed the service has continued to offer an adapted service by offering outreach support to some clients. Due to the significant changes many clients have experienced over the past two years packages of support are being reviewed to reflect the increased need for support to keep safe. Over the last 12 months the day service has welcomed 2 new clients and continues to receive enquiries and referrals for prospective new clients.

Due to the impact of the ongoing COVID-19 pandemic St Joseph's has operated at a reduced capacity for the 2020/21 financial year. The home has experienced a number of COVID-19 outbreaks. The home worked effectively with local infection control teams and Public Health England to manage these outbreaks. The impact of these outbreaks was not as severe as the impact of the outbreaks experienced in the previous year. St Joseph's has been able to fully open again from 4th April 2022. Despite the challenges the service has continued to accept admissions for much of 2021/22 and with restrictions lifting the service is building up again in terms of occupancy and a return to a more normal way of providing the service and being open to relatives and friends of residents.

St Catherine's bungalows have also experienced a number of COVID-19 outbreaks. There have been no residents lost to the virus over the last twelve months despite a number of residents contracting the virus over the course of the year.

In both residential settings (St Joseph's and St Catherine's) during the pandemic the staff teams have faced significant challenges meeting the needs of residents and have prioritised mental wellbeing of residents through-out. Increased infection control, testing and other measures have continued to place a burden on the services, in terms of resource. The services are following all government and local guidance in relation to visitors and infection control measures. These have changed frequently over the year with new infection control guidance for care homes being issued on 31st March 2022 as a part of the governments 'Living with COVID-19' strategy.

In Domiciliary Care and Supported Living services. testing, isolation of infected or symptomatic residents, social distancing and increased infection control measures have been in place in line with government and local guidance, for the majority of 2021/22. With the lifting of restrictions, the service has successfully supported clients to engage in activities and employment opportunities as pre- pandemic. As with residential support the mental wellbeing of clients has been and continues to be a focus due to the impact of the pandemic and changes as society emerges from it.

The increased use of PPE, infection control measures and testing have placed an increased financial burden on to all services as well as the need to pay staff 100% of their wages whilst off due to illness or the requirement to self- isolate related to COVID-19. Central government funding has assisted with easing the burden. Free PPE has been extended until March 2023. Through 2021/22, receipts from the Infection Control and Testing Fund (ICTF), have eased this burden. The Workforce Recruitment and Retention Fund (WRRF) has also eased the financial burden of

responding to the current recruitment and retention crisis facing the adult social care sector, although this is still a significant challenge. ICTF and WRRF funding ceased on 31st March 2022. The department has continued to benefit from working extensively with local authority, Public Health England and the NHS through mutual aid processes– led by Warwickshire County Council, which has continued during the year.

Whilst the challenges posed by the ongoing pandemic on the department cannot be underestimated the staff have shown remarkable commitment, flexibility and innovation. This means the department has been able to continue to provide high quality, safe and person-centred care and support for all those the department serves.

St. Joseph's

St. Joseph's is a 59 bed care home, caring for older, frail people the majority of whom have varying degrees and types of dementia. The aim of the home is to provide nurturing, stimulating and compassionate care, through a variety of interventions and activities which aim to encourage people to participate in and enjoy fulfilling, worthwhile activities with friends, companions and their families. St. Joseph's is a home for life and strives to be a place of nurturing, compassion and homeliness.

The home is regulated and inspected by the Care Quality Commission.

St Catherine's Bungalows

16 people live in three bungalows. They each have complex care and support requirements demanding a range of specialist interventions. Those living at the bungalows are encouraged and enabled to join in with as many opportunities as possible. Support staff believe strongly, that a person's disability should not prevent them from living a fulfilling life and the staff team have real commitment to the ethos of supporting residents to live life to its fullest. Ordinarily, all residents enjoy annual holidays, short breaks and active social lives. The work of the bungalows is supported by resident's families who are encouraged to take part in all aspects of care planning where possible.

The bungalows are regulated and inspected by the Care Quality Commission.

St. Catherine's Day Service

22 people attend the day service on a daily basis. They travel from Warwickshire, Birmingham and Solihull to take part in activities aimed at maximising their potential to join in with daily living tasks, to make new friends and have fun. Access to the wider community provides opportunities for people to develop their skills for independence and enjoy being out and about.

It is a service that also provides valuable and much needed respite on a day to day basis for the families and carers.

Domiciliary Care/Supported Living

15 tenants are supported by the Society in housing it owns additionally, one client is supported in his own home. The service is commissioned and funded by the Local Authority or CCGs. Care and support are designed to develop the necessary skills to live as independently as possible. Interventions aim to support tenants in their own flats and in accessing community resources. This involves managing significant risks for some individuals in order for them to further their personal ambitions. Independence develops through greater skill levels, risk management and confidence building.

The service is regulated and inspected by the Care Quality Commission.

The work of the department is built on the dedication, compassion and loyalty of its many carers, support staff and managers. The reputation of the Society relies on them and their devotion to the values and vision it holds. Father Hudson's is grateful to its teams of staff who work conscientiously to support the work it does.

Departmental Aims for Adult Care in 2022/23

- To be compliant with Care Quality Commission's Standards
- To comply with Local Authority Contractual Requirements
- To meet budgetary targets and achieve a balanced budget
- To develop services in line with the needs and aspirations of service users
- To reflect the Catholic ethos of the Society

Children and Families Services

The Children and families service provides three services: Origins, New Routes Fostering and the Family Support School's project.

The Origins Service (including Post Adoption Support) provides care to adults who were cared for by Father Hudson's in the past (as residents in the children's homes; as adoptees; as birth family members of residents and adoptees); and, in its capacity as a registered Adoption Support Agency, the Origins Service focuses mainly on providing care to families which have adopted through Father Hudson's during the years in which it operated an adoption agency.

The Fostering Service provides placements for children and young people aged between 0 –18 years who are unable to live with their birth families due to a variety of reasons and subsequently are referred to this service by Local Authorities for fostering placements.

The Family Support Schools Project provides a holistic service to children, the parents and the school in order to improve the child's attendance, educational success and emotional wellbeing. At the end of the year the service was being provided to 25 schools across the Archdiocese reaching out to faith schools and non-faith schools.

New Routes Fostering

New Routes Fostering was established in 1992. The fostering service is based in Coleshill and is staffed by a Registered Manager, Deputy Manager, two full-time social workers and one part-time and two fostering administrators.

The service is registered with and inspected by OFSTED. The last Inspection was undertaken in January 2022 and was awarded good. It continues to operate under the West Midlands Regional Contract which is overseen by Sandwell Children's Trust.

New Routes Fostering provides placements for children and young people on a short-term and long-term basis. There is also scope for young people to remain with their carers under 'stay put' arrangements.

The children and young people we care for are amongst the most vulnerable in society and will have experienced some level of adversity which impacts on their physical and mental health and emotional well-being.

Foster carers provide a positive experience of family life which aims to provide a secure and stable base enabling children and young people to reach their full potential. New Routes Fostering is committed to providing ongoing training and development and regular support and supervision to carers to achieve this; the children and young people being the ultimate beneficiaries of the service.

The matching of the carers' skills, knowledge and experience balanced with the needs of the child is vital to ensuring stability, thus minimising the potential of disruptions.

The easing of restrictions and lockdowns following Covid-19 mean that normal services/operations are slowly being resumed. The pandemic forced us all to explore new ways of working and some practices will remain in place as they have proven to be beneficial and efficient.

Equality Diversity and Inclusion (EDI) remains at the top of the agency's agenda and the working group continue to meet on a regular basis to explore a wide range of issues at an organisational and departmental level. A number of policies have been amended and new ones created. EDI training has also been offered to all employees.

The key objectives for the Fostering Service:

- **To recruit, assess and approve foster families.** The service currently has 14 approved carer households.
- **To provide well matched placements.** The service currently has 18 children and young people placed with carers. We have 4 sibling groups consisting of 8 children and 10 single placements. 7 are matched long-term.

- **To provide support to foster carers and children and young people.** We work closely with a Psychotherapist who offers group sessions and one to one sessions with both carers and young people.
- **To monitor the progress of each child placed to ensure they are supported, guided and encouraged to reach their full potential in all areas of their life.**

Developments of the Fostering service

New Routes Fostering continues to review, amend and implement changes or developments arising as and when and in accordance with the Fostering Service Regulations, National Minimum Standards 2011 and Safeguarding and Child Protection legislation.

New Routes Fostering panel membership is reviewed regularly and we currently have 9 members on the 'central list'. The breadth of experience and knowledge includes: foster carers, adopters, social worker and teachers with expertise in special education provision. There is a Medical and Legal Advisor.

The Fostering Panel continues to provide invaluable support. The Panel Chair is also involved in a forum which enables good practice to be shared with the agency in order to improve service delivery.

New Routes Fostering remains committed to reviewing and evaluating the service. This includes consulting with the foster carers, staff, children and young people. This takes place in the form of questionnaires, surveys, feedback forms and development days.

Achievements

Therapeutic Input: The Psychotherapist continues to provide training and individual sessions to foster carers as and when needed, the focus being on providing a therapeutic service/therapeutic parenting.

West Midlands Tender: We continue to be part of the West Midlands Framework with new increased costs.

Panel: Virtual panels are working well, and a combined approach will be put in place. For any new assessments that are brought to panel, face to face meetings will be held.

Training: Carer training is well utilised and attended. Staff and a number of carers completed the Drawing and Talking model which is a therapeutic model of intervention. One carer household received training from an external facilitator within their own home which has proved to be beneficial.

Children's Panel: Children's panel took place in February and was attended by 2 new fostering households, one of which has gone on to be approved at panel.

Children's Activities: A number of outdoor activities have taken place throughout the year. A virtual session also took place with a trainer who was a looked after child. This was truly inspirational and the young people who attended engaged well.

Educational achievement: A young person who was previously placed with our carers has been offered a place at the prestigious Cambridge University.

Recruitment, growth and carer retention continue to be the priorities going forward.

Currently, we have two young people who have remained with their respective carers on a 'stay put' arrangement. This demonstrates a commitment to supporting young people beyond 18.

Plans for the Fostering service for 2022– 2023

- New Routes will continue to work to its core objectives of placing children and young people with families and provide a positive experience of family life.
- New Routes is committed to the protection and safeguarding of all children within the service.
- New Routes will work to recruit, assess and retain a range of foster carers suitable to care for the range of children and young people in need.
- New Routes will comply with current legislation, regulations and practice guidance and ensure regular review of practice, policy and procedures.
- New Routes will continually review service provision to maintain high quality and cost-effective services.
- New Routes will continue to work within agreed financial parameters.
- New Routes will ensure staff and foster carers are offered ongoing training opportunities supervision and support.
- New Routes will work in partnership with Local Authorities to ensure that the needs of children and young people are met.
- New Routes is committed to quality assurance and ensuring that consultation and participation of children and young people, foster carers, staff and stakeholders is undertaken on a regular basis.
- New Routes will continue to recognise the achievements of the children and young people and foster carers.
- New Routes is committed to EDI and will keep this high on the agenda.

Origins Service

The Origins service provides support after adoption and support after care for those who have been impacted by childhood separation from their family of origin. The separation may have been through adoption or through being in care.

Father Hudson's Care recognises the lifelong impact of being separated from one's family of origin, both for the person concerned and for their relatives. It has a long tradition of childcare and preserves over 40,000 records on children going back to 1902. It believes in the value of treasuring personal histories and understands how looking back into one's past can enhance one's personal identity. It focuses on assisting adults to understand their childhood experiences, and the decisions made for them, and to gain knowledge of their origins. Reconnecting people separated from their family of origin can bring healing and can help people in moving forward. Although Father Hudson's no longer provides residential care for children or arranges adoptions, it remains committed to providing quality services for those with a childhood connection to Father Hudson's.

A fee structure (applicable to some areas of service provision and compliant with regulatory requirements) was implemented with effect from 1 April 2011. This is kept under review. Service users may, in addition, also choose to make a donation.

Origins, in its "support after adoption" services, recognises there can be a lifelong impact for all those connected to an adoption. Adoption laws have changed over the years to reflect the needs of various people connected to adoption. These laws enable them to apply to be put in touch with the relative separated by adoption. After Father Hudson's ceased involvement in 2009 in arranging adoptions, it registered as an Adoption Support Agency in order to continue to work with adults affected by adoption. Therefore, the quality of the work is regularly inspected by Ofsted, who have consistently judged the quality of the adoption support agency to be "outstanding", the highest rating. Through Ofsted inspections, the quality of the "Origins" post adoption work is measured against National Standards.

Support to Father Hudson's adoptive families with adopted children still under 18 is provided under a service level agreement, by another adoption agency that specialises in working with children in adoptive families. This is called Adoption Focus, which formed when Father Hudson's ceased involvement in new adoptions.

The following services are provided for adults:

- Information from the adoption records can be provided to all adults whose adoption was arranged by Father Hudson's. A portfolio is provided of information from the records which is shared by a social worker experienced in adoption.
- Intermediary (tracing & making contact) services provided by the agency are not restricted to adults connected to adoptions arranged by Father Hudson's. Birth relatives as well as adopted adults and their descendants or other relatives can apply for intermediary services under the law in England & Wales.
- If the agency did not arrange the adoption the agency has to try and identify any agency that may still have records of the adoption. However, even if no records are located, relatives can still be successfully traced. Due to the additional work involved in such cases a higher fee is charged.
- Once a relative is traced and contacted advice and support is offered to both parties, as contact is established and progresses.

Origins, in its "support after care" services understands the importance of being able to find out information about one's origins and about the period of time spent in care, so it provides an Origins Service to those who previously stayed in the various Catholic homes it was connected with, including those connected to former child migration schemes. It also recognises the importance of people's family history and so it can also help with providing family history information from the childcare records when the person formerly in care is deceased.

Sometimes, those formerly in the homes connected with Father Hudson's wish to visit where their former home was, and so those who would like to arrange a visit to our Coleshill base are welcomed. Assistance can also be given in tracing relatives and reconnecting with family members.

The key objectives for Origins

The key objectives for the service are:

- As an Adoption Support Agency, to provide birth records counselling and access to information from adoption records for adults whose adoptions were arranged by Father Hudson's and also to provide intermediary services for anyone connected with an adoption who is legally entitled to such a service. In the last year there were a total of 229 new referrals to this service, in addition to ongoing work from the previous year. Of the new referrals, 100 were made by the adopted person, 33 were made by the adopted person's immediate family and 96 were made by birth relatives of the adopted person. Ofsted has rated the adoption support agency as outstanding in its last inspection.
- To commission the provision of post adoption support to families and young people where the adopted person is under 18 and whose adopted family adopted through Father Hudson's prior to 2009. However, the numbers of those still under 18 are dwindling and in the last year, there were no requests for this service. The service level agreement between both agencies is reviewed annually and Ofsted regulates the agency providing the service, which has also been rated outstanding in its last inspection.
- To provide services mainly in relation to accessing information from our records of those formerly in children's homes connected to Father Hudson's or those whose migration records we held. In the last year there were a total of 71 new referrals to this service. Of the new referrals, 21 were made by those formerly in the children's homes, 43 made by relatives and 7 made by non-related persons.
- The Origins Service was commissioned by Minnow Films for tracing and intermediary services for its TV series DNA Family Secrets, for screening by BBC 2 in 2022.
- Achieved another "outstanding" rating in inspection by Ofsted in February 2022.
- Continued to represent Origins at national forums during the year, such as the Consortium of Adoption Support Agencies (CASA) and South East Post Adoption Network (SEPAN).

Plans for Origins in 2022–2023

- The Origins Service will continue to offer a professional service for adults previously in Father Hudson's Children's Homes, and for adults adopted via Father Hudson's Society, their birth families and immediate families.
- The Origins Service will continue to be extended to people without a former connection with Father Hudson's Society, in line with the service's expertise and regulatory remit, and subject to the fee structure.
- The Origins Service will continue to regularly review the Service Level Agreement with Adoption Focus to ensure the continued and appropriate provision of services aimed to support adoptive families with children under the age of 18 years, in cases where Father Hudson's adoption agency had approved and supported the adopters, and Local Authorities arranged the placements.
- The Origins Service will continue to comply with current legislation, regulations and practice guidance, and ensure that any amendments and new guidelines are incorporated into practice, policy and procedures.
- The Origins Service will continue to work within agreed financial parameters.
- The Origins Service will continue to monitor and evaluate the service to ensure quality standards are maintained.
- The Origins Service will continue to ensure members of staff are offered training opportunities and support, in line with Service development requirements.
- The Origins Service will continue to co-operate fully with any safeguarding matters whether recent or non-recent.

Schools Family Support Project

The schools' family support service was established in 2006 to provide early intervention and prevention support to vulnerable children and their families. The service is embedded in Catholic schools in Birmingham, Newcastle-under-Lyme, Stoke and Banbury. The benefits to schools are enormous and the service addresses wide ranging concerns and adversity such as parental neglect and abuse, domestic abuse, poverty, poor housing and poor parental mental health. The impact of these negative factors on children presents in their poor mental health, low self-esteem and confidence, challenging behaviour, poor attendance, self-harm and poor educational achievement. Schools recognise the importance of addressing these harmful factors to improve the life chances for children. Support to children is through child centred interventions that encourage positive growth and build resilience. Parents are supported to address concerns and build positive parenting skills for a healthy and stable home environment. Family support workers are a bridge

between home and school and promote parents to better engage with school and their children's educational attainment.

Safeguarding children is at the heart of the service and close working with schools' Designated Safeguarding Leads ensures that early signs and risks are identified and addressed. This prevents escalation to more serious concerns. Through the Early Help process family support workers are able to co-ordinate support from a team of professionals around the family to manage complex concerns.

The team consists of a project manager, a senior supervising family support worker, Data Officer and 5 family support workers. We currently operate in 18 schools securing new contracts in 3 schools within this year. The schools involved have expressed a high level of satisfaction regarding the services provided. A number of schools have expressed a wish that Father Hudson's Care could provide supervision and training for their own pastoral staff

Intervention and Support Needs April 2021 –March 2022

Services are resuming to normal following covid-19 and the easing of lockdowns and restrictions.

Most of the work with children and parents is delivered via drop ins and casework and length of involvement is determined by the level of need and support is provided until objectives are achieved. This flexibility enables workers to build positive relationships that promote longer and sustained change.

Family support workers aim to empower parents to better support their children and become solution focused to resolve issues and concerns. We recognise the importance of building strength in families so that when intervention ceases, families are better able to deal with life challenges.

Direct one to one work with children has included: raising low self-esteem and confidence, reducing anxiety, building resilience factors and raising aspirations so that children can feel happier and safer and have improved life chances.

Casework figures

- Casework was undertaken with 168 children from 142 families, with 9 children being re-referred and two of these were re-referred twice.
- 88 cases closed within the year (includes 1 re-referral closed twice) and 91 open, 8 children who were re-referred are open at the end of March, along with one re-referred twice. 55 cases were open 1 year or less (62.5%) and 33 cases were open 1 year or more (37.5%). Average length cases were open was 12 months similar to previous year's average.
- 35% casework was undertaken with secondary aged school children and 65% with primary aged school children. Last year 30% secondary/70% primary
- We worked with 63 complex cases that required the support of a team of professionals. These include: 37 Early Help, 11 Children in Need, 8 Child Protection, 7 Looked after Children. 13 social care referral/assessment/section 47, 38% of all cases

- 33 of the complex cases had or were currently experiencing domestic abuse.
- In addition to the 168 children supported, 143 siblings of those children in the family would have benefitted from support to parent
- 13 children had unknown/not stated ethnicities. Out of 155 children whose ethnicities were known 56% (87) were White British and 44% (68) were from a Black, Asian, Mixed/multiple ethnicity or other ethnic background.

Presenting concerns and support needs for children:

- 67 children (40%) needed support to manage behaviour
- 64 (38%) had difficulty with the child-parent relationship
- 35 families and 40 children were currently experiencing domestic abuse or had in the past
- 61 children living in single parent households (36%)
- 48 children with parents separating (44 families – 31%)
- 67 parents had depression or other mental health concern (43%)
- Number of children presenting with anxiety = 79 (47%), low self-esteem = 65 (39%) and attachment issues = 27 (16%).

Group work

Children

5 transition groups with 33 year 6 children to support transition from primary to secondary school

Friendship group – 5 sessions with up to 4 year 4 children

Heads Up – 2 year 6 girls attended 5 sessions to support their wellbeing

Vocation Day – Jackie spoke to 89 Year 1 and 2 children about having a vocation

Parents

Routines and behaviour workshops – up to 30 parents attending

Family Links parenting course– 2 parents

2 Coffee mornings to introduce family support – up to 20 parents attending

Report on the key objectives for the Schools Family Support service in 2021 –2022

Promote the service and increase school contracts

Discussions on the take up of family support by Catholic MAC's has been limited. On a positive note, the majority of contracts have been renewed, with 3 schools leaving us and 3 new contracts have been secured.

To continue to offer a professional service to schools.

Our aim is to grow and expand the project.

Lockdown presented new and positive ways of working which are now enabling us to reach more isolated families. The use of technology and in particular video contact has made us think about alternative methods of communication, some of which will remain in place going forward.

Improve knowledge, skills and practice for best practice.

Online courses and webinars were encouraged. This enabled family support workers and admin staff to individually complete a wide range of training listed below.

- Equality, Diversity & Inclusion
- Gamcare
- Drawing and Talking
- Self-harm
- IT/Database training
- Excel and social media training (Admin)
- Minute Taking Training (Admin)
- Safeguarding (New staff and Admin)

A training program to pastoral school staff is being developed and it is hoped that this will be ready to be rolled out in the forthcoming months.

Improve data collation to evidence impact and outcomes.

Increase the completion of feedback forms from children and parents.

Key objectives for 2022 – 2023

- To promote the service and increase school contracts.
- To continue to offer a professional service to schools.
- Continuous professional development of staff.
- To continue with evidencing impact and outcomes.
- Progress with at least 50% completion of feedback forms from children and parents.
- To continue exploring how the Family Support Service might develop over the next 5–10 years by investing and adapting its work with others both within and outside of Father Hudson's so that the service can grow and increase its positive impact upon children and families across the Birmingham diocese.

Father Hudson's Care – Community Projects

Father Hudson's Care works in collaboration with partners and local communities to reach out and support those in need, some are delivered directly under our charity and others are delivered by smaller charities and groups whom we support. Each partnership community project has its own local focus, identity and governance structure. We support those in poverty through the provision of food and practical items, those who are homeless through accommodation, those who are lonely through social activities and a number of our projects also provide advice, information and

wider support. We prioritise services for the most vulnerable, specialising in support for refugees, asylum seekers and migrants, rough sleepers, vulnerable women, older people and deprived communities. Our Catholic ethos is at the core of this work – ensuring human dignity, helping the poor and standing in solidarity with others.

Despite the continued impact of COVID-19 this year community projects have remained present for those who need us, operating safely within guidelines and adapting delivery to continue to respond to growing demand for our support. Projects have been providing information in the community and to our guests on Covid, distributed lateral flow tests and Brushstrokes held pop-up vaccination clinics. Our doors have remained open, and we have increased/returned to face-to-face activities over the year.

During 2021/22, five community projects were delivered directly under the Father Hudson's Care charity. With 52 employed staff (at end of March 2022) and 242 active volunteers reaching out and supporting over 2800 individuals in need, including providing direct accommodation to 32 individuals. Volunteering and the involvement of local communities continues to be the essential part of all of our projects. Whilst a number of volunteers have not returned following Covid, we have been able to recruit new volunteers and build back up many of our teams.

During 2021/22 we have continued to support local groups including more intense support to three local charities, providing employment, payroll, HR, management, governance, funding, finance and policy support. During 2021/22 two of these charities have provided FHC with some financial contribution towards this support, reduced since previous years due to the impact of Covid on their charity finances. We have employed 10 members of staff on their behalf over the year. These three charities have supported a further 2602 individuals in need and have 124 volunteers. We also continued to be a key partner for the local charity Anawim, Caritas AOB and Heart of Tamworth. This year we have increased our support to Community Sponsorship – Refugee Resettlement Schemes, providing support to four volunteer groups in Rugeley, Derby, Birmingham and Warwick and being the lead sponsor for these with the Home Office.

Supporting Refugees, Asylum Seekers and Migrants in the community

During 2021/22 we have supported over 2500 refugees, asylum seekers and migrants through our partnership community projects delivered under Father Hudson's Care and many more as part of our wider partnerships including through St Chads Sanctuary, Community Sponsorship and Hope Community. We promote the ethos of 'Welcome the Stranger', helping those in crisis as well as supporting for the long-term.

Brushstrokes Community project is delivered under Father Hudson's Care and is a partnership with the Infant Jesus Sisters, the parish of St Philip Neri and the sisters of Our Lady of Charity of the Good Shepherd. Based in Smethwick and covering Sandwell, West Birmingham and surrounding areas, the project provides specialist and holistic support to refugees, asylum seekers and migrants through advice and outreach including accredited OISC immigration advice, employment support, welfare benefits and housing advice; provision of practical resources including food and clothes; education and employment support including accredited ESOL, IELTS and OET; social

activities including a community café, games evening and women's group. The project is funded from a wide range of sources including Sandwell Borough Council, The Home Office, NHS and charitable trusts.

Over the year the project has ensured welcome and practical support assistance has been provided to all. With 28 staff and 53 active volunteers (23 new this year) Brushstrokes provided support to 2495 individuals (5637 beneficiaries to include families) from 102 nationalities and 49 languages. There has been a continued growth in EU nationals coming for support and advice this year linked to the ongoing work of the EU settlement Scheme, representing 42% of all service users. Those seeking asylum were the next largest group of clients at 19%. Romania, India and Afghanistan represent the largest numbers of service users this year.

Brushstrokes key achievements in 2021 /22 include:

- 143 students attended ESOL classes as they returned to face-to-face delivery (90% women); 13217 provisions of food distributed to those in poverty; over 1500 new advice cases opened this year with the number of complex homelessness, EU settlement and individuals with No Recourse to Public Funds cases rising; increased numbers of advice and information sessions, social groups/activities and community meals throughout the year.
- Brushstrokes have an active service user panel who meet monthly, have representation on the local management committee and have engaged with providers of services in Sandwell.
- Brushstrokes have responded to emerging needs including helping coordinate and deliver a response to Afghan refugee resettlement in Sandwell. Brushstrokes is also delivering on a national pilot of the Refugee Transitions Outcomes Framework in partnership with Sandwell Council, developing new approaches to enable refugees to settle and secure employment.
- Developing NHS partnerships; monthly screening clinics for blood borne viruses and increasing delivery of IELTS and OET courses to support migrant health professionals to practice in the UK.
- New secured funding including National Lottery, Sandwell Council and various grants and Charitable Trusts.
- Brushstrokes continues to develop partnership work including, the development of Sandwell Language Network, the delivery of the NRPF TB pathway with local authority and the NHS, Asylum Early Action project alongside Refugee Action, contributing to national work on the impact of COVID on migrants, working with small local community groups and working jointly with the Local Authority to respond to increased asylum seeker dispersal.
- Research and social policy included researching the impact of COVID on the mental health of service users, advocacy to ensure financial support was provided to Afghan refugees and transnational research project on housing for migrant women.

Brushstrokes objectives for 2022 – 23

- Coming out of the pandemic to ensure services remain resourced, accessible and responsive to the needs of new and emerging communities in Sandwell, West Birmingham and the Black Country.
- Embed the principles of Early Action across the Project, focusing on reducing crisis.

- Working with the service user panel to increase engagement of service users and commissioners, playing an active role in reviewing, evaluating and informing the planning of new services both internally and externally.
- Continue to share best practice, build and engage in partnerships that can respond to issues faced by new communities in Sandwell and West Birmingham
- Secure additional larger multi-year funding streams for the future sustainability of the project.
- Increase ESOL and language provision to address the lack of local capacity, through volunteer recruitment, training and development of online resources.
- Respond to the impact of poverty and cost of living crisis through increased capacity to provide employment support, digital skills, financial capability sessions, benefit advice and food non-food resources.

Social support for Older People in the community

Young at Heart in North Staffordshire is delivered under Father Hudson's Care. It reaches out and supports isolated older people, providing friendship and lunch groups, a music group, telephone befriending and a community gardening project. Young at Heart has continued this year to work in partnership with the Methodist Homes Association to deliver these activities through a National Lottery funded project.

During 2021 /22 the project has focused on restarting all face-to-face activities and recruiting and developing volunteers from the local community. Due to funding the staff team reduced to 2 in November, however with a team of 72 volunteers the project still supported 223 older people over the year. Many of these had been increasingly lonely and isolated during the pandemic. 193 of these were through the 8 regular group activities and 30 through telephone befriending. Through the befriending service volunteers call older people weekly for a friendly chat which has not only been crucial during Covid, but as older people's frailty, mobility and mental health has been increasingly impacted. Where they are able to, we promote people to attend the social groups which many rely on as their only outing and chance to meet others. The project has been particularly proud this year of developing the community garden project with the support of Stoke Council, the Masonic Foundation and Groundworks.

Young at Heart objectives 2022/23:

- Secure longer-term funding for the project activities and two remaining part-time staff.
- Recruit additional volunteers and develop a volunteer support and training programme.
- Develop local statutory partnerships including recognition and support for the impact the project has for older people's wellbeing in North Staffordshire.
- Develop the community garden project including a listening bench and linking in additional local partners.

We reach out to many older people through our wider partnerships including with Hope Community and Maryvale Community Project.

Accommodation and shelter for the vulnerable

Through three community accommodation projects, Tabor House, Fatima House and Sophia House, we have provided safe shelter to 32 individuals in Birmingham during 2021/22 and supported over 100 rough sleepers through outreach in Birmingham city centre.

Tabor House is delivered under Father Hudson's Care with local governance through 'Tabor Living'. Tabor Living is a partnership with Father Hudson's Care, Caritas AoB, the local parish, senior business people from the construction and building industry, as well as a PR company. With 5 core staff, a team of bank staff and a large team of 58 dedicated volunteers, the project has remained open 24/7 rather than returning to a night shelter operation. Tabor House works within a strengths-based approach, establishing areas where guests need support and working with them to help them to achieve a positive move on.

In the last year we accommodated 18 rough sleepers at Tabor House and Tabor Cottage who were given a safe place to stay and welcome from our staff and volunteers. They have been provided with 1-1 support sessions through a Caseworker including access to a bank account, EU Settled status and appropriate documentation, healthcare, linking with other agencies, securing welfare benefits, housing, employment, training and volunteering opportunities. Outcomes for guests include securing employment and housing, support for repatriation and making family reconnections – 73% of our guests have had a positive move on. The project has been particularly effective at welcoming migrant rough sleepers and supporting people back into employment. This year the project saw an increase in female guests, supporting 5 women to become independent.

2021/22 Tabor House, Tabor Cottage and outreach achievements:

- Accommodated and supported 18 rough sleepers (men and women).
- 10 of these guests were moved from the House to the Cottage, supporting them with an interim step towards their independence. 80% of Cottage guests had a positive outcome.
- Engaged with over 100 rough sleepers on the streets in Birmingham through outreach including being a friendly face, helping secure bank accounts, linking with agencies to apply for benefits and housing, applying for passports and other ID documentation.
- Secured over £350k in capital funding for the new St Catherine's premises for Tabor Living in central Birmingham.
- Piloting 'community response to homelessness', recruiting and training a team of volunteers to support 5 individuals who have been previously rough sleeping to positively move forward.
- Continued to develop positive relationships with the statutory sector; securing additional funding support from the West Midlands Combined Authority including access to free training and support, feeding into the Birmingham City Council RSI review and being invited to attend the weekly BCC RSI meetings.

Tabor House objectives for 2022/23:

- To complete the capital works, develop and open the new St Catherine's centre, which will include the relocation of existing Tabor services, new move on accommodation and community rooms in partnership with the local parish.
- For Tabor House to become an accredited project with the Housing Justice standards.
- To deliver a marketing plan to promote the brand Tabor Living as a partnership with FHC, using this promotion to secure additional corporate funding and support, as well as recruiting new volunteers.
- To continue to develop relationships and funding opportunities with statutory partners WMCA and Birmingham City Council.
- To develop the Community response to Homelessness pilot and embed within Tabor Living services.
- To develop existing and create new partnerships in the community and voluntary sector for the new St Catherine's premises, as well as building longer-term relationships with the initial capital funders.

Fatima House in central Birmingham operates as part of Father Hudson's Care and is a collaborative project with the Columban Missionaries, a local parish, Caritas Archdiocese of Birmingham, The St Vincent de Paul Society and the Archdiocese of Birmingham. The Columban Missionaries lead on the day-to-day operations of the project including supporting the women at the house and volunteers. FHC support with governance, building and financial management, policy and fundraising.

The project provides accommodation for up to 9 female asylum seekers who are destitute and in the process of appealing asylum decisions. During 2021/22 Fatima House supported 10 women with a safe place to stay, supported by 8 active volunteers. Residents can access counselling, reviews of their immigration cases and an IT suite. They have also worked with the volunteer team to develop the garden, growing fresh fruit and vegetables and having a place to socialise. These extra activities are funded through the Lottery Community Fund Awards for All funding.

Fatima House objectives for 2022/23

- Develop the garden with additional social activities for residents and facilities to be able to grow more fruit and vegetables.
- Secure funding to continue counselling and immigration support.
- Increase social activities including arts and crafts and celebration events, as we come out of Covid.
- Sharing experiences from the project with others in the migration field, issues such as Home Office decision making time, immigration issues the women have faced etc. Feeding into national and local campaigns on refugees' rights and impacts of changes in law on those we support.

Sophia House is a partnership project between Father Hudson's Care, St Brigid's Parish and the sisters of Our Lady of Charity of the Good Shepherd. Sophia House provides safe and supportive accommodation in South Birmingham for up to 3 female refugees or migrants. Over the year

the project has housed 3 women and a young baby, with one resulting in a positive move-on to an independent private tenancy.

During 2021/22 Sophia House has been a secure place of safety for the tenants, with support for them to move their lives forward including one woman now being a student at university and working in the care sector. One volunteer befriender continues to provide support and all tenants receive regular support check-ins from a member of staff.

Sophia House objectives for 2022/23

- Recruit a new Sophia House Support Worker with funds secured from Our Lady of Charity of the Good Shepherd.
- Re-promote the project and room vacancies with existing and new referral organisations.

Support and capacity building for local charities and voluntary groups

One of the ways Father Hudson's Care demonstrates the Catholic Social Teaching principle of Subsidiarity is by providing support to other charities and groups in the Diocese. We support three local independent charities, Hope Community, Maryvale Community Project and St Chad's Sanctuary providing employment, payroll, HR and support/guidance with management, governance, funding, planning, finance, policy and procedures. During this year we have provided particular support around management and sustainability with the small charities struggling for funding as we come out of the pandemic.

Hope Community Project, Wolverhampton is a partnership with FHC, the Infant Jesus Sisters and St Patricks' Parish. Running for over 30 years, the project aims to seek out, reach and support the most isolated, vulnerable and disadvantaged people in the community of Heath Town. Based on the estate, Hope Community services include: a helpline during Covid for local people, English lessons delivered with Adult Education, a new women's group, Stay and Play, Community café, a new food pantry which has been in very high demand, new IT classes, holiday activities for young people and this year they also distributed support grants to local people on behalf of the local council. The project supported 474 people during 2021/22, many of these were people who were new to the area. In March 2022 they had 22 active volunteers and we employed 4 staff on their behalf.

Maryvale Community Project in Kingstanding, Birmingham is a parish partnership project which provides social activities for older people and adults with learning disabilities. 126 people have been supported by Maryvale Community Project over the last year through a weekly Tuesday lunch club for older people, a weekly evening Sunshine Club and a new weekly in and out club both for adults with learning disabilities. Activities at the groups include celebration events, dancing, exercise, cooking, life skills and singing. For those unable to get to the groups due to frailty or ill health they are supported through the telephone befriending service. The project has 8 very active and dedicated volunteers. Due to funding the staff team has reduced to 1 and therefore FHC have been working with the Maryvale trustees to provide support with management, fundraising and financial procedures.

St Chad's Sanctuary, Birmingham is a partnership with FHC, the Infant Jesus Sisters, the Salvation Army and the Archdiocese of Birmingham. The charity is a place of welcome for asylum seekers and refugees which aims to relieve poverty and improve their lives. They have supported 2,002 individuals during 2021/22 through provision of practical items such as clothing, toiletries, food and books, English lessons for adults and this year developing their family learning for children who do not yet have a school place or are pre-school. They also provide social support, welcoming new asylum seekers, registering families with children for school places and signposting. A large proportion of their clients are asylum seekers based in temporary asylum accommodation/hotels in central Birmingham. They have 94 active volunteers and in March 2022 we employed 5 staff on behalf of the charity.

Father Hudson's Care are the lead sponsor for Community Sponsorship – Refugee Resettlement Schemes in Warwick, Rugeley, Derby and Birmingham. We are supporting these four volunteer-led groups to welcome a refugee family into their community. Rugeley welcomed a family of 4 in 2021, with the other 3 projects completing their full applications and expecting their matches with families during 2022. In March 2022 Father Hudson's Care has begun responding to the humanitarian crisis in Ukraine, working with the Archdiocese of Birmingham, Ukrainian community partners and others to develop this response. This will be one of our priorities in 2022/23.

Father Hudson's Care are active executive committee members of Caritas Archdiocese of Birmingham and carry out the administration and marketing functions for this network.

Father Hudson's Care also provides ongoing governance support for the charity Anawim in Birmingham and the charity Heart of Tamworth in Tamworth.

Fundraising, Communications and Marketing

Total voluntary income was £493,121 (2020–21: £429,099). Most voluntary income comes from five sources: individuals, companies, parishes, Catholic schools and Trusts.

Individuals

Individual giving remains to be an essential area of our fundraising income. Figures have remained static from our quarterly mailing income with a small growth in our regular giving income. The current older demographic of our individual givers remains a concern so the fundraising team has restructured this year to incorporate an Individual Giving Officer whose role is to focus on this area of income; specifically, to create a robust supporter journey which will retain and grow our existing supporters whilst attracting new supporters to expand our mailing list.

Over the last year we have invited our top 20 supporters for a tour of Father Hudson's Head Office site and created a special fundraising appeal for our 120 years anniversary which has created a small uplift in fundraising income. We have also continued to proactively promote legacy giving in Wills Awareness months March and November by partnering with an online Wills provider FareWill and promoting legacy giving on our website and through our social media channels.

Companies

This year we have been able to secure a small number of Charity of the Year partnerships. Brushstrokes were voted as the nominated charity by local companies Nationwide and Forresters and Coleshill based Wilmott Dixon chose Father Hudson's Care as their charity following a visit to St Joseph's Care Home to deliver presents. In Summer 2021 Wilmott Dixon organised a charity walk which raised nearly £1000 for the charity. Gifts in kind continues to be a popular method of corporate giving, at Christmas we were able to secure over £500 worth of bath products from LUSH and food donations have continued from ALDI, Morrisons, Sainsburys and Co-op.

Parishes

Our Parish collections were again severely impacted by the Covid-19 pandemic. Further periods of lockdown in 2021 and afterwards, less parishioners attending church, reduced our fundraising income in this area. The team was also affected in June by the departure of one of the School and Parish fundraisers. However, we have remained proactive in our communication with Parishes through phone calls, emails and where possible face to face visits. Parish income increased this year to £23,392 compared to £19,944 last year. In December we also heavily promoted our crib appeal across the Archdiocese which raised over £4000, significantly more than the £500 we budgeted for.

Catholic Schools

Similar to parishes, our work with Catholic schools was again impacted by the pandemic. Our Annual Good Shepherd Appeal was held online again due to an early lockdown period in 2021. However, we continued to use our digital presence to effectively engage with schools and tell our story. In 2021 we created a virtual school assembly which could be played online, we also developed a downloadable Stations of the Cross activity which was well received by schools across the Archdiocese. Due to the closure of schools in early 2021 we cancelled the printing and distribution of our traditional collection boxes and instead asked schools to donate online to our appeal creating a cost saving.

Although schools' income has not yet reached pre-pandemic levels there has been an increase from the previous year (£29k compared to £14k in 2021) and we hope that this growth will continue into the coming year.

The team are also still looking for ways to diversify and grow the way we work with schools. Work is still being developed to recruit a number of schools' speakers to increase our reach across the Archdiocese and although our Walk a Mile fundraising product was not as successful as we had hoped there is still opportunity to use this to further engage with secondary schools and grow our income.

Trust and statutory fundraising

Trust and statutory fundraising were affected this year by the departure of the Trust fundraiser in June 2021 followed by subsequent difficulties in recruiting a replacement. The pandemic also created more competition for Trust income across the charity sector with a continued focus on short term emergency funding. Despite this, we have had a number of successes in Trust income including Lottery funding for Brushstrokes and smaller Trust successes including money from Warwickshire Council Councillors fund towards a Summer House at St Joseph's and a number of smaller grants for Family Support team to enable them to create a crisis fund for families in an emergency.

As there is a greater urgency for Trust funding in Community Projects it was decided this year to move the Trust fundraiser role to that team with the remaining fundraising team supporting applications for smaller, core projects where needed.

Regulation and complaints

Father Hudson's Care is registered with the Fundraising Regulator, follows the Regulator's Code of Fundraising Practice and abides by its Fundraising Promise. Father Hudson's Care received no complaints about its fundraising practice during 2021–22, either internally or through the Regulator. When we ask individuals for donations, we do so gently by letter. Supporters have the option to request no further mailings and we abide by such requests immediately.

We are particularly aware of the need to protect our most vulnerable groups through our fundraising activities and have adapted our policies and procedures in accordance with this. We do not make unsolicited asks over the phone and full fundraising requests are made in writing with the consent from those who have previously supported us. We also ensure that any fundraising staff or volunteers have been DBS checked prior to contact with our supporters and are aware of our bullying and whistle blowing policies.

Communications and Marketing work

Work has continued over the last year to update and refresh our marketing materials and tell our story in as many ways as possible. This year the team created a Communications working group made up of representatives from all departments as a way of sharing information and good practice around all aspects of communication.

Our Annual Review document was again refreshed to include more pictures, an infographic and designated Equality, Diversity and Inclusion section to reflect our commitment to work in the area. We have continued to develop our Intranet site with the inclusion of a staff suggestion area and fortnightly news updates.

Over the last year we have followed our marketing plan for St Joseph's and produced a glossy new brochure and designated website for the Care Home. Marketing activity has also included a new logo for Young at Heart, logo and strapline for our 120 years anniversary, the development of new

branded materials such as t-shirts and banners and a printed recruitment campaign for new care staff including posters, news articles and online promotion.

We have continued to engage with external media and have featured regularly in the Coleshill papers including a front-page article on St Joseph's as well as regular adverts in publications such as Solihull Living magazine, The Sower and local hospital newsletters. Our work has also been supported by Caritas and the Diocesan website who have been especially helpful in supporting our recruitment adverts.

Over the last year we have worked to improve the content on our social media sites with increased use of video content and the use of Canva, an online app designed to improve the visual appearance of posts. The team has also supported other departments with their social media activity including delivering bitesize training to the Community Projects teams about using Canva and storytelling.

Financial review

Financial Results for the year are shown in the Statement of Financial Activities (SoFA).

The SOFA shows that a high proportion of the Society's income is in the form of fees towards the cost of services. Such fees are charged for provision of residential and day care and fostering services. They are paid by local and health authorities and in the case of residential care may be partially or fully paid by private individuals. The fees received for such services do not cover the full cost of provision of the services. The shortfall is met from voluntary income and reserves.

Projects (Origins service and Community based projects) which attract no fee income are supported from the Society's fundraising efforts and investment income.

Staff costs are by far the biggest item of expenditure for the Society. Father Hudson's strives to give residents, clients and service users the highest standard of service and care and relies on the hard work and dedication of its staff for that. It operates in a very competitive environment for staff and therefore offers staff competitive rates of pay and fair leave and sickness benefits. Father Hudson's also offers all staff membership of a pension scheme. All staff undergo a formal induction programme, have regular supervision and staff meetings, and receive staff newsletters.

Inflation is an issue for Father Hudson's with major costs on gas, electricity, water and food continuing to increase. Local Authorities, which are under financial constraints are not generally offering increases in fees in line with headline inflation, and certainly not in line with the specific inflation incurred with social care projects. Whilst Father Hudson's has made some considerable progress in reducing operating deficits, the present economic climate makes further progress difficult without impacting quality of service which is not acceptable to Father Hudson's.

Father Hudson's has centralised administration functions covering accounting and cash and investments, personnel management, fundraising and estates management.

The SOFA shows a net decrease in funds of £322,199 (2021: decrease £195,495) before net gains on investments and investment properties of £358,642 (2021: gain £1,011,401). The Society's quoted investments are shown at their market value on 31 March 2022 and are held for the long term to generate income to support the mission of the Society and it is not the intention of Father Hudson's to liquidate them to any significant extent in the short term. Note 18 gives full details of the movements in the assets and liabilities of the Society's pension scheme, in accordance with the disclosure requirements of FRS102. The nature of the assets held by the scheme and the liabilities of the scheme can lead to volatile results. The Scheme closed to future accrual on 31 July 2017.

F.H.S. Projects Ltd, a wholly owned subsidiary company, formed to undertake building development and trading activities, was dormant throughout the year. It has no employees, and the directors receive no remuneration. Its existence continues to be kept under review.

Reserves and Reserves Policy

The Trustees of Father Hudson's have established a reserves policy which reflects the long-term nature of much of the work of the Society. Father Hudson's provides residential care to vulnerable adults, most of whom would expect to stay in the Society's care for the rest of their lives. Additionally, Father Hudson's has a long history of residential care to children and young adults, and of adoption services. This history carries with it an obligation, both legal and moral, to assist those who were in our care, or were adopted, their birth families and adopters to explore their past, learn reasons why decisions were made and increasingly bring parted relatives together. Adoption records must now be kept for a minimum of 100 years and there is an obligation on Father Hudson's to offer a post adoption service to those involved in the adoption process throughout their lives.

The reserves of Father Hudson's are made up of five types of funds:

- Expendable endowment funds.
- Restricted Funds.
- Designated Funds.
- Free reserves.
- Pension Reserve/(Deficit)

The total reserves as at 31 March 2022 were £10,591,651, of which £1,602,860 were restricted and not available for general purposes and £2,538,890 were designated.

Expendable Endowment

Expendable endowment funds comprise the value of lands in Birmingham and Coleshill purchased by Father Hudson for the charitable objects of the Society. When such lands are disposed of, the net proceeds are also held in expendable endowment. Expendable endowment funds are held as capital funds but may be expended at the discretion of the Trustees. The income from the endowments is used to support and develop the activities of the Society.

Restricted Funds

Restricted funds comprise grants or donations made to Father Hudson's for specific purposes. Such funds usually have to be accounted for in detail to the funder and are not available to be spent on anything other than the donor's intention. Restricted funds include donations towards the capital cost of certain assets purchased by the Society. Such funds are transferred to free funds at the same rate as the depreciation on the associated asset.

Designated Funds

Designated funds are funds set aside by the Trustees for specific purposes, or because such funds are unrealised or not capable of being realised in the short term. The property fund is the capital value of property and fixtures held for charitable use by Father Hudson's outside of the endowment fund, and as such is not available for general use. The fair value reserve represents the unrealised revaluation gains on the Society's investments and being unrealised is unavailable for general use.

Free Reserves

Free Reserves are those funds available to meet the day to day needs of the Society's work. The Trustees have decided that given the long-term commitments in the Society's work, the fragility of external funding for some of its projects and the uncertainty of voluntary income and legacies, free reserves should be held for not less than 3 and not more than 6 months expenditure. At the balance sheet date free reserves amounted to £838,746, equivalent to 1.5 months unrestricted expenditure. The trustees have adopted a strategic recovery plan to achieve a balanced budget within the period ending 31 March 2024. The focus of the plan is increasing fee income in the St Joseph's care home following the reopening of the fourth wing and increasing St Catherine's bungalows income through renegotiation of client fees. However unencumbered reserves, for this purpose defined as the sum of the expendable endowment and free reserves amount to £6,908,697 which equates to 12.4 months unrestricted expenditure.

Pension Reserve

The pension reserve/(deficit) represents the surplus/(shortfall) in funding of the Society's Pension Scheme as calculated annually by the scheme actuary in line with the requirements of Reporting Standard FRS102. The valuation is a snapshot on a particular day and can vary significantly from year to year and is sensitive to relatively small changes in interest and discount rates.

Going Concern

After reviewing the Society's budgets and projections, the Trustees have a reasonable expectation that Father Hudson's has adequate resources to continue in operational existence for the foreseeable future. Father Hudson's therefore continues to adopt the going concern basis in preparing the financial statements.

Investments

Father Hudson's has an investment portfolio, the income from which is used to support the work and the administration of the Society. The fund is invested in quoted shares, fixed interest gilts and bonds rated A or higher, property funds and cash. The investment objectives are for a secure level of income together with some capital appreciation in order to maintain the real value of the fund. Smith Williamson Investment Management LLP manage the portfolio on a discretionary basis. The Trustees have developed a social, environmental and ethical policy for the portfolio. Any investments which do not comply with the policy are divested as market conditions allow. The portfolio is held for the long term, and the Trustees believe that the structure of the portfolio is broadly in balance with its objectives for the long term.

The investment managers use the MSCI WMA Balanced Index as a guideline against which to assess the performance of the portfolio although they are not required to rigidly adhere to the Index. During the year ended 31 March 2022 the portfolio total return (gain) was 9.80% and the Index total return (gain) was 7.80%. In line with the continuing recovery in global markets during the year, the portfolio returned realised and unrealised gains of £358,642 of which £214,022 were endowment funds and £144,620 were attributable to general funds.

Objectives 2022/23

- To work with investment managers to minimise the capital risk within the investment portfolio, whilst maximising the income and growth potential.
- To continue the review of internal controls and governance to ensure application of best practice.
- To review the cost base of Father Hudson's to ensure optimum efficiency in the use of Society funds.

Structure, Governance and Management

Constitution & Governing Document

Father Hudson's is a charitable company limited by guarantee, incorporated on 22 July 1982 and registered as a charity on 15 September 1982, to continue the work started by Father Hudson at the beginning of the 20th Century. It was established under a memorandum of association which established the objects and powers of the organisation and is governed under its articles of association. Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The total number of such guarantees at 31 March 2022 was 14 (2021: 15).

The directors at the date of this report are set out on page 1. Mr Neil Handel resigned on 02 August 2021.

Recruitment, Appointment and Training of Trustees

Nominations for Trustees have been made by existing Trustees and other supporters of the Society. Father Hudson's has also successfully advertised for Trustees to replace retiring Trustees. Appointments are made by the Board with the approval of the President in line with identified skills gaps in the existing Board or through retirement. New Trustees undergo a formal induction, managed by the Chief Executive, into their responsibilities, the varied activities and the ethos of the Society. Professional advice is made available to the Trustees at all times and appropriate trustee training is provided.

Organisational Structure

The Board of Trustees has established sub-committees to examine areas of work in more detail and to advise the executive and report to the full Board. Occasionally the Board delegates specific issues and decisions to sub-committees when deemed appropriate. The Board of Trustees sets the strategic direction of Father Hudson's and approves annual budgets. Implementation and day to day management is delegated to the Chief Executive and through him to the senior management team. The Board constantly reviews its governance structure to ensure that it complies with best practice and is committed to achieving compliance with the Good Governance Code.

Employee Involvement and Employing People with Disabilities

The Equality, Diversity and Inclusion group continued to meet regularly, facilitated by the Head of the Children and Families' department; membership of the group was widely publicised and was not by appointment. Their work has influenced the organisation's EDI statement and strategic EDI action plan which was completed and approved by the Trustees in March 2022. Their work has also influenced the development of several policies, including the Menopause policy and Miscarriage policy.

Implementation of the EDI strategic action plan has led to greater focus on employee and service user voice, with a requirement for Heads of Department /service managers' reports to Trustees' subcommittees to include specific sections on this during 2022/23.

The Intranet is available to all staff, and this includes a staff suggestion and recommendation form which is beginning to be used, and staff suggestions made have been responded to.

Two of the key support functions are directly accessible to staff and regularly used by staff. Staff know that they can contact HR directly and HR know that they have a mediating role within the organisation. Staff use this option. The new PeopleHR software which has replaced the previous mainly paper-based system has had an immediate benefit for staff for a number of reasons, including booking of annual leave in a timely and effective way and immediate and easy access to all policies. Every staff member in the organisation was provided with a work email address. The appointment of the part-time IT support officer continues to be critical to the success of all these changes.

The Finance team is regularly contacted directly by staff who know that they are approachable, and that the organisation operates with the limited bureaucracy that is necessary. They again showed great adaptability when the continuing impact of COVID meant that they had to take on extra responsibilities (some of which were usually carried out by Fundraising) and remained office-based throughout (with good protection in place) in order to ensure that everyone (staff and suppliers) was paid promptly and correctly.

The organisation has improved the coordination of training – a challenging task in terms of the very different needs of the many services. The HR manager leads on the Training coordination across the organisation. She has been working closely with the Head of Adult care with great effect to improve the training available online and face-to-face for the nearly 200 care staff. At the same time the Training coordination group, involving staff from across the departments, continued to focus on providing a coherent Induction programme for all new staff.

The quarterly Managers' meeting has created a greater understanding of each of the services and the small group work in particular has enhanced the sharing of learning and expertise on common issues. These have also contributed to a deeper understanding of the mission of the organisation and governance of the Charity. EDI has featured very strongly in all these meetings.

The decision which was taken at the beginning of the pandemic was renewed and maintained throughout the cycles of lockdown and easing of lockdown in 2021–22 to ensure that no staff member came to work for fear of not being paid and having to rely on statutory sick pay. The contractual obligations were overridden by an organisational determination to ensure that staff, if they suspected or had confirmed COVID, did not feel a financial need to attend work.

The Charity does not discriminate against a person with a disability for a reason that relates to their disability or treat them less favourably than a non-disabled person. The Charity remains committed to conducting individual risk assessments for every employee with a disability in order to identify any reasonable adjustments it needs to make in the workplace, or job, in order for the person to contribute fully to the work of the charity.

Relationships with related parties and other charities

Father Hudson's owns 100% of the issued share capital of F.H.S. Projects Ltd, a company registered in England and Wales no. 3720516, whose main activity is the development of property for use by the Society. All profits within F.H.S. Projects Ltd are donated to Father Hudson's under Gift Aid. The company is currently dormant and so consolidated financial statements have not been prepared.

In 2009 the Trustees transferred adoption work to a new independent non-denominational Charity, Family Society – Adoption Focus. This is a completely independent and separate charity. Family Society – Adoption Focus undertakes some adoption support work on behalf of Father Hudson's Society. Father Hudson's provides certain administrative support. All such arrangements are undertaken for fees agreed on an arm's length basis.

Father Hudson's has employed the services of NFP Wealth Management Ltd (NFP) in the design and implementation of a Group Personal Pension Scheme. One of the directors of NFP is related to a trustee of the Society. Fees to NFP have been agreed on an arm's length basis and the trustee took no part in the decision to use NFP nor in the fee negotiations. At 31 March 2022 fees amounting to £1,800 had been paid or accrued to NFP.

Father Hudson's has close relationships with a number of other religious charities with whom it collaborates in the delivery of services in Community based projects. In each case there is a written collaboration agreement.

Governance and Internal Controls

The Trustees are responsible for keeping adequate accounting records which disclose with reasonable accuracy at any time the financial position of Father Hudson's and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of Father Hudson's and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities. The systems of internal control are designed to provide reasonable, but not absolute, assurance against material misstatement or loss. They include:

- A strategic plan and an annual budget approved by the Trustees.
- Regular consideration by the Trustees of the financial results, variances from budgets, non-financial performance indicators and benchmarking reviews.
- Delegation of authority, segregation of duties and formal supervision structures.

Review of Strategic Management 2021 /22

Risk assessment review 2021 – 2022 and Management of risk 2022–2023

In 2021 /22 there was a need to manage risks connected with the health and support implications of the pandemic and the financial risks connected with the pandemic. Being responsible for the health and psychological well-being of older people and younger people, people whose lives are affected by disability, of those who are homeless, of asylum seekers refugees and migrants great care had to be taken about the quality of service being maintained as well as the ability of the organisation to fund this work. In order to ensure this the Trustees budgeted for a significant operational loss, using its unrestricted assets, rather than endanger the quality and safety of any service, at a time when needs were increasing, due to the pandemic, poverty and other societal changes. Nevertheless, through careful management of resources and successful income generation the organisation again did better than budget and achieved a significantly lower operational loss.

Risk Review 2021–2022	Risk at the start of year	Risk at the end of year
Safeguarding children, young people and vulnerable adults The Safeguarding Leads monitoring and review group, consisting of two Trustees (one from the Adult care and one from the Children and Families subcommittees), the three SMT safeguarding leads and the CEO continued to meet during the year and will be producing their second annual safeguarding report for the summer Board meeting. The links with the Archdiocese safeguarding office remained strong. The risk has been left at low /medium, because FHC runs 18 different services for very vulnerable client groups, provided by a large staff team and volunteer team and therefore has to be constantly alert. This applies to both inspected and non-inspected services. The need to provide 'safe' services is greater the more vulnerable the groups supported are. The four new Community Sponsorship schemes had excellent support from the HR Department concerning the DBS process for volunteers and the children's safeguarding SMT lead supported the safeguarding lead volunteers in the schemes. Safeguarding lead Trustees have monitored the restructuring of the fostering team to ensure safeguarding is always at the forefront and have been well satisfied with the retention of existing staff and the recruitment of a very experienced new staff member. They also have stressed within the main Board that, as critical as financial sustainability may be, resourcing safeguarding is a primary responsibility, and this focus is appreciated by the Board. Service risk assessments and individual risk assessments have been seen as key to mitigating safeguarding risks. Enhanced targeted training, learning from identified safeguarding concerns in team meetings and supervision, and peer support, have been an important part of FHC's approach. Every report to the relevant service Trustees' subcommittee has a separate section on safeguarding to ensure the focus has been maintained.	Low/Moderate	Low/Moderate
Financial management –income generation and expenditure control		
St Joseph's –The fourth wing remained closed for the whole of the year, even though the Trustees had agreed to a reopening when the external environment seemed right. The main reason for the delay, until opening at the beginning of	High	Moderate /High

Risk Review 2021–2022	Risk at the start of year	Risk at the end of year
April 2022 was connected with the recruitment of staff in the Adult care sector. During this year substantial expenditure on each of the wings and particularly the closed wing was undertaken regarding refurbishment. Considerable effort also went into marketing, and this has led to a significant increase in referrals and the confidence to reopen the fourth wing.		
Day service –the service was able to adapt in order to continue meeting the needs of clients, by continuing to provide in-house support and tailored outreach, and also attracted new clients in the year. This has been a remarkable turnaround	High	Moderate
St Catherine's–as noted previously, the Trustees recognise the high level of underpaying Local Authorities. Through persistent and assiduous negotiation with Local Authorities by the existing FHC team more reasonable fees were negotiated for several clients. In addition to this the trustees agreed employing the services of a legal charity to assist with future negotiations. Despite this, it is too early to change the risk level, especially when the employment costs and other costs continue to escalate.	Moderate	Moderate
New Routes – even though the service has had a successful year financially (compared to the budget) the risk remains as moderate. It is encouraging that new Foster carers have been recruited and the necessary restructuring of the team was well managed.	Moderate	Moderate
Family Support in Schools' Service – the service continues to be well valued by the schools who use it; the service does require significant FHC subsidy from unrestricted funds, which is a challenge. However, the Trustees continue to value the high number of children, young people and families who are supported across the Archdiocese through the service and the effective impact it has. It has been decided to retain the level of risk as moderate/high, even though a new manager was successfully recruited in the year. How successful the	Moderate/High	Moderate/High

Risk Review 2021–2022	Risk at the start of year	Risk at the end of year
marketing of the service in the new MAC structures and different decision-making systems in schools is, will determine the possibilities of expansion. There is no doubt from the feedback from families and schools that the service is needed.		
Tabor House – the strong Management committee and the effectiveness of the service in achieving positive outcomes, with guests securing employment and finding accommodation, has ensured a good year. The plan is to double the number of guests who can benefit by moving to a new site in 2022, where move on accommodation and community activities can be added to the initial accommodation and support offer. During the year the necessary capital funding was secured to refurbish the new site and agreement reached on the move. The risk level is raised slightly to recognise this transition.	Low	Low /Moderate
Staff recruitment and retention In previous years this was primarily a concern for community projects, with short-term contracts and short-term funding leading to retention/recruitment challenges. However, due to many factors affecting the external environment it has been necessary to apply this risk assessment to every area of FHC's work. The Trustees took a decision to increase the salaries of those in Adult care in January 2022 (rather than wait till April 2022) to comply with the National living wage and decided to exceed the NLW. This proved to be beneficial. All other staff received a 4% inflationary increase, which at the time was appreciated by staff. The impact of the war in Ukraine has changed the external environment regarding inflation substantially.	Moderate/High	Moderate/High
Pension Fund liability – This was carefully managed by the Trustees, with the assistance of professional external advice, and agreement was reached with the Pension fund Trustees that was considered reasonable by both parties. Therefore, the risk is adjusted to moderate.	Moderate/High	Moderate

Risk Review 2021–2022	Risk at the start of year	Risk at the end of year
Data security, including cyber attacks Whilst no regional charity is naïve enough to think it is completely secure, FHC for some years has taken the decision to invest in data security provided via its IT partner, TSG. In addition to possible cyber-attacks, the increased use of IT for recording personal details, the increased use of email etc. for communication purposes, brings with it the danger of data breaches. This year more staff will be trained in this area of work including other data issues such as SARs (subject access requests), which carry with them workload challenges and in satisfying SARs possibility of data breaches.	N/A (New Risk heading)	Moderate /High

Strategic Risk management 2022/2023

The following management actions are in place:

Safeguarding

The particular focus will be on recommendations from the Trustees and SMT Leads' group, for improving practice, and the outcome of discussions at Trustees' subcommittees regarding the issues identified in Heads of Department reports. FHC will continue to seek appropriate safeguarding training for its many different services working with such diverse client groups.

St Joseph's—whilst the marketing of St Joseph's to increase occupancy has been successful this will need to continue, and Trustees have sanctioned any further expenditure for this purpose. There is a confidence that once families and individuals know of, and visit, St Joseph's they are keen to access the service.

St Catherine's Dayservice – whilst the risk is lower the service will need to ensure that the approach that helped it achieve financial sustainability in 2021–22 is maintained, to avoid the re-emergence of operational deficits.

St Catherine's – Local Authorities will continue to be challenged with the help of ASC (legal advice support Charity) working with FHC staff to achieve fair fee income. Greater marketing will be provided to help with recruitment of staff (similar to the work in the previous two years with St Joseph's).

Family Support in Schools' Service – the new manager and his team will focus on securing commissions from MACS to enable the development of the service and its financial sustainability within this new structuring of schools and their decision-making.

Property Management – the building of the new Community room at St Vincent's will be mainly resourced by fundraising activity, with limited use of FHC assets (which have to be used for other purposes –sustaining existing services).

Fundraising –two new team members will be recruited, with a greater focus on fundraising, particularly Trust fundraising for Community projects, where funding is envisaged to become a major challenge in 22–23, even after such a successful fundraising in 2021–22.

It remains the case that the Charities supported by Father Hudson's, which rely upon external funding themselves, are exposed to risk. Whilst the risk is managed by these Charities, and therefore they do not expose Father Hudson's to unknown or unlimited liabilities, Father Hudson's does all it can to support these much-needed charities.

Key Management Personnel Remuneration

The Trustees consider the Senior Management Team, comprising the Principal Staff listed on page 1, as being the key management personnel of Father Hudson's in charge of running and operating the charity on a day-to-day basis. All Trustees give of their time freely and no Trustees' remuneration was paid in the year. Details of Trustees' reimbursed expenses and related party transactions are disclosed in notes 9 and 11 to the financial statements.

Trustees are required to disclose all relevant interests and register them in accordance with the Society's policy and highlight them during discussions where a conflict of interest arises.

The pay of the charity's management team is reviewed annually. The remuneration is benchmarked with other charities of a similar size and activity in the West Midlands area to ensure that the remuneration is fair and not out of line with that paid for similar roles.

Statement of responsibilities of the Trustees

The Trustees (who are also directors of Father Hudson's for the purposes of company law) are responsible for preparing the report of the Trustees' and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

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

The Trustees are responsible for keeping adequate accounting records that 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. 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.

In so far as the Trustees are aware:

- There is no relevant audit information of which the charitable company's auditor is unaware
- The Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Auditor

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

The Trustees' annual report which includes the strategic report has been approved by the Trustees on 14 June 2022 and signed on their behalf by

Kevin Caffrey MBE
Trustee

Independent auditor's report

To the members of

Father Hudson's Society

Opinion

We have audited the financial statements of Father Hudson's Society (the 'charitable company') for the year ended 31 March 2022 which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- Give a true and fair view of the state of the charitable company's affairs as at 31 March 2022 and of its incoming resources and application of resources, including its income and expenditure for the year then ended
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice
- Have been prepared in accordance with the requirements of the Companies Act 2006

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on Father Hudson's Society's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other Information

The other information comprises the information included in the trustees' annual report, including the strategic report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- The information given in the trustees' annual report, including the strategic report, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- The trustees' annual report, including the strategic report, has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' annual report including the strategic report. We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- Adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- The financial statements are not in agreement with the accounting records and returns; or
- Certain disclosures of trustees' remuneration specified by law are not made; or
- We have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities set out in the trustees' annual report, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being

Independent auditor's report

To the members of

Father Hudson's Society

satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud are set out below.

Capability of the audit in detecting irregularities

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

- We enquired of management, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:
 - Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
 - Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
 - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
- We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience.
- We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.

Independent auditor's report

To the members of

Father Hudson's Society

- We reviewed any reports made to regulators.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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

Use of our report

This report is made solely to the charitable company's members as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Fleur Holden (Senior statutory auditor)

22 June 2022

for and on behalf of Sayer Vincent LLP, Statutory Auditor
Invicta House, 108-114 Golden Lane, LONDON, EC1Y 0TL

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

For the year ended 31 March 2022

	Note	Endowment £	Restricted £	Unrestricted £	2022 Total £	Endowment £	Restricted £	Unrestricted £	2021 Total £
Income from:									
Donations and legacies	2	–	299,549	231,180	530,729	–	243,396	349,322	592,718
Charitable activities									
Adult Care	3	–	–	5,021,385	5,021,385	–	–	4,612,724	4,612,724
Family Placement	3	–	–	740,599	740,599	–	–	777,263	777,263
Community projects	3	–	929,452	189,316	1,118,768	–	1,174,520	164,254	1,338,774
Other activities	4	–	–	39,704	39,704	–	–	174,604	174,604
Investments	5	61,838	–	186,665	248,503	64,085	–	164,453	228,538
Total income		61,838	1,229,001	6,408,849	7,699,688	64,085	1,417,916	6,242,620	7,724,621
Expenditure on:									
Raising funds	6	–	–	228,765	228,765	–	–	245,535	245,535
Charitable activities									
Adult Care	6	–	61,488	5,053,279	5,114,767	–	69,914	4,961,174	5,031,088
Family Placement	6	–	210	942,095	942,305	–	309	1,019,591	1,019,900
Community Projects	6	–	1,258,779	477,271	1,736,050	–	1,109,670	513,923	1,623,593
Total expenditure		–	1,320,477	6,701,410	8,021,887	–	1,179,893	6,740,223	7,920,116
Net income /(expenditure) before net gains/(losses) on investments		61,838	(91,476)	(292,561)	(322,199)	64,085	238,023	(497,603)	(195,495)
Net gains on investment properties	14	–	–	–	–	–	–	44,000	44,000
Net gains/(losses) on investments	15	214,022	–	144,620	358,642	366,508	–	600,893	967,401
Net income/(expenditure) for the year	8	275,860	(91,476)	(147,941)	36,443	430,593	238,023	147,290	815,906
Transfers between funds	21a	(61,838)	–	61,838	–	(64,085)	–	64,085	–
Net income/(expenditure) before other recognised gains and losses		214,022	(91,476)	(86,103)	36,443	366,508	238,023	211,375	815,906
Actuarial gains (losses) on defined benefit pension schemes		–	–	834,000	834,000	–	–	(355,000)	(355,000)
Net movement in funds		214,022	(91,476)	747,897	870,443	366,508	238,023	(143,625)	460,906
Reconciliation of funds:									
Total funds brought forward		5,855,929	1,694,336	2,170,943	9,721,208	5,489,421	1,456,313	2,314,568	9,260,302
Total funds carried forward		6,069,951	1,602,860	2,918,840	10,591,651	5,855,929	1,694,336	2,170,943	9,721,208

There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 21 to the financial statements.

Father Hudson's Society

Balance sheet

Company no. 01653388

As at 31 March 2022

	Note	£	2022 £	£	2021 £
Fixed assets:					
Tangible assets	13		4,767,986		4,937,290
Investment properties	14		779,000		779,000
Investments	15		5,728,097		5,384,654
			<u>11,275,083</u>		<u>11,100,944</u>
Current assets:					
Debtors	16	728,552		591,624	
Cash at bank and in hand		1,022,183		1,206,333	
			<u>1,750,735</u>	<u>1,797,957</u>	
Liabilities:					
Creditors: amounts falling due within one year	17	(650,167)		(468,693)	
			<u>1,100,568</u>	<u>1,329,264</u>	
Net current assets					
			<u>12,375,651</u>	<u>12,430,208</u>	
Net assets excluding pension liability					
Defined benefit pension scheme liability	19		(1,784,000)		(2,709,000)
Total net assets			<u>10,591,651</u>	<u>9,721,208</u>	
The funds of the charity:	21				
Expendable Endowment			6,069,951		5,855,929
Restricted funds			1,602,860		1,694,336
Unrestricted income funds:					
Designated funds		2,538,890		2,664,780	
Fair value reserve		629,428		565,411	
Revaluation reserve		695,776		695,776	
General funds		838,746		953,976	
Pension reserve		(1,784,000)		(2,709,000)	
			<u>2,918,840</u>	<u>2,170,943</u>	
Total unrestricted funds					
			<u>10,591,651</u>	<u>9,721,208</u>	
Total charity funds					

Approved by the trustees on 14 June 2022 and signed on their behalf by

Kevin Caffrey MBE
Trustee

Father Hudson's Society

Statement of cash flows

For the year ended 31 March 2022

Reconciliation of net income / (expenditure) to net cash flow from operating activities

	2022 £	2021 £
Net income for the reporting period (as per the statement of financial activities)	870,443	460,906
Dividends, interest and rent from investments	(248,503)	(228,538)
Depreciation charges	359,352	348,864
Gains on investments	(358,642)	(1,011,401)
(Profit) on the disposal of fixed assets	(50)	(113,950)
FRS102 Pension adjustments (non cash)	54,000	55,000
Actuarial (gains)/losses on investments	(834,000)	355,000
Pension scheme deficit payments	(145,000)	-
Increase in debtors	(136,928)	(16,893)
Increase in creditors	181,474	70,175
Net cash used in operating activities	(257,854)	(80,837)

	Note	2022 £	2021 £
Cash flows from operating activities			
Net cash used in operating activities		(257,854)	(80,837)
Cash flows from investing activities:			
Dividends, interest and rents from investments	302,503	283,538	
Proceeds from the sale of fixed assets	50	158,393	
Purchase of fixed assets	(190,048)	(158,047)	
Proceeds from sale of investments	652,082	1,030,749	
Purchase of investments	(450,512)	(1,059,529)	
Decrease/(increase) in cash held in listed investments portfolio	(186,371)	43,877	
Net return on pension scheme	(54,000)	(55,000)	
Net cash provided by investing activities		73,704	243,981
Change in cash and cash equivalents in the year		(184,150)	163,144
Cash and cash equivalents at the beginning of the year		1,206,333	1,043,189
Cash and cash equivalents at the end of the year		1,022,183	1,206,333

Analysis of cash and cash equivalents

	At 1 April 2021 £	Cash flows £	Other changes £	At 31 March 2022 £
Cash at bank and in hand	1,206,333	(184,150)	-	1,022,183
Total cash and cash equivalents	1,206,333	(184,150)	-	1,022,183

1 Accounting policies

a) Statutory information

Father Hudson's Society is a charitable company limited by guarantee and is incorporated in the United Kingdom.

The registered office address and principal place of business is St George's House, Gerards Way, Coleshill, Birmingham B46 3FG.

b) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

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

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

c) Public benefit entity

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

d) Going concern

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

The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

e) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the charity that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

1 Accounting Policies (continued)

f) Donations of gifts, services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item or received the service, any conditions associated with the donation have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), volunteer time is not recognised so refer to the trustees' annual report for more information about their contribution.

On receipt, donated gifts, professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

g) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

h) Fund accounting

Expendable endowment funds are funds realised from the disposal of assets purchased for the Society by its founder Mgr George Hudson from funds raised by public subscription.

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

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

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

i) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Expenditure is classified under the following activity headings:

- Costs of raising funds relate to the costs incurred by the charitable company in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose
- Expenditure on charitable activities includes the costs of delivering services undertaken to further the purposes of the charity and their associated support costs
- Other expenditure represents those items not falling into any other heading

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

1 Accounting Policies (continued)

j) Allocation of support costs

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

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

● Adult Care	55%
● Family Placement	16%
● Community Projects	16%
● Costs of generating voluntary income	4%

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

k) Grants payable

Grants payable are made to third parties in furtherance of the charity's objects. Single or multi-year grants are accounted for when either the recipient has a reasonable expectation that they will receive a grant and the trustees have agreed to pay the grant without condition, or the recipient has a reasonable expectation that they will receive a grant and that any condition attaching to the grant is outside of the control of the charity.

Provisions for grants are made when the intention to make a grant has been communicated to the recipient but there is uncertainty about either the timing of the grant or the amount of grant payable.

l) Operating leases

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

m) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £1,000. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use. Major components are treated as a separate asset where they have significantly different patterns of consumption of economic benefits and are depreciated separately over its useful life.

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

● Land (no depreciation)	
● Buildings	3%
● Motor Vehicles	12.5 – 25%
● Computers	20%
● Fixtures, Fittings and Equipment	10 – 25%

n) Investment properties

Investment properties are measured initially at cost and subsequently included in the balance sheet at fair value. Investment properties are not depreciated. Any change in fair value is recognised in the statement of financial activities and any excess of fair value over the historic cost of the investments will be shown as a revaluation reserve in the balance sheet. The valuation method used to determine fair value will be stated in the notes to the accounts.

1 Accounting Policies (continued)

o) Listed investments

Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price. Any change in fair value will be recognised in the statement of financial activities and any excess of fair value over the historic cost of the investments will be shown as a fair value reserve in the balance sheet. Investment gains and losses, whether realised or unrealised, are combined and shown in the heading 'Net gains/(losses) on investments' in the statement of financial activities. The charity does not acquire put options, derivatives or other complex financial instruments.

p) Investments in subsidiaries

Investments in subsidiaries are at cost. FHS Projects Limited, a wholly owned subsidiary was dormant for the year and so consolidated accounts were not needed.

q) Debtors

Trade and other debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid.

r) Cash at bank and in hand

Cash at bank and cash in hand includes cash. Cash balances exclude any funds held on behalf of service users.

s) Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

t) Financial instruments

With the exception of the defined benefit pension liability, the charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value. Non-basic financial instruments are measured at fair value with any gain or loss going to the statement of financial activities. Full details of the non-basic financial instruments are given in the financial instruments note.

u) Pensions

The society operates a defined benefit pension scheme. The cost of providing pension and related benefits is charged to the SOFA over the employees' service lives on the basis of a constant percentage of earnings which is an estimate of the regular cost. Variations from regular cost, arising from periodic actuarial valuations are allocated over the expected remaining service lives of current employees on the basis of a constant percentage of current and estimated future earnings. Any difference between the charge to the SOFA and the contributions payable to the scheme is shown as an asset or liability in the balance sheet.

Contributions payable on behalf of employees to money purchase pension schemes are charged to the Statement of Financial Activities as they become payable.

2 Income from donations and legacies

	Restricted £	Unrestricted £	2022 Total £	Restricted £	Unrestricted £	2021 Total £
Restricted donations	274,549	–	274,549	243,396	–	243,396
Legacies	25,000	22,000	47,000	–	5,500	5,500
Schools	–	29,079	29,079	–	14,556	14,556
Parishes	–	23,392	23,392	–	19,944	19,944
Other Donations	–	144,623	144,623	–	142,337	142,337
Coronavirus Job Retention Scheme	–	–	–	–	152,986	152,986
Tax Recoverable	–	12,086	12,086	–	13,999	13,999
	299,549	231,180	530,729	243,396	349,322	592,718

3 Income from charitable activities

	Restricted £	Unrestricted £	2022 Total £	Restricted £	Unrestricted £	2021 Total £
Local Authority	–	3,414,424	3,414,424	–	2,918,645	2,918,645
Adult Social Care Workforce Capacity Fund Grant	–	188,892	188,892	–	230,245	230,245
Private	–	1,418,069	1,418,069	–	1,463,834	1,463,834
Sub-total for Adult Care	–	5,021,385	5,021,385	–	4,612,724	4,612,724
Local Authority	–	740,599	740,599	–	777,263	777,263
Sub-total for Family Placement	–	740,599	740,599	–	777,263	777,263
Other Charities	226,386	–	226,386	269,581	–	269,581
Grants	703,066	–	703,066	904,939	–	904,939
Schools	–	189,316	189,316	–	164,254	164,254
Sub-total for Community Based Projects	929,452	189,316	1,118,768	1,174,520	164,254	1,338,774
Total income from charitable activities	929,452	5,951,300	6,880,752	1,174,520	5,554,241	6,728,761

4 Income from other activities

	Restricted £	Unrestricted £	2022 Total £	Restricted £	Unrestricted £	2021 Total £
Administration Charges	–	39,654	39,654	–	60,654	60,654
Profit on Disposal of Fixed Assets	–	50	50	–	113,950	113,950
Total income from other activities	–	39,704	39,704	–	174,604	174,604

5 Income from investments

	Endowment £	Unrestricted £	2022 Total £	Endowment £	Unrestricted £	2021 Total £
Income from UK listed Investments	61,838	111,593	173,431	64,085	93,724	157,809
Interest receivable	–	112	112	–	229	229
Net return on pension scheme	–	(54,000)	(54,000)	–	(55,000)	(55,000)
Rental Income	–	128,960	128,960	–	125,500	125,500
Total income from investments	61,838	186,665	248,503	64,085	164,453	228,538

6a Analysis of expenditure (current year)

	Charitable activities							
	Cost of raising funds £	Adult Care £	Family Placement £	Community Based Projects £	Support Costs £	Governance Costs £	2022 Total £	2021 Total £
Staff costs (Note 9)	130,298	3,130,203	274,899	1,163,891	526,546	–	5,225,837	5,297,162
Client Costs	–	206,420	410,980	102,647	4,599	–	724,646	855,680
Property Costs	24,831	474,835	30,015	191,532	133,751	–	854,964	757,949
Publicity Costs	10,304	4,475	–	74	–	–	14,853	5,561
Agency Costs	–	274,727	1,732	–	3,011	–	279,470	133,256
Travel Costs	766	34,254	10,344	13,599	7,959	–	66,922	46,167
Professional Fees	50	39,685	3,095	16,850	59,276	19,154	138,110	191,733
Other Direct Costs	10,521	135,194	31,118	62,202	99,238	6,785	345,058	271,675
Depreciation	–	253,827	3,297	–	102,228	–	359,352	348,863
Audit Fee	–	–	–	–	–	12,675	12,675	12,070
	176,770	4,553,620	765,480	1,550,795	936,608	38,614	8,021,887	7,920,116
Support costs	44,957	495,466	154,540	162,970	(936,608)	78,675	–	–
Governance costs	7,038	65,681	22,285	22,285	–	(117,289)	–	–
Total expenditure 2022	228,765	5,114,767	942,305	1,736,050	–	–	8,021,887	–
Total expenditure 2021	245,535	5,031,088	1,218,313	1,425,180	–	–	7,920,116	

6b Analysis of expenditure (prior year)

	Charitable activities						
	Cost of raising funds £	Adult Care £	Family Placement £	Community Based Projects £	Support Costs £	Governance Costs £	2021 Total £
Staff costs (Note 9)	158,088	3,226,820	281,848	1,099,584	530,822	–	5,297,162
Client Costs	–	311,262	478,113	66,305	–	–	855,680
Property Costs	8,800	457,243	8,297	155,283	128,326	–	757,949
Publicity Costs	3,086	2,272	203	–	–	–	5,561
Agency Costs	–	128,569	–	2,838	1,849	–	133,256
Travel Costs	85	21,164	12,040	4,114	8,764	–	46,167
Professional Fees	3,263	28,627	9,692	42,766	74,834	32,551	191,733
Other Direct Costs	23,323	89,910	61,173	79,750	17,519	–	271,675
Depreciation	–	241,943	3,950	–	102,970	–	348,863
Audit Fee	–	–	–	–	–	12,070	12,070
	196,645	4,507,810	855,316	1,450,640	865,084	44,621	7,920,116
Support costs	41,846	457,535	142,278	150,647	(865,084)	72,778	–
Governance costs	7,044	65,743	22,306	22,306	–	(117,399)	–
Total expenditure 2021	245,535	5,031,088	1,019,900	1,623,593	–	–	7,920,116

7a Grant making and support for other charities (current year)

	Support costs £	2022 £
Cost		
Hope Community Project	29,772	29,772
Sanctuary	36,258	36,258
Maryvale	16,585	16,585
Total gift in kind in the year	<u>82,615</u>	<u>82,615</u>

No cash grants were made in the year (2021: £nil). The gift in kind comprises allocated support costs.

7b Grant making and support for other charities (prior year)

	Support costs £	2021 £
Cost		
Hope Community Project	41,436	41,436
Sanctuary	20,472	20,472
Maryvale	18,276	18,276
Total gift in kind in the year	<u>80,184</u>	<u>80,184</u>

8 Net income / (expenditure) for the year

This is stated after charging / (crediting):

	2022 £	2021 £
Depreciation	359,352	348,864
Profit on disposal of fixed assets	(50)	(113,950)
Operating lease rentals:		
• Property	38,333	36,750
• Other	56,879	58,033
Auditor's remuneration (excluding VAT):		
• Audit	<u>12,675</u>	<u>12,070</u>

Notes to the financial statements

For the year ended 31 March 2022

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

Staff costs were as follows:

	2022 £	2021 £
Salaries and wages	4,637,209	4,712,874
Redundancy and termination costs	16,035	4,027
Social security costs	338,708	339,004
Employer's contribution to defined contribution pension scheme	233,885	241,257
	5,225,837	5,297,162

Redundancy and termination costs were paid and settled in the year. The redundancy and termination costs accrued at the balance sheet date were £nil (2021: £nil).

The following number of employees received employee benefits (excluding employer's national insurance and employer pension costs) during the year between:

	2022 No.	2021 No.
£70,000 – £79,999	1	1

The total employee benefits including employer's national insurance and pension contributions of the key management personnel were £402,432(2021: £387,892).

The charity trustees were not paid nor received any other benefits from employment with the charity in the year (2021: £nil). No charity trustee received payment for professional or other services supplied to the charity (2021: £nil).

Trustees' expenses represents the payment or reimbursement of travel and subsistence costs totalling £nil (2021: £nil).

10 Staff numbers

The average number of employees (head count based on number of staff employed) during the year was as follows:

	2022 No.	2021 No.
Raising funds	6	6
Adult Care	233	198
Family Placement	9	10
Community projects including schools	72	62
Support	15	16
Governance	2	2
	337	294

11 Related party transactions

There are related party transactions to disclose for 2021/22 as detailed below.

Aggregate donations from related parties were £25,000 all of which was received from Birmingham Diocesan Trust (2021: £25,000).

The Society has employed the services of NFP Wealth Management Ltd (NFP) in the design and implementation of a Group Personal Pension Scheme. One of the directors of NFP is related to a trustee of the Society. Fees to NFP have been agreed on an arms length basis and the trustee took no part in the decision to use NFP nor in the fee negotiations. At 31 March 2022 fees amounting to £1,800 (2021: £1,800) had been paid to NFP.

The President of the Society, the Most Rev. Bernard Longley, is a trustee of Birmingham Diocesan Trust (registered charity number 234216). During the year, the Trust paid for residential care for sick and retired priests in St Joseph's Care Home amounting to £59,853 (2021: £52,228). The balance at the year end was £nil (2021: £nil) due to the Society.

Mrs Jo Watters, Head of Community Projects, is a trustee of Hope Community Project (registered charity number 1139362). During the year the Society made a donation of £nil (2021: £nil) to the Project and provided support services in kind to the value of £29,772 (2021: £41,436) for which payment of £5,000 was received (2021: £8,000). The balance at the year end was £nil (2021: £nil).

The Society is a corporate trustee of Maryvale Community Project (registered charity number 1147691). During the year the Society provided support services in kind to the Project to the value of £16,572 (2021: £18,276). The balance at the year end was £nil (2021: £nil).

12 Taxation

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

13 Tangible fixed assets

	Freehold property £	Leasehold property £	Fixtures and Fittings £	Computer equipment £	Motor vehicles £	Total £
Cost						
At the start of the year	7,066,464	151,716	936,222	118,077	186,930	8,459,409
Additions in year	–	–	128,108	–	61,940	190,048
Disposals in year	–	–	–	–	(16,500)	(16,500)
At the end of the year	<u>7,066,464</u>	<u>151,716</u>	<u>1,064,330</u>	<u>118,077</u>	<u>232,370</u>	<u>8,632,957</u>
Depreciation						
At the start of the year	3,011,184	6,448	355,716	31,336	117,435	3,522,119
Charge for the year	209,264	4,552	100,227	23,380	21,929	359,352
Eliminated on disposal	–	–	–	–	(16,500)	(16,500)
At the end of the year	<u>3,220,448</u>	<u>11,000</u>	<u>455,943</u>	<u>54,716</u>	<u>122,864</u>	<u>3,864,971</u>
Net book value						
At the end of the year	<u>3,846,016</u>	<u>140,716</u>	<u>608,387</u>	<u>63,361</u>	<u>109,506</u>	<u>4,767,986</u>
At the start of the year	<u>4,055,280</u>	<u>145,268</u>	<u>580,506</u>	<u>86,741</u>	<u>69,495</u>	<u>4,937,292</u>

Land with a value of £31,000 (2021: £31,000) is included within freehold property and not depreciated.

All of the above assets are used for charitable purposes.

14 Investment properties

	2022 £	2021 £
Fair value at the start of the year	779,000	735,000
Revaluation during the year	-	44,000
Fair value at the end of the year	<u>779,000</u>	<u>779,000</u>

The investment properties were last valued on an open market (assuming vacant possession) or investment basis by ehBReeves Chartered Surveyors as at 31 March 2021. The trustees have reviewed the ehBReeves valuation and are of the opinion that this represents fair value as at 31 March 2022.

15 Listed investments

	2022 £	2021 £
Fair value at the start of the year	5,250,331	4,254,150
Additions at cost	450,512	1,059,529
Disposal proceeds	(652,082)	(1,030,749)
Net gain / (loss) on change in fair value	358,642	967,401
	<u>5,407,403</u>	<u>5,250,331</u>
Cash held by investment broker pending reinvestment	320,692	134,321
Fair value at the end of the year	<u>5,728,095</u>	<u>5,384,652</u>

Investments comprise:

	2022 £	2021 £
UK Collective Funds	1,920,731	1,928,941
Shares listed on the London Stock Exchange	2,472,001	2,717,618
Fixed Interest	463,451	384,961
Property Funds	251,395	218,811
Overseas equities	299,825	-
Cash	320,692	134,321
	<u>5,728,095</u>	<u>5,384,652</u>

Shares in group undertaking

	2022 £	2021 £
Cost at 1 April 2021 and 31 March 2022	<u>2</u>	<u>2</u>

The Society owns 100% of the issued share capital of F.H.S. Projects Limited. The company was dormant during the current and previous financial years.

16 Debtors

	2022 £	2021 £
Trade debtors	409,351	305,271
Accrued income	300,206	233,998
Prepayments	18,995	52,355
	<u>728,552</u>	<u>591,624</u>

17 Creditors: amounts falling due within one year

	2022 £	2021 £
Trade creditors	324,716	153,942
Taxation and social security	88,396	78,199
Accruals	237,055	236,552
	650,167	468,693

18 Pension Scheme

The charity operates a defined benefit scheme in the UK which closed to future accrual on 31st July 2017. The assets are held separately from those of the group, being invested in managed funds with insurance companies. Contributions to the scheme are charged to the statement of financial activities so as to spread the cost of pensions over employees' working lives with the company. The contributions are determined by a qualified Actuary on the basis of triennial valuations using the projected unit method.

The most recent full actuarial valuation was carried out at 1 August 2020 by a qualified independent actuary. The actuarial value (using the Statutory Funding Objective) amounted to £7,156,293 at that date. Scheme assets were 70% of that figure. The Scheme trustees and the Society have agreed a Recovery Plan which targets the funding shortfall at its date of signing, 18 October 2021. At this date the Scheme's funding position had improved and the deficit had reduced to £1,112,000. The Recovery Plan aims to clear the deficit within 10 years of the Valuation Date (01 August 2030).

Until 31st July 2017 contributions were paid at 13.4% of pensionable pay and employee members contributed 8% of pensionable pay. The charity continues to pay all costs of running the Scheme.

The assumptions which have the most significant effect on the results of the valuation are those relating to the rate of return on investments and the rate of increase in salaries and pensions. It was assumed that:

- The rate of return on the Scheme's assets will be 4.90% (5.25%) p.a.
- The rate of return appropriate for determining the cost of pensions once in payment will be 1.10% (3.25%) p.a.
- The rate of future pensionable salary increases (both from inflation and promotion) will be 3.0% (3.1%) p.a.
- Mortality will be in line with appropriate mortality tables. There will be no withdrawals of membership in service.
- Limited Price Indexation (LPI) in payment subject to a minimum of 3% p.a. will average 3.00% (3.25%) p.a.
- Members will commute 25% (25%) of their pension at retirement.

The employer's contribution for the period was £194,605 (including deficit contributions of £145,000 (2021: £47,405 including deficit contributions £nil).

The employee benefit obligations recognised in the balance sheet are as follows:

	2022 £'000	2021 £'000
Present value of funded obligations	(7,658)	(8,212)
Fair value of plan assets	5,874	5,503
	(1,784)	(2,709)

18 Pension Scheme (continued)

Amounts in the balance sheet

	2022 £'000	2021 £'000
Liabilities	(7,658)	(8,212)
Assets	5,874	5,503
Net Liability	(1,784)	(2,709)

Amounts recognised in net income\ (expenditure) are as follows:

	2022 £'000	2021 £'000
Current service cost	–	–
Interest on obligation	(166)	(164)
Expected return on plan assets	112	109
Total	(54)	(55)
Actual return on plan assets	420	1,008

Changes in the present value of the defined benefit obligation are as follows:

	2022 £'000	2021 £'000
Opening defined benefit obligation	8,212	6,872
Interest cost	166	164
Actuarial gains	(526)	1,254
Benefits paid	(194)	(78)
Closing defined benefit obligation	7,658	8,212

Changes in the fair value of plan assets are as follows:

	2022 £'000	2021 £'000
Opening fair value of plan assets	5,503	4,573
Expected return	112	109
Actuarial gains	308	899
Employer contributions	145	–
Benefits paid	(194)	(78)
	5,874	5,503

The major categories of plan assets as a percentage of total plan assets are as follows:

	2022 %	2021 %
Equities	63	63
Bonds	21	22
Property	12	11
Cash	4	4

18 Pension Scheme (continued)

Principal actuarial assumptions at the balance sheet date (expressed as weighted averages):

	2022	2021
Discount rate at the end of the year	2.75%	2.05%
Expected return on plan assets at the end of the year	4.90%	2.40%
Future salary increases	0.00%	0.00%
Future pension increases	3.75%	3.40%

Amounts for the current and previous four periods are as follows:

	2022 £'000	2021 £'000	2020 £'000	2019 £'000	2018 £'000
Defined benefit obligation	(7,658)	(8,212)	(6,872)	(7,284)	(6,846)
Plan assets	5,874	5,503	4,573	5,192	5,075
Deficit	(1,784)	(2,709)	–	–	(1,771)
Experience adjustments on plan liabilities	(69)	39	33	(3)	(246)
Experience adjustments on plan assets	308	899	(682)	76	32

19 Financial instruments

	2022 £	2021 £
Financial assets measured at fair value through profit and loss		
Investments	5,407,403	5,250,331
Financial liabilities measured at fair value through profit or loss		
Defined pension scheme liability	1,784,000	2,709,000

20a Analysis of net assets between funds (current year)

	Endowment funds £	Restricted funds £	Unrestricted funds £	Total funds £
Tangible fixed assets	3,621,900	745,700	400,386	4,767,986
Investment properties	–	–	779,000	779,000
Investments	2,448,051	–	3,280,046	5,728,097
Net current assets	–	857,160	243,409	1,100,569
Defined benefit pension liability	–	–	(1,784,000)	(1,784,000)
Net assets at 31 March 2022	6,069,951	1,602,860	2,918,841	10,591,652

20b Analysis of net assets between funds (prior year)

	Endowment funds £	Restricted funds £	Unrestricted funds £	Total funds £
Tangible fixed assets	3,621,534	803,024	512,732	4,937,290
Investment properties	–	–	779,000	779,000
Investments	2,234,395	–	3,150,259	5,384,654
Net current assets	–	891,312	437,952	1,329,264
Defined benefit pension liability	–	–	(2,709,000)	(2,709,000)
Net assets at 31 March 2021	5,855,929	1,694,336	2,170,943	9,721,208

21a Movements in funds (current year)

	At the start of the year £	Income and gains £	Expenditure and losses £	Transfers £	At the end of the year £
Expendable Endowment	5,855,929	275,860	–	(61,838)	6,069,951
Restricted funds:					
Capital					
St Joseph's Care Home	803,024	–	(57,324)	–	745,700
Income					
Hope Community project	–	91,668	(91,668)	–	–
Brushstrokes	509,200	618,507	(639,966)	–	487,741
Brushstrokes – Lottery	9,836	120,636	(73,573)	–	56,899
Ishelter/ Tabor 2	–	–	–	–	–
Day Service	21,518	–	(3,150)	–	18,368
Fatima House	65,795	256	(18,042)	–	48,009
Tabor House	122,664	141,043	(205,716)	–	57,991
North Staffs YAH	91,492	77,461	(89,142)	–	79,811
Other	70,807	179,430	(141,896)	–	108,341
Total restricted funds	1,694,336	1,229,001	(1,320,477)	–	1,602,860
Unrestricted funds:					
Designated funds					
Capital Funds					
Property Fund	2,197,015	–	–	189,268	2,386,283
Income Funds					
Post Adoption Support Fund	264,609	–	–	(264,609)	–
Emrys John Ellis Fund	13,001	–	(19,008)	6,007	0
Helena Woolley Fund	190,155	–	(31,541)	(6,007)	152,607
Total designated funds	2,664,780	–	(50,549)	(75,341)	2,538,890
Fair value reserve	565,411	–	–	64,017	629,428
Revaluation reserve	695,776	–	–	–	695,776
General funds	953,976	6,607,469	(6,650,861)	(71,838)	838,746
Total unrestricted funds	4,879,943	6,607,469	(6,701,410)	61,838	4,702,840
Pension reserve	(2,709,000)	780,000	–	145,000	(1,784,000)
Total funds including pension fund	9,721,208	8,892,330	(8,021,887)	–	10,591,651

Transfers

Expendable Endowment

The transfer of £61,838 (2021: £64,085) to general funds comprises income arising on Expendable Endowment listed investments.

Post Adoption Support Fund

The fund is no longer required and accordingly the balance is transferred to general funds.

Property Fund

The transfer into the fund is the amount required so that the balance equals the net book value of adult care freehold and leasehold buildings and fixtures and fittings less the St Joseph's Care home capital fund.

Pension reserve

The transfer of £145,000 (2021: £nil) represents deficit payments made in the year.

21b Movements in funds (prior year)

	At the start of the year £	Income & gains £	Expenditure & losses £	Transfers £	At the end of the year £
Expendable Endowment	5,489,421	430,593	–	(64,085)	5,855,929
Restricted funds:					
Capital					
St Joseph's Care Home	860,348	–	(57,324)	–	803,024
Income					
Hope Community project	–	96,213	(96,213)	–	–
Brushstrokes	269,850	701,776	(462,426)	–	509,200
Brushstrokes – Lottery	15,121	94,026	(99,311)	–	9,836
Ishelter/ Tabor 2	51,586	–	–	(51,586)	–
Day Service	24,667	–	(3,149)	–	21,518
Fatima House	38,589	52,930	(25,724)	–	65,795
Tabor House	87,942	155,117	(171,981)	51,586	122,664
North Staffs YAH	63,376	161,717	(133,601)	–	91,492
Other	44,834	156,137	(130,164)	–	70,807
Total restricted funds	1,456,313	1,417,916	(1,179,893)	–	1,694,336
Unrestricted funds:					
Designated funds					
Capital Funds					
Property Fund	2,197,015	–	–	–	2,197,015
Income Funds					
Post Adoption Support Fund	264,609	–	–	–	264,609
Emrys John Ellis Fund	13,001	–	–	–	13,001
Helena Woolley Fund	220,000	–	(29,845)	–	190,155
Total designated funds	2,694,625	–	(29,845)	–	2,664,780
Fair value reserve	9,276	–	–	556,135	565,411
Revaluation reserve	651,776	–	–	44,000	695,776
General funds	1,257,891	6,942,513	(6,710,378)	(536,050)	953,976
Total unrestricted funds	4,613,568	6,942,513	(6,740,223)	64,085	4,879,943
Pension reserve	(2,299,000)	(55,000)	(355,000)	–	(2,709,000)
Total funds including pension fund	9,260,302	8,736,022	(8,275,116)	–	9,721,208

Purposes of expendable endowment

Expendable endowment funds comprise the value of land in Birmingham and Coleshill purchased by Father Hudson for the charitable objects of the Society. When such lands are disposed of, the net proceeds are also held in expendable endowment. The funds are held as capital funds but may be expended at the discretion of the trustees. The income from the fund is used to support and develop the activities of the Society.

Movements in funds (continued)

Purposes of restricted funds

Capital Funds

Capital funds comprise grants/donations towards the costs of fixed assets to be used by the Society for its charitable purposes. Such income may not be treated as a deduction from the capital cost, therefore the depreciation on the underlying asset is treated as restricted expenditure.

St Josephs Care Home

This fund represents grants and donations towards the building of St Joseph's Care Home for older people and people with dementia. At 31 March 2022 costs of £3,318,826 (2021: £3,318,826) have been incurred and capitalised.

Income Funds

These funds are in receipt of grants to assist in the development of these projects.

Purposes of designated funds

Capital Funds

The Property Fund represents the book value of land, buildings and fixtures (less any associated restricted funds) currently held or in construction for charity use. The funds are therefore unavailable for other use.

Revaluation Reserve

The unrealised revaluation gains on investment properties represent the difference in valuation and book cost and being unrealised are not available for use.

Fair Value Reserve

The unrealised gains on investments fund represent the gains in value of investments over book cost, which being unrealised are not available for use.

Income Funds

Emrys John Ellis Fund – the income and some of the capital from this fund, which was held within the total investments of the Society, was used to fund new social projects in the diocese. The fund is now fully expended.

Post Adoption Support Fund – this fund was set aside to cover the Society's ongoing legal obligation to provide post adoption services where specified in the local authority placement agreement. As no expenditure has been incurred since 31 March 2018 the trustees consider the Fund is no longer required and the balance is transferred to General Funds.

Helena Woolley Fund – this fund is used to support service development and business sustainability initiatives.

The pension reserve represents the deficit as calculated under FRS102.

22 Operating lease commitments

The charity's total future minimum lease payments under non-cancellable operating leases is as follows for each of the following periods:

	Property		Equipment	
	2022	2021	2022	2021
	£	£	£	£
Less than one year	36,666	28,333	45,435	47,083
One to six years	88,334	90,851	86,252	120,677
	125,000	119,184	131,687	167,760

23 Legal status of the charity

The charity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to £1.

Accounts

Company number: 01653388

Charity number: 512992

Father Hudson's Society

Report and financial statements

For the year ended 31 March 2021

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Father Hudson's Society

Reference and administrative information

For the year ended 31 March 2021

Company number	01653388
Country of incorporation	United Kingdom
Charity number	512992
Country of registration	England & Wales
Registered office and operational address	St George's House Gerards Way Coleshill BIRMINGHAM B46 3FG
President	Most Rev. Bernard Longley

Father Hudson's Care is a working name of Father Hudson's Society.

Trustees Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:

Mr Kevin Caffrey MBE	Chair	4
Mrs Anne Plummer	Vice Chair	3, 4
Mrs Gail Brown		1
Mr Brian Basford		1, 4
Mrs Julia Fitzsimons		2
Rev. Michael Gamble		2
Rev. Kevin Kavanagh		3
Mr Peter Deeley		1
Ms Jessica Moore		2
Ms Fionnuala Hegarty		3
Mr Neil Handel		2, 4
Mr Brendan Clifford		2
Mr David Craig		1
Sir Peter Fahy	Appointed 20 April 2020	3
Mrs Jane Wilton	Appointed 09 June 2020	3

1. Member of Finance, Land and Support Services sub-committee
2. Member of Adult Care sub-committee
3. Member of Children and Families sub-committee
4. Member of Monitoring and Review sub-committee

Reference and administrative information

For the year ended 31 March 2021

Key management personnel	Mr Andrew Quinn	Company Secretary/Chief Executive
	Mr Noel Stubbs	Financial Controller
	Mrs Eloise Davidson	Fundraising, Communications and Marketing Manager
	Mrs Joanne Walthew	Fostering Service Manager
	Mrs Hardeep Brayna	Human Resources Manager
	Mrs Joanne Watters	Head of Community Projects
	Mr Edward Brown	Head of Adult Care
Bankers	Lloyds Bank plc 3 Maple Walk Chelmsley Wood B37 5TS	
Solicitors	Gateley Legal One Eleven Edmund Street BIRMINGHAM B3 2HJ	
Investment advisors	Smith & Williamson Investment Management LLP 3 rd Floor, 9 Colmore Row BIRMINGHAM B3 2BJ	
Property advisors	ehB Reeves Somerset House Clarendon Place Leamington Spa CV32 5QN	
Auditor	Sayer Vincent LLP Chartered Accountants and Statutory Auditor Invicta House 108-114 Golden Lane LONDON EC1Y 0TL	

The Trustees present their report and financial statements for the year ended 31 March 2021. The Reference and Administrative details on pages 1 and 2 form part of this report.

The statements appear in the format required by the Statement of Recommended Practice, Accounting and Reporting by Charities applicable to charities preparing their accounts in accordance with FRS102. The report and statements also comply with the Companies Act 2006 as Father Hudson's was incorporated by guarantee on 22 July 1982, to continue the work started by Father Hudson at the beginning of the 20th Century. It was established under a memorandum of association which established the objects and powers of the organisation and is governed under its articles of association. The Trustees' annual report meets the requirements of a directors' report as required by company law.

Review of planned activities and principal achievements for the year

Objectives and activities

Father Hudson's main objectives include: the relief of financial hardship and suffering, relief of sickness and preservation of health, and the advancement and the promotion of the support, relief and care of children and young people without families able to care for them, or who are in trouble or at risk, elderly people and their carers, people with disabilities, and individuals, families, communities and groups who are in need.

The Trustees review the aims, objectives and activities of the charity each year. This report looks at what the charity has achieved and the outcomes of its work within the last twelve months. The Trustees report the success of each key activity and the benefits the charity has brought to those groups of people that it is set up to help. The review also helps the Trustees ensure the charity's aims, objectives and activities remained focused on its stated purposes.

Public benefit

The Trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning its future activities. In particular, the Trustees consider how planned activities will contribute to the aims and objectives that have been set.

The objects are met through a variety of activities which are summarised below. Each activity, the beneficiaries and the public benefit are discussed in greater detail further in the report.

Adult Care

- St Joseph's Home for older people and those with dementia
- St Catherine's Bungalows for adults with multiple disabilities
- St Catherine's Day Services for adults with multiple disabilities
- Domiciliary Care Services and supported living services for adults with learning disabilities

Children and Families

- New Routes – a registered fostering agency
- Family Support projects based in school communities
- Origins – a service to former child residents and adopted adults and birth families (a registered Adoption Support Agency)

Community Projects

Within Father Hudson's Care (FHC)

- Brushstrokes
- Young at Heart project North Staffordshire
- Tabor House
- Fatima House

Supporting other Charities & projects

- Hope Community Project – a registered charity serving the Heath Town area of Wolverhampton
- Maryvale Community Project – a registered charity providing services to older people and adults who have disabilities
- Assisting other projects/charities through financial help and/or management/governance support

Objectives and Strategies

Father Hudson's has a three-tier format for setting its objectives and devising the strategies and activities to meet those objectives:

- A long-term vision document of the future of Father Hudson's "From one millennium to another"
- 3-year development plans, the latest being 2020 to 2023, which are reviewed and updated each year
- Annual budgets

The activities of Father Hudson's are undertaken by dedicated full and part-time staff supported by volunteers who selflessly give their time as committee members, advisors, "panel members", project support and fundraisers. To all the staff and volunteers, the Trustees express their deep gratitude and acknowledge the importance of such valuable support.

Adult Care

The Adult Care work of Father Hudson's is focussed on three areas of activity; care for people with complex learning and physical disabilities, care for older people including those with dementia, and care for people with moderate learning disabilities. It supports people to lead lives which are fulfilling and meaningful. Last year the Adult Care department had a turnover in excess of £4.6 million. Care is commissioned and funded by local authorities, CCGs or is privately funded in some instances as at St. Joseph's. The work it does is challenging yet rewarding, the needs it meets diverse.

Following a thorough review of the Adult Care department during 2018 –19, a number of changes have now been embedded across the department. This has led to a period of stability in terms of the operational structure and service delivery, prior to the impact of the COVID-19 pandemic. There are now strong leadership structures in place and a continued focus to ensure that there are opportunities for career development within the department.

There is now a well-established quality framework to ensure high quality care is delivered. In July 2019 St Joseph's was inspected by CQC and received a 'Requires improvement' rating. However, improvement in the quality of care and leadership of the home were noted. The service has continued to improve, however CQC inspections have not been taking place on schedule due to the ongoing pandemic. In September 2019 St Catherine's was inspected by CQC and received a 'Good' rating improving on the previous year's 'Requires improvement' rating.

Throughout the pandemic CQC have continued to monitor services and in June 2020 all services were judged to be 'managing well' by the CQC inspector when carrying out their Emergency Response framework.

In November 2020, the Domiciliary Care service was inspected by CQC and received an overall 'Good' rating. The service was rated Good in all five areas of inspection, another improvement on the previous inspection of 2018.

The Head of Adult Care continues to invest time developing the leadership in the services to ensure positive, person centred outcomes for those using the services.

The COVID-19 pandemic has had a significant impact on Adult Care services.

Due to lockdown and shielding of vulnerable clients the day service has faced prolonged periods where it has not been able to provide the support in the way it used to. The day service has been able to adapt and has sustained services by offering outreach support to many clients. Building based services reopened during April 2021 with strict COVID-safe measures in place including increased infection control, social distancing and 'bubbles' used to make the service as safe as possible. Due to the significant changes many clients will need to have packages of support reviewed to reflect the increased need for support to keep safe.

St Joseph's Care home has lost a high number of residents to COVID-19 during the last year. This was largely down to two significant outbreaks in April 2020 and December 2020/January 2021. The home worked effectively with local infection control teams and Public Health England to manage these outbreaks. St Joseph's has operated at reduced capacity for a number of months but there are plans to open fully again in the summer of 2021. During the pandemic the staff teams have faced significant challenges meeting the needs of residents and have prioritised mental wellbeing of residents through-out. Increased infection control, testing and other measures have placed a burden on the service, in terms of resource. The service has had a new visiting pod installed when in person visits cannot take place. The home is following all government and local guidance in relation to visitors and infection control measures. This has allowed the service to continue to accept admission for much of 2021 so far and the service is building up again, whilst managing some new ways of working. The majority of staff and all residents are now vaccinated against COVID-19, giving another level of protection and assurance.

St Catherine's bungalow has also experienced some outbreaks. There have been no residents lost to the virus, despite three in total contracting the virus over the course of the year. Testing, isolation of infected or symptomatic residents, social distancing and increased infection control measures are in place in line with government and local guidance. The majority of staff and residents are now vaccinated against COVID-19, giving another level of protection and assurance.

Domiciliary Care service has not experienced any outbreaks of COVID-19. Testing, isolation of infected or symptomatic residents, social distancing and increased infection control measures are in place in line with government and local guidance. The majority of staff and all clients are now vaccinated against COVID-19, giving another level of protection and assurance.

The increased use of PPE, infection control measures and testing have placed an increased financial burden on to all services as well as the need to pay staff 100% of their wages whilst off

due to illness or the requirement to self-isolate related to COVID-19. Infection Control Fund, Rapid Test Fund, and Workforce Capacity Fund grants from central government have eased this burden. The department has benefitted from working extensively with local authority, Public Health England and the NHS through mutual aid processes led by Warwickshire County Council.

Whilst the challenges posed by the ongoing pandemic on the department cannot be underestimated the staff have shown remarkable commitment, flexibility and innovation. This means the department has been able to continue to provide high quality, safe and person-centred care and support for all those the department serves.

St. Joseph's

St. Joseph's is a 59 bed care home, caring for older, frail people the majority of whom have varying degrees and types of dementia. The aim of the home is to provide nurturing, stimulating and compassionate care, through a variety of interventions and activities which aim to encourage people to participate in and enjoy fulfilling, worthwhile activities with friends, companions and their families. St. Joseph's is a home for life and strives to be a place of nurturing, compassion and homeliness.

The home is regulated and inspected by the Care Quality Commission.

St Catherine's Bungalows

16 people live in three bungalows. They each have complex care and support requirements demanding a range of specialist interventions. Those living at the bungalows are encouraged and enabled to join in with as many opportunities as possible. Support staff believe strongly, that a person's disability should not prevent them from living a fulfilling life and the staff team have real commitment to the ethos of supporting residents to live life to its fullest. Ordinarily, all residents enjoy annual holidays, short breaks and active social lives. The work of the bungalows is supported by resident's families who are encouraged to take part in all aspects of care planning where possible.

The bungalows are regulated and inspected by the Care Quality Commission.

St. Catherine's Day Service

16 people attend the day service on a daily basis. They travel from Warwickshire, Birmingham and Solihull to take part in activities aimed at maximising their potential to join in with daily living tasks, to make new friends and have fun. Access to the wider community provides opportunities for people to develop their skills for independence and enjoy being out and about.

It is a service that also provides valuable and much needed respite on a day to day basis for the families and carers.

Domiciliary Care/Supported Living

15 tenants are supported by the Society in housing it owns additionally, one client is supported in his own home. The service is commissioned and funded by the Local Authority or CCGs. Care and support is designed to develop the necessary skills to live as independently as possible. Interventions aim to support tenants in their own flats and in accessing community resources. This involves managing significant risks for some individuals in order for them to further their personal ambitions. Independence develops through greater skill levels, risk management and confidence building.

The service is regulated and inspected by the Care Quality Commission.

The work of the department is built on the dedication, compassion and loyalty of its many carers, support staff and managers. The reputation of the Society relies on them and their devotion to the values and vision it holds. Father Hudson's is grateful to its teams of staff who work conscientiously to support the work it does.

Departmental Aims for Adult Care in 2021 /22

- To be compliant with Care Quality Commission's Standards
- To comply with Local Authority Contractual Requirements
- To meet budgetary targets and achieve a balanced budget
- To develop services in line with the needs and aspirations of service users
- To reflect the Catholic ethos of the Society
- To respond to the COVID-19 pandemic by opening up services in a safe way and to continue to offer quality services that empower people to live life to the full.

Children and Families Services

The Children and families service provides three services: Origins, New Routes Fostering and the Family Support School's project.

The Origins Service (including Post Adoption Support) provides care to adults who were cared for by Father Hudson's in the past (as residents in the children's homes; as adoptees; as birth family members of residents and adoptees); and, in its capacity as a registered Adoption Support Agency, the Origins Service focuses mainly on providing care to families which have adopted through Father Hudson's during the years in which it operated an adoption agency.

The Fostering Service provides placements for children and young people aged between 0 –18 years who are unable to live with their birth families due to a variety of reasons and subsequently are referred to this service by Local Authorities for fostering placements.

The Family Support Schools Project provides a holistic service to children, the parents and the school in order to improve the child's attendance, educational success and emotional wellbeing. At

the end of the year the service was being provided to 25 schools across the Archdiocese reaching out to faith schools and non-faith schools.

New Routes Fostering

New Routes Fostering was established in 1992. The fostering service is based in Coleshill and is staffed by a Registered Manager, two team leaders, two full-time social workers and one part-time and two fostering administrators.

The service is registered with and inspected by OFSTED. The last Inspection was undertaken in January 2018 and it was marked as 'Good' in all areas under the new framework.

Some children are now able to remain with their foster carers up until the age of 21 years under 'stay put' arrangements. This is a private arrangement between the foster carer, the former fostered child and the responsible Local Authority. The service will work and support those carers who wish to offer this arrangement.

New Routes Fostering provides placements for children and young people who are unable to live with their birth family. This may be for a short period or it may be for a prolonged period until the child reaches adulthood, and in some cases continuing into early adult life.

These children and young people will have experienced some level of adversity. This may include drug and alcohol misuse, domestic violence, physical, sexual and emotional abuse and chronic neglect. As a consequence, they often present with a number of challenges in the form of behaviour, educational underachievement and poor physical and mental health. They are amongst the most vulnerable in society.

New Routes Fostering recruits foster carers in the Midlands area. The service aims to be responsive to the commissioning requirements of Local Authorities mainly through the West Midlands Regional contract. The agency was successful in securing an ongoing contract with the West Midlands Regional Framework on 1st April 2000 which continues to be overseen by Sandwell Children's Trust.

The foster carers provide a positive experience of family life which aims to give the children and young people a stable base from which to re-establish themselves in education, re-build relationships with their family and develop their sense of self-worth. New Routes Fostering is committed to providing ongoing training and development opportunities, regular support group meetings, out of hours support and supervision to enable foster carers to provide a high quality standard of care to children and young people who are the ultimate beneficiaries of the service.

The foster carer's skills, experience and ability to meet the specific assessed needs of the child or young person are all considered as part of the matching process. The matching of the carers' skills, knowledge and experience balanced with the needs of the child is vital to ensuring stability, thus minimising the potential of disruptions in the future.

A foster carer fee is provided along with a fee to cover the cost of caring for a child or young person. New Routes Fostering charges Local Authorities for the service it provides.

The foster carers and children continue to receive a quarterly newsletter which provides useful information and celebrates the achievements of both the foster carers and children and young people.

The pandemic has brought many challenges during the last year to everyone in the caring profession including foster carers who care for some of the most vulnerable children and young people in society.

To date, we have encountered a number of national and local lockdowns and restrictions in order to prevent the spread of the infection. We have encountered the easing of lockdowns for short periods, only to find ourselves returning to lockdown. Regardless of this, foster carers have been well supported at all times throughout the pandemic and safeguarding has remained a priority.

Frequency of visits from Supervising Social Workers did not change, however some of these visits were undertaken virtually via Teams, Zoom or WhatsApp. For those carers deemed medically vulnerable, all visits were moved to virtual. Regular telephone contact has also been maintained e.g. weekly calls. Initially, at the outset, there were a high level of calls made outside of working hours and working days and all staff worked with a level of flexibility and creativity.

Where possible, Social Workers have continued to undertake routine visits to foster carers homes which has required a level of forward planning to ensure that it is safe to visit. Door-step visits to carers and children and young people have also been undertaken where appropriate. Some children have been seen alone e.g. outdoors with PPE and maintaining social distancing. PPE e.g. masks, gloves and aprons have been sourced by the agency and is available to both staff and carers facilitating contact with the birth family. Virtual tours of the foster carers' homes have been undertaken to ensure that Health and Safety Checks are conducted.

As an agency, we have maintained relevant logs in relation to Covid-19 e.g. carers/children diagnosed, school attendance and any medical vulnerabilities. This more recently has also applied to the vaccine roll out. The majority of carers within the service have received their first vaccine which is great news.

The majority of social work staff have also received their first vaccine.

We have maintained regular updates regarding Covid-19 and have circulated any resources that are useful, especially educational resources.

Online training was sourced by the agency and there appears to be a good uptake of training from foster carers. Some training has been undertaken virtually and the uptake has also been positive. As an agency, we are aware of the importance of contact with birth families for children and young people, however face to face contact has had to be balanced with the safety needs of foster carers. Discussions have taken place between the agency and the respective Local Authority where face to

face contact is proposed to establish the viability of this and explore any risk factors. Robust risk assessments are put in place.

Unannounced visits have taken place to foster carers in the form of door-step visits. This provides opportunities for children to be seen. Any confidential or sensitive issues that arise have been followed up via telephone call or virtual visit at the earliest possible convenience.

A number of meetings have been undertaken virtually or via conference calls. Each Local Authority is different and has their preferred options. Staff have given their full co-operation to this.

Regardless of the relaxing of legislation, all statutory checks have remained in place, therefore our practice has not altered.

As an agency, we were able to trial panel virtually which has proved to be successful, therefore consideration will be given for this to remain in place going forward.

Overall, as an agency, staff and carers have adjusted well to the changes Covid-19 has brought to all of our lives. Although face to face contact may have been limited during the year, the ongoing support provided to carers has not been compromised. For the best part of the lockdowns and restrictions, our young people have coped reasonably well, however the full impact surrounding mental health remains unclear and it will be important to acknowledge the greater need for mental health services for young people going forward.

The other key event during the year was the 'Black Lives Matter' movement. As a social work agency, it is important for us to acknowledge such events and reflect on anti-discriminatory practice and re-visit our practice. Articles in relation to this have been featured in the children and carer's newsletters. One carer also contributed to an article that was featured.

Equality Diversity and Inclusion (EDI) remains at the top of the agency's agenda and there is currently a working group who meet on a regular basis to explore a wide range of issues at an organisational and departmental level. EDI and Unconscious Bias training has been rolled out to all in New Routes which is mandatory. It is hoped that training will be cascaded to all in the organisation.

The key objectives for the Fostering Service:

- 1 **To recruit, assess and approve foster families.** New Routes Fostering offers a high quality service through the level of support and training provided to the foster carers. It ensures that foster carers are involved in the development of the service. There are 15 approved foster carers in the service.

- 2 **To provide well matched placements.** The service currently has 17 children and young people placed with our carers, ranging in age from 6 to 17 years. Of the 17 children placed we have 3 sibling groups consisting of 6 children and 11 single placements.
- 3 **To provide support to foster carers and children and young people.** As outlined previously, this year has been challenging owing to the pandemic, however the service has continued to support foster carers and has maintained a high level of contact.
- 4 **To monitor the progress of each child placed to ensure they are supported, guided and encouraged to reach their full potential in all areas of their life.**

Developments of the Fostering service

As mentioned previously, New Routes Fostering was inspected by OFSTED in January 2018 and was assessed to be 'good' in all areas under the new revised inspection framework that came into effect on 1 April 2017.

New Routes Fostering continues to review, amend and implement changes or developments arising as and when and in accordance with the Fostering Service Regulations, National Minimum Standards 2011 and Safeguarding and Child Protection legislation.

New Routes Fostering panel membership is reviewed regularly and we currently have 11 members on the 'central list'. The breadth of experience and knowledge includes: foster carers, adopters, social worker and teachers with expertise in special education provision. There is a Medical and Legal Advisor.

The Fostering Panel continues to provide invaluable support. The Panel Chair is also involved in a forum which enables good practice to be shared with the agency in order to improve service delivery. The Vice Chair recently retired and a new Vice Chair has been appointed. As a longstanding member of the panel, the Registered Manager has no doubt that he will be an asset in this role.

New Routes Fostering remains committed to reviewing and evaluating the service. This includes consulting with the foster carers, staff and children and young people. Children and young people are also consulted via questionnaires to ascertain their views on activities and the service provided and how this can be improved.

New Routes Fostering Service is a preferred provider of fostering services for the 'West Midlands Regional Framework Contract' which was renewed in April 2020 and continues to be overseen by Sandwell Children's Trust. Referrals continue to be accessed via the West Midlands portal.

We continue to utilise social media platforms to raise the profile of the service.

Achievements:

CEOP Ambassador/Lead: We have an allocated member of staff who has undertaken the CEOP training and has access to current resources in this area.

Therapeutic Input: The Psychotherapist continues to provide training and individual sessions to foster carers as and when needed. More recently, this support has been extended to young people and a number of direct sessions have been undertaken.

West Midlands Tender: We continue to be part of the West Midlands Framework.

Virtual Panel: The majority of panels undertaken have been virtual. This is a new concept for the service and consideration will be given going forward as this appears to be working well. This will need to be trialled when considering assessments.

In moving forward, it is important to focus on the following areas for the forthcoming year:

- Recruitment
- Growth
- Carer Retention

New placements is key to progression. This year, we have seen a number of children and young people re-habilitated to birth family. Our carers have been pivotal to these successes and we should not lose sight of the fact that this is a positive outcome for children and young people.

Recruitment has somewhat been stifled by the pandemic as there were plans in place to target specific areas within local communities within the West Midlands. The carers identified to assist with this task are keen to move forward and it is hoped that they will have the time and commitment to give to this as home schooling has had to take priority.

Plans for the Fostering service for 2021– 2022

- New Routes will continue to work to its core objectives of placing children and young people with families.
- New Routes is committed to the protection and safeguarding of all children who receive the service.
- New Routes will work to recruit, assess and retain a range of foster carers suitable to care for the range of children and young people in need.
- New Routes will comply with current legislation, regulations and practice guidance, and ensure regular review of practice, policy and procedures.
- New Routes will continually review service provision to maintain high quality and cost effective services.
- New Routes will continue to work within agreed financial parameters.

- New Routes will ensure staff, and foster carers are offered training opportunities and support, in line with service development requirements.
- New Routes will continue to work in partnership with foster carers to ensure compliance with the training standards.
- New Routes will work in partnership with Local Authorities to ensure that service provision meets the needs of looked after children.
- New Routes is committed to quality assurance and ensuring the consultation and participation of children and young people, foster carers, staff and stakeholders as and when required.
- New Routes will continue to recognise the achievements of the children and young people and foster carers.
- New Routes is committed to EDI and will keep this high on the agenda.

Origins Service

The Origins service provides support after adoption and support after care for those who have been impacted by childhood separation from their family of origin. The separation may have been through adoption or through being in care.

Father Hudson's Care recognises the lifelong impact of being separated from one's family of origin, both for the person concerned and for their relatives. It has a long tradition of childcare and preserves over 40,000 records on children going back to 1902. It believes in the value of treasuring personal histories and understands how looking back into one's past can enhance one's personal identity. It focuses on assisting adults to understand their childhood experiences, and the decisions made for them, and to gain knowledge of their origins. Reconnecting people separated from their family of origin can bring healing and can help people in moving forward. Although Father Hudson's no longer provides residential care for children or arranges adoptions, it remains committed to providing quality services for those with a childhood connection to Father Hudson's.

A fee structure (applicable to some areas of service provision and compliant with regulatory requirements) was implemented with effect from 1 April 2011. This is kept under review. Service users may, in addition, also choose to make a donation.

Origins, in its "support after adoption" services, recognises there can be a lifelong impact for all those connected to an adoption. Adoption laws have changed over the years to reflect the needs of various people connected to adoption. These laws enable them to apply to be put in touch with the relative separated by adoption. After Father Hudson's ceased involvement in 2009 in arranging adoptions, it registered as an Adoption Support Agency in order to continue to work with adults affected by adoption. Therefore, the quality of the work is regularly inspected by Ofsted, who have consistently judged the quality of the adoption support agency to be "outstanding", the highest rating. Through Ofsted inspections, the quality of the "Origins" post adoption work is measured against National Standards.

Support to Father Hudson's adoptive families with adopted children still under 18 is provided under a service level agreement, by another adoption agency that specialises in working with

children in adoptive families. This is called Adoption Focus, which formed when Father Hudson's ceased involvement in new adoptions.

The following services are provided for adults:

- Information from the adoption records can be provided to all adults whose adoption was arranged by Father Hudson's. A portfolio is provided of information from the records which is shared by a social worker experienced in adoption.
- Intermediary (tracing & making contact) services provided by the agency are not restricted to adults connected to adoptions arranged by Father Hudson's. Birth relatives as well as adopted adults and their descendants or other relatives can apply for intermediary services under the law in England & Wales.
- If the agency did not arrange the adoption the agency has to try and identify any agency that may still have records of the adoption. However, even if no records are located, relatives can still be successfully traced. Due to the additional work involved in such cases a higher fee is charged.
- Once a relative is traced and contacted advice and support is offered to both parties, as contact is established and progresses.

Origins, in its "support after care" services understands the importance of being able to find out information about one's origins and about the period of time spent in care, so it provides an Origins Service to those who previously stayed in the various Catholic homes it was connected with, including those connected to former child migration schemes. It also recognises the importance of people's family history and so it can also help with providing family history information from the childcare records when the person formerly in care is deceased.

Sometimes, those formerly in the homes connected with Father Hudson's wish to visit where their former home was, and so those who would like to arrange a visit to our Colleshill base are welcomed. Assistance can also be given in tracing relatives and reconnecting with family members.

The key objectives for Origins

The key objectives for the service are:

- 1 As an Adoption Support Agency, to provide birth records counselling and access to information from adoption records for adults whose adoptions were arranged by Father Hudson's and also to provide intermediary services for anyone connected with an adoption who is legally entitled to such a service. In the last year there were a total of 193 new referrals to this service, in addition to ongoing work from the previous year. Of the new referrals, 80 were made by the adopted person, 26 were made by the adopted person's immediate family, 84 were made by birth relatives of the adopted person and 3 by non-related persons. Ofsted has rated the adoption support agency as outstanding in its last inspection.
- 2 To commission the provision of post adoption support to families and young people where the adopted person is under 18 and whose adopted family adopted through Father Hudson's

prior to 2009. However, the numbers of those still under 18 are dwindling and in the last year, there were no requests for this service. The service level agreement between both agencies is reviewed annually and Ofsted regulates the agency providing the service, which has also been rated outstanding in its last inspection.

- 3 To provide services mainly in relation to accessing information from our records of those formerly in children's homes connected to Father Hudson's or those whose migration records we held. In the last year there were a total of 69 new referrals to this service. Of the new referrals, 29 were made by those formerly in the children's homes, 34 made by relatives and 6 made by non-related persons.
- 4 Other achievements during the past year include:
 - Origins was represented at national forums during the year, such as the Consortium of Adoption Support Agencies (CASA) and South East Post Adoption Network (SEPAN).
 - Origins continued to provide an effective and timely service in a safe way during the Covid-19 pandemic. Technology such as Zoom was embraced to enable more personal discussions than a telephone conversation could have provided.

Plans for Origins in 2021–2022

- The Origins Service will continue to offer a professional service for adults previously in Father Hudson's Children's Homes, and for adults adopted via Father Hudson's Society, their birth families and immediate families.
- The Origins Service will continue to be extended to people without a former connection with Father Hudson's Society, in line with the service's expertise and regulatory remit, and subject to the fee structure.
- The Origins Service will continue to regularly review the Service Level Agreement with Adoption Focus to ensure the continued and appropriate provision of services aimed to support adoptive families with children under the age of 18 years, in cases where Father Hudson's adoption agency had approved and supported the adopters, and Local Authorities arranged the placements.
- The Origins Service will continue to comply with current legislation, regulations and practice guidance, and ensure that any amendments and new guidelines are incorporated into practice, policy and procedures.
- The Origins Service will continue to work within agreed financial parameters.
- The Origins Service will continue to monitor and evaluate the service to ensure quality standards are maintained.

- The Origins Service will continue to ensure members of staff are offered training opportunities and support, in line with Service development requirements.
- The Origins Service will continue to co-operate fully with any safeguarding matters whether recent or non-recent.

Schools Family Support Project

The schools' family support service was established in 2006 to provide early intervention and prevention support to vulnerable children and their families. The service is embedded in Catholic schools in Birmingham, Newcastle-under-Lyme, Stoke and Banbury. The benefits to schools are enormous and the service addresses wide ranging concerns and adversity such as parental neglect and abuse, domestic abuse, poverty, poor housing and poor parental mental health. The impact of these negative factors on children presents in their poor mental health, low self-esteem and confidence, challenging behaviour, poor attendance, self-harm and poor educational achievement. Schools recognise the importance of addressing these harmful factors to improve the life chances for children. Support to children is through child centred interventions that encourage positive growth and build resilience. Parents are supported to address concerns and build positive parenting skills for healthy and stable home environment. Family support workers are a bridge between home and school and promote parents to better engage with school and their children's educational attainment.

Safeguarding children is at the heart of the service and close working with schools' Designated Safeguarding leads ensures that early signs and risks are identified and addressed. This prevents escalation to more serious concerns. Through the Early Help process family support workers are able to co-ordinate support from a team of professionals around the family to manage complex concerns. Referrals to Social Care agencies are made where there is a need to escalate Safeguarding concerns and complex issues. Through partnership work with statutory agencies, family support workers undertake joint home visits, monitor and deliver on support plans.

The team consists of a project manager, senior supervising family support worker, Data Officer and family support workers. At the start of the year, 7 family support workers (this includes the senior supervising family support worker who delivers family support) were delivering the service in 19 primary and secondary schools. By the end of March 2021 this had reduced to 16 schools receiving support from 5 workers. Due to financial constraints, four schools did not renew contracts in September 2020. One new contract was secured with a Birmingham primary school in February 2021. The schools involved have expressed a high satisfaction of the service.

Intervention and Support Needs April 2020 –March 2021

This year was unusual due to Covid –19 and lockdowns which presented with the challenge of adapting quickly to working differently. Lockdown resulted in increased parental contact by phone, text and through video calls. The face-to-face work with children was adapted to suit their needs and much of this happened on video calls. Support to vulnerable children and families became

even more critical and their wellbeing was monitored through regular contact. Established strong relationships with parents led to high levels of engagement and parents welcomed the advice and support. Through the lockdown periods, home visits (outside the home) took place to provide families with food, essential supplies, and educational packs. Door stop visits, garden visits and walk and talk sessions were welcomed by children and parents during isolating times. For schools knowing that the children and families were engaging with the family support worker was hugely reassuring. It also meant that the safety and needs of vulnerable children could be monitored.

This year there was an increase in grants and charitable donations. As families went into lockdown more charities were offering support with food, household goods, clothing and equipment for children to support school work. Of the 168 applications made, 153 were successful. A small number were unsuccessful and others are awaiting a decision.

Most of the work with children and parents is delivered as casework and length of involvement is determined by the level of need and support is provided until objectives are achieved. This flexibility enables workers to build positive relationships that promote longer and sustained change. In many other services, children and families experience short term involvement that can often result in inadequate support that does not meet the desired change.

Family support workers aim to empower parents to better support their children and become solution focused to resolve issues and concerns. We recognise the importance of building strength in families so that when intervention ceases, families are better able to deal with life challenges.

Direct one to one work with children has included: raising low self-esteem and confidence, reducing anxiety, building resilience factors and raising aspirations so that children can feel happier and safer and have improved life chance. The work with parents addressed housing concerns, poverty and debt, poor parental mental health, parental separation and improving parent – child relationships. Being a listening ear to parent's concerns on how to manage home schooling, keep children occupied and manage behaviour has been part of the ongoing support to parents particularly this year.

Covid-19 and lockdown left some children and families feeling more anxious and unstable. Cases were kept open for longer than average (of 10 months) to provide continued support during this unstable time. As a result, fewer new cases were allocated. However, there was an increase in support to a large number of additional families not on caseloads. This involved delivering free school meals, food parcels, school work and offering regular wellbeing checks to children and families not attending schools. Family support workers offered 1,408 sessions totalling 796 hours to over 234 families over the year.

Casework figures

- Casework was undertaken with 160 children and families, from 142 families.

Trustees' annual report

For the year ended 31 March 2021

- 71 cases closed within the year and 89 opened. 44 cases were open 1 year or less (59%) and 30 cases were open 1 year or more (41%). Average length cases were open was 12 months compared with previous year's average and expected average of 10 months.
- 30% casework was undertaken with secondary aged school children and 70% with primary aged school children. This remains the same proportion as last year.
- We worked with 57 complex cases that required the support of a team of professionals. These include: 29 Early Help, 12 Children in Need, 11 Child Protection, 5 Looked after Children.
- 23 of the complex cases had or were currently experiencing domestic abuse.
- In addition to the 160 children supported, 163 siblings of those children in the family would have benefitted from support to parent
- 54% of children were White British and 42% from Black, Asian, and other Minority Ethnic communities.

Presenting concerns and support needs for children:

- 58 children (36%) needed support to manage behaviour
- 68 (43%) had difficulty with the child-parent relationship
- 37 families and 44 children were currently experiencing domestic abuse or had in the past
- 78 children living in single parent households (49%)
- 43 children with parents separating (34 families – 24%)
- 50 parents had depression or other mental health concern (31%) – likely to be an underestimate
- Number of children presenting with: anxiety =76 (48%), low self- esteem =70 (44%) and attachment issues = 29 (18%).

Group work

A limited number of groups could be delivered this year. These included an 8 week Nurture group to 7 primary aged children, two transition groups to 15 primary aged children, one Parenting groups to 2 parents (5 sessions over Zoom). Some groups that started could not continue due to lockdown and children's bubble restrictions.

Report on the key objectives for the Schools Family Support service in 2020 –2021

1 Promote the service and increase school contracts

Discussions on the take up of family support by Catholic MAC's has not developed further. The Covid pandemic and lockdown prevented undertaking promotional activity. It has been a challenging time to engage in conversations with schools who have been caught up with supporting learning over lockdown. The Fundraising and Communications Manager has drawn up plans to raise the profile of the service with a view to engage more schools. On a positive note, one new contract was secured with a Birmingham primary school in February 2021.

2 To continue to offer a professional service to schools.

An internal review of our practice, policies and procedures was undertaken in July 2020. Our practice, reporting and communication with schools was effective and of a high standard. The retention of children and families was 94% and this remains high. 3% of parents chose to withdraw consent for work and 3% disengaged.

Lockdown presented new and positive ways of working which are now enabling us to reach the more isolated families. The use of technology and in particular video contact has made us think about alternative methods of communication whilst continuing to offer high quality support.

3 Improve knowledge, skills and practice for best practice.

Online courses and webinars were encouraged. This enabled family support workers to individually complete a wide range of training listed below.

- Bereavement and Loss
- Adverse Childhood experiences
- Prevent, County lines and knife crime
- Wellbeing sessions
- Graduated approach to SEN needs
- IT training
- Neuroscience of parenting
- Super Skills facilitator training
- Understanding Autistic Spectrum disorders
- IFS therapy, working with anxiety, substance misuse and trauma
- Trauma and Attachment in children, young people and families
- Covid 19 Psychological First Aid
- Managing your mental health as a keyworker during coronavirus outbreak

Early Help training was delivered to 10 school staff in a high school. A training program to pastoral school staff is being developed and it is hoped that this will be ready to be rolled out after September 2021.

4 Improve data collation to evidence impact and outcomes.

- 66% of children had a positive change in feelings and behaviour – biggest area of change.

33 'My Stars' for primary aged children were completed, with 18 children having completed more than one Star. This allowed a comparison between first and last Star. Areas of highest need were: Feelings and Behaviour, Confidence and Self-esteem and Education and Learning. All areas saw an increase in the average score between the first and last Star except, 'Where you live'. The area of biggest positive change being Feelings and Behaviour (66% increase) followed by Confidence and Self-esteem (50% increase).

10 Teen Stars closed within the year, with 7 having completed more than one Star. Areas of highest need were wellbeing and family and other key adults, with lowest being drugs and alcohol. Over half the young people experienced positive changes in wellbeing and family and other key adults. However, 5/7 also had negative changes against structure and education and there were also more negative than positive changes in behaviour and citizenship (3/7). This could be due to lockdown/pandemic with loss of school day and teenagers may have been affected by the exam decisions.

5 Increase the completion of feedback forms from children and parents.

We received 51% feedback on all closed cases which is an increase on last year (49%). With less cases closing this year and reduced face to face meetings meant that we could not prompt closures as easily. The service satisfaction from children and parents has been very high.

51 completed feedback forms were received, all rating the service as good or very good. 23 child/young person responses and 28 parent/carer responses from 35 families (parent and child/sibling responses from the same family). The satisfaction number is consistent with last year.

Key objectives for 2021 –2022

- 1 To promote the service and increase school contracts.
- 2 To continue to offer a professional service to schools.
- 3 Continuous professional development of staff
- 4 To continue with evidencing impact and outcomes.
- 5 Progress with at least 50% completion of feedback forms from children and parents.

Father Hudson's Care – Community Projects

Father Hudson's Care works in collaboration with partners and local communities to reach out and support those in need, some are delivered directly under our charity and others are delivered by smaller charities and groups whom we support. Each partnership community project has its own local focus, identity and governance structure. Volunteers are at the heart of service delivery, with the majority of projects also having a core staff team. Our project models are a mixture of community-based service delivery and accommodation projects housing those who are homeless. We prioritise service provision for the most vulnerable and specialise in support for refugees, asylum seekers and migrants, rough sleepers, older people and deprived communities. We have a particular interest in reaching out and supporting women; through our community-based projects (such as provision of baby packs and maternal resources), by dedicating two of our three accommodation projects to women-only and through our support for local charity Anawim.

The last year has inevitably been focused and shaped by the Covid-19 pandemic. Community Projects have adapted to respond to the crisis and have continued to support those most marginalised and in need throughout this difficult year. We have continued to deliver a mix of

face to face and remote support in our community-based projects with a focus on practical support for those in poverty and crisis including food provision and advice, alongside social support for those who are isolated such as welfare telephone calls and zoom meetings.

The needs of those we support have become increasingly complex with people turning to Father Hudson's Care where other services have closed. Our community accommodation projects have adapted to continue to house and support those who are homeless during the pandemic. Even with the governments 'everyone in' policy there has continued to be a need to provide shelter for those who fall through the gaps or struggle to access other provision.

During 2020/21, five community projects were delivered directly under the Father Hudson's Care charity. With 43 employed staff at the end of March 2021 and 197 active volunteers reaching out and supporting 4,490 individuals in need, including providing direct accommodation to 32 individuals.

During 2020/21 we have continued to support local groups including more intense support to three local charities, providing employment, payroll, HR, management, governance, funding, finance and policy support. During 2020/21 two of these charities have provided FHC with a financial contribution towards this support. We have employed 13 members of staff on their behalf over the year. These three charities have supported a further 2,002 individuals in need and have 94 volunteers. We also continued to be a key partner for the local charity Anawim, Caritas AOB and for two local Community Sponsorship – Refugee Resettlement Schemes.

Supporting Refugees, Asylum Seekers and Migrants in the community

During 2020/21 we have supported 4,139 refugees, asylum seekers and migrants through our partnership community projects delivered as part of the Father Hudson's Care charity and many more as part of our wider partnerships including through St Chads Sanctuary and Hope Community. We promote the ethos of 'Welcome the Stranger', helping those in crisis as well as supporting for the long-term.

Brushstrokes is our largest community project delivered as part of the Father Hudson's Care Charity. The project is a partnership with the Infant Jesus Sisters, the parish of St Philip Neri and the Sisters of Our Lady of Charity of the Good Shepherd. Based in Smethwick and covering Sandwell, West Birmingham and surrounding areas, the project provides specialist and holistic support to refugees, asylum seekers and migrants through advice and outreach including accredited OISC immigration advice, welfare and housing; provision of practical resources including food and clothes; education and employment support including accredited ESOL, IELTS and OET. The project is funded from a wide range of sources including Sandwell Borough Council, Home Office, NHS and charitable trusts.

With 24 staff and 50 active volunteers, supporting over 3,978 new and existing clients, during 2020/21 the Brushstrokes Community Project has had many key achievements. We were one of the only remaining organisations locally to keep our doors open throughout the Covid pandemic, focusing on support for those in crisis.

Through a revised focus on food provision and delivery to those vulnerable and self-isolating clients and increased referrals from outside agencies we made over 3,000 delivered and 17,334 provisions of food to those in need over the year during this past year. Targeting the socially isolated and vulnerable, we developed a telephone welfare call service providing vital support, information and advice on COVID and a range of other issues. COVID focus groups and survey on the mental health impact of COVID has informed our provision of information in a range of community languages to service users on COVID, staying safe and how to access tests.

Our social policy and advocacy work resulted in refused asylum seekers being able to be accommodated during the initial lockdown; access to food vouchers for families with No Recourse to Public Funds and in asylum support with children in School; developing a coordinated response at a Sandwell level to the changes in entitlement to benefits for individuals with pre-settled status; joint work with a local authority on individuals with No recourse to public funds and new referral pathways into advice.

As a leading specialist organisation, Brushstrokes shares good practice, works in partnership with others and ensures the voices of migrants are heard in commissioning, service review and policy discussions. This includes working with the local authority, NHS, Public Health, Local groups and charities, regional organisations and national organisations such as Refugee Action and NACCOM. We have shared our learning over the pandemic and our face to face advice has been documented as good practice nationally.

Brushstrokes have responded to local and national changes. Our Settling Well and post Brexit support projects delivered in partnership with Citizens Advice Sandwell have helped hundreds of new arrivals in Sandwell to settle, secure access to services and access specialist advice to resolve immigration, housing and benefit issues. We secured further funding from the Home Office to provide advice and assistance to EU nationals wishing to apply to the EU Settlement Scheme, developing a strategic partnership with a Romanian community organization (R.U.D.A) and helping 462 individuals to submit applications.

We have worked in partnership with Sandwell council to support rough sleepers with no recourse to public funds, resolving their immigration status, securing benefits or employment has enabled several longstanding rough sleepers to be able to move into settled accommodation etc. This has led to a data sharing protocol and funding for further advice on these issues for Sandwell residents.

Our focus on learning and employment has continued with ESOL delivered remotely through What's App and Zoom, alongside new one to one IT skills support started to address digital exclusion amongst some of our service users. We have secured further funding through the Sandwell Language network as part of our ongoing partnership with Sandwell and West Birmingham Hospital Trust to deliver higher English qualifications for migrant health professionals, enabling them to move on to work in the local Health service.

Brushstrokes objectives for 2021/22 include:

- Following government guidance, to increase face to face delivery including advice, ESOL and social activities at the centre, satellite sites and through outreach.
- Continue to develop a local ESOL teachers' network that provides training, resources and supports the development of good practice in community based ESOL provision in Sandwell and beyond.
- To secure additional larger multi-year funding streams for the future sustainability of the project such as National Lottery and Paul Hamlyn.
- To sustain our advice and advocacy work with EU citizens once the grace period for EU settlement scheme expires.
- Continue to share our practice and build partnerships that can respond to issues faced by new communities in Sandwell and West Birmingham.
- To increase and develop user involvement including our service user group, evaluation of existing work and feedback and planning for future developments.
- To reduce digital exclusion and increase our support for our clients to access and engage with the digital world including learning and employment.
- To evaluate our advice services to ensure they are best modelled at responding to the increased levels of crisis, complexity and longer-term case work.
- To publish a new Brushstrokes Community Project 3-year plan, including development of the Brushstrokes Management Committee.

Social support for Older People in the community

During 2020/21 we have supported 315 isolated older people our community project Young at Heart in North Staffordshire delivered directly as part of the Father Hudson's Care charity.

Young at Heart reaches out to isolated older people providing telephone befriending, online friendship groups, volunteer-led gardening and a specialist musical project targeting older men. Young at Heart is also working in partnership with Methodist Homes Association and three local parishes.

During 2020/21 Young at Heart supported 100 volunteers to support 315 beneficiaries and facilitated 7 separate social groups to take place weekly and biweekly. Over this 12-month period the project has successfully reached out to an additional 122 vulnerable elderly residents. The project is achieving its National Lottery targets and we have begun the process of applying for further Lottery funding working in partnership with Methodist Homes Association and The Beth Johnson Foundation.

Young at Heart objectives 2021/22:

- As a result of the Pandemic, a key longer-term priority for 2021/22 is to enable our clients to come back out to social groups when the government advises this.
- We are also keen to explore more use of digital applications for our clients to stay in touch with people in the coming 12 months.

- We will also continue to develop our application to the Lottery for further funding for November 2021.

We reach out to many older people through our wider partnerships including with Hope Community and Maryvale Community Project.

Accommodation and shelter for rough sleepers, refugees, asylum seekers and migrants
Through our three community accommodation projects, Tabor House, Fatima House and Sophia House, we have provided safe shelter to 32 individuals in Birmingham during 2020/21 and supported an additional 171 through outreach and a council contract.

Tabor House has seen the most change this year. Operating before Covid-19 as a night shelter accepting up to 11 guests, they closed on 24 March 2020 due to the pandemic and moved guests into the local Holiday Inn as part of the governments 'everyone in' scheme. The Tabor House staff team delivered the Holiday Inn project on behalf of Birmingham City Council and supported 52 individuals to make a positive move on from this temporary accommodation – a huge achievement.

Tabor House reopened on 27 July 2020 as a 24/7 accommodation project with 8 new perspex pods between beds to improve Covid safety and daytime activities for guests including English lessons and creative activities. Between July 20 – March 21 we have provided support and safe shelter to 15 guests. Tabor House remains a volunteer-led project, however due to social distancing some volunteers have been on hold with 39 currently active.

In addition to a new delivery model, we have set-up and delivered two new services. Funded through the West Midlands Combined Authority/Rough Sleepers Initiative funding we piloted a new outreach project engaging with rough sleepers in Birmingham and supported 119 people. Funded through a Charitable Trust and Friel Homes we also converted and leased a local 3-bedroom property, Tabor Cottage. This move on project has to date housed 2 individuals and will be used as a stepping-stone from Tabor House to longer-term tenancies.

Tabor House objectives for 2021/22:

- To evaluate the project model during 2020/21 and make a decision on the future delivery; 24/7 or reverting to a night shelter. In addition, return the existing 43 inactive volunteers on-hold during the pandemic.
- To secure additional corporate funding for the project include growing the Sponsor a Bed scheme.
- To explore further accommodation move-on projects and potential buildings/sites.
- To develop Tabor cottage as a move on step from Tabor house, ensuring that it runs at full capacity.
- To pilot a 'Community Response to Homelessness' through Tabor House and feedback to national working group.

Fatima House in central Birmingham operates as part of the Father Hudson's Care charity and is a collaborative project with the Columban Missionaries, a local parish, Caritas Archdiocese of Birmingham, The St Vincent de Paul Society and the Archdiocese of Birmingham.

The project provides short-term accommodation for up to 9 female asylum seekers who are destitute and in the process of appealing asylum decisions. During 2020/21 Fatima House supported 7 women with a safe place to stay, supported by 6 active volunteers. The SVP kindly provide destitution funds to support the ladies for 6 months of the year with the project's budget covering the remaining 6 months and day to day management and support is provided through the Columban Missionaries, this has been more important than ever during the pandemic. The residing women now have access to counselling, immigration advice and a volunteer nurse.

Through the Lottery Community Fund Awards for All funding, the women have been part of a new gardening project and have improved and maintained the churches garden area at the back of the building. Through Respond and Adapt Covid funding, Fatima House was able to purchase a computer suite to enable the ladies to learn online and to maintain video contact with others. Priorities for 2021/22 include securing funding to continue the gardening project and counselling. The management committee are keeping up to date with the developments for the Diocese in terms of Parish sites across the city to safeguard the project for the future.

Sophia House is a partnership project between Father Hudson's Care, St Brigid's Parish and the sisters of Our Lady of Charity of the Good Shepherd. Sophia House provides safe and supportive accommodation in South Birmingham for up to 3 female refugees or migrants. Over the year the project has housed 4 women, with two resulting in a positive move-on to further supported accommodation and an independent private tenancy.

During 2020/21 Sophia House has recruited two volunteer befrienders who work directly with the tenants. We have also introduced Person Centred Support to help the women to maintain their tenancies and develop life skills. Priorities for 2021/22 include filling all vacancies, developing the move on pathways and looking into the housing classification of the house to fund additional support.

Support and capacity building for local charities and voluntary groups

One of the ways Father Hudson's Care demonstrates the Catholic Social Teaching principle of Subsidiarity is by providing support to other charities in the Diocese. We support three local independent charities, Hope Community, Maryvale Community Project and St Chad's Sanctuary providing employment, payroll, HR and support/guidance with management, governance, funding, planning, finance, policy and procedures. During this year we have provided particular support around operating during the pandemic, funding and sustainability.

Hope Community Project, Wolverhampton is a partnership with the Infant Jesus Sisters and St Patricks' Parish. Running for over 30 years, the project aims to seek out, reach and support the most isolated, vulnerable and disadvantaged people in the community of Heath Town. Services including a Helpline, telephone befriending, small group work and online activities with young

people, training and work experience for unemployed local people, community food bank, deliveries of weekly hot lunches and recipe kit boxes and facilitating conversational English skills workshops. They have responded to the pandemic with a new community helpline, new food provision and adapted your activities. The project supported 441 people during 2020/21. In March 2021 they had 43 active volunteers and we employed 4 staff on their behalf.

Maryvale Community Project is situated in Kingstanding, Birmingham. It is a parish partnership project which aims to build community cohesion and overcome barriers caused by poverty, ageing and disability. 86 people are registered to Maryvale Community Project with 16 volunteers and two staff working within the project. The project pre-Covid focused on face-to-face social activities, adapting during the pandemic to deliver services for the elderly and disabled through outreach weekly doorstep visits to the most vulnerable delivering food packs and telephone befriending to breakdown feelings of loneliness and isolation.

St Chad's Sanctuary, Birmingham is a partnership with the infant Jesus Sisters, the Salvation Army and the Archdiocese of Birmingham. The charity is a place of welcome for asylum seekers and refugees which aims to relieve poverty and improve their lives. They have supported 1,475 individuals during 2020/21 through provision of practical items such as clothing, toiletries, food and books and English lessons for adults and children. They also support with welfare issues, registering for school places and signposting. Supporting many asylum seekers based in temporary asylum accommodation, they have continued during the pandemic to provide people with the essentials including through deliveries, and English lessons are provided remotely. They have 120 registered volunteers with 35 active during the pandemic. We now employ 5 staff on behalf of the charity.

This year the BRAID Community Sponsorship Refugee Resettlement Scheme, which was run by a group of volunteers from the congregation in Blackfriars and which we were the sponsoring accountable body to the Home Office for, successfully came to a close. After 3 years of support the Syrian family are now settled and enjoying their lives here in the UK. They will continue to keep in touch with the congregation. During 2020/21 we were accepted as the sponsoring accountable body to the Home Office for another scheme led by a parish in Rugeley. Due to the pandemic the project has been on hold, we hope a family will be accepted during 2021 and also have plans to support a parish in Warwick to set-up and welcome a new refugee family or individual.

Father Hudson's Care are active executive committee members of Caritas Archdiocese of Birmingham and carry out the administration and marketing functions for this network.

Father Hudson's Care also provides ongoing governance support for the charity Anawim in Birmingham, and until this year for the charity Heart of Tamworth in Tamworth, and also for North Staffs Linkline, a parish project in North Staffordshire.

Fundraising, Communications and Marketing

Total voluntary income was £429,099 (2019–20: £778,123). Most voluntary income comes from five sources: individuals, companies, parishes, Catholic schools and Trusts.

Individuals

Individual giving remains an important area of our fundraising income. Over the last year we have maintained our number of regular givers and achieved an increase in income from our quarterly mailing; primarily this is due to the value of the gift increasing from an average of £40 last year to £60. This has demonstrated that despite the pandemic our supporters have remained loyal and continued to give and therefore we have also continued to ask.

Over the last year we have also taken a more proactive approach to developing our legacy income. In October, as part of Wills Awareness month, we organised our very first legacy awareness campaign aimed at Father Hudson's staff. As a result of this work, we achieved five new legacy pledgers and will continue this proactive focus in the next financial year.

Companies

Despite the pandemic our community projects have continued to attract local corporate support in particular at Tabor House. The 'Sponsor-a-bed' scheme at Tabor has attracted significant corporate income this year followed by participation in national fundraising campaign The Big Give at Christmas which generated over £6,000 in corporate sponsorship and nearly £7,000 in public donations. We were also able to achieve corporate sponsorship for our head office activities with local funeral directors Gasgoignes sponsoring our Christmas Fayre with a donation of £500. Gifts in kind continues to be a popular method of corporate giving with continued food donations from companies such as Morrisons and Sainsbury's.

Parishes

Our Parish collections were severely impacted by the Covid-19 pandemic. Our Parish and School fundraisers were on furlough for a significant period of 2020 when their work would normally focus on parish engagement. Subsequent lockdowns and restrictions on church attendance plus the cancellation of second collections in many areas also meant that our opportunities to generate income were significantly reduced. Despite this we continued with a much smaller collection in October which still generated over £10,000. We also continued to communicate with parishes by email and letter and tell our story, it was felt that this continued engagement would still maintain our excellent relationships with our local parishes and build a strong foundation to continue work in this area once the pandemic was over.

Catholic Schools

Similar to parishes, our work with Catholic schools was severely impacted by the pandemic. Due to the March 2020 lockdown our planned Good Shepherd Masses for schools had to be cancelled and our School and Parish fundraisers were placed on furlough for the Summer term. However, we used this difficult period as an opportunity to trial a more creative approach by launching our first ever online Good Shepherd Mass in May 2020. Live streamed from the Cathedral we were able to

still engage with the local school community as well as reach a wider audience of families connecting from home. We also used this time to develop our online resources and to review the cost to income ratio of our current resources such as our appeal envelopes which were expensive to print and distribute.

The return of our Parish and School fundraisers in September enabled us to chase some outstanding fundraising income and although donations were severely reduced from previous years (£10k compared to £60k in 2020) we have learned valuable lessons around different ways to engage with schools and possible ways to save money which we will be using in the coming financial year.

We also used this period as an opportunity to look at the development of fundraising product Walk a Mile. Traditionally aimed at secondary schools it is felt that this is an area of opportunity to grow income for all ages which will be developed in the new financial year.

Trust and statutory fundraising

Working with colleagues across the charity, we achieved outstanding successes in trust and statutory fundraising during 2020–21 generating over £450k in income. Due to Covid, many trusts put a pause on bigger, longer term funding opportunities and instead distributed more shorter term, emergency Covid funding. With a positive and proactive mindset we were able to use some of this funding to continue to be innovative and deliver our services during this challenging time e.g installation of pods at Tabor House, installation of screens and wi-fi facilities at St Joseph's. The projects receiving the largest sums were Young at Heart, Brushstrokes and Tabor House.

Regulation and complaints

Father Hudson's Care is registered with the Fundraising Regulator, follows the Regulator's Code of Fundraising Practice and abides by its Fundraising Promise. Father Hudson's Care received no complaints about its fundraising practice during 2020–21, either internally or through the Regulator. GDPR guidance has adapted the way we need to communicate with our supporters asking them to 'opt in' to receive correspondence with us. When we ask individuals for donations, we do so gently by letter. Supporters have the option to request no further mailings and we abide by such requests immediately.

We are particularly aware of the need to protect our most vulnerable groups through our fundraising activities and have adapted our policies and procedures in accordance with this. We do not make unsolicited asks over the phone and full fundraising requests are made in writing with the consent from those who have previously supported us. We also ensure that any fundraising staff or volunteers have been DBS checked prior to contact with our supporters and are aware of our bullying and whistle blowing policies.

Communications and Marketing work

Perhaps the biggest area of change and growth has been in our communications and marketing work as a result of the pandemic. Never has it been more important to tell our story and continue to raise awareness of our work in the community whilst retaining and developing new supporters.

The team have continued to work hard to promote the charity through a variety of channels. We have changed the way we communicate to be less focused on text with facts and figures and instead developed a more story telling model of communication with an increased use of photos and videos available in all formats. We developed a new look Annual review and introduced a new Intranet site for staff to make information more accessible and promote a one team approach. We have refreshed the branding for New Routes introducing a new strapline and imagery.

We have also developed a robust marketing plan for St Joseph's to include the development of a brochure, website and targeted leaflet drop in 2021. Our Communications work included multiple newspaper articles, advertising, newsletters and improved signage on our head office site. We have also continued to work in partnership with Caritas and the Diocesan website to further promote our stories there.

The last year has seen continued growth in our social media accounts and our first ever online event through our annual Christmas Fayre. The team have also continued to support our Community Project teams in developing their social media accounts to further extend our growth.

Financial review

Financial Results for the year are shown in the Statement of Financial Activities (SoFA).

The SOFA shows that a high proportion of the Society's income is in the form of fees towards the cost of services. Such fees are charged for provision of residential and day care, and fostering services. They are paid by local and health authorities and in the case of residential care may be partially or fully paid by private individuals. The fees received for such services do not cover the full cost of provision of the services. The shortfall is met from voluntary income and reserves.

Projects (Origins service and Community based projects) which attract no fee income are supported from the Society's fundraising efforts and investment income.

Staff costs are by far the biggest item of expenditure for the Society. Father Hudson's strives to give residents, clients and service users the highest standard of service and care and relies on the hard work and dedication of its staff for that. It operates in a very competitive environment for staff and therefore offers staff competitive rates of pay and fair leave and sickness benefits. Father Hudson's also offers all staff membership of a pension scheme. All staff undergo a formal induction programme, have regular supervision and staff meetings, and receive staff newsletters.

Inflation is an issue for Father Hudson's with major costs on gas, electricity, water and food continuing to increase. Local Authorities, which are under financial constraints are not generally offering increases in fees in line with headline inflation, and certainly not in line with the specific inflation incurred with social care projects. Whilst Father Hudson's has made some considerable progress in reducing operating deficits, the present economic climate makes further progress difficult without impacting quality of service which is not acceptable to Father Hudson's.

Father Hudson's has centralised administration functions covering accounting and cash and investments, personnel management, fundraising and estates management.

The SOFA shows a net decrease in funds of £195,495 (2020: increase £739,080) before net gains on investments and investment properties of £1,011,401 (2020: loss £722,052). The Society's quoted investments are shown at their market value on 31 March 2021 and are held for the long term to generate income to support the mission of the Society and it is not the intention of Father Hudson's to liquidate them to any significant extent in the short term. Note 19 gives full details of the movements in the assets and liabilities of the Society's pension scheme, in accordance with the disclosure requirements of FRS102. The nature of the assets held by the scheme and the liabilities of the scheme can lead to volatile results. The Scheme closed to future accrual on 31 July 2017.

During the year, the Society sold one property giving rise to a profit on disposal of £113,950 (2020: Profit £763,933).

F.H.S. Projects Ltd, a wholly owned subsidiary company, formed to undertake building development and trading activities, was dormant throughout the year. It has no employees and the directors receive no remuneration. Its existence continues to be kept under review.

Reserves and Reserves Policy

The Trustees of Father Hudson's have established a reserves policy which reflects the long term nature of much of the work of the Society. Father Hudson's provides residential care to vulnerable adults, most of whom would expect to stay in the Society's care for the rest of their lives. Additionally Father Hudson's has a long history of residential care to children and young adults, and of adoption services. This history carries with it an obligation, both legal and moral, to assist those who were in our care, or were adopted, their birth families and adopters to explore their past, learn reasons why decisions were made and increasingly bring parted relatives together. Adoption records must now be kept for a minimum of 100 years and there is an obligation on Father Hudson's to offer a post adoption service to those involved in the adoption process throughout their lives.

The reserves of Father Hudson's are made up of five types of funds:

- Expendable endowment funds.
- Restricted Funds.
- Designated Funds.
- Free reserves.
- Pension Reserve/(Deficit)

The total reserves as at 31 March 2021 were £9,721,208, of which £1,694,336 were restricted and not available for general purposes and £2,664,780 were designated.

Expendable Endowment

Expendable endowment funds comprise the value of lands in Birmingham and Coleshill purchased by Father Hudson for the charitable objects of the Society. When such lands are disposed of, the net proceeds are also held in expendable endowment. Expendable endowment funds are held as capital funds but may be expended at the discretion of the Trustees. The income from the endowments is used to support and develop the activities of the Society.

Restricted Funds

Restricted funds comprise grants or donations made to Father Hudson's for specific purposes. Such funds usually have to be accounted for in detail to the funder and are not available to be spent on anything other than the donor's intention. Restricted funds include donations towards the capital cost of certain assets purchased by the Society. Such funds are transferred to free funds at the same rate as the depreciation on the associated asset.

Designated Funds

Designated funds are funds set aside by the Trustees for specific purposes, or because such funds are unrealised or not capable of being realised in the short term. The property fund is the capital value of property and fixtures held for charitable use by Father Hudson's outside of the endowment fund, and as such is not available for general use. The fair value reserve represents the unrealised revaluation gains on the Society's investments, and being unrealised is unavailable for general use.

Free Reserves

Free Reserves are those funds available to meet the day to day needs of the Society's work. The Trustees have decided that given the long-term commitments in the Society's work, the fragility of external funding for some of its projects and the uncertainty of voluntary income and legacies, free reserves should be held for not less than 3 and not more than 6 months expenditure. At the balance sheet date free reserves amounted to £953,976, equivalent to 1.7 months unrestricted expenditure. However unencumbered reserves, for this purpose defined as the sum of the expendable endowment and free reserves amount to £6,809,905 which equates to 12 months unrestricted expenditure.

Pension Reserve

The pension reserve/(deficit) represents the surplus/(shortfall) in funding of the Society's Pension Scheme as calculated annually by the scheme actuary in line with the requirements of Reporting Standard FRS102. The valuation is a snapshot on a particular day and can vary significantly from year to year and is sensitive to relatively small changes in interest and discount rates.

Going Concern

After reviewing the Society's budgets and projections, the Trustees have a reasonable expectation that Father Hudson's has adequate resources to continue in operational existence for the foreseeable future. Father Hudson's therefore continues to adopt the going concern basis in preparing the financial statements.

Investments

Father Hudson's has an investment portfolio, the income from which is used to support the work and the administration of the Society. The fund is invested in quoted shares, fixed interest gilts and bonds rated A or higher, property funds and cash. The investment objectives are for a secure level of income together with some capital appreciation in order to maintain the real value of the fund. Smith Williamson Investment Management LLP manage the portfolio on a discretionary basis. The Trustees have developed a social, environmental and ethical policy for the portfolio. Any investments which do not comply with the policy are divested as market conditions allow. The portfolio is held for the long term, and the Trustees believe that the structure of the portfolio is broadly in balance with its objectives for the long term.

The investment managers use the MSCI WMA Balanced Index as a guideline against which to assess the performance of the portfolio although they are not required to rigidly adhere to the Index. During the year ended 31 March 2021 the portfolio total return (gain) was 25.25% and the Index total return (gain) was 22.00%. In line with the strong recovery in global markets during the year, the portfolio returned realised and unrealised gains of £967,401 of which £366,508 were endowment funds and £600,893 were attributable to general funds.

Objectives 2021/22

- To work with investment managers to minimise the capital risk within the investment portfolio, whilst maximising the income potential.
- To continue the review of internal controls and governance to ensure application of best practice.
- To review the cost base of Father Hudson's to ensure optimum efficiency in the use of Society funds.

Structure, Governance and Management

Constitution & Governing Document

Father Hudson's is a charitable company limited by guarantee, incorporated on 22 July 1982 and registered as a charity on 15 September 1982, to continue the work started by Father Hudson at the beginning of the 20th Century. It was established under a memorandum of association which established the objects and powers of the organisation and is governed under its articles of association. Members of the charity guarantee to contribute an amount not exceeding £1 to the

assets of the charity in the event of winding up. The total number of such guarantees at 31 March 2021 was 15 (2020: 14).

The directors at the date of this report are set out on page 1. Mrs Sue Allen resigned on 16 November 2020. Sir Peter Fahy was appointed on 20 April 2020. Mrs Jane Wilton was appointed on 16 June 2020.

Recruitment, Appointment and Training of Trustees

Nominations for Trustees have been made by existing Trustees and other supporters of the Society. Father Hudson's has also successfully advertised for Trustees to replace retiring Trustees. Appointments are made by the Board with the approval of the President in line with identified skills gaps in the existing Board or through retirement. New Trustees undergo a formal induction, managed by the Chief Executive, into their responsibilities, the varied activities and the ethos of the Society. Professional advice is made available to the Trustees at all times and appropriate trustee training is provided.

Organisational Structure

The Board of Trustees has established sub-committees to examine areas of work in more detail and to advise the executive and report to the full Board. Occasionally the Board delegates specific issues and decisions to sub-committees when deemed appropriate. The Board of Trustees sets the strategic direction of Father Hudson's and approves annual budgets. Implementation and day to day management is delegated to the Chief Executive and through him to the senior management team. The Board constantly reviews its governance structure to ensure that it complies with best practice and is committed to achieving compliance with the Good Governance Code.

Employee Involvement and Employing People with Disabilities

We are committed to transparency in our work and to including employees in our decision making. We communicate with employees through day to day line management and supervision meetings and away days. Last year we communicated regularly through internal publications and our monthly "Hudson Headliner" and by email. This year when so many staff were working remotely, we increased our communications, particularly electronically, in a new publication called Hudson Together which focused on a different service each week and on staff well-being. Towards the end of the autumn we developed our new Intranet and launched this early in 2021. This had been an ambition for some time.

In the autumn of 2020 staff were heavily involved in updating the three-year plan taking into account a realistic assessment of the impact of COVID on the previous plan. All SMT managers presented to the full Board at an additional meeting in November a strategic review of the year to that point and their plans for the coming year. This was greatly appreciated by the Trustees who valued the clear presentations and paperwork presented. There were further discussions at the Main Board meeting in December.

In the light of this, the draft Financial strategy was updated, fully discussed at an extra full Board meeting in January, ahead of the annual Trustees' budget meeting in February and at the final Board meeting for this financial year in March.

During the previous year an Equality, Diversity and Inclusion group had been established, facilitated by the Head of the Children and Families' department; membership of the group was widely publicised and was not by appointment. The previous training that had been agreed, but had to be cancelled due to COVID, was reshaped and delivered by BRAP online to all managers (20+) in July 2020 and the National Centre for Diversity was invited to address SMT in February 2021. Following on from this the EDI consultative group has continued to meet and the process of sourcing online EDI training for all staff was progressed.

Two of the key support functions are directly accessible to staff and regularly used by staff. Staff know that they can contact HR directly and HR know that they have a mediating role within the organisation. Staff use this option. During the second half of this year, having sourced an appropriate provider, HR introduced a new electronic system called PeopleHR to replace the dominance of a mainly paper-based system. A great deal of work by the HR Department was undertaken to transfer all the data across, for the launch in March 2021 and all managers were trained in its use in March 2021. This system has an immediate benefit for staff for a number of reasons, including booking of annual leave in a timely and effective way and immediate and easy access to all policies. Every staff member in the organisation was provided with a work email address. This too was a major step forward, enabling easier communication with everyone, and access to SharePoint and Teams. The appointment of the part-time IT support officer has been critical to the success of all these changes.

The Finance team is regularly contacted directly by staff who know that they are approachable, and that the organisation operates with the limited bureaucracy that is necessary. They showed great adaptability when, during this year, the impact of COVID meant that they had to take on extra responsibilities (some of which were usually carried out by Fundraising) and remained office-based (with good protection in place) in order to ensure that everyone (staff and suppliers) was paid promptly and correctly.

The organisation had wanted to improve the coordination of training– a challenging task in terms of the very different needs of the many services. The HR manager during this year took responsibility for the Training coordination across the organisation. The first fruits of working closely with the Head of Adult care led to the sourcing for the nearly 200 care staff of a programme of online training, customised around their particular needs. Together they have planned the next phase of this with the staff teams and managers in Adult Care, providing a blended training programme. At the same time the Training coordination group, involving staff from across the departments, focused on establishing a coherent Induction programme for all new staff.

The quarterly Managers' meeting has grown in strength each year with over twenty project and service managers meeting. This has created a greater understanding of each of the services and

the small group work in particular has enhanced the sharing of learning and expertise on common issues. These have also contributed to a deeper understanding of the mission of the organisation and governance of the Charity. EDI has featured strongly in all these meetings.

Last year the impressive contribution that moving to office 365 had made was noted in the Annual Report– with the use of Teams and also the use of Zoom. Reviewing the year, it has become clear that the benefits of meeting in this way will continue even when face to face meetings are possible again. It has enabled staff teams to communicate and share better, and different service teams to meet more regularly in a way that staff are able to combine their usual day to day work in their services with valuable cross departmental work.

The decision was taken early on and maintained throughout the cycles of lockdown and easing of lockdown to ensure that no staff member came to work for fear of not being paid and having to rely on statutory sick pay. The contractual obligations were overridden by an organisational determination to ensure that staff, if they suspected or had confirmed COVID, did not feel a financial need to attend work.

The Charity does not discriminate against a person with a disability for a reason that relates to their disability, or treat them less favourably than a non-disabled person. The Charity remains committed to conducting individual risk assessments for every employee with a disability in order to identify any reasonable adjustments it needs to make in the workplace, or job, in order for the person to contribute fully to the work of the charity.

Accommodations were made for staff working from home who experienced greater physical challenges due to the increased sedentary nature of their work.

Relationships with related parties and other charities

Father Hudson's owns 100% of the issued share capital of F.H.S. Projects Ltd, a company registered in England and Wales no. 3720516, whose main activity is the development of property for use by the Society. All profits within F.H.S. Projects Ltd are donated to Father Hudson's under Gift Aid. The company is currently dormant and so consolidated financial statements have not been prepared.

In 2009 the Trustees transferred adoption work to a new independent non-denominational Charity, Family Society – Adoption Focus. This is a completely independent and separate charity. Family Society – Adoption Focus undertakes some adoption support work on behalf of Father Hudson's Society. Father Hudson's provides certain administrative support. All such arrangements are undertaken for fees agreed on an arm's length basis.

Father Hudson's has employed the services of NFP Wealth Management Ltd (NFP) in the design and implementation of a Group Personal Pension Scheme. One of the directors of NFP is related to a trustee of the Society. Fees to NFP have been agreed on an arm's length basis and the trustee took

no part in the decision to use NFP nor in the fee negotiations. At 31 March 2021 fees amounting to £1,800 had been paid or accrued to NFP.

Father Hudson's has close relationships with a number of other religious charities with whom it collaborates in the delivery of services in Community based projects. In each case there is a written collaboration agreement.

Governance and Internal Controls

The Trustees are responsible for keeping adequate accounting records which disclose with reasonable accuracy at any time the financial position of Father Hudson's and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of Father Hudson's and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities. The systems of internal control are designed to provide reasonable, but not absolute, assurance against material misstatement or loss. They include:

- A strategic plan and an annual budget approved by the Trustees.
- Regular consideration by the Trustees of the financial results, variances from budgets, non-financial performance indicators and benchmarking reviews.
- Delegation of authority, segregation of duties and formal supervision structures.

Review of Strategic Management 2020/21

Risk assessment review 2020 – 2021 and Management of risk 2021–2022

Last year, at the start of the pandemic, in the Annual Report the trustees noted that 'FHC has demonstrated in the past great resilience in the face of financial and other challenges and is a stable charity in unstable times'. It is fair to say, that reviewing 2020–21 confirms the resilience that was suggested in this note. Careful financial management, vigorous fundraising activity (accessing especially, pandemic emergency Trust funding), and appropriate use of government and Local authority support has resulted in the better than expected Financial statement included in this Annual report.

Risk	Risk at the start of year	Risk at the end of year
Safeguarding children, young people and vulnerable adults During this year the Trustees and CEO established a new Safeguarding Leads monitoring and review group, consisting of two Trustees (one from the Adult care and one from the Children and Families subcommittees), the three SMT safeguarding leads and the CEO. This group meets every four months and is also tasked with producing an annual safeguarding report for the summer Board meeting. Stronger links with the Archdiocese safeguarding office were also established. The risk has been raised to low /medium, not because of any evidenced requirement, rather to acknowledge that a charity that runs 17 different services for very vulnerable client groups, provided by a large staff team and volunteer team has to be constantly alert. This applies to both inspected and non-inspected services. The need to provide 'safe' services is greater the more vulnerable the groups supported are.	Low	Low/medium
Financial management –income generation and expenditure control		
St Joseph's –The impact of COVID–19 from March 2020 onwards was profound as anticipated. This resulted in the need to close one of the four wings for a substantial part of the year in order to save costs. Nevertheless the occupancy reduced to an average of 40 for the year and this is why the risk level has remained as high. However, the Trustees agreed to reopen the fourth wing from June 2021. Great energy and investment were put into marketing and refurbishing several of the wings. Confidence in the model has remained following	High	High

on the restructuring two years previously. Nevertheless, the Trustees regards the performance in 2021 /22 as critical.		
Day service – the supportive decision by Birmingham City Council to continue to fund throughout the year, and to a lesser extent similar decisions by Solihull and Warwickshire (though they did end some placements) ensure that the future of the Dayservice is more hopeful than could have been expected. The proactive approach of the Head of Department and the Manager and her staff in providing some ongoing support to families, and outreach when they were permitted, and even some centre-based work on occasion, demonstrated a determination to continue to meet the needs insofar as this was possible, of the clients who use the Dayservice. Nevertheless, we retain the risk at a 'high' rating.	High	High
St Catherine's –until the start of 2021 the service remained COVID-19 free and had full occupancy. The two clients who contracted the disease both recovered. Considering the high level of vulnerability of the residents this has been both a remarkable achievement and a blessing. The work to reassess the needs of most of the clients and to re-cost the provision of this care continued unabated. Trustees recognise the high level of underpaying Local Authorities, however the appointment of the Business manager was postponed on the basis that Local Authorities during the pandemic would be even less likely to commit to increasing fees to a fair and reasonable level. Between Christmas and the end of the financial year a legal service was sourced to assist FHC in challenging Local Authorities. The risk level has been reduced to Moderate on the basis of what is known, however, St Catherine's is always capable of producing a substantial deficit should a resident, sadly, die. Any vacancy would take 4 to 6 months to secure a new resident due to lengthy financial negotiations with the Local Authority concerned.	High	Moderate
New Routes – even though the service has had a very successful year financially (compared to other years) the risk remains as moderate because the number of households is reduced and the number of placements has reduced also because recruitment of new Foster Carers has been very difficult during the pandemic. Substantial work is planned on recruitment as the lockdown eases.	Moderate	Moderate

Family Support in Schools' Service – whilst the service continues to be well valued by the schools who use it the service does require significant FHC subsidy from unrestricted funds, which is a challenge. However, the Trustees continue to value the high number of children, young people and families who are supported across the Archdiocese through the service and the effective impact it has. It has been decided to retain the level of risk as moderate/high, partly because of known staff changes during the coming year connected with retirement and the continuing challenge of the formation of new MACs and different decision-making systems in schools when it comes to commissioning external services.	Moderate/High	Moderate/High
Tabor House – had a remarkable year, supporting Birmingham City Council as part of the national 'Everyone in' strategy, managing the hotel provision for those who were rough sleeping, until the late summer. In the report further details of the developing services are noted. A strong Management committee contributes to its success, as does good line management and strong company and public support.	Low	Low
Staff retention in Community projects' services remains a concern due to the short-term grant funding available and the damaging impact of the pandemic on the normal trust funding cycles. Even though excellent fundraising and significant statutory funding support were achieved during the year its short-term nature affects the stability of employment and the projects' ability to retain staff. Whilst this is always true in Community projects it was particularly evident during 2020/21 and for this reason the risk level has been raised.	Moderate	Moderate /High
Pension Fund liability– The triennial valuation on 01 August 2020 caused great concern for the Trustees and yet by the end of the year the improvements in the markets permits FHC to lower the risk slightly. It is perceived to be more manageable than the valuation had suggested.	High	Moderate/High

Strategic Risk management 2020/2021

The CEO, SMT and the Trustees met regularly throughout 2020 – 21; indeed, both the use of Zoom and the urgency of responding to the impact of the pandemic on the ability to deliver services and on financial sustainability, called forth the commitment that one would expect from a Charity that has a mission such as ours. Attendance at any meeting was seldom less than full. This meant that the whole strength of governance and managerial oversight was available throughout the year. As noted above the number of Board meetings increased substantially. As evidenced throughout this report the clear response of the services was to keep the doors open and only if insisted upon by the Local Authority or government guidance was any service severely curtailed. Indeed, only one – the Day service – had to close for significant periods of time, but the manager and staff there responded proactively for the benefit of the clients. Although the services that use community buildings (Centres and schools) also had periods of closure they too quickly adapted their services and continued to be there for those in great need.

Financial management – response to Covid 19

The Trustees were aware that the pandemic could have a major impact upon the achievement of this year's budget. However, they took a calm and prudent approach and the Finance, Land and Support services subcommittee consistently expressed to the CEO and SMT that the Reserves available to the Charity would be used to sustain the services. Their view was that as a Charity this was the very time to dig deep, not panic, and to calmly adopt a medium – term confident approach. This clear message meant a great deal to those tasked with trying to deliver services in new ways, as client needs in all our services continued and continue to increase.

Even the triennial actuarial valuation of the FHS Pension Scheme on 1st August 2020, whilst raising major issues, did not result in an unconsidered response. The patient analysis of the unfolding situation enabled the Trustees to continue to steer a prudent course.

The Finance department managed the online audit within its normal timescales even though a great deal of extra work was required, in terms of the provision of evidence in electronic format for submission to the auditors.

The decision that had been taken by the Finance controller to maintain a large cash amount in the current account, thus requiring no liquidation of assets, ensured that there were no cash flow problems in the year.

The Head of Adult Care and his managers, through participation in weekly or fortnightly Mutual Aid meetings that were set up by the Local authority between themselves and providers ensured that we were always fully aware of what government support was available for Adult Care services. His diligent approach ensured that all the various funds were effectively and efficiently accessed. The work for this was carried out by the Finance department with great thoroughness, working with the HR department and the Head of Adult Care. Finance and HR demonstrated the same methodical and consistent approach to accessing government furlough support. However, in many areas this was only for the necessary periods, because every service sought to work when that was possible rather than simply adopt a passive approach to the pandemic.

In a similar way the Fundraising department and the Head of Community projects, her Deputy and the Project managers, worked closely together, and successfully secured substantial pandemic emergency trust funding. Nevertheless, Community projects also had to make difficult decisions in the course of the year because the normal funding available from Trusts had in many cases been suspended.

The following management actions were and continue to be in place:

St Joseph's – a marketing group was established, met regularly, developed an action plan and are delivering fully on this. As a result, the Trustees agreed to the reopening of the fourth wing and a major marketing campaign between April and July, using all the new resources developed, is underway. Trustees will be monitoring carefully whether the occupancy can be increased to permit sustainability for this service.

St Catherine's Dayservice – it has to be said that Local Authorities, particularly Birmingham City Council, have been supportive during this year. The Manager and Head of Department took a consistently proactive approach, indicating what services they could safely deliver in order to convince the various Local Authorities that client needs could be addressed.

St Catherine's – as noted above, and as is clear from the Accounts, the service was very fortunate to maintain full occupancy, even with a minor outbreak. Due to the clinical vulnerability of many of the residents it is most difficult to predict what the financial situation will be at any one time. There has also been a major underfunding from Local Authorities going back many, many years. This is partly connected with the fact that over half the residents have been with the service for over 30 years and Local Authorities are reluctant to increase fees as client needs have increased. The Trustees decided this year that this could no longer continue. Legal support has been enlisted and there is also a review of staffing. There is confidence that this specialist service is provided by relatively few agencies and also that families, where choice is possible, would wish to choose this service.

Family Support in Schools' Service – the service's plan to work on developing strategic relationships with the new MACs has been limited, partly by the pandemic and partly because the new Business manager post appointment was indefinitely postponed. It will be difficult for the service to grow without substantial support on networking and marketing with and to key decision-makers in the expanding MAC network. At the same time the schools have increasingly valued the way the team were able to support isolated families, children and young people during the pandemic. Indeed, the Family centred approach of this service was clearly validated during the pandemic. There is also substantial evidence that the need for such a service has increased due to the impact of the pandemic on families and especially children and young people.

Property Management – there remains a commitment to refurbishing and updating the FHC estate. Considerable capital expenditure on St Catherine's and St Joseph's took place during the year and is planned to continue. A 3 year refurbishment plan for St Joseph's has been completed.

Fundraising – The new Manager who took up this post has worked with the team to successfully secure substantial funding. The way the Accounts are presented does indicate a reduction in income, however within this there are success stories. And much of the success of the Department is shown in the Accounts in relation to Community Projects (and therefore not separately identified), and indeed in the marketing for St Joseph's and other services. The financial impact of even one new resident in St Joseph's is substantial.

As well as new fundraising approaches, the marketing and communications work has been remarkable; use of social media, film and storytelling have all been excellent.

Father Hudson's is very confident that it has an excellent story to tell and believes it is now telling it in ways that are reaching many more people and more diverse audiences.

It remains the case that the Charities supported by Father Hudson's, which rely upon external funding themselves, are exposed to risk. Whilst the risk is managed by these Charities, and therefore they do not expose Father Hudson's to unknown or unlimited liabilities, Father Hudson's does all it can to support these much-needed charities.

Key Management Personnel Remuneration

The Trustees consider the Senior Management Team, comprising the Principal Staff listed on page 1, as being the key management personnel of Father Hudson's in charge of running and operating the charity on a day to day basis. All Trustees give of their time freely and no Trustees' remuneration was paid in the year. Details of Trustees' reimbursed expenses and related party transactions are disclosed in notes 9 and 11 to the financial statements.

Trustees are required to disclose all relevant interests and register them in accordance with the Society's policy and highlight them during discussions where a conflict of interest arises.

The pay of the charity's management team is reviewed annually. The remuneration is benchmarked with other charities of a similar size and activity in the West Midlands area to ensure that the remuneration is fair and not out of line with that paid for similar roles.

Statement of responsibilities of the Trustees

The Trustees (who are also directors of Father Hudson's for the purposes of company law) are responsible for preparing the report of the Trustees' and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

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

The Trustees are responsible for keeping adequate accounting records that 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. 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.

In so far as the Trustees are aware:

- There is no relevant audit information of which the charitable company's auditor is unaware
- The Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Auditor

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

The Trustees' annual report which includes the strategic report has been approved by the Trustees on 15 June 2021 and signed on their behalf by

Kevin Caffrey MBE
Trustee

Independent auditor's report

To the members of

Father Hudson's Society

Opinion

We have audited the financial statements of Father Hudson's Society (the 'charitable company') for the year ended 31 March 2021 which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- Give a true and fair view of the state of the charitable company's affairs as at 31 March 2021 and of its incoming resources and application of resources, including its income and expenditure for the year then ended
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice
- Have been prepared in accordance with the requirements of the Companies Act 2006

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on Father Hudson's Society's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other Information

The other information comprises the information included in the trustees' annual report, including the strategic report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- The information given in the trustees' annual report, including the strategic report, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- The trustees' annual report, including the strategic report, has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' annual report including the strategic report. We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- Adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- The financial statements are not in agreement with the accounting records and returns; or
- Certain disclosures of trustees' remuneration specified by law are not made; or
- We have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities set out in the trustees' annual report, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being

Independent auditor's report

To the members of

Father Hudson's Society

satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud are set out below.

Capability of the audit in detecting irregularities

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

- We enquired of management, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:
 - Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
 - Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
 - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
- We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience.
- We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.

Independent auditor's report

To the members of

Father Hudson's Society

- We reviewed any reports made to regulators.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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

Use of our report

This report is made solely to the charitable company's members as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Fleur Holden (Senior statutory auditor)

7 July 2021

for and on behalf of Sayer Vincent LLP, Statutory Auditor
Invicta House, 108-114 Golden Lane, LONDON, EC1Y 0TL

Father Hudson's Society

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

For the year ended 31 March 2021

	Note	Endowment £	Restricted £	Unrestricted £	2021 Total £	Endowment £	Restricted £	Unrestricted £	2020 Total £
Income from:									
Donations and legacies	2	-	243,396	349,322	592,718	-	251,372	526,751	778,123
Charitable activities									
Adult Care	3	-	-	4,612,724	4,612,724	-	-	4,869,333	4,869,333
Family Placement	3	-	-	777,263	777,263	-	-	707,697	707,697
Community projects	3	-	1,174,520	164,254	1,338,774	-	899,433	187,787	1,087,220
Other activities	4	-	-	174,604	174,604	-	-	823,131	823,131
Investments	5	64,085	-	164,453	228,538	85,811	-	188,684	274,495
Total income		64,085	1,417,916	6,242,620	7,724,621	85,811	1,150,805	7,303,383	8,539,999
Expenditure on:									
Raising funds	6	-	-	245,535	245,535	-	-	224,202	224,202
Charitable activities									
Adult Care	6	-	69,914	4,961,174	5,031,088	-	99,128	4,934,847	5,033,975
Family Placement	6	-	309	1,218,004	1,218,313	-	18,087	1,176,714	1,194,801
Community Projects	6	-	1,109,670	315,510	1,425,180	-	1,096,397	251,544	1,347,941
Total expenditure		-	1,179,893	6,740,223	7,920,116	-	1,213,612	6,587,307	7,800,919
Net income /(expenditure) before net gains/(losses) on investments		64,085	238,023	(497,603)	(195,495)	85,811	(62,807)	716,076	739,080
Net gains on investment properties	15	-	-	44,000	44,000	-	-	-	-
Net gains/(losses) on investments	16	366,508	-	600,893	967,401	(308,570)	-	(413,482)	(722,052)
Net income/(expenditure) for the year	8	430,593	238,023	147,290	815,906	(222,759)	(62,807)	302,594	17,028
Transfers between funds	22a	(64,085)	-	64,085	-	(85,811)	-	85,811	-
Net income/(expenditure) before other recognised gains and losses		366,508	238,023	211,375	815,906	(308,570)	(62,807)	388,405	17,028
Actuarial losses on defined benefit pension schemes		-	-	(355,000)	(355,000)	-	-	(154,000)	(154,000)
Net movement in funds		366,508	238,023	(143,625)	460,906	(308,570)	(62,807)	234,405	(136,972)
Reconciliation of funds:									
Total funds brought forward		5,489,421	1,456,313	2,314,568	9,260,302	5,797,991	1,519,120	2,080,163	9,397,274
Total funds carried forward		5,855,929	1,694,336	2,170,943	9,721,208	5,489,421	1,456,313	2,314,568	9,260,302

There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 22 to the financial statements.

Balance sheet

Company no. 01653388

As at 31 March 2021

	Note	£	2021 £	£	2020 £
Fixed assets:					
Tangible assets	13		4,937,290		5,172,550
Investment properties	15		779,000		735,000
Investments	16		5,384,654		4,432,350
			<u>11,100,944</u>		<u>10,339,900</u>
Current assets:					
Land and buildings	14	-	-	-	-
Debtors	17	591,624		574,731	
Cash at bank and in hand		1,206,333		1,043,189	
			<u>1,797,957</u>	<u>1,617,920</u>	
Liabilities:					
Creditors: amounts falling due within one year	18	(468,693)		(398,518)	
Net current assets			<u>1,329,264</u>		<u>1,219,402</u>
Net assets excluding pension liability			12,430,208		11,559,302
Defined benefit pension scheme liability	19		<u>(2,709,000)</u>		<u>(2,299,000)</u>
Total net assets			<u>9,721,208</u>		<u>9,260,302</u>
The funds of the charity:	22				
Expendable Endowment			5,855,929		5,489,421
Restricted funds			1,694,336		1,456,313
Unrestricted income funds:					
Designated funds		2,664,780		2,694,625	
Fair value reserve		565,411		9,276	
Revaluation reserve		695,776		651,776	
General funds		953,976		1,257,891	
Pension reserve		(2,709,000)		(2,299,000)	
Total unrestricted funds			<u>2,170,943</u>		<u>2,314,568</u>
Total charity funds			<u>9,721,208</u>		<u>9,260,302</u>

Approved by the trustees on 15 June 2021 and signed on their behalf by

Kevin Caffrey MBE
Trustee

Father Hudson's Society

Statement of cash flows

For the year ended 31 March 2021

	Note	£	2021 £	£	2020 £
Cash flows from operating activities	23				
Net cash provided by / (used in) operating activities			(80,837)		84,864
Cash flows from investing activities:					
Dividends, interest and rents from investments		283,538		327,495	
Proceeds from the sale of fixed assets		158,393		792,791	
Purchase of fixed assets		(158,047)		(318,817)	
Proceeds from sale of investments		1,030,749		397,452	
Purchase of investments		(1,059,529)		(568,835)	
Decrease/(increase) in cash held in listed investments portfolio		43,877		189,496	
Net return on pension scheme		(55,000)		(53,000)	
Net cash provided by / (used in) investing activities			243,981		766,582
Change in cash and cash equivalents in the year			163,144		851,446
Cash and cash equivalents at the beginning of the year			1,043,189		191,743
Cash and cash equivalents at the end of the year	24		1,206,333		1,043,189

1 Accounting policies

a) Statutory information

Father Hudson's Society is a charitable company limited by guarantee and is incorporated in the United Kingdom. The registered office address (and principal place of business) is St George's House, Gerards Way, Coleshill, Birmingham B46 3FG.

b) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

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

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

c) Public benefit entity

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

d) Going concern

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

The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

e) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the charity that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

1 Accounting Policies (continued)

f) Donations of gifts, services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item or received the service, any conditions associated with the donation have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), volunteer time is not recognised so refer to the trustees' annual report for more information about their contribution.

On receipt, donated gifts, professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

g) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

h) Fund accounting

Expendable endowment funds are funds realised from the disposal of assets purchased for the Society by its founder Mgr George Hudson from funds raised by public subscription.

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

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

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

i) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Expenditure is classified under the following activity headings:

- Costs of raising funds relate to the costs incurred by the charitable company in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose
- Expenditure on charitable activities includes the costs of delivering services undertaken to further the purposes of the charity and their associated support costs
- Other expenditure represents those items not falling into any other heading

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

1 Accounting Policies (continued)

j) Allocation of support costs

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

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

● Adult Care	55%
● Family Placement	16%
● Community Projects	16%
● Costs of generating voluntary income	4%

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

k) Grants payable

Grants payable are made to third parties in furtherance of the charity's objects. Single or multi-year grants are accounted for when either the recipient has a reasonable expectation that they will receive a grant and the trustees have agreed to pay the grant without condition, or the recipient has a reasonable expectation that they will receive a grant and that any condition attaching to the grant is outside of the control of the charity.

Provisions for grants are made when the intention to make a grant has been communicated to the recipient but there is uncertainty about either the timing of the grant or the amount of grant payable.

l) Operating leases

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

m) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £1,000. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use. Major components are treated as a separate asset where they have significantly different patterns of consumption of economic benefits and are depreciated separately over its useful life.

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

● Land (no depreciation)	
● Buildings	3%
● Motor Vehicles	12.5 – 25%
● Computers	20%
● Fixtures, Fittings and Equipment	10 – 25%

n) Investment properties

Investment properties are measured initially at cost and subsequently included in the balance sheet at fair value. Investment properties are not depreciated. Any change in fair value is recognised in the statement of financial activities and any excess of fair value over the historic cost of the investments will be shown as a revaluation reserve in the balance sheet. The valuation method used to determine fair value will be stated in the notes to the accounts.

1 Accounting Policies (continued)

o) Listed investments

Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price. Any change in fair value will be recognised in the statement of financial activities and any excess of fair value over the historic cost of the investments will be shown as a fair value reserve in the balance sheet. Investment gains and losses, whether realised or unrealised, are combined and shown in the heading 'Net gains/(losses) on investments' in the statement of financial activities. The charity does not acquire put options, derivatives or other complex financial instruments.

p) Investments in subsidiaries

Investments in subsidiaries are at cost. FHS Projects Limited, a wholly owned subsidiary was dormant for the year and so consolidated accounts were not needed.

q) Debtors

Trade and other debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid.

r) Cash at bank and in hand

Cash at bank and cash in hand includes cash. Cash balances exclude any funds held on behalf of service users.

s) Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

t) Financial instruments

With the exception of the defined benefit pension liability, the charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value. Non-basic financial instruments are measured at fair value with any gain or loss going to the statement of financial activities. Full details of the non-basic financial instruments are given in the financial instruments note.

u) Pensions

The society operates a defined benefit pension scheme. The cost of providing pension and related benefits is charged to the SOFA over the employees' service lives on the basis of a constant percentage of earnings which is an estimate of the regular cost. Variations from regular cost, arising from periodic actuarial valuations are allocated over the expected remaining service lives of current employees on the basis of a constant percentage of current and estimated future earnings. Any difference between the charge to the SOFA and the contributions payable to the scheme is shown as an asset or liability in the balance sheet.

Contributions payable on behalf of employees to money purchase pension schemes are charged to the Statement of Financial Activities as they become payable.

Notes to the financial statements

For the year ended 31 March 2021

2 Income from donations and legacies

	Restricted £	Unrestricted £	2021 Total £	Restricted £	Unrestricted £	2020 Total £
Restricted donations	243,396	–	243,396	251,372	–	251,372
Legacies	–	5,500	5,500	–	234,419	234,419
Schools	–	14,556	14,556	–	48,468	48,468
Parishes	–	19,944	19,944	–	63,111	63,111
Other Donations	–	142,337	142,337	–	157,795	157,795
Coronavirus Job Retention Scheme	–	152,986	152,986	–	–	–
Tax Recoverable	–	13,999	13,999	–	22,958	22,958
	243,396	349,322	592,718	251,372	526,751	778,123

3 Income from charitable activities

	Restricted £	Unrestricted £	2021 Total £	Restricted £	Unrestricted £	2020 Total £
Local Authority	–	2,918,645	2,918,645	–	2,856,276	2,856,276
Adult Social Care Workforce Capacity Fund Grant	–	230,245	230,245	–	–	–
Private	–	1,463,834	1,463,834	–	2,013,057	2,013,057
Sub-total for Adult Care	–	4,612,724	4,612,724	–	4,869,333	4,869,333
Local Authority	–	777,263	777,263	–	707,697	707,697
Sub-total for Family Placement	–	777,263	777,263	–	707,697	707,697
Other Charities	269,581	–	269,581	272,630	–	272,630
Grants	904,939	–	904,939	626,803	–	626,803
Schools	–	164,254	164,254	–	187,787	187,787
Sub-total for Community Based Projects	1,174,520	164,254	1,338,774	899,433	187,787	1,087,220
Total income from charitable activities	1,174,520	5,554,241	6,728,761	899,433	5,764,817	6,664,250

4 Income from other activities

	Restricted £	Unrestricted £	2021 Total £	Restricted £	Unrestricted £	2020 Total £
Administration Charges	–	60,654	60,654	–	54,998	54,998
Profit on Disposal of Fixed Assets	–	113,950	113,950	–	768,133	768,133
Total income from other activities	–	174,604	174,604	–	823,131	823,131

5 Income from investments

	Endowment £	Unrestricted £	2021 Total £	Endowment £	Unrestricted £	2020 Total £
Income from UK listed Investments	64,085	93,724	157,809	85,811	114,977	200,788
Interest receivable	–	229	229	–	1,337	1,337
Net return on pension scheme	–	(55,000)	(55,000)	–	(53,000)	(53,000)
Rental Income	–	125,500	125,500	–	125,370	125,370
Total income from investments	64,085	164,453	228,538	85,811	188,684	274,495

Father Hudson's Society

Notes to the financial statements

For the year ended 31 March 2021

6a Analysis of expenditure (current year)

	Cost of raising funds £	Charitable activities			Support Costs £	Governance Costs £	Obsolete Property £	2021 Total £
		Adult Care £	Family Placement £	Community Based Projects £				
Staff costs (Note 9)	158,088	3,226,820	480,261	901,171	530,822	–	–	5,297,162
Client Costs	–	311,262	478,113	66,305	–	–	–	855,680
Property Costs	8,800	457,243	8,297	155,283	128,326	–	–	757,949
Publicity Costs	3,086	2,272	203	–	–	–	–	5,561
Agency Costs	–	128,569	–	2,838	1,849	–	–	133,256
Travel Costs	85	21,164	12,040	4,114	8,764	–	–	46,167
Professional Fees	3,263	28,627	9,692	42,766	74,834	32,551	–	191,733
Other Direct Costs	23,323	89,910	61,173	79,750	17,519	–	–	271,675
Grants Payable (Note 7)	–	–	–	–	–	–	–	–
Depreciation	–	241,943	3,950	–	102,970	–	–	348,863
Audit Fee	–	–	–	–	–	12,070	–	12,070
	196,645	4,507,810	1,053,729	1,252,227	865,084	44,621	–	7,920,116
Support costs	41,846	457,535	142,278	150,647	(865,084)	72,778	–	–
Governance costs	7,044	65,743	22,306	22,306	–	(117,399)	–	–
Total expenditure 2021	245,535	5,031,088	1,218,313	1,425,180	–	–	–	7,920,116

Father Hudson's Society

Notes to the financial statements

For the year ended 31 March 2021

6b Analysis of expenditure (prior year)

	Cost of raising funds £	Charitable activities			Support Costs £	Governance Costs £	2020 Total £
		Adult Care £	Family Placement £	Community Based Projects £			
Staff costs (Note 9)	134,280	3,135,892	493,347	825,011	487,271	–	5,075,801
Client Costs	–	410,961	442,227	35,621	–	–	888,809
Property Costs	1,514	400,200	44,069	152,908	160,735	–	759,426
Publicity Costs	12,016	3,001	–	–	–	–	15,017
Agency Costs	–	199,169	–	7,039	916	–	207,124
Travel Costs	3,455	35,887	15,395	12,940	14,731	–	82,408
Professional Fees	2,898	23,073	7,125	70,499	38,708	37,792	180,095
Other Direct Costs	31,533	85,043	33,869	83,017	–	–	233,462
Grants Payable (Note 7)	–	–	–	1,250	–	–	1,250
Depreciation	–	249,503	3,950	3,438	88,806	–	345,697
Audit Fee	–	–	–	–	–	11,830	11,830
	185,696	4,542,729	1,039,982	1,191,723	791,167	49,622	7,800,919
Support costs	31,647	427,230	133,100	134,499	(791,167)	64,691	–
Governance costs	6,859	64,016	21,719	21,719	–	(114,313)	–
Total expenditure 2020	224,202	5,033,975	1,194,801	1,347,941	–	–	7,800,919

7a Grant making (current year)

	Grants to institutions £	Support costs £	2021 £	2020 £
Cost				
Pastoral Care Project	-	-	-	2,500
Anawim WWT	-	-	-	16,908
Hope Community Project	-	41,436	41,436	53,844
Sanctuary	-	20,472	20,472	14,964
Maryvale	-	18,276	18,276	33,864
At the end of the year	-	80,184	80,184	122,080

7b Grant making (prior year)

	Grants to institutions £	Support costs £	2020 £	2019 £
Cost				
Pastoral Care Project	1,250	1,250	2,500	2,500
Anawim WWT	-	16,908	16,908	22,392
Hope Community Project	-	53,844	53,844	47,088
Sanctuary	-	14,964	14,964	21,348
Maryvale	-	33,864	33,864	29,220
At the end of the year	1,250	120,830	122,080	122,548

8 Net income / (expenditure) for the year

This is stated after charging / (crediting):

	2021 £	2020 £
Depreciation	348,864	345,697
Profit on disposal of fixed assets	(113,950)	(768,133)
Operating lease rentals:		
• Property	36,750	14,150
• Other	58,033	46,561
Auditor's remuneration (excluding VAT):		
• Audit	12,070	11,830

Notes to the financial statements

For the year ended 31 March 2021

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

Staff costs were as follows:

	2021 £	2020 £
Salaries and wages	4,712,874	4,525,387
Redundancy and termination costs	4,027	11,492
Social security costs	339,004	318,292
Employer's contribution to defined contribution pension scheme	241,257	220,630
	5,297,162	5,075,801

Redundancy and termination costs were paid and settled in the year. The redundancy and termination costs accrued at the balance sheet date were £nil (2020: £nil).

The following number of employees received employee benefits (excluding employer's national insurance and employer pension costs) during the year between:

	2021 No.	2020 No.
£70,000 – £79,999	1	1

The total employee benefits including employer's national insurance and pension contributions of the key management personnel were £387,892 (2020: £372,426).

The charity trustees were not paid nor received any other benefits from employment with the charity in the year (2020: £nil). No charity trustee received payment for professional or other services supplied to the charity (2020: £nil).

Trustees' expenses represents the payment or reimbursement of travel and subsistence costs totalling £nil (2020: £775) incurred by 0 (2020: 2) members relating to attendance at meetings of the trustees.

10 Staff numbers

The average number of employees (head count based on number of staff employed) during the year was as follows:

	2021 No.	2020 No.
Raising funds	6	6
Adult Care	198	204
Family Placement	10	10
Community projects including schools	62	57
Support	16	14
Governance	2	2
	294	293

11 Related party transactions

There are related party transactions to disclose for 2020/21 as detailed below.

Aggregate donations from related parties were £25,000 all of which was received from Birmingham Diocesan Trust (2020: £25,000).

The Society has employed the services of NFP Wealth Management Ltd (NFP) in the design and implementation of a Group Personal Pension Scheme. One of the directors of NFP is related to a trustee of the Society. Fees to NFP have been agreed on an arms length basis and the trustee took no part in the decision to use NFP nor in the fee negotiations. At 31 March 2021 fees amounting to £1,800 (2020: £nil) had been paid to NFP.

The President of the Society, the Most Rev. Bernard Longley, is a trustee of Birmingham Diocesan Trust (registered charity number 234216). During the year, the Trust paid for residential care for sick and retired priests in St Joseph's Care Home amounting to £52,228 (2020: £94,121). The balance at the year end was £nil (2020: £nil) due to the Society.

Mrs Jo Watters, Head of Community Projects, is a trustee of Hope Community Project (registered charity number 1139362). During the year the Society made a donation of £nil (2020: £nil) to the Project and provided support services in kind to the value of £41,436 (2020: £53,844) for which payment of £8,000 was received (2020: £8,000). The balance at the year end was £nil (2020: £nil).

The Society is a corporate trustee of Maryvale Community Project (registered charity number 1147691). During the year the Society provided support services in kind to the Project to the value of £18,276 (2020: £33,864). The balance at the year end was £nil (2020: £nil).

12 Taxation

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

Notes to the financial statements

For the year ended 31 March 2021

13 Tangible fixed assets

	Freehold property £	Leasehold property £	Fixtures and Fittings £	Computer equipment £	Motor vehicles £	Total £
Cost						
At the start of the year	7,162,565	151,716	912,122	113,394	177,655	8,517,452
Additions in year	–	–	129,083	19,689	9,275	158,047
Disposals in year	(96,103)	–	(104,983)	(15,006)	–	(216,092)
At the end of the year	7,066,462	151,716	936,222	118,077	186,930	8,459,407
Depreciation						
At the start of the year	2,853,571	1,896	369,449	21,496	98,492	3,344,904
Charge for the year	209,273	4,552	91,250	24,846	18,943	348,864
Eliminated on disposal	(51,660)	–	(104,983)	(15,006)	–	(171,649)
At the end of the year	3,011,184	6,448	355,716	31,336	117,435	3,522,119
Net book value						
At the end of the year	4,055,278	145,268	580,506	86,741	69,495	4,937,290
At the start of the year	4,308,994	149,820	542,673	91,898	79,163	5,172,550

Land with a value of £31,000 (2020: £41,000) is included within freehold property and not depreciated.

All of the above assets are used for charitable purposes.

14 Land and buildings (within current assets)

	2021 £	2020 £
Cost		
At the start of the year	–	86,694
Disposals in year	–	(86,694)
At the end of the year	–	–
Depreciation		
At the start of the year	–	62,036
Eliminated on disposal	–	(62,036)
At the end of the year	–	–
Net book value		
At the end of the year	–	–
At the start of the year	–	24,658

All of the above assets are used for charitable purposes.

Notes to the financial statements

For the year ended 31 March 2021

15 Investment properties

	2021 £	2020 £
Fair value at the start of the year	735,000	735,000
Revaluation during the year	44,000	–
Fair value at the end of the year	779,000	735,000

The investment properties were last valued on an open market (assuming vacant possession) or investment basis by ehBReeves Chartered Surveyors as at 31 March 2021.

16 Listed investments

	2021 £	2020 £
Fair value at the start of the year	4,254,150	4,804,819
Additions at cost	1,059,529	568,835
Disposal proceeds	(1,030,749)	(397,452)
Net gain / (loss) on change in fair value	967,401	(722,052)
	5,250,331	4,254,150
Cash held by investment broker pending reinvestment	134,321	178,198
Fair value at the end of the year	5,384,652	4,432,348

Investments comprise:

	2021 £	2020 £
UK Collective Funds	1,928,941	1,599,033
Shares listed on the London Stock Exchange	2,717,618	1,898,197
Fixed Interest	384,961	527,986
Property Funds	218,811	228,934
Cash	134,321	178,198
	5,384,652	4,432,348

Shares in group undertaking

	2021 £	2020 £
Cost at 1 April 2020 and 31 March	2	2

The Society owns 100% of the issued share capital of F.H.S. Projects Limited. The company was dormant during the current and previous financial years.

17 Debtors

	2021 £	2020 £
Trade debtors	305,271	275,084
Accrued income	233,998	242,958
Prepayments	52,355	56,689
	<u>591,624</u>	<u>574,731</u>

18 Creditors: amounts falling due within one year

	2021 £	2020 £
Trade creditors	153,942	103,929
Taxation and social security	78,199	73,319
Accruals	236,552	221,270
	<u>468,693</u>	<u>398,518</u>

19 Pension Scheme

The charity operates a defined benefit scheme in the UK which closed to future accrual on 31st July 2017. The assets are held separately from those of the group, being invested in managed funds with insurance companies. Contributions to the scheme are charged to the statement of financial activities so as to spread the cost of pensions over employees' working lives with the company. The contributions are determined by a qualified Actuary on the basis of triennial valuations using the projected unit method.

The most recent full actuarial valuation was carried out at 1 August 2017 by a qualified independent actuary. The actuarial value amounted to £5,062,000 at that date. Scheme assets were 99% of that figure.

Until 31st July 2017 contributions were paid at 13.4% of pensionable pay and employee members contributed 8% of pensionable pay. The charity continues to pay all costs of running the Scheme.

The assumptions which have the most significant effect on the results of the valuation are those relating to the rate of return on investments and the rate of increase in salaries and pensions. It was assumed that:

The rate of return on the Scheme's assets will be 5.25% (6.0%) p.a.

The rate of return appropriate for determining the cost of pensions once in payment will be 3.25% (4.0%) p.a.

The rate of future pensionable salary increases (both from inflation and promotion) will be 0% (3.1%) p.a.

Mortality will be in line with appropriate mortality tables. There will be no withdrawals of membership in service.

Limited Price Indexation (LPI) in payment subject to a minimum of 3% p.a. will average 3.25% (3.00%) p.a.

Members will commute 25% (25%) of their pension at retirement.

The employer's contribution for the period was £47,405 (2020: £38,708).

The employee benefit obligations recognised in the balance sheet are as follows:

	2021 £'000	2020 £'000
Present value of funded obligations	(8,212)	(6,872)
Fair value of plan assets	5,503	4,573
	(2,709)	(2,299)

Amounts in the balance sheet

	2021 £'000	2020 £'000
Liabilities	(8,212)	(6,872)
Assets	5,503	4,573
Net Liability	(2,709)	(2,299)

Amounts recognised in net income\ (expenditure) are as follows:

	2021 £'000	2020 £'000
Current service cost	–	–
Interest on obligation	(164)	(182)
Expected return on plan assets	109	129
Total	(55)	(53)
Actual return on plan assets	1,008	(553)

Notes to the financial statements

For the year ended 31 March 2021

19 Pension Scheme (continued)

Changes in the present value of the defined benefit obligation are as follows:

	2021 £'000	2020 £'000
Opening defined benefit obligation	6,872	7,284
Interest cost	164	182
Actuarial gains	1,254	(528)
Benefits paid	(78)	(66)
Closing defined benefit obligation	8,212	6,872

Changes in the fair value of plan

	2021 £'000	2020 £'000
Opening fair value of plan assets	4,573	5,192
Expected return	109	129
Actuarial gains	899	(682)
Benefits paid	(78)	(66)
	5,503	4,573

The major categories of plan assets as a percentage of total plan assets are as

	2021 %	2020 %
Equities	63	59
Bonds	22	26
Property	11	14
Cash	4	1

Principal actuarial assumptions at the balance sheet date (expressed as weighted averages):

	2021	2020
Discount rate at the end of the year	2.05%	2.40%
Expected return on plan assets at the end of the year	2.40%	2.82%
Future salary increases	0.00%	0.00%
Future pension increases	3.40%	2.75%

Amounts for the current and previous four periods are as follows:

	2021 £'000	2020 £'000	2019 £'000	2018 £'000	2017 £'000
Defined benefit obligation	(8,212)	(6,872)	(7,284)	(6,846)	(6,755)
Plan assets	5,503	4,573	5,192	5,075	5,009
Deficit	(2,709)	(2,299)	–	(1,771)	(1,746)
Experience adjustments on plan liabilities	39	33	(3)	(246)	7
Experience adjustments on plan assets	899	(682)	76	32	702

20 Financial instruments

	2021 £	2020 £
Financial assets measured at fair value through profit and loss		
Investments	5,250,331	4,254,150
Financial liabilities measured at fair value through profit or loss		
Defined pension scheme liability	2,709,000	2,299,000

21a Analysis of net assets between funds (current year)

	Endowment funds £	Restricted funds £	Unrestricted funds £	Total funds £
Tangible fixed assets	3,621,534	803,024	512,732	4,937,290
Investment properties	–	–	779,000	779,000
Investments	2,234,395	–	3,150,259	5,384,654
Net current assets	–	891,312	437,952	1,329,264
Defined benefit pension liability	–	–	(2,709,000)	(2,709,000)
Net assets at 31 March 2021	5,855,929	1,694,336	2,170,943	9,721,208

21b Analysis of net assets between funds (prior year)

	Endowment funds £	Restricted funds £	Unrestricted funds £	Total funds £
Tangible fixed assets	3,618,655	860,348	693,547	5,172,550
Investment properties	–	–	735,000	735,000
Investments	1,870,766	–	2,561,584	4,432,350
Net current assets	–	595,965	623,437	1,219,402
Defined benefit pension liability	–	–	(2,299,000)	(2,299,000)
Net assets at 31 March 2020	5,489,421	1,456,313	2,314,568	9,260,302

22a Movements in funds (current year)

	At the start of the year £	Income and gains £	Expenditure and losses £	Transfers £	At the end of the year £
Expendable Endowment	5,489,421	430,593	–	(64,085)	5,855,929
Restricted funds:					
Capital					
St Joseph's Care Home	860,348	–	(57,324)	–	803,024
Income					
Hope Community project	–	96,213	(96,213)	–	–
Brushstrokes	269,850	701,776	(462,426)	–	509,200
Brushstrokes – Lottery	15,121	94,026	(99,311)	–	9,836
Ishelter/ Tabor 2	51,586	–	–	(51,586)	–
Day Service	24,667	–	(3,149)	–	21,518
Fatima House	38,589	52,930	(25,724)	–	65,795
Tabor House	87,942	155,117	(171,981)	51,586	122,664
North Staffs YAH	63,376	161,717	(133,601)	–	91,492
Other	44,834	156,137	(130,164)	–	70,807
Total restricted funds	1,456,313	1,417,916	(1,179,893)	–	1,694,336
Unrestricted funds:					
Designated funds					
Capital Funds					
Property Fund	2,197,015	–	–	–	2,197,015
Income Funds					
Post Adoption Support Fund	264,609	–	–	–	264,609
Emrys John Ellis Fund	13,001	–	–	–	13,001
Helena Woolley Fund	220,000	–	(29,845)	–	190,155
Total designated funds	2,694,625	–	(29,845)	–	2,664,780
Fair value reserve	9,276	–	–	556,135	565,411
Revaluation reserve	651,776	–	–	44,000	695,776
General funds	1,257,891	6,942,513	(6,710,378)	(536,050)	953,976
Total unrestricted funds	4,613,568	6,942,513	(6,740,223)	64,085	4,879,943
Pension reserve	(2,299,000)	(55,000)	(355,000)	–	(2,709,000)
Total funds including pension fund	9,260,302	8,736,022	(8,275,116)	–	9,721,208

Transfers

Expendable Endowment

The transfer of £64,085 (2020: £85,811) to general funds comprises income arising on Expendable Endowment listed investments.

Designated Funds

In 2020 the transfer of £220,000 to the new designated fund, Helena Woolley fund, represents a transfer of the accrued legacy income from general funds, to support service development and business sustainability.

22b Movements in funds (prior year)

	At the start of the year £	Income and gains £	Expenditure and losses £	Transfers £	At the end of the year £
Expendable Endowment	5,797,991	85,811	(308,570)	(85,811)	5,489,421
Restricted funds:					
Capital					
St Joseph's Care Home	917,672	–	(57,324)	–	860,348
Income					
Hope Community project	–	157,444	(157,444)	–	–
Brushstrokes	217,772	472,517	(420,439)	–	269,850
Brushstrokes – Lottery	21,339	127,010	(133,228)	–	15,121
Ishelter/ Tabor 2	26,802	24,784	–	–	51,586
Day Service	35,984	29,792	(41,109)	–	24,667
Fatima House	48,847	4,404	(14,662)	–	38,589
Tabor House	113,946	96,850	(122,854)	–	87,942
North Staffs YAH	56,028	120,861	(113,513)	–	63,376
Other	80,730	117,143	(153,039)	–	44,834
Total restricted funds	1,519,120	1,150,805	(1,213,612)	–	1,456,313
Unrestricted funds:					
Designated funds					
Capital Funds					
Property Fund	2,197,015	–	–	–	2,197,015
Income Funds					
Post Adoption Support Fund	264,609	–	–	–	264,609
Emrys John Ellis Fund	13,001	–	–	–	13,001
Helena Woolley Fund	–	–	–	220,000	220,000
Total designated funds	2,474,625	–	–	220,000	2,694,625
Fair value reserve	432,712	–	–	(423,436)	9,276
Revaluation reserve	651,776	–	–	–	651,776
General funds	613,050	7,356,383	(7,000,789)	289,247	1,257,891
Total unrestricted funds	4,172,163	7,356,383	(7,000,789)	85,811	4,613,568
Pension reserve	(2,092,000)	(53,000)	(154,000)	–	(2,299,000)
Total funds including pension fund	9,397,274	8,539,999	(8,676,971)	–	9,260,302

Purposes of restricted funds

Capital Funds

Capital funds comprise grants/donations towards the costs of fixed assets to be used by the Society for its charitable purposes. Such income may not be treated as a deduction from the capital cost, therefore the depreciation on the underlying asset is treated as restricted expenditure.

St Josephs Care Home

This fund represents grants and donations towards the building of St Joseph's Care Home for older people and people with dementia. At 31 March 2021 costs of £3,318,826 (2020: £3,318,826) have been incurred and capitalised.

Income Funds

These funds are in receipt of grants to assist in the development of these projects.

Purposes of designated funds

Capital Funds

The Property Fund represents the book value of land, buildings and fixtures (less any associated restricted funds) currently held or in construction for charity use. The funds are therefore unavailable for other use.

The unrealised revaluation gains on investment properties represent the difference in valuation and book cost and being unrealised are not available for use.

The unrealised gains on investments fund represent the gains in value of investments over book cost, which being unrealised are not available for use.

Income Funds

Emrys John Ellis Fund – the income and some of the capital from this fund, which is held within the total investments of the Society, will be used to fund new social projects in the diocese.

Post Adoption Support Fund – a fund set aside to cover the Society's ongoing legal obligation to provide post adoption services where specified in the local authority placement agreement.

Helena Woolley Fund – this fund will be used to support service development and business sustainability initiatives.

The pension reserve represents the deficit as calculated under FRS102.

23 Reconciliation of net income / (expenditure) to net cash flow from operating activities

	2021 £	2020 £
Net (expenditure) for the reporting period (as per the statement of financial activities)	460,906	(136,972)
Dividends, interest and rent from investments	(228,538)	(274,495)
Depreciation charges	348,864	345,697
Losses / (gains) on investments	(1,011,401)	722,052
(Profit) on the disposal of fixed assets	(113,950)	(768,133)
FRS102 Pension adjustments (non cash)	55,000	53,000
Actuarial losses on investments	355,000	154,000
Decrease / (increase) in debtors	(16,893)	98,555
(Decrease) / increase in creditors	70,175	(108,840)
Net cash provided by / (used in) operating activities	(80,837)	84,864

24 Analysis of cash and cash equivalents

	At 1 April 2020 £	Cash flows £	Other changes £	At 31 March 2021 £
Cash at bank and in hand	1,043,189	163,144	–	1,206,333
Total cash and cash equivalents	1,043,189	163,144	–	1,206,333

25 Operating lease commitments

The charity's total future minimum lease payments under non-cancellable operating leases is as follows for each of the following periods:

	Property 2021 £	2020 £	Equipment 2021 £	2020 £
Less than one year	28,333	22,516	47,083	49,225
One to six years	90,851	119,184	120,677	167,760
	119,184	141,700	167,760	216,985

26 Capital commitments

At the balance sheet date, the charity had committed to £nil (2020: £nil).

27 Legal status of the charity

The charity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to £1.