

**HACKNEY COUNCIL FOR VOLUNTARY SERVICE**  
(a charity limited by guarantee)

Company Number: 03365292  
Charity Number: 1069736

**CONSOLIDATED TRUSTEES' REPORT  
&  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED  
31ST MARCH 2021**

**Hackney Council for Voluntary Service  
Legal and Administration**

**Board of Trustees:**

Angela Spence – resigned 23 June 2021  
Benjamin Mak  
Caroline Nelson- resigned 31 March 2021  
Charles Middleton (Chair)  
Daniel Francis  
Jack Griffin  
Jessica Mullen  
Lisa Hashemi – resigned 20 May 2020  
Lucia Bird  
Rola Aina  
Sara Barman  
Timothy Vaughan (Treasurer)

**Executive Director and**

**Company Secretary:**

Jake Ferguson – resigned 31 August 2021

**Executive Director:**

Anthony Wong – appointed 1 September 2021

**Company Secretary:**

Mark Boisson – appointed 1 September 2021

**Registered Office:**

24 – 30 Dalston Lane  
London  
E8 3AZ

**Auditors:**

Moore Kingston Smith LLP  
Chartered Accountants  
Devonshire House  
60 Goswell Road  
London  
EC1M 7AD

**Bankers:**

Unity Trust Bank plc  
Nine Brindleyplace  
Birmingham  
B1 2HB

**Solicitors:**

Russell-Cooke LLP  
2 Putney Hill  
London  
SW15 6AB

Interface Legal Advisory Service  
40 Wykeham Road  
London  
NW4 2SU

Bates Wells & Braithwaite London LLP  
2 – 6 Cannon Street  
London  
EC4M 6YH

## Hackney CVS Trustees' Report 2020/21

### Structure, Governance and Management

Hackney Council for Voluntary Service was incorporated on the 6th May 1997 with the company number **3365292**, and registered as a charity on 27th May 1998, with the charity number **1069736**. The company's governing instrument is its Memorandum and Articles of Association. Hackney Council for Voluntary Service is a company limited by guarantee and has no share capital. The liability of each member is limited to £1 per member.

The Board of Trustees administers the charity. They act as Trustees of the Charity, Directors of the Company and are the company law members. They are elected through ordinary motion or co-opted by the Board.

The Board of Trustees meets at a minimum every quarter. Board of Trustees meetings are closed and attended by the Trustees and the Executive Team (Senior Managers) who report on progress and provide administrative support. Meetings are generally two to three hours in length.

Trustees retire by rotation with a minimum of one third of the Trustees stepping down every year. The decision on which Trustees are to step down is made by length of service. Trustees who are required to stand down may stand for re-election.

In 2020/21 the following people acted as Trustees:

- Angela Spence – resigned 23 June 2021
- Benjamin Mak
- Caroline Nelson – resigned 31 March 2021
- Charles Middleton (Chair)
- Dan Francis
- Jack Griffin
- Jessica Mullen
- Lisa Hashemi – resigned 20 May 2020
- Lucia Bird
- Rola Aina
- Sara Barman
- Timothy Vaughan (Treasurer)

To find out more about our Trustees please visit here <http://hcvcs.org.uk/meet-the-trustees/> or to meet the staff team visit here <http://hcvcs.org.uk/meet-the-team/>

In addition to formal company law membership, Hackney CVS operates an associate membership scheme for organisations. Hackney CVS Associate membership is free to all voluntary and community sector organisations operating in Hackney and provides the following membership benefits:

- access to resource area (computers and printing facilities);
- up to 3 hours a week of the small meeting room for free (subject to availability);
- access to free printing facility at our reception;
- discounted rates on our room hire (members rate);
- priority booking to our training sessions and events (some training sessions will be exclusive to associate members); and
- access to a wealth of resources and knowledge base in Health and Social Care sector.

## **Good Governance**

Hackney CVS adopted the previous version of the Charity Governance Code and undertook a full review against the practice set out in the Code at the beginning of 2018. A further review is being planned in 2022 and this is later than initially scheduled. It was first delayed due to the impact of Covid-19 and then as a result of the appointment of a new CEO.

Strategic objectives and monitoring outcomes and impact:

- In 2019 the Board reviewed and revised its strategic objectives for 2019-2022.
- In 2020, the Trustees along with staff, met to assess performance against these new strategic objectives. The session was facilitated by an external consultant with scene setting by Trustee Lead for each of the four objectives. Ways were considered of achieving these objectives in a much-changed environment due to the COVID 19 pandemic.

Developing openness and transparency throughout our governance processes:

- Our website shows how the organisation is governed and how the Board can be held to account.
- A recruitment campaign was conducted leading to three new Trustees joining the Board in January 2020, adding a greater level of skills and diversity to the Board.
- The board agreed a new scheme of delegation which governs the relationship with projects, which ensures a balance between autonomy and oversight.

## **How do people become Trustees of Hackney CVS?**

Hackney CVS trustees can co-opt, or as members elect by ordinary motion, suitable people on to the Board. The Board prides itself on a rigorous recruitment process which is informed by organisational values, a skills audit and Hackney CVS' strategic priorities. The process also typically benefits from publicly advertising vacancies and active promotion through associate membership. Candidates are invited to submit CV's and a supporting letter; this is followed by an interview with the Chair and CEO. Eligible candidates are then invited to meet the existing Board of Trustees prior to being put forward for co-option or election to the role.

All Trustees must have knowledge and experience that will benefit the Board of Trustees and the organisation. Whether that is in delivering small scale grassroots projects or large public/VCS partnership programmes, they must be committed to furthering Hackney CVS's role in supporting the large voluntary and community sector (VCS) in Hackney. On joining the organisation new Trustees are properly inducted, using a standard induction pack containing key policies, role descriptions, etc. They are supported in their role by existing Trustees and senior managers in the organisation. Trustees are offered opportunities for formal training or to top up their existing knowledge. Hackney CVS is committed to ensuring that continuous training and development opportunities are available for its Trustees.

All new Trustees are expected to sign a declaration of their appropriateness to act as charity trustees and company directors. Trustees can currently join the Board for a maximum of 3 terms (each term is 3 years), so the longest someone can serve is 9 years.

To know more about the role of a charity trustee please visit the charity commission website <https://www.gov.uk/guidance/charity-trustee-whats-involved> )

## **Board composition and diversity**

Hackney CVS is keen to ensure it has a diverse board. The Board conducts an annual skills audit process to determine if any skills are missing from its composition. In future we intend to undertake a diversity audit and to continue to attract new trustees from local Hackney community and voluntary organisations

**How many times does the Board meet?**

Hackney CVS Trustees aims to meet as a Board at least 4 times a year. They also got involved in other activities such as our annual community awards night, meetings with the local stakeholders, ad hoc working groups and also staff activities such as our organisation's away day.

**What is discussed at Board meetings?**

There are usually a range of issues discussed at the Board. The Executive Team provides updates about all our programmes using a traffic light rating system – progress of some of our big programmes such as Connect Hackney are discussed at each meeting as separate items in themselves. The CEO and senior staff also update Trustees about any new or emerging risks which may affect the charity's work. New policies and procedures are reviewed and adopted by Trustees. Trustees also consider how well the organisation is meeting its aims and objectives and are involved in setting new strategic aims, our vision and values every 3 years. One of the key functions is to monitor overall income and expenditure through quarterly management accounts and annual budgeting processes to ensure where possible that Hackney CVS does not have an operating deficit or spend money unnecessarily.

**What is a conflict of interest and how are these managed?**

Trustees have a legal obligation to act in the best interests of Hackney CVS, and in accordance with its governing document, and to avoid situations where there may be a potential conflict of interest. Staff and volunteers have similar obligations from their duties within their terms of employment and under the seven Nolan Principles of Public Life, which Hackney CVS adheres to and promotes.

Conflicts of interests may arise where an individual's personal or family interests and/or loyalties conflict with those of the charity. Such conflicts may create problems; they can:

- inhibit free discussion;
- result in decisions or actions that are not in the interests of the charity; and
- risk the impression that the charity has acted improperly.

Hackney CVS Board of Trustees has a conflict of interest policy, the aim of which is to protect both the organisation and the individuals involved from any appearance of impropriety.

Any Trustee conflicts of interest are registered annually and kept on file. At each Board meeting the Chair asks at the start of the meeting if any Trustees has any current conflicts and these are recorded in the meeting minutes. For instance, if a Hackney CVS Trustee was also a Trustee of another organisation that was benefiting from an existing project of Hackney CVS, then this would be recorded. The same situation would apply to staff who may be part of another local charity that benefits from us. Anyone in this situation would not be able to participate in the relevant conversations at the board or influence any decisions in any way.

**Operational Management of Hackney CVS**

A Chief Executive Officer (CEO) is mandated by the Trustees to manage the day-to-day operations of the charity. To facilitate effective operations, the CEO has delegated authority for operational matters. The CEO, together with the Senior Managers, forms the Executive Team which is the operational leadership group in the organisation.

Hackney CVS had 79 staff roles in 2020/21 some of which were part time and/or on a sessional basis (for example on the Young People & Families Programme).

**Remuneration of Staff, salary bandings and Chief Executive Officer's pay**

Each role at Hackney CVS has a job description and person specification, so that staff are clear about their roles and responsibilities. These helps inform potential candidates what knowledge/skills are required for any particular job, allowing a degree of self-selection and thereby improving the pool of applicants. They provide a relatively objective tool for sizing and ranking jobs, which help with salary setting. It can be also helpful in

redundancy situations, facilitating job matching and identifying possible alternative employment. Job roles, and therefore salaries, are assessed against a number of criteria including: Strategic scope (senior roles only); Technical knowledge and skills; Mental skills; Interpersonal and communication skills; Initiative and independence; and Responsibilities for people/financial resources.

It is the role of the Board of Trustees to set the salary level for the Chief Executive Officer which is currently £62k. The CEO is responsible for managing the Executive Team members and other senior staff in the organisation.

In line with the latest Charity Commission guidance please find below details of Hackney CVS's pay bandings including the pay of the Chief Executive Officer (based on 2020/21 job descriptions).

- There was a total of 79 roles in the organisation in 2020/21
- Of the 79 roles, 40 were taken by women, 38 by men, and 1 non-binary (HCVS 26 female, 12 male, & youth workers 26 male & 14 female)
- Average salary excluding youth workers was £35,649. With youth workers included, it was £27,396.
- When you break down the figures by our five different salary bandings women are paid 2% lower at executive level; 4% higher at professional level 3 (Senior manager level); 3% more at professional level 2; and marginally more at support level. There is no comparison on level 1 as they were no male employee at that level.
- Difference between highest and lowest salary (as a ratio) = 1 to 3.14 (Cleaner to CEO)

Salary Band	No of employees in band
Executive Team: Directors & CEO (£40,000 – 73,500)	7
Level 3: (Senior Professional) (£34,000 – 46,000)	13
Level 2: (Professional) (£28,000 – 33,000)	11
Level 1: (Professional) (£23,000 – 27,000)	5
Support: (Up to £23,000)	43 (including 40 Youth workers who are paid LLW)

### Use of volunteers

We continue to benefit from the services of a large number of volunteers, making a favourable impact across many of our projects. Hackney CVS reimburses travel expenses and lunch costs, and at the end of a placement offers support with job search, CV writing and interview practice. In many cases volunteers have used the impetus of a placement with us as a springboard into paid employment, and on occasions this has been employment within the organisation.

The following people volunteered for Hackney CVS in 2020/21:

Caroline Hickey	Hackney Refugee & Migrant Forum Volunteer
Henri Petignat	Data Volunteer
Jaini Jacob	Data Volunteer
Julien Rateau	Data Volunteer
Maggie Bakir	Online Journalist Volunteer
Rachel Smith	Account Group Volunteer

### Membership of wider networks

During 2020/21 Hackney CVS was a member of the following associations and networks: NAVCA, Charity Finance Group, CLINKS and the Criminal Justice Alliance.

## Public Benefit Statement

The Trustees confirm that they have complied with the duty in section 17 of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit published by the Commission in exercising their powers or duties. We believe that all the charity's activities provide significant benefits to the public as described in detail below.

## Objectives, Activities and Achievements of the Charity

The Charity's Objects as set out in our governing document are as follows:

*To promote any charitable purpose for the benefit of the residents of the London Borough of Hackney and surrounding areas (hereinafter called the area of benefit) and in particular the advancement of education, the protection of health, the relief of poverty, distress and sickness, and in furtherance of the said purposes but not otherwise, to promote and organize co-operation in the achievement of the same and to that end bring together representatives of voluntary organisations and statutory authorities within the said area of benefit.*

## Our approach to strategy

Our strategic framework 2019-2022 (a 3-year cycle approach), sets out four strategic objectives that we aim to deliver during that timeframe. These objectives are as follows:

- Strategic Objective 1 - Supporting stronger, thriving voluntary and community organisations
- Strategic Objective 2 - Developing successful delivery partnerships
- Strategic Objective 3 - Strengthening the sector's voice to effect change
- Strategic Objective 4 – Being a sustainable, responsible organisation driven by our values

## How well have we been doing to deliver our 2019-2022 strategy?

Below is a summary of how we have started to achieve our four strategic objectives as shown by the work undertaken by our various projects and programmes.

## Connect Hackney

**Funder:** National Lottery Community Fund, Ageing Better Programme

Strategic Objective 1 - Supporting stronger, thriving voluntary and community organisations

Strategic Objective 2 - Developing successful delivery partnerships

Strategic Objective 3 - Strengthening the sector's voice to effect change

Partner organisations: Peter Bedford Housing Association; St. Mary's Secret Garden Ltd; Action on Hearing Loss; City and Hackney Carers Centre; MRS Independent Living; Hackney Co-operative Developments; Shoreditch Trust; Groundwork London; Newham New Deal Partnership; MRS Independent Living; Core Clapton; Friends of Woodberry Down; The Amity Project; Duckie; Immediate Theatre; Anchor Hanover; City and Hackney Carers Centre; Core Arts; HCT; Coffee Afrik; African Health Policy Network; Hackney Chinese Community Service; Turkish Cypriot Cultural Association; Latin American Women's Aid.

Connect Hackney works to tackle loneliness and isolation amongst Hackney residents aged 50 and over and is funded by The National Lottery Community Fund (TNLCF). The programme contributes to each of our four strategic objectives.

2020/21 marked what was the programmes sixth year. The programmes influencing activities were to be scaled to deliver our legacy plan objectives, which were to ensure programme evaluation evidence and learning was widely disseminated to influence local policymaking, and service delivery. However, with the onset of the Covid-19 pandemic, many of our plans needed to be revised to support local humanitarian response efforts. We also supported commissioned VCS organisations to reconfigure their services to meet government-imposed restrictions and safety measures.

We partnered with Hackney Council, and other VCS organisations to gather local insights to allow the newly developed Ageing Well strategy to be updated to take account of the new C-19 environment. This joint venture supported our own efforts and contributed to the production of our Covid-19 VCS Recovery and Resilience strategy. Our programme evaluation was re-calibrated to reflect the impact of COVID-19 with outputs used to inform local decision making. Social mobility restrictions, and the digital divide meant our programmes evaluation was severely impacted, with delays to planned fieldwork, and subsequent evaluation reports. However, we were able to still deliver two COVID-19 specific reports, four quarterly newsletters, and host four large scale online events, two in partnership with Hackney Council, and two share learning from two evaluation studies, one on Coproduction, Asset-based working, and Volunteering, and a second on our Targeted projects (men, learning disability, complex needs, and ethnically diverse).

The programme was originally due to end on 31 March 2021, however in June 2020, in acknowledgement of the impact the Covid-19 pandemic was having on programme activities, we were invited by TNLCF to apply for a 12-month extension. We were successful in our bid and secured an additional £550k to continue the programme until March 2022.

## **Lunch Clubs Network**

**Funder:** London Borough of Hackney

Strategic Objective 1 - Supporting stronger, thriving voluntary and community organisations

Strategic Objective 2 - Developing successful delivery partnerships

Strategic Objective 3 - Strengthening the sector's voice to effect change

Partner organisations: Food Poverty Network, Arts Network, Dementia Alliance, Talk Changes

Like many other organisations and people 2020/21 has been an extremely difficult year for the lunch clubs and their members. As well as the fear around catching the Covid-19 virus, many of the lunch club members have been worried about where their next meal was going to come from and how they would cope with the increased isolation.

The lunch clubs were able to adapt well to maintain support for their members. The various lockdowns meant that the lunch clubs were open to members for intermittent periods throughout the year. Where possible lunch club kitchens remained open to deliver hot meals to their members and to the wider community in Hackney. Lunch clubs maintained regular contact with their members through wellbeing phone calls to offer tips on staying physically and mentally well, providing additional support where needed. All lunch clubs provided support to members with shopping and medicine deliveries.

As well as providing meals, shopping, host of online activities, vaccine take up, casework support for housing and benefits etc, the lunch clubs supported emotional wellbeing of their members. The mental health toll has not only affected members many of them who were self-isolating due to their vulnerable health but also lunch club staff and volunteers who had to provide additional emotional support to members.

There was a marked increase in Lunch Clubs Network meetings from contracted quarterly meetings to fortnightly meetings to support the lunch clubs, as well an increase in training courses provided, which were well attended. Impact report and satisfaction survey of 479 members showed extremely high satisfaction levels again.

"They have been a lifeline for me as I don't see anyone else during the day. I have a hot dinner every day – and I get to see a friendly face". NIGHTINGALE lunch club member

"Yes, especially after my fall– a LIFE SAVER!" SALVATION ARMY lunch club member

"They supported to translate letters or call housing repair when my bathroom was leaking". VLC CENTRE 151 lunch club member

"We are still supported with reading letters, hot food, food parcels, phone calls. God Bless". HACKNEY CYPRIOT ASSOCIATION lunch club member



## **Neighbourhoods Programme**

**Funder:** City & Hackney CCG

Strategic Objective 1 - Supporting stronger, thriving voluntary and community organisations

Strategic Objective 2 - Developing successful delivery partnerships

Strategic Objective 3 - Strengthening the sector's voice to effect change

Partners: VCS Leadership Group, Primary Care Networks (PCNs) Healthwatch Hackney, Mind in The City, Hackney and Waltham Forest

Funded by the CCG, this important, strategic and operational programme started in June 2019 to develop new ways in which the VCS, public sector and staff could work together in local neighbourhoods to address health and social care challenges.

With the onset of the pandemic in March 2020, a decision was taken to move the programme's focus from developing sophisticated governance within one Neighbourhood at Well Street Common to a wider borough rollout of online, "lighter touch" Neighbourhood Conversations across the remaining Neighbourhoods. Attended by just under 500 people, these allowed local health partners to share information but equally pick up on local concerns, as well as for community organisations to build links with each other, as much as with statutory partners, to address local needs.

The meetings were well-supported by primary care network professionals, councillors and community organisations alike and uncovered local challenges around isolation, food poverty, the impact of lockdown upon the young as well as a lack of support for those experiencing Long Covid. Despite this shift in focus, the pilot at Well Street has continued to build. In June, a core leadership group was agreed, and a mental health working group led by Mind in The City, Hackney and Waltham Forest was about to launch at the end of Q4.

A stand-out project of this period was the cross-borough pilot led by Wendy Miller, seconded in from local organisation Minik Kardes. This pilot pioneered a place for the voluntary sector within local multi-disciplinary meetings of professionals, scoping out potential opportunities for the sector to refer complex cases in but equally signpost to where support might be found at a community level.

Although some areas of upskilling had to be scaled back, a total of 168 people across all neighbourhoods, were able to attend training sessions and workshops covering such areas as Mental Health Awareness delivered by Mind at times working in partnership with smaller local organisations (such as Derman in Clissold Park).

## **VCS Resilience Strategy**

**Funder:** Hackney CVS

Strategic Objective 1 - Supporting stronger, thriving voluntary and community organisations

Strategic Objective 2 - Developing successful delivery partnerships

Strategic Objective 3 - Strengthening the sector's voice to effect change

Partners: None

In response to the emerging pandemic Hackney CVS undertook to engage with the local voluntary and community sector to understand how it was coping with increased pressure and limited resources. We held a number of meetings and sector wide events, to which the VCS and public sector attended. The events helped us shape a resilience strategy which included key issues that the sector identified as affecting local residents and their own organisations. We used the findings to influence the focus of the Council and health partners as part of the local pandemic response planning. A final document was created in July 21 and shared widely.

## **Growing Minds**

**Funder:** City & Hackney CCG

Strategic Objective 1 - Supporting stronger, thriving voluntary and community organisations

Strategic Objective 2 - Developing successful delivery partnerships

Strategic Objective 3 - Strengthening the sector's voice to effect change

Partners: Family Action, African Community School, Father 2 Father, Black Parents Community Forum, Fiona Murray Consultancy

The Growing Minds project, which is being delivered in partnership with Family Action, and local, black-led community organisations, has successfully completed the 1st year of the Non-Violence Resistance training (NVR) parenting programme.

Since 2020, 42 parents and 68 children have benefitted from the Growing Minds service.

Fiona Murray Consultant (for CCG and HCVS) and Desmond Lewis (Operational lead of Growing Minds), both from Murray consultancy, are working alongside Jahada Abdul (Project support officer) on the delivery of this project to the African, Caribbean mixed heritage community. The programme established some key structures to support its delivery including:

- Reissuing service specifications for community partners
- Work to build trust with partners, Family Action and CCG, including reflective practice sessions
- Partner audits to identify gaps and opportunities and policies and processes reviewed
- Reflective practise has been undertaken
- Ongoing 1-2-1 support to Partners
- Ongoing referral meeting with all 3 partners

Partners have successfully completed their NVR training. Partners have successfully delivered NVR parenting sessions with a good uptake of parents attending and are now working to deliver the 2nd Sessions in 2021/22. Project evaluation is due to take place with all Partners

The delivery of Tree of Life workshops will commence in May 2021. These workshops are expected to be delivered to 92 young people over a calendar year. The workshops will provide group support to help young people focus on strengthening their relationships with their history and culture.

### **Fairer Hackney and the Specialist Infrastructure Grant**

**Funders:** London Borough of Hackney and City Bridge Trust

Strategic Objective 1 - Supporting stronger, thriving voluntary and community organisations

Strategic Objective 2 - Developing successful delivery partnerships

Strategic Objective 3 - Strengthening the sector's voice to effect change

Partners: None

Specialist infrastructure grant from London borough of Hackney was extended for another year ending March 2022. The funding from City Bridge Trust is a core-funding grant that goes to support staffing to deliver core organisational development programme. The outcomes and outputs for this grant are the same as the Specialist Infrastructure Grant. The delivery against the grant started in November 2019.

We are continuing to provide training and one to one support to organisations; online and over the phone. We will find out in December 2021 if the council is planning to extend the current grant or request us to submit another application.

Summary of key outcomes and outputs for the two grants: -

- 80 one to one capacity-building sessions per year delivered to organisations on their development priorities.
- 20 training sessions per year covering the development priorities highlighted by groups to be delivered.
- meet the funders hosted per year.

- 5 application support sessions per year for Hackney council grants. Average 20 attendees per session
- 48 newsletters for VCSE organisations per year. Average recipients 1500 per newsletter.
- £1 million pounds of funding secured for local sector

Due to the pandemic, we have moved most of our services to be delivered virtually. The training programme was put on hold at the start of the lockdown and later reinstated in September 2020.

The challenge of moving the services virtually allowed us to trial new ways of working to accommodate the culture change for the local VCS workforce. We will be trialling a VCS Workforce development framework in October 2021, which will combine a talent development element and offering all trainees a one-to-one appointment to follow up on the skills learned from training.

### **Advice Sector Transformation Grant**

**Funder:** London Borough of Hackney

Strategic Objective 1 - Supporting stronger, thriving voluntary and community organisations

Strategic Objective 2 - Developing successful delivery partnerships

Strategic Objective 3 - Strengthening the sector's voice to effect change

Project started on 1st May 2019 to pay for 2 days' worth of the Head of VCS development time; to work with and support grant funded advice providers to:

- Study their systems and learn from demand
- Prototype a new, collaborative approach to community advice delivery and design
- Map of advice service has been produced and will become integrated to the advice service communication strategy.

The advice transformation grant was extended for another year up to March 2022. We will find out in December 2021 if the council is planning to extend the current grant or request us to submit another application.

The project entering into the third year focussing on the evaluation of progress against the system change process and the journey travelled by advice organisations.

The Head of VCS Development will continue in the capacity of a critical partner to support both LBH officers and advice providers to co-design the evaluation model. This includes supporting advice providers to build relationships and take part in multi-disciplinary meetings held by the Community Partnership networks (CPN). Currently, a new piece of work was introduced to support front-line advisor on using LBH "Better Conversations Tool" which will enable advice organisations to share the case management of residents with staff from council department and vice versa.

### **Digital Social Prescribing Project**

**Funder:** Homerton University Hospital

Strategic Objective 1 - Supporting stronger, thriving voluntary and community organisations

Strategic Objective 2 - Developing successful delivery partnerships

Partners: Social Prescribing Steering group, Family Action Social Prescribing Service, Hackney Council, VCS organisations.

This project was suspended in March 2020.

- The task (and our vision): to deliver a locally managed platform that strengthens community navigation to direct residents to a range of non-clinical programmes, services and activities within the local community.

- Product scope: deliver a digital platform that enables primary care staff and social prescribers to make and manage safe referrals, tracks contact with organisations referred to, including the collection of outcome data.
- Out of scope: deliver a centrally managed platform used for triage and assessment of the social prescribing service or other community navigation.
- The pilot was not completed on time for the below reasons:
  - Covid-19 meant that social prescriber is no longer based in GP practices which contributed to the lack of referral to test the platform.
  - Lack of GP Practice Manager availability due to other priorities (e.g., the newly formed Primary Care Networks)
  - Social Prescribers' availability to pilot the platform was limited due to being responsible for recruiting and training the new link workers (funded through the Primary Care Networks)
  - The IT Supplier's (Elemental) team changes stalled platform development
  - The pilot was on track to be completed on budget.

## **Migrant Support Network**

**Funder:** City and Hackney Clinical Commissioning Group

Strategic Objective 1 - Supporting stronger, thriving voluntary and community organisations

Strategic Objective 2 - Developing successful delivery partnerships

Partners: Members of the network

This project ended in Jan 2021. It has focused on creating a partnership of 12 migrant and refugee organisations across Hackney, representing 8 different migrant communities. A boilerplate document was developed to act as a basis for joint funding applications. This led to 4 organisations in the network developing a mini consortium which secured £95k of funding from the National Lottery.

80% of participating organisations attended training courses offered as part of the network. 90% of participating organisations benefitted from focussed one-to-one support and applying for a quality mark

The network members agreed to continue to have working relationships with each other beyond the life of the project and if new opportunities arise, will continue to explore any partnership initiatives.

## **Sustainable Employment Network**

**Funder:** City & Hackney CCG

Strategic Objective 3 - Strengthening the sector's voice to effect change

Partners: Network members, Hackney Council, CCG

This programme ended in March 2021 as planned. A comprehensive Legacy report was agreed with CCG and Public Health and then presented to the Mental Health Co-ordinating Committee including recommendations for prioritised future work to reduce the disability employment gap. The pandemic did affect many aspects of the delivery of this contract, but evidence of impact and learning is now clear.

In 2021/22 there will be some limited resources to support the Network Chair's honorarium and agreed video production. It is hoped that future admin funding will also be secured. The Chair will join the newly refreshed VCS Leadership Group.

The final Network survey reported strongly positive feedback from members that they have felt supported by Network activities and communications and of how the Network has contributed to the development of supported employment services for local disabled residents.

## **Open Minds Alliance**

**Funder:** City & Hackney CCG

Strategic Objective 1 - Supporting stronger, thriving voluntary and community organisations

## Strategic Objective 2 - Developing successful delivery partnerships

Partners: Aspire Education Group, Foundervine, Father2Father and CAN (Community African Network)

The main thrust of this project which ended at the start of 2021/22 was the creation of an African centred digital platform which supported black young people particularly to engage around their mental health. Many local black people and organisations helped to shape the content and functionality of the site. It also included details of local culturally appropriate services. Another aspect for this project focused on supporting black men directly. Father2Father and CAN (Community African Network) have been providing 12-week groups and 1:1 support to black men from Hackney.

A large online Open Minds Alliance Conference is scheduled for May 2021 and link with other boroughs such as Haringey and Lewisham as well as nationally. Open Minds Alliance partners have created a new OMA Community Interest Company which will take forward the issues facing black people to the national stage as an independent entity led by people of African heritage. The website will be managed by a new provider (SWIM Enterprises) from May 21.

## The Cool Down Cafe

**Funders:** City & Hackney CCG, Postcode Lottery, National Lottery's Covid-19 emergency grant

Strategic Objective 2 - Developing successful delivery partnerships

Strategic Objective 3 - Strengthening the sector's voice to effect change

Partners: Peabody, Pembury Centre, East London Foundation Trust BME Access Team, Hackney Council

The Cool Down Cafe project is a neighbourhood based low-level mental health intervention led by young peer leaders supported by mental health professionals.

The young peer leaders worked both online and face to face with a good take up of young people. We now have spilt the delivery so that there is support and development with the peer mentors and a separate session working with young people in the Pembury area.

Key successes include:

- A strong brand and service created
- Young Peer leaders have created content for new social media channels
- Young Peer leaders receiving mental support and access to therapeutic services
- Strong partnership working with Pembury Centre, CCG, Council and Peabody
- Developing our Growing Minds Tree of Life offer with CAMHS

Going forward, the project needs to build stronger relationships with mental health services and there needs to be more joined up working with organisations who are also delivering mental health projects.

## Young Londoners Fund (YLF)

**Funder:** MOPAC, Greater London Authority

Strategic Objective 1 - Supporting stronger, thriving voluntary and community organisations

Strategic Objective 2 - Developing successful delivery partnerships

Strategic Objective 3 - Strengthening the sector's voice to effect change

Partners: Voluntary Action Islington, Hackney Quest, Immediate Theatre, Peabody

Through this work we support YLF and non-YLF funded groups in Hackney and convene and support networks who work with young people in the borough and support similar work in Islington who are a partner.

We reorientated our work during this time to work with local VCS youth groups in the borough the majority of whom are not YLF funded. There have been regular monthly VCS Youth sector meetings and we now have 30 organisations in the network.

Key outcomes have been:

- Continued to gather information and insight on how the youth sector is being impacted by Covid-19 through the lockdowns
- Youth organisations attending Hackney CVS events on health and social care and COVID-19 VCS Recovery & Resilience plan
- Regular attendance at the London wide YLF network and reporting back and we have contributed to Youth Sector Data Hub for London Survey
- Signposting groups to funding and to our own organisational development offer and sharing best practice from NYA, Young Hackney and London Youth
- Development of a 16+ group network that we have been supporting
- Developing a local consortium for a successful VRU My Ends application leading to investment of £750,000 over 2 years for HCVS and the sector.

Overall success has been to galvanise the sector and ensure that there has been clear support and leadership for VCS youth organisations during this time.

### **Politically Black/YBM group**

**Funder:** National Lottery's Covid-19 emergency grant

Strategic Objective 2 - Developing successful delivery partnerships

Strategic Objective 3 - Strengthening the sector's voice to effect change

Partners: Black Men 4 Change (BM4C), Hackney Council, The Open Minds Alliance

This has been an extraordinary year for our young Black men's project who have had to experience both Covid-19 and the impact of the powerful Black Lives Matters movement. The young people have also been involved in the first year of the BM4C Change 21 programme as one of the Hackney community anchors. As well as the investment from the VRU we were also recipients of emergency funding from the Lottery who had paused our Reaching Communities application.

Key successes include:

- 1300+ young people reached through sessions, outreach work and social media
- Regular programme of training courses and inputs – 13 young leaders completed their Level One safeguarding online training, and 2 leaders completed their Level 2 Youthwork qualification with another 5 enrolled this year
- Youth representation at the YBM Community Accountability Board secured
- 5 young leaders have been involved in pilot System Influencers project with Hackney Council
- Young people from the group have also been involved in the legacies of slavery review led by the Council
- We have now purchased 15 laptops and Wi-Fi routers/data for leaders as well as podcast equipment and leaders have been trained in remote working and developing content
- 18 young leaders supported with £4,300 hardship funding

The Politically Black group continues to grow and become an exemplar of youth leadership work in the borough and across London. In 2020-21 by providing equipment, hardship grants and training, we supported youth leaders to continue to develop as our community leaders of the future.

### **Account Group (young people's stop and search police monitoring group)**

**Funder:** MOPAC, Hackney Council

Strategic Objective 2 - Developing successful delivery partnerships

Strategic Objective 3 - Strengthening the sector's voice to effect change

Partners: MOPAC, BM4C, Hackney Archives, Fighting SUS, Take Back the Power, 4Front Project, No More Exclusions

The Account group of young people celebrated many of the achievements during 2020 and in particular the ground-breaking report on Policing in Hackney and the subsequent media interest and the feedback that the

group received - more info at [www.accounthackney.org](http://www.accounthackney.org) The first quarter of 2021 has been about sustaining that success, with further research, creative projects and scrutiny work.

A key new strategic target for the group in the new year is to broaden its influence and engagement beyond Hackney. Many of the changes the group are pushing for suit a pan-London approach better, especially when organised in collaboration with other youth-led groups across London, like the 4Front project. The first key initiative is a 2-part event (scheduled for end Feb/March) hosted with Black Men 4 Change (BM4C) on the development of a new national community policing framework (CFP), bringing together youth orgs across London to build unity and networks.

Key outcomes have been:

- Publication of youth led research Policing in Hackney
- Programme of Stop and Search training to youth projects in the borough
- Developing two short films – Community Healing and Report launch video
- Pan London work to bring youth led groups to together around policing and social justice issues

Funding for the social justice work of Account remains a challenge and, in the future, we may want to support the group to become an independent organisation on its own right.

### **Black Men 4 Change - Change 21 Programme**

**Funder:** MOPAC, Greater London Authority (Violence Reduction Unit, VRU)

Strategic Objective 1 - Supporting stronger, thriving voluntary and community organisations

Strategic Objective 2 - Developing successful delivery partnerships

Strategic Objective 3 - Strengthening the sector's voice to effect change

Partners: Code 7 (Lambeth), Hackney Voyage (Hackney), Spark2:Life (Waltham Forest), Access UK (Haringey), BTEG (National), The Village CIC (Lambeth), Aspire Education/Blaksox (National), Tottenham Rights (Haringey), Father2Father (Hackney/Haringey)

Change 21 has been an ambitious violence reduction public health pilot with Black Men 4 Change involving 9 partners across 4 boroughs and has been a big undertaking with some valuable learning. Despite the impact of Covid-19, the subsequent lockdowns and the BM4C network being a relatively new one we have had some important successes.

Key outcomes have been:

1. 60 young people registered (target was 80) and we ran 103 sessions mainly online with young black men
2. 17 young people have been mentored by BTEG via the partners and we have developed an online speed mentoring model to increase access to a mentor
3. Ethical leadership training was launched in the 4 boroughs during Black History Month in Oct 2020 and brought young people together online for podcasts and showcase events
4. We have created the Escape the Madness Mixtape project working with participants across the boroughs
5. We have achieved 100% of our target in terms of getting young black men into work
6. Ethical leadership training has been launched in the 3 boroughs during Black History Month
7. Network of Rites of Passage practitioners has been established
8. Developed new strands around social enterprise work and piloting pre-incubator work with partners

Overall, we hope that this BM4C programme will be an exemplar of black led VCS collaboration in London and the decision to extend it for another year by the VRU is a vote for confidence in the innovative work of the network. Next year we will be publishing a learning report which we will be launching at City Hall.

### **Hackney Giving**

When the pandemic hit, there was an urgent need to channel funds to community groups caring for Hackney's diverse communities through the crisis. We quickly adapted our existing community giving programme, Hackney Giving, to meet this need, launching the Coronavirus Response Fund.

Over the financial year we raised almost £44,000 from local residents and businesses. Additionally, we secured major funding from the local Clinical Commissioning Group, the City and Hackney Public Health department and central Government and provided a trusted channel for local residents and businesses to give money to support their communities. Many of the grants we gave supported groups to work with residents who were not accessing mainstream public health messaging for a range of reasons.

From these combined sources we distributed £901,046 in 84 grants to local organisations over the year.

## **Communications**

At the start of the pandemic, we delivered crisis level communications to support the sector as well as residents. We produced dedicated pages on our website which we continued to update regularly, providing up to date and accurate information on Covid19 and key public health information on topics such as social distancing, and the vaccines.

We increased our weekly newsletter from 1 edition per week to between 3 to 5 editions per week in the initial months of the pandemic. Our newsletter audience is just over 1,400. We also used social media extensively to keep the sector up to date, Facebook and Instagram to some extent and Twitter more frequently; the Hackney CVS twitter feed has 3,591 followers.

We hosted large-scale zoom conversations in partnership with Public Health and the CCG about Covid19 for Black communities and South Asian communities.

## **Recovery and Resilience strategy**

Following a large-scale zoom meeting and online surveys; we produced a Recovery and Resilience Report for the sector, which can be found on the link below.

<https://hcvcs.org.uk/vcs-recovery-and-resilience-strategy/>

## **Regional work**

The CEO of Hackney CVS continued to chair the London CVS Directors network which has been instrumental in supporting the pandemic response across London. He also joined the London Recovery Board where he ensured an ongoing focus on race, disability and age discrimination as part of this board's deliberations.

## **National Work**

The CEO also established the Baobab Foundation ([www.baobabfoundation.org.uk](http://www.baobabfoundation.org.uk)) as a new initiative focused on social justice and tackling systemic racism. As one of the co-chairs he set up a steering group and coordinated quarterly meetings of the Baobab membership which has led to the co creation of a clear strategy and ethical resourcing approach. This new entity has grown its national membership to over 300 organisations and has secured significant resources to invest in local black and minoritised communities across the UK. Founding funders included Comic Relief; British Land; City Bridge Trust; ELBA; Joseph Rowntree Charitable Trust; Lankelly Chase; National Council of Voluntary Organisations; Paul Hamlyn Foundation and Trust for London. Efforts are being made to secure a long-term endowment so that sustainable funding is available to organisations in the longer term.

## **Looking ahead to 2021/22**

Like many charities we are uncertain what the future will hold in terms of handling the pandemic. However, we know our work is needed more than ever. We will continue to secure resources from the health and care system so that local community groups and charities, particularly those representing black and minoritised communities have access to grants to support their covid response. In doing so we will continually gather insight from local communities so that the coordinated system response to the pandemic ensures those most affected know where to get support, how to access the vaccination programme and can share their concerns



about barriers or reasons why people may not engage. We will use our recently developed Resilience strategy which we co-produced with the VCS to ensure we remain current and focused on what they have identified as local priorities as well as what they need in terms of support from Hackney CVS.

At Hackney CVS we are acutely aware that some communities do not trust the health and care services available to them or don't know they exist so it's crucial we can act as a way of reaching people. We will be keen to establish the new VCS Assembly in partnership with the VCS Leadership Group as a powerful vehicle to support dialogue between the VCS and public bodies. By focusing on one key issue at a time we hope this will galvanise the sector and ensure that community led solutions emerge that can be invested in by the health and care system.

Another important focus for us is the Black Lives Matter movement and the impact that the death of George Floyd has had on the world. We have traditionally done lots of work with local black communities as well as the state to tackle structural racism, but even more is needed because the status quo remains unacceptable. We will keep conversations going, develop programmes which support black residents and continue to push for change as part of our involvement in the Young Black Men's Strategic Programme. We will also develop dedicated interventions with young black women too.

It is not just the needs of black communities that we need to focus on. We will continue to support refugee and migrant communities by supporting the organisations that support them. Through the Advice Forum we will be ensuring that residents get coordinated provision that is culturally appropriate where possible. We will be using the neighbourhood structures to support grassroot community groups and local activists to engage with health & care services in more coordinated ways. This will help local GPs and Primary Care networks.

We are really proud of our staff team and particularly our young leaders who continue to impress us with the drive to make change and challenge discrimination. We are incredibly thankful for all the volunteers that support our work. Looking ahead we want to make more connections with local businesses, many of whom want to do what they can to make Hackney a fairer place.

## **Risk Management**

Hackney CVS's Trustees have assessed the risks the organisation faces and have drawn up an organisation-wide risk register which identifies the major risks. These risks have been categorised as governance, operational, financial, environmental and compliance. The likelihood and the impact of these risks have been assessed both by the Board of Trustees and Senior Managers, with measures put in place to mitigate these risks, where appropriate. The Trustees review the risk register annually and are satisfied that systems are in place, or arrangements are in hand, to manage the risks that have been identified. In particular, insurance cover is in place and the finances of the organisation are regularly reviewed.

Risks are also monitored by project leads along with their line managers and separate Project Board where applicable, for example, Connect Hackney Strategic Partnership Board. The focus tends to be in terms of project delivery, finance and other relevant aspects. Mitigation actions are then agreed and taken to minimise those risks as far as practicable, taking cognisance of value for money.

In common with similar charities, one of Hackney CVS key risk relates to a decrease in funding. In order to mitigate that risk, plans are continuously developed and implemented to broaden its funding base, which includes tapping into the corporate sector and more actively approaching funders, instead of mainly waiting on funders to offer opportunities. The production of evidence-based business cases is part of our response strategy.

## **COVID-19 Financial Impact and Going Concern**

In terms of the COVID-19 pandemic, Hackney CVS along with its fully owned trading subsidiary, City and Hackney Together, have benefitted from the hard work of staff and others. Hackney CVS had its 6-year Connect Hackney programme, which is funded by The Lottery, extended by a further year to 31 March 2022, with additional funding of £509k, which will be added to an existing underspend in excess of £100k. The underspend occurred as a few projects within the programme could not be undertaken in manner planned, as a result of the pandemic.

Our Hackney Giving programme, with support costs funded by City Bridge Trust over five years from November 2019, has grown markedly. This programme had attracted significant funds from the Council, the CCG, the corporate sector and individuals.

We have secured several other significant grants including: £300k in 2021/22 for our VCSE Enabler project; £750k over two years for a new project and a repeat grant of £350k from another funder. Hackney CVS was therefore reassured of its going concern status, as funders such Hackney Council and the CCG continued to fund ongoing projects during 2021/22, and to that end it set a budgeted income of £3.1m for that year. For 2022/23 we have secured grants from City Bridge Trust (£83k); Hackney Council (£282k); Violence Reduction Unit (£350k); CCG/NHS (£750k); Baring Foundation (£49k); and the National Lottery Community Fund (£50k). In addition, we are in the process of finalising funding for the equitable uptake of vaccines and for mental health & well-being, in the region of £540k. Plus we have made a number of funding bids, which have a high probability of success.

Our trading subsidiary has a contract to December 2021 to deal with the dissemination of information regarding COVID-19. It is expected to obtain further contracts relating to COVID-19 during 2022/23.

The biggest negative financial impact has been on our self-generated unrestricted income, as earnings on training, hire of our conference and training rooms, and rental of office space both in the short and medium terms, have suffered. These are unlikely to return to previous expected levels for at least another year.

Given the secured and expected grants, Trustees are confident that Hackney CVS remains a going concern for the foreseeable future.

## **Financial Review**

In terms of the financial performance of unrestricted funds, we ended the year with an operational gain/net income of £51k. Designated funds benefitted from a gain of £5k in the value of investment.

Our fully owned, trading subsidiary, City and Hackney Together, broke even in 2020/21 and therefore generated neither a profit nor a loss. It also broke even in the previous year.

Restricted funds had an in-year net income of £578k, which relates to programmes that will continue in 2021/22.

Income overall, increased by 67%, from £2,223k in 2019/20 to £3,713k in 2020/21, whilst total operating expenditure increased by 26%, from £2,457k to £3,085k.

The consolidated balance sheet at year-end shows a reasonably strong financial position. The reserves, which totals £1,761k, were made up of restricted funds (£854k) for ongoing projects; designated funds (£676k) mainly for premises costs; and general funds (£231k).

## **Reserves Policy**

The Trustees have reviewed the general reserves that Hackney CVS requires after assessing the risks faced by the organisation, agreed to maintain the target general reserves at £280k, which was set in the previous year. This is equivalent to approximately three months' unrestricted expenditure plus closure costs. This will provide sufficient funds to underpin the organisation's work for three months in case of a lack of funding and to fund closure costs, should such a scenario materialise. At the end of the financial year 2020/21, general reserves were £231k, however £140k has already been committed to finance the remaining amortisation costs of the major improvement made to our leased offices in 2018/19, leaving £91k of 'free reserves' at the year-end.

## **Investment Policy**

Hackney CVS policy on investment has an overall objective to produce the best financial return within an acceptable level of risk. The objective for long term investments is to generate a return in excess of inflation whilst generating income to support the on-going activities. On the other hand, for short-term investments the objective is to preserve the capital value with a minimum level of risk with the investment to be readily available to meet unanticipated cash flow requirements.

The Board of Trustees has given delegated authority to its Chair, Treasurer, Chief Executive Officer and Director of Finance and Resources, so that they can make swift reinvestment decisions.

## Statement of Trustees' Responsibilities

The trustees (who are also directors of Hackney Council for Voluntary Service for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires trustees to prepare financial statements for each financial year which give a true and fair view of the state of the 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 have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper 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 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

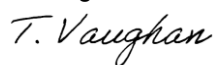
- there is no relevant audit information of which the charitable company's auditor is unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

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 the financial statements may differ from legislation in other jurisdictions.

The Trustees' report has been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

This report was approved by the Board on 27 January 2022 -

and signed on its behalf by:



Timothy Vaughan  
**Trustee**

# **INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS AND TRUSTEES OF HACKNEY COUNCIL FOR VOLUNTARY SERVICE**

## **Opinion**

We have audited the financial statements of Hackney Council for Voluntary Service (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 March 2021 which comprise the Group Statement of Financial Activities, the Group and Parent Charitable Company Balance Sheets, the Group Cash Flow Statement 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 group's and the parent charitable company's affairs as at 31 March 2021 and of the group's 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; and
- have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011.

## **Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the audit of the financial statements section of our report. We are independent of the 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 the group's and parent charitable company'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 annual 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 there is 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 for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' annual report have 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 group and parent charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the trustees' annual report.

We have nothing to report in respect of the following matters where the Companies Act 2006 and the Charities Act 2011 require us to report to you if, in our opinion:

- the parent charitable company has not kept adequate and sufficient accounting records, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company's 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; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies exemption in preparing the Trustees' Annual Report and from preparing a strategic report.

## **Responsibilities of trustees**

As explained more fully in the trustees' responsibilities statement set out on page 19, 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 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 group and parent 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 group or parent 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**

We have been appointed as auditor under the Companies Act 2006 and section 151 of the Charities Act 2011 and report in accordance with those Acts.

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 aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs (UK) we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purposes of expressing an opinion on the effectiveness of the group and parent charitable company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the group and parent charitable company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the group or parent charitable company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the group to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our audit report.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

#### **Explanation as to what extent the audit was considered capable of detecting irregularities, including fraud**

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 is detailed below.

The objectives of our audit in respect of fraud, are; to identify and assess the risks of material misstatement of the financial statements due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses to those assessed risks; and to respond appropriately to instances of fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both management and those charged with governance of the charitable company.

Our approach was as follows:

- We obtained an understanding of the legal and regulatory requirements applicable to the charitable company and considered that the most significant are the Companies Act 2006, the Charities Act 2011, the Charity SORP, and UK financial reporting standards as issued by the Financial Reporting Council
- We obtained an understanding of how the charitable company complies with these requirements by discussions with management and those charged with governance.
- We assessed the risk of material misstatement of the financial statements, including the risk of material misstatement due to fraud and how it might occur, by holding discussions with management and those charged with governance.
- We inquired of management and those charged with governance as to any known instances of non-compliance or suspected non-compliance with laws and regulations.

- Based on this understanding, we designed specific appropriate audit procedures to identify instances of non-compliance with laws and regulations. This included making enquiries of management and those charged with governance and obtaining additional corroborative evidence as required.

There are inherent limitations in the audit procedures described above. We are less likely to become aware of instances of non-compliance with laws and regulations that are not closely related to events and transactions reflected in the financial statements. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

### **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 and, in respect of the consolidated financial statements, to the charity's trustees, as a body, in accordance with Chapter 3 of Part 8 of the Charities Act 2011. Our audit work has been undertaken so that we might state to the charitable company's members and trustees those matters which 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 any party other than the charitable company, the charitable company's members, as a body, and the charity's trustees, as a body, for our audit work, for this report, or for the opinion we have formed.

Handwritten signature of Luke Holt in black ink.

Luke Holt (Senior Statutory Auditor)  
for and on behalf of Moore Kingston Smith LLP, Statutory Auditor

Date 31 January 2022

Devonshire House  
60 Goswell Road  
London  
EC1M 7AD

Moore Kingston Smith LLP is eligible to act as auditor in terms of Section 1212 of the Companies Act 2006

# Consolidated Statement of Financial Activities

## (Incorporating an Income and Expenditure Account)

### For the year ended 31st March 2021

	Notes	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Total 2021 £	Total 2020 £
<b>Income from:</b>						
Donations and legacies		552	-	109,153	<b>109,705</b>	54,118
Other trading activities		6,802	-	-	<b>6,802</b>	90,260
Investment income		3,303	-	-	<b>3,303</b>	8,906
Charitable activities		-	-	3,263,013	<b>3,263,013</b>	2,023,144
Income from Subsidiary		298,891	-	-	<b>298,891</b>	46,080
Other Income		31,733	-	-	<b>31,733</b>	
<b>Total operating income</b>		<b>341,281</b>	<b>-</b>	<b>3,372,166</b>	<b>3,713,447</b>	<b>2,222,508</b>
<b>Expenditure on:</b>						
Raising funds		79,270	-	19,708	<b>98,978</b>	61,985
Charitable activities	6	211,496	-	2,774,356	<b>2,985,852</b>	2,394,833
<b>Total operating expenditure</b>		<b>290,766</b>	<b>-</b>	<b>2,794,064</b>	<b>3,084,830</b>	<b>2,456,818</b>
Net Gain/(Loss) on investments	9	-	4,730	-	4,730	28,237
Net Income/ (Expenditure) before transfers		50,515	4,730	578,102	<b>633,347</b>	(206,073)
Transfers between funds	13	-	-	-	-	-
<b>Net Movement in Funds</b>		<b>50,515</b>	<b>4,730</b>	<b>578,102</b>	<b>633,347</b>	<b>(206,073)</b>
<b>Reconciliation of Funds</b>						
Fund balances brought forward at 1st April 2020		180,404	671,212	275,927	<b>1,127,543</b>	1,333,616
Fund balances carried forward at 31st March 2021	12, 13	<b>230,919</b>	<b>675,942</b>	<b>854,029</b>	<b>1,760,890</b>	<b>1,127,543</b>

All transactions are derived from continuing activities.

All recognised gains and losses are included in the Statement of Financial Activities.

Total income attributable to Hackney Council for Voluntary Service only was £3,713,447 and the financial result for the year for the charity only was £633,347.



# Hackney Council for Voluntary Service

## Consolidated Balance Sheet at 31st March 2021

	Notes	2021 £	2021 £	2020 £	2020 £
<b>Fixed Assets</b>					
Tangible assets	8		140,380		189,925
Investments	9		105,817		1,087
			<u>246,197</u>		<u>191,012</u>
<b>Current Assets</b>					
Debtors and prepayments	10	604,252		279,730	
Cash at bank and in hand		<u>1,702,656</u>		<u>902,431</u>	
		2,306,908		1,182,161	
<b>Creditors: Amounts falling due within one year</b>	11	<u>(792,215)</u>		<u>(245,630)</u>	
<b>Net Current Assets</b>			<u>1,514,693</u>		<u>936,531</u>
<b>Net Assets</b>			<u><u>1,760,890</u></u>		<u><u>1,127,543</u></u>
<b>Funds</b>					
Restricted funds	12		854,029		275,927
General funds	13		230,919		180,404
Designated funds	13		675,942		671,212
			<u>1,760,890</u>		<u>1,127,543</u>

Approved by the board and authorised for issue on 27 January 2022.

*T. Vaughan*

Timothy Vaughan  
Trustee

Company Registration Number: 03365292

# Hackney Council for Voluntary Service

## Balance Sheet at 31st March 2021

	Notes	2021 £	2021 £	2020 £	2020 £
<b>Fixed Assets</b>					
Tangible assets	8		140,380		189,925
Investments	9		105,817		1,087
			<u>246,197</u>		<u>191,012</u>
<b>Current Assets</b>					
Debtors and prepayments	10	666,392		306,942	
Cash at bank and in hand		<u>1,281,520</u>		<u>827,065</u>	
		1,947,912		1,134,007	
<b>Creditors: Amounts falling due within one year</b>	11	<u>(433,219)</u>		<u>(197,476)</u>	
<b>Net Current Assets</b>			<u>1,514,693</u>		<u>936,531</u>
<b>Net Assets</b>			<u><u>1,760,890</u></u>		<u><u>1,127,543</u></u>
<b>Funds</b>					
Restricted funds	12		854,029		275,927
General funds	13		230,919		180,404
Designated funds	13		675,942		671,212
			<u>1,760,890</u>		<u>1,127,543</u>

Approved by the board and authorised for issue on 27 January 2022.

*T. Vaughan*

Timothy Vaughan  
Trustee

Company Registration Number: 03365292

# Hackney Council for Voluntary Service

## Consolidated Cash Flow Statement

### For the year ended 31 March 2021

	2021 £	2020 £
<b>Cashflow/(outflow) from operating activities</b>		
Net cash (used in)/ provided by operating activities	<u>896,922</u>	<u>(46,547)</u>
<b>Cashflows from investing activities</b>		
Investment income and interest received	3,303	8,906
Payments to acquire tangible fixed assets	0	0
Proceeds from disposal of investment	0	424,640
Additions of investments	<u>(100,000)</u>	<u>433,546</u>
	<u>(96,697)</u>	<u>433,546</u>
<b>Net increase in cash and cash equivalents</b>	800,225	386,999
Cash and cash equivalents at beginning of year	902,431	515,432
<b>Cash and cash equivalents at end of year</b>	<u>1,702,656</u>	<u>902,431</u>

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

	2021 £	2021 £
<b>Net income</b>	633,347	(206,073)
<b>Adjustments for:</b>		
Depreciation charges	49,545	49,688
(Gains)/ losses on investments	(4,730)	(28,237)
Investment income	(3,303)	(8,906)
Decrease/ (increase) in debtors	(324,522)	191,993
Increase /(decrease) in creditors	546,585	(45,011)
<b>Net cash (used in)/ provided by operating activities</b>	<u>896,922</u>	<u>(46,547)</u>

# **Hackney Council For Voluntary Service**

## **Notes to the Financial Statements**

### **For the year ended 31st March 2021**

#### **1 Accounting Policies**

##### **Company status**

Hackney Council for Voluntary Service is a private company limited by guarantee and has no share capital. The liability of each member is limited to £1 per member. It is registered in England and Wales and its registered office is 24-30 Dalston Lane, London, E8 3AZ.

##### **Basis of preparation of financial statements**

These notes have been prepared on a going concern basis, under the historical cost convention subject to valuation of investments at fair value.

The financial statements of the charity and its subsidiary have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) – (Charities SORP (FRS 102)) and the Companies Act 2006. The charitable company and its subsidiary meets the definition of a public benefit group for the purposes of FRS102.

The trustees have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the charitable group to continue as a going concern. The trustees have made this assessment for a period of at least one year from the date of approval of the financial statements, taking cognisance of impact of COVID-19 pandemic. In particular the trustees have considered the charitable group's forecasts and projections and have taken account of pressures on income. After making enquiries the trustees have concluded that there is a reasonable expectation that the charitable group has adequate resources to continue in operational existence for at least the foreseeable future, defined in FRS 102 as twelve months from the date of approval of these accounts. The charitable group therefore continues to adopt the going concern basis in preparing its financial statements.

The financial statements are prepared in sterling, which is the functional currency of the company. Monetary amounts in these financial statements are rounded to the nearest pound.

The principal accounting policies adopted in the preparation of the financial statements are set out below:

##### **Consolidation**

The Statement of Financial Activities and Balance Sheet consolidate the financial statements of the charitable company and its subsidiary undertaking. The results of the subsidiary are consolidated on a line by line basis. The charitable company has taken advantage of the exemption from preparing its unconsolidated income and expenditure account available under Section 408 of the Companies Act 2006.

##### **Fund accounting**

Unrestricted funds comprise accumulated surpluses and deficits on general funds. They are available to spend on activities that further any of the purposes of the charity.

Designated funds are amounts which the Executive Committee have decided at their discretion to set aside for use for a specific purpose.

Restricted funds are funds that are to be used in accordance with specific restrictions imposed by the donors or which have been raised by the charity for specific purpose. The cost of raising and administering such funds is charged against the specific fund.

Further explanation of the aim and purpose of each fund is included in the notes to the financial statements.

# Hackney Council For Voluntary Service

## Notes to the Financial Statements

### For the year ended 31st March 2021

#### 1 Accounting Policies (continued)

##### **Income**

Income represents the total income receivable during the year comprising grants, donations and gifts, merchandise and publications, and investment income. All income is recognised when there is entitlement to the funds, the receipt is probable and the amount can be reliably measured.

Donations, grants and gifts are recognised when receivable. In the event that a donation is subject to fulfilling performance conditions before the charity is entitled to the funds, the income is deferred and not recognised until it is probably that those conditions will be fulfilled in the reporting period.

##### **Expenditure**

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that a settlement is required and the amount of the obligation can be measured reliably. All expenditure is accounted for on an accruals basis. Expenditure includes VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates.

Costs of raising funds comprise the fundraising costs and publicity activities incurred in seeking donations and grants for the charity and their associated support costs.

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activity. It includes grants made to organisations and costs incurred in the operation of projects and programmes together with their associated support costs.

Grants payable are payments made to third parties that further the charitable objectives of the charity. The grants are accounted for where the charity has agreed to pay the grant without condition and the recipient has a reasonable expectation of its receipt.

Support costs comprise those costs which are incurred directly in support of expenditure on the objects of the charity and include governance, premises, marketing and general office costs. Governance costs, which are included within support costs, are those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fees and costs linked to the strategic management of the charity.

Support costs are allocated to each of the activities on one of the following basis: either floor area, staff time or usage depending on the nature of the support costs, to best allocate the costs to each attributable heading. More detail on the analysis and basis of allocated costs is given in note 5 to the financial statements.

##### **Pension Costs**

The charity makes payments to personal pension plans of certain employees. The costs are charged to the Statement of Financial Activities for the period to which they relate.

##### **Employee Benefits**

The cost of short-term employee benefits are recognised as a liability and an expense. The cost of any material unused holiday entitlement is recognised in the period in which the employee's services are received.

##### **Tangible fixed assets and depreciation**

All assets costing more than £5,000 are capitalised.

Depreciation is calculated to write off the cost of fixed assets over their estimated useful lives using the following rates:

Office equipment and fittings	25% per annum straight line
Leashold improvements	20% per annum straight line

Residual lives and impairment losses are assessed annually.

##### **Leases**

Rentals under operating leases are charged to the Statement of Financial Activities as they fall due.

# Hackney Council For Voluntary Service

## Notes to the Financial Statements

### For the year ended 31st March 2021

#### 1 Accounting Policies (continued)

##### Financial Instruments

##### 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. The Statement of Financial Activities includes the net gains and losses arising on revaluation and disposals throughout the year.

##### Cash and cash equivalents

Cash and cash equivalents include cash at bank and in hand and short term deposits with a maturity date of three months or less.

##### Debtors and creditors

Debtors and creditors receivable or payable within one year of the reporting date are carried at their transaction price. Debtors and creditors that are receivable or payable in more than one year and not subject to a market rate of interest are measured at the represent value of the expected future receipts or payment discounted as a market rate of interest.

##### Critical accounting estimates and areas of judgement

In preparing financial statements it is necessary to make certain judgements, estimates and assumptions that affect the amounts recognised in the financial statements.

In the view of the trustees in applying the accounting policies adopted, no judgements were required that have a significant effect on the amounts recognised in the financial statements nor do any estimates or assumptions made carry a significant risk of material adjustment in the next financial year.

#### 2 Net Movement in Funds

	2021 £	2020 £
The net movement in funds is stated after charging:		
Depreciation	49,545	49,688
Auditors' remuneration - statutory audit	12,845	9,385
- prior year underprovision	-	-

#### 3 Employees and Staff Costs

In aggregate the number of full and part time persons employed during the year was:

	2021 Number	2020 Number
Staff members	79	94
Staff costs were as follows:		
Salaries and wages	£ 1,048,808	£ 952,322
National insurance	92,724	88,311
Pension scheme	56,133	45,774
	<u>1,197,665</u>	<u>1,086,407</u>

One employee received between £60,000 - £70,000 (including benefits in kind) during the year (2020- One). The pension contributions relating to the higher paid employee amounted to £3,720 (2020- £3,663).

The charity considers that the key management personnel comprise of the trustees, who are not remunerated, and the chief executive. The total employee benefits including pension costs of the key management personnel of the charity and group were £71,824 (2020: £72,896).

The charity had an average of 14 volunteers during the year (2020:14), making a favourable impact across many of our projects.

One employee received total redundancy payments of £15,491 (2020: One for £7,875) during the year.

# Hackney Council For Voluntary Service

## Notes to the Financial Statements

### For the year ended 31st March 2021

#### 4 Executive Committee Remuneration and Reimbursed Expenses

No members of the Executive Committee received remuneration for their services during the year (2020 - £Nil).

One member of the Executive Committee received expenses totalling £47 for meeting costs reimbursements during the year (2020 - £47 for meeting costs).

#### 5 Allocation of Support costs

Support costs are allocated on a basis consistent with the use of resources.

For year ended 31 March 2021	Premises	Marketing & publication	Depreciation	General office costs	Governance Costs	Totals
	£	£	£	£	£	£
Basis of allocation	Floor Area	Usage	Usage	Staff time	Staff time	
Consortia work	26,721	6,796	-	376,982	12,554	423,053
Communications	5,529	1,133	-	55,439	617	62,718
Organisation and Workforce Development	8,293	1,982	-	77,614	823	88,712
Community Empowerment & Engagement	14,743	8,495	-	255,018	2,675	280,931
Grants, fundraising and philanthropy	5,529	1,416	-	44,351	412	51,708
Assets for the sector	3,686	566	-	44,351	412	49,015
Compact	5,529	566	-	44,351	412	50,858
Policy and leadership	7,372	1,416	-	55,439	617	64,844
Youth Programme	11,057	5,664	-	133,053	1,852	151,626
Refugee Programmes	3,686	283	-	22,175	205	26,349
<b>TOTALS</b>	<b>92,145</b>	<b>28,317</b>	<b>-</b>	<b>1,108,773</b>	<b>20,579</b>	<b>1,249,814</b>

# Hackney Council For Voluntary Service

## Notes to the Financial Statements

### For the year ended 31st March 2021

#### 5 Allocation of Support costs (continued)

Support costs are allocated on a basis consistent with the use of resources.

For year ended 31 March 2020	Premises	Marketing & publication	Depreciation	General office costs	Governance Costs	Totals
	£	£	£	£	£	£
Basis of allocation	Floor Area	Usage	Usage	Staff time	Staff time	
Consortia work	20,002	8,000	10,931	370,342	11,422	<b>420,697</b>
Communications	4,138	1,333	4,969	54,462	562	<b>65,464</b>
Organisation and Workforce Development	6,207	2,334	4,969	76,247	749	<b>90,506</b>
Community Empowerment & Engagement	11,035	10,001	4,969	250,526	2,434	<b>278,965</b>
Grants, fundraising and philanthropy	4,138	1,667	3,478	43,570	375	<b>53,228</b>
Assets for the sector	2,759	667	4,969	43,570	375	<b>52,340</b>
Compact	4,138	667	3,478	43,570	375	<b>52,228</b>
Policy and leadership	5,518	1,667	3,478	54,462	562	<b>65,687</b>
Youth Programme	8,276	6,667	4,969	130,709	1,685	<b>152,306</b>
Refugee Programmes	2,759	333	3,478	21,785	187	<b>28,542</b>
<b>TOTALS</b>	<b>68,970</b>	<b>33,336</b>	<b>49,688</b>	<b>1,089,243</b>	<b>18,726</b>	<b>1,259,963</b>

#### 5b) Governance costs comprise of the following:

	2021	2020
	£	£
Insurance	6,500	6,306
Audit and accountancy	12,845	9,385
Professional fees	814	1,213
Other	420	1,822
	<u>20,579</u>	<u>18,726</u>



# Hackney Council For Voluntary Service

## Notes to the Financial Statements

### For the year ended 31st March 2021

#### 6 Analysis of charitable expenditure

For year ended 31 March 2021

	Grants awarded £	Direct costs £	Subsidiary costs £	Support costs £	2021 Total £	2020 Total £
Consortia work	-	866,232	298,891	423,053	1,588,176	1,239,819
Communications	-	12,200	-	62,718	74,918	76,352
Organisation and Workforce Development	-	36,601	-	88,712	125,313	123,170
Community Empowerment & Engagement	-	85,403	-	280,931	366,334	355,180
Grants, fundraising and philanthropy	217,105	9,760	-	51,708	278,573	61,938
Assets for the sector	-	4,880	-	49,015	53,895	56,695
Compact	-	4,880	-	50,858	55,738	56,583
Policy and leadership	-	3,660	-	64,844	68,504	68,953
Youth Programme	-	195,206	-	151,626	346,832	326,512
Refugee Programmes	-	1,220	-	26,349	27,569	29,631
<b>TOTALS</b>	<b>217,105</b>	<b>1,220,042</b>	<b>298,891</b>	<b>1,249,814</b>	<b>2,985,852</b>	<b>2,394,833</b>
	(note 7)			(note 5)		

# Hackney Council For Voluntary Service

## Notes to the Financial Statements

### For the year ended 31st March 2021

#### 6 Analysis of charitable expenditure (continued)

For year ended 31 March 2020

	Grants awarded £	Direct costs £	Subsidiary costs £	Support costs £	2020 Total £	2019 Total £
Consortia work	-	773,042	46,080	420,697	1,239,819	1,200,943
Communications	-	10,888	-	65,464	76,352	64,633
Organisation and Workforce Development	-	32,664	-	90,506	123,170	106,391
Community Empowerment & Engagement	-	76,215	-	278,965	355,180	311,265
Grants, fundraising and philanthropy	-	8,710	-	53,228	61,937	52,403
Assets for the sector	-	4,355	-	52,340	56,696	47,305
Compact	-	4,355	-	52,228	56,584	48,007
Policy and leadership	-	3,266	-	65,687	68,954	58,483
Youth Programme	-	174,206	-	152,306	326,512	289,354
Refugee Programmes	-	1,089	-	28,542	29,631	24,042
<b>TOTALS</b>	<b>0</b>	<b>1,088,790</b>	<b>46,080</b>	<b>1,259,964</b>	<b>2,394,834</b>	<b>2,202,827</b>

(note 7)

(note 5)

# Hackney Council For Voluntary Service

## Notes to the Financial Statements

### For the year ended 31st March 2021

#### 7 Analysis of grants made to institutions

	2021 £	2020 £
Hackney Giving	217,105	-
	<u>217,105</u>	<u>-</u>

Number of grants awarded 32 (2020 - NIL).

#### 8 Tangible Assets Group and Company

	Leasehold Improvements £	Office Equipment and Fittings £	Totals £
<b>Cost</b>			
At 1st April 2020	247,729	1,710	249,439
Additions			-
Disposals			-
	<u>247,729</u>	<u>1,710</u>	<u>249,439</u>
At 31st March 2021	<u>247,729</u>	<u>1,710</u>	<u>249,439</u>
<b>Depreciation</b>			
At 1st April 2020	57,803	1,710	59,513
Disposals			-
Charge for the year	<u>49,546</u>		<u>49,546</u>
	<u>107,349</u>	<u>1,710</u>	<u>109,059</u>
At 31st March 2021	<u>107,349</u>	<u>1,710</u>	<u>109,059</u>
<b>Net Book Value</b>			
At 31st March 2021	<u>140,380</u>	<u>-</u>	<u>140,380</u>
At 31st March 2020	<u>189,925</u>	<u>-</u>	<u>189,925</u>

# Hackney Council For Voluntary Service

## Notes to the Financial Statements

### For the year ended 31st March 2021

<b>9 Investments Group and Company</b>	<b>2021</b>	<b>2020</b>
	<b>£</b>	<b>£</b>
CCLA COIF Charities Investment Units		
Market value at 1 April 2020	1,087	397,487
Additions	100,000	
Disposals		(396,400)
Unrealised gain/(loss) on investments	4,730	
	<u>105,817</u>	<u>1,087</u>
At 31 March 2021		

The historical cost of the investments is £101,087 (2020: £311,859). All investments are held in the UK.

Hackney Council for Voluntary Services is the sole member of City and Hackney Together, a company limited by guarantee. Therefore this entity is treated as a 100% subsidiary. The results of City and Hackney Together are shown in note 18.

	<b>Group</b>		<b>Company</b>	
<b>10 Debtors</b>	<b>2021</b>	<b>2020</b>	<b>2021</b>	<b>2020</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Grant debtors	377,440	148,929	377,440	148,929
Prepayments and accrued income	182,643	67,515	182,643	67,515
Other debtors	44,169	63,286	16,461	63,286
Amounts due from group company	-	-	89,848	27,212
	<u>604,252</u>	<u>279,730</u>	<u>666,392</u>	<u>306,942</u>

Financial instruments included in above debtor balances are £421,609 (2020- £212,214).

	<b>Group</b>		<b>Company</b>	
<b>11 Creditors: Amounts falling due within one year</b>	<b>2021</b>	<b>2020</b>	<b>2021</b>	<b>2020</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Trade creditors	397,382	118,363	282,025	96,902
Taxation and social security	82,425	29,731	23,158	28,038
Accruals and deferred income	312,408	97,536	128,036	72,536
	<u>792,215</u>	<u>245,630</u>	<u>433,219</u>	<u>197,476</u>

Financial instruments included in above creditor balances are £709,790 (2020- £212,609).

# Hackney Council For Voluntary Service

## Notes to the Financial Statements

### For the year ended 31st March 2021

#### 12 Analysis of Restricted Funds

Group and Company	Balance at 1st April 2020 £	Income £	Expenditure £	Transfers £	Balance at 31st March 2021 £
<b>Year ended 31 March 2021</b>					
Baobab Foundation Initiative		270,000	(86,680)		183,320
The National Lottery Community Fund					
Improving Futures - Families First	251		(251)		-
Lockdown Living	-	85,638	(85,638)		-
Connect Hackney	55,540	890,685	(953,596)		(7,371)
Clinical Commissioning Group					
CCG Health & Social Care Forum	3,229	20,000	(23,229)		-
CCG overhead support	-	34,520	(34,520)		-
Neighbourhoods	6,277		-		6,277
Neighbourhoods Pilot	-	189,642	(189,642)		-
Migrant Support Network	17,607		(9,663)		7,944
Devolution Project	4,024		-		4,024
Digital Inclusion	12,896		-		12,896
Information & Signposting	11,788		-		11,788
Peer Support long term conditions	11,752		-		11,752
Hackney Giving	-	222,673	(222,673)		-
Open Minds		137,460	(137,460)		-
VCSE Enabler		300,000	(30,846)		269,154
Reach & Resilience	-	17,275	(10,316)		6,959
Team Hackney / LBH					
Team Hackney Infrastructure Support	-	150,000	(150,000)		-
Erasmus	-		-		-
LD Pre-employment	19,394		-		19,394
Lunch Clubs	6,169	203,898	(189,463)		20,604
Oswald Street Project	-		-		-
Health & Social Care Forum	-	25,000	(25,000)		-
MOPAC	(2,829)	25,907	(23,078)		-
Trusted Relationships	-		-		-
Windrush	1,980		-		1,980
Young Black Men	-		-		-
Advice Sector Support	35,000		(35,000)		-
Age Well Strategy	-		-		-
Getting Hackney Healthy	100		-		100
Groundwork					
CVS Campaign	2,040		-		2,040
Community Fundraising		65,533	(11,900)		53,633
City Bridge Trust					
Fairer Hackney	13,164	40,000	(52,681)		483
London Comm. Response Fund		16,148	(16,148)		-
Hackney Giving	7,536	54,500	(43,421)		18,615
Balance c/fwd	205,918	2,748,879	(2,331,205)	-	623,592

# Hackney Council For Voluntary Service

## Notes to the Financial Statements

### For the year ended 31st March 2021

#### 12 Analysis of Restricted Funds (continued)

Group and Company	Balance at 1st April 2020 £	Income £	Expenditure £	Transfers £	Balance at 31st March 2021 £
<b>Year ended 31 March 2021</b>					
Balance b/fwd	205,918	2,748,879	(2,331,205)	-	623,592
Cornerston Fund	-	11,752		-	11,752
Greater London Authority					
Young Londoners Fund	15,779		(15,675)	-	104
Post Code Community Trust					
Mind Over Matter Project	12,299			-	12,299
Oxford Mindfulness	-			-	
Supported Employment Network	-	51,462	(41,213)	-	10,249
Lankelly Chase	-	30,000	(30,000)	-	-
User-Led Programme					
Hencel & CEPN	400			-	400
The Hospital Saturday Fund	2,000			-	2,000
Community Fundraising	2,197			-	2,197
Mind the Gap/Growing Minds	37,302	153,901	(94,973)	-	96,230
BM4C					
VRU	-	331,803	(268,669)	-	63,134
Youth Futures	-	41,369	(12,329)	-	29,040
NAVCA Emergency Response Network		3,000		-	3,000
Olympic Torch Fund	32			-	32
	<u>275,927</u>	<u>3,372,166</u>	<u>(2,794,064)</u>	<u>-</u>	<u>854,029</u>

# Hackney Council For Voluntary Service

## Notes to the Financial Statements

### For the year ended 31st March 2021

#### 12 Analysis of Restricted Funds

Group and Company	Balance at 1st April				Balance at 31st March
Year ended 31 March 2020	2019	Income	Expenditure	Transfers	2020
	£	£	£	£	£
The National Lottery Community Fund					
Improving Futures - Families First	13,743	-	(13,492)	-	251
Youth Development Grant	-	15,214	(15,214)	-	-
Connect Hackney	146,265	1,092,266	(1,182,991)	-	55,540
Clinical Commissioning Group					
CCG Health & Social Care Forum	-	20,000	(16,771)	-	3,229
Bowel Cancer	5,563	-	(5,563)	-	-
Neighbourhoods	6,277	-	-	-	6,277
Neighbourhoods Pilot		101,026	(101,026)		-
Migrant Support Network	62,400	158	(44,951)		17,607
Devolution Project	4,024	-	-	-	4,024
Digital Inclusion	12,896	-	-	-	12,896
Information & Signposting	11,788	-	-	-	11,788
Peer Support long term conditions	33,490	5,690	(27,428)	-	11,752
Community Navigators	-	6,600	(6,600)	-	-
Reach & Resilience	(1)	16,589	(16,588)	-	-
Team Hackney / LBH					
Team Hackney Infrastructure Support	-	150,000	(150,000)	-	-
Erasmus	603	-	(603)	-	-
LD Pre-employment	19,394	-	-	-	19,394
Lunch Clubs	-	203,898	(197,729)	-	6,169
Flexible Support Fund	(100)	53,988	(57,382)	3,494	-
Oswald Street Project	(1,098)	-	-	1,098	-
Health & Social Care Forum	-	40,000	(40,407)	407	-
MOPAC	37,384	12,000	(52,213)	-	(2,829)
Trusted Relationships	-	9,990	(9,990)	-	-
Windrush	-	3,000	(1,020)	-	1,980
Young Black Men	-	8,000	(8,000)	-	-
Advice Sector Support	-	67,083	(32,083)	-	35,000
Age Well Strategy	-	11,061	(11,601)	540	-
Getting Hackney Healthy	100	-	-	-	100
Groundwork					
CVS Campaign	2,040	-	-	-	2,040
Community Links					
Create Your Future	(27,782)	56,581	(28,799)	-	-
City Bridge Trust					
Fairer Hackney	-	20,000	(6,836)	-	13,164
Hackney Giving	-	24,000	(16,464)	-	7,536
Balance c/fwd	326,986	1,917,144	(2,043,751)	5,539	205,918

# Hackney Council For Voluntary Service

## Notes to the Financial Statements

### For the year ended 31st March 2021

#### 12 Analysis of Restricted Funds (continued)

Group and Company	Balance at 1st April 2021 £	Income £	Expenditure £	Transfers £	Balance at 31st March 2020 £
Year ended 31 March 2020					
Balance b/fwd	326,986	1,917,144	(2,043,751)	5,539	205,918
Cornerston Fund				-	
Health & Wellbeing	1,089	5,900	(6,989)	-	-
Greater London Authority					
Young Londoners Fund	24,984	25,200	(34,405)	-	15,779
Post Code Community Trust					
Mind Over Matter Project	-	19,945	(7,646)	-	12,299
Oxford Mindfulness	(450)		448	2	-
Supported Employment Network	34,599	1,500	(36,099)	-	-
Lankelly Chase	-	7,150	(7,150)	-	-
User-Led Programme					
Hencel & CEPN	3,500	-	(3,100)	-	400
The Hospital Saturday Fund	2,000	-	-	-	2,000
Community Fundraising	-	2,197	-	-	2,197
Mind the Gap/Growing Minds	-	73,627	(36,325)	-	37,302
WEA - Together We Learn	-	8,524	(8,524)	-	-
Olympic Torch Fund	32	-	-	-	32
	<u>392,740</u>	<u>2,061,187</u>	<u>(2,183,541)</u>	<u>5,541</u>	<u>275,927</u>



# Hackney Council For Voluntary Service

## Notes to the Financial Statements

### For the year ended 31st March 2021

**13 General Funds Charity Only**  
**Year ended 31 March 2021**

	Balance at 1st April 2020 £	Surplus / (Deficit) for the year £	Transfers £	Utilised/ Unrealised £	Balance at 31st March 2021 £
<b>Unrestricted funds</b>	180,404	50,515	-	-	230,919
<b>Staff fund</b>	29,942	-	-	-	29,942
<b>Premises Fund</b>	641,270	-	-	4,730	646,000
<b>Fixed assets</b>	-	-	-	-	-
<b>Designated funds</b>	671,212	-	-	4,730	675,942
<b>General funds</b>	851,616	50,515	-	4,730	906,861

Of the total funds of £851,616, £NIL relate to the subsidiary, City & Hackney Together.

<b>Year ended 31 March 2020</b>	Balance at 1st April 2019 £	Surplus / (Deficit) for the year £	Transfers £	Utilised/ Unrealised £	Balance at 31st March 2020 £
<b>Unrestricted funds</b>	248,355	(62,410)	(5,541)	-	180,404
<b>Staff fund</b>	29,942	-	-	-	29,942
<b>Premises Fund</b>	662,579	-	-	(21,309)	641,270
<b>Fixed assets</b>	-	-	-	-	-
<b>Designated funds</b>	692,521	-	-	(21,309)	671,212
<b>General funds</b>	940,876	(62,410)	(5,541)	(21,309)	851,616

The staff fund recognises the company's responsibilities to make reasonable provision to meet legal and moral obligations especially in the light of continuing uncertainty among funders and is estimated based on the forecasted budget for next financial year. The Staff Fund will be utilised when staff are to receive sick pay in line with their contract of employment and where funds are not available from restricted funds.

The premises fund represents funds to be used in the move to new premises, a contingency fund, unforeseen cost of the new premises, new furniture and equipment, dilapidation and related increased outgoings; e.g. rates, extra heating and lighting. The premises fund is being held to finance new premises for the charity.

The fixed asset fund represents the net book value of the fixed assets - excluding those reflected in the Restricted Funds. The movement in the year reflects the depreciation on the fixed assets held under unrestricted funds.

# Hackney Council For Voluntary Service

## Notes to the Financial Statements

### For the year ended 31st March 2021

#### 14 Analysis of group Net Assets between Funds

	Designated Funds £	Unrestricted Funds £	Restricted Funds £	Total Funds £
<b>Year ended 31 March 2021</b>				
Tangible assets	140,380	-	-	140,380
Investments	105,817	-	-	105,817
Net Current assets	429,745	230,919	854,029	1,514,693
Total net assets	<u>675,942</u>	<u>230,919</u>	<u>854,029</u>	<u>1,760,890</u>
	Designated Funds £	Unrestricted Funds £	Restricted Funds £	Total Funds £
<b>Year ended 31 March 2020</b>				
Tangible assets	140,380	-	-	140,380
Investments	1,087	-	-	1,087
Net Current assets	480,200	180,404	275,927	936,531
Total net assets	<u>621,667</u>	<u>180,404</u>	<u>275,927</u>	<u>1,077,998</u>

#### 15 Future Financial Commitments

At 31 March 2021, the group had the following future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2021 £	2020 £
a) Land and building		
within one year	16,375	32,750
in 2 to 5 years	16,375	16,375
Over 5 years	-	-
	<u>32,750</u>	<u>49,125</u>

#### 16 Related Party Transactions

During the year 2020/21, Hackney CVS bought services to the value of £694.00 (2020- £694) from the following organisations where its Trustees are involved: 1)NCVO –Services of £567.00 (2020 - Services of £694). Additionally £10,000 grant was paid out during the year (2020 - training income received £90) from Choice in Hackney where a trustee is involved

None of the Trustees sat on any meetings where decisions were made.

#### 17 Financial Activities of the Charity

The charitable company has taken advantage of the exemption from preparing its unconsolidated income and expenditure account available under Section 408 of the Companies Act 2006.

The net increase in the charity's own funds for the year was £705,798 (2020: decrease of £206,073)

# Hackney Council For Voluntary Service

## Notes to the Financial Statements

### For the year ended 31st March 2021

#### 18 Investment in the Subsidiary Undertaking City and Hackney Together

	2021 £	2020 £
Turnover	298,891	46,080
Cost of sales and administrative expenses	<u>(298,891)</u>	<u>(46,080)</u>
Operating Profit	-	-
Net (loss)/profit retained in the subsidiary	<u>-</u>	<u>-</u>
The assets and liabilities of the subsidiary were:		
	£	£
Net Current Liabilities	<u>-</u>	<u>-</u>
Aggregate reserves in deficit	<u>-</u>	<u>-</u>

The wholly owned subsidiary which is incorporated in England and Wales, pays profits to the charitable company by way of gift aid. The company is limited by guarantee, without share capital. Hackney Council for Voluntary Service is the sole member of City and Hackney Together (company number: 8141065), which is registered at 24-30 Dalston Lane, London, E8 3AZ, and by virtue of this City and Hackney Together is treated as a wholly owned subsidiary of Hackney Council for Voluntary Service.

#### 19 Limited Liability

Hackney Council for Voluntary Service is a company limited by guarantee and as such does not have a share capital. In the event a winding up the liability of each member is limited to £1.