



Annual Report 2018-19

Content

Trustees; Staff; Mission; Structure Governance and Management	3
Chair's Report	4
Director's Report	5
Performance	6
A Family's Story	10
Bump to Babe	11
Bump to Babe Project Assistant	13
A Bump to Babe Story	14
Twins and Multiple Birth Group	15
Big Hopes, Big Futures	15
Volunteers	16
A Volunteer's Story	17
Successful Partnerships	18
End of Year Financial Review 2018-19	20
Looking Forward	21
Funders and Supporters	22
Support Us & Contact Details	



Note: Images in this report do not relate to individuals referred to, unless stated.

Home Start Southwark

TRUSTEES

Chair – Sarah Messenger	Vice Chair – Pippa South
Honorary Treasurer - Alice Gardiner	Trustee – Jill Bell
Trustee - Paul Baddeley	Trustee - Maggie Kaipah-Milne
Trustee - Danna Johnson	Trustee - Clare Cary
Trustee - Christopher King	Company Secretary - Sandra Powell

STAFF

Director	Cheryl Rhodes
Team Manager	Cheryl Parkinson (until 19/6/19)
Family Support Co-ordinator	Odette Ellis
Family Support Co-ordinator	Mavalyn Bonsu
Family Support Co-ordinator	Becca Jones
Bump to Babe Project Assistant	Serena Dyett (until 30/5/19)
Bump to Babe Project Assistant	Natalie Jackman (until 16/10/18)
Team Manager & Volunteer Co-ordinator	Juliet Thompson
Business & Finance Manager	Sandra Powell
Information Officer	Leonardo Greco
Child Development Practitioner	Alison Henry

MISSION

To provide practical and emotional support to struggling parents enabling them to create happier lives for their children.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Home-Start Southwark is a children's charity working in the London Borough of Southwark. The scheme became incorporated as a company limited by guarantee on the 23 Sept 2004 (company number 5239322) and is registered as a charity with the Charity Commission (registration number 1107413). The charity was established in July 1995 and was previously registered with the Charity Commission under the registration number 1048969. The directors of the company are also charity Trustees for the purposes of charity law and under the company's Articles of Association are known as members of the Board of Trustees.

Chair's Report

Despite the ongoing challenges of achieving long term sustainability and meeting the reporting and compliance requirements of funders and statutory bodies, this has been another successful year for Home-Start Southwark. Our focus, as ever, is on the families we support and our brilliant, hard-working staff team and volunteers who continue to deliver important and powerful outcomes for our families. As a Board, we are immensely proud of what they do and the difference they all make.

I was very pleased to be elected as Chair of Home-Start Southwark at the AGM in 2018. I have been a Trustee since 2015 and I've always been immensely impressed by the impact that such a small organisation has on the families we support. We understand and care deeply about the disadvantage and challenges our families face and our highly professional staff and committed volunteers work tirelessly on their behalf. The Board is fortunate to be made up of a group of equally committed and talented Trustees who recognise the important role we play in enabling the organisation to function effectively and to provide an environment that allows our staff and volunteers to thrive. With that in mind, I want to pay particular tribute to the former Chair, Pippa South, who led the organisation with such distinction prior to me taking over the Chair. Pippa has a long standing association with Home-Start Southwark as both a Trustee and volunteer and her leadership is a big factor in the achievements we have made in recent years, including the transition we had to make once our funding from the London Borough of Southwark was removed. I am so pleased that Pippa continues to be a Trustee and Vice-Chair of the organisation.

After a period of uncertainty in terms of the Scheme Director role, we were delighted that Cheryl Rhodes agreed to become our Interim Director in June 2018. Cheryl brought a wealth of experience and expertise into the organisation and has made a significant contribution in terms of the strategic and managerial responsibilities of the role. We also welcomed Serena Dyett and Alison Henry as new members of staff and they too have done a great job for us. I also want to pay tribute to and thank Sandra, Cheryl Parkinson, Juliet, Becca, Odette, Mavalyn and Leonardo for their excellent work and the support and advice they have provided to us as Trustees.

Whilst we are grateful to all our funders, I wanted to mention our long-standing relationship with United Saint Saviours (USS) whose funding has been so important to the work we do in the local community. One of our Trustees, Clare Cary, was very pleased to attend their Charity celebration in May 2018 which commemorated the 100th anniversary of Women's Suffrage in the UK. It is a relationship we value very highly, and we hope will continue in the years to come.

We recognise the importance of continuing to explore and develop collaborative working relationships with a range of appropriate partners. We have done that throughout the year and will continue to do so to ensure we take every opportunity to operate efficiently and maximise our effectiveness for the families we support.

Throughout the year, we have continued to be active participants in Home-Start London, and we remain very appreciative of the support, advice and funding they and colleagues in Home-Start UK provide for our work.

Sarah Messenger

Director's Report

The last year has seen Home-Start Southwark continue to build upon our work with children and families in our community. We have met or exceeded all our targets in terms of training volunteers, engaging families and meeting our purpose of making a positive difference to children and their families lives so they are able to thrive.

I would personally like to thank our volunteers who are intrinsic to everything we do. I have been privileged to hear testimony from a parent where her relationship with her children was transformed by having support from one of our volunteers. She shared how she had previously had family interventions from a range of different professionals over the years, but this had not changed anything as she always felt powerless and 'done to'. When she began working with our volunteer, she felt she had a friend who understood her circumstances and showed her how to parent without ever being judgemental or imposing her views. Her relationship with her volunteer has been the most powerful and positive relationship she has had as an adult and has changed her life and the lives of her children. This is how Home-Start Southwark's model of professional peer support can reach people and change lives for those who would otherwise be lost in the system.

We have a highly skilled staff team and have further grown this by employing Alison, our Child Development Practitioner (a qualified Teacher) who has extended our Big Hopes, Big Futures project into a rolling group programme aimed at improving nursery/school readiness; she is also providing additional training for the team and volunteers to support child development strategies in the home. We are always looking to review our practice and change how we do things in order to meet the needs of our community.

The Leadership team and our fantastic group of Trustees have worked on a range of initiatives over the last year aimed at providing stability, ensuring quality and developing sustainability of the programme by:

- Reviewing practice to ensure interventions and projects are delivering high quality work that meet the outputs and outcomes agreed with funders
- Working with the team to develop skills, knowledge and experience by having team building days and workshops
- Developing working relationships with our children's centre partners teams where our support team have joint reflection meetings to learn with other practitioners
- Accessing external Clinical Supervision for the team to facilitate continuous professional development for staff as well as ensure families and children have high quality interventions
- Developing a strategy for recruitment and retention of volunteers, as well as exploring other roles volunteers could take on in the organisation
- Developing relationships with statutory partners in health to facilitate training for staff and volunteers in improving speech & language for young children, as well as supporting families with strategies to reduce childhood obesity
- Delivering aspects of a volunteer training to other local charities to support community learning
- Designing and delivering a training module for health professionals to better understand the Bump to Babe project and referral pathways to access this

As a charitable organisation we continue to be a key part of early intervention and prevention services for children and families in Southwark and are looking forward to building upon this with our partners, volunteers, funders and wider community over the coming year.

Cheryl Rhodes

Performance

Since 1995, Home-Start Southwark has supported 2,707 families and 7,526 children with a range of complex needs and recruited and trained 644 local volunteers. We are very proud of our achievements and continued engagement in the local community which are only made possible through the dedication of our volunteers, staff, Trustees and funders.

2018-19 delivery:

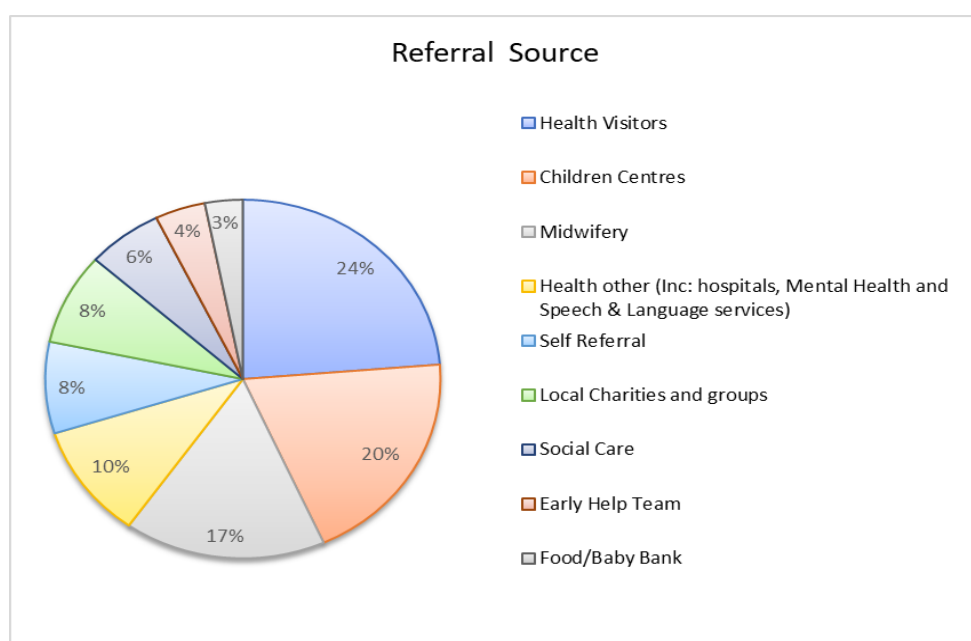
During this financial year, Home-Start Southwark worked with 184 families, which had at least one adult and one child under the age of 5. Of these:

- 62 achieved their outcomes and have been closed during the monitoring period
- 52 were supported by a volunteer or a Family Support Co-ordinator
- 10 received interim support from a Family Support Co-ordinator as they wait for a volunteer
- 60 were supported through our Twins and Multi-Birth group. The group offers play activities and a social environment for parents to interact and share with other parents

There were an additional 25 families whose referrals were received and were waiting for initial visit, and a further 31 families which were closed with no service being delivered, due to the family moving out of the area, being ineligible, declining the service or not responding to communications from us.

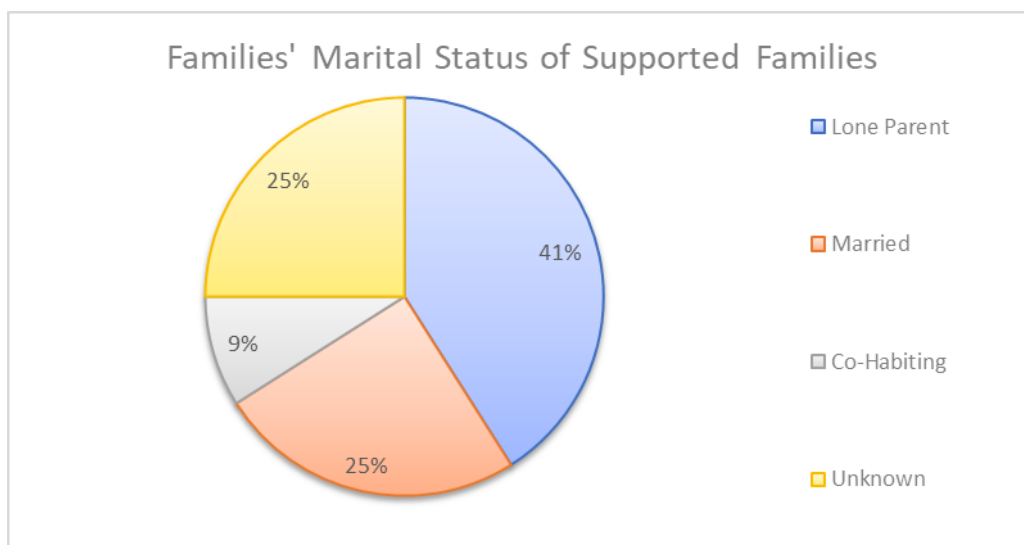
Referral Sources

In 2018-19, the scheme received 98 new referrals, of which 70 received a service and 28 were closed with no service for being ineligible or declining the service after an initial contact due to changes in their circumstances. Families were referred to Home-Start principally through Health Visitors, Children's Centres, midwifery and other health provider organisations which together accounted for 68% of referrals.



Marital Status

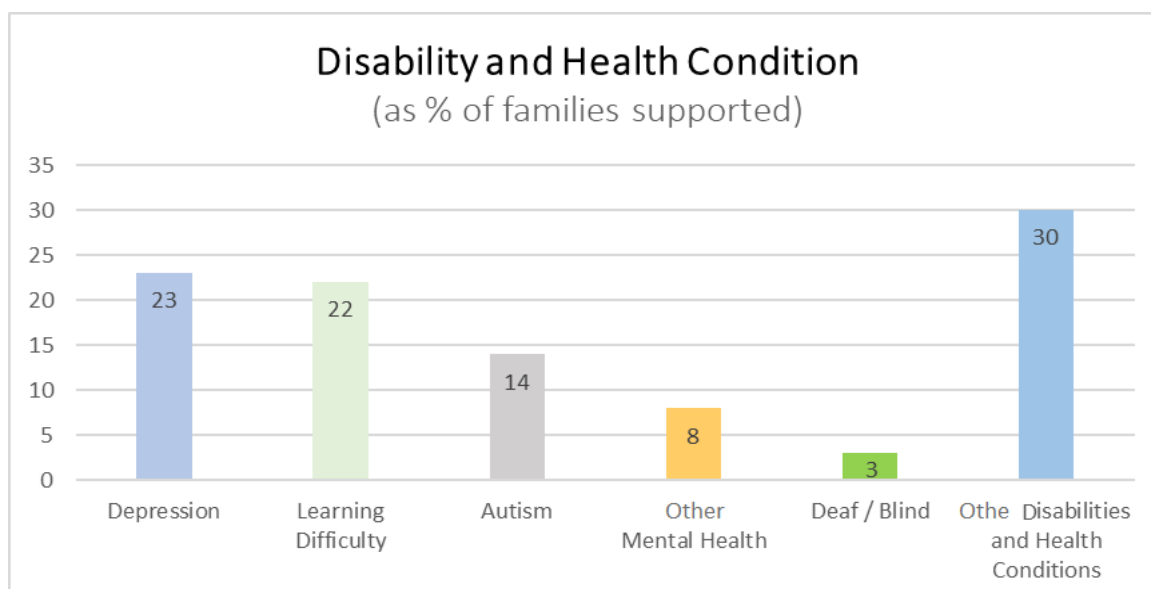
41% of the families supported were lone parents looking after one or more children, while 25% were married and 9% were co-habiting. A quarter of families worked with did not disclose their marital status.



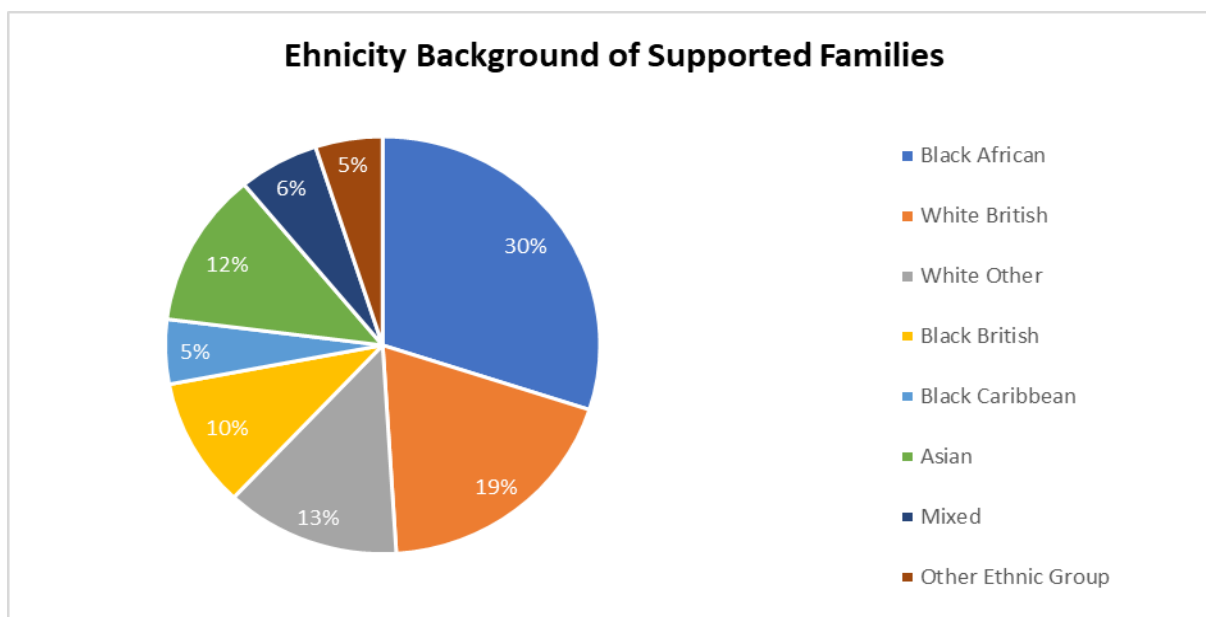
Disability, Health Conditions and Ethnic Background

The disability and ethnic breakdowns continue to remain reasonably constant over the years reflecting the borough's ethnic profile and the circumstances of our families.

52% of families supported in 2018-19 disclosed one or more disability or health condition, affecting the parent and/or a child. The most common conditions were autism, mental health and learning disability.

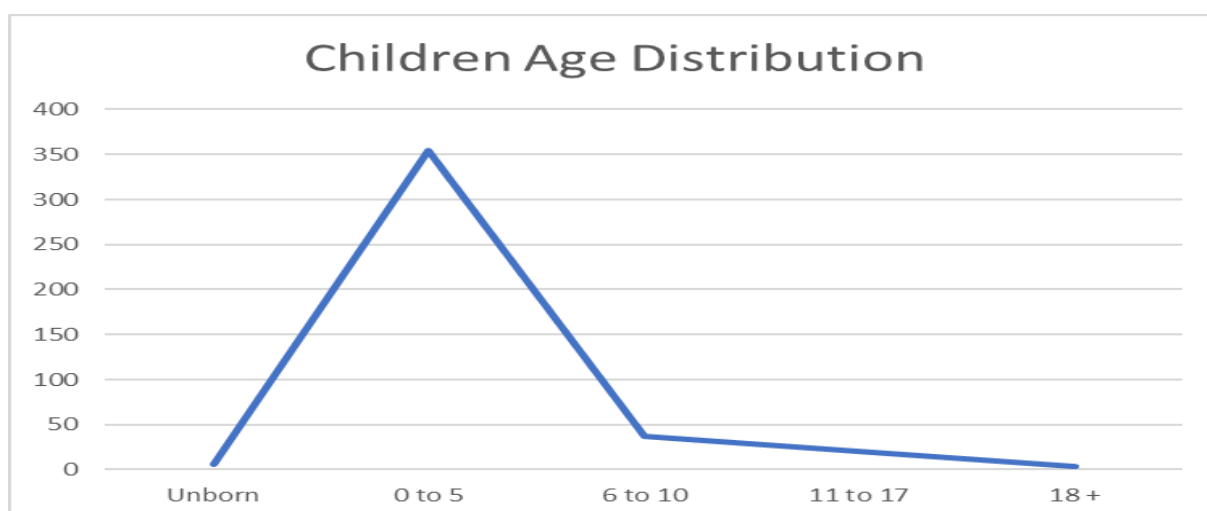
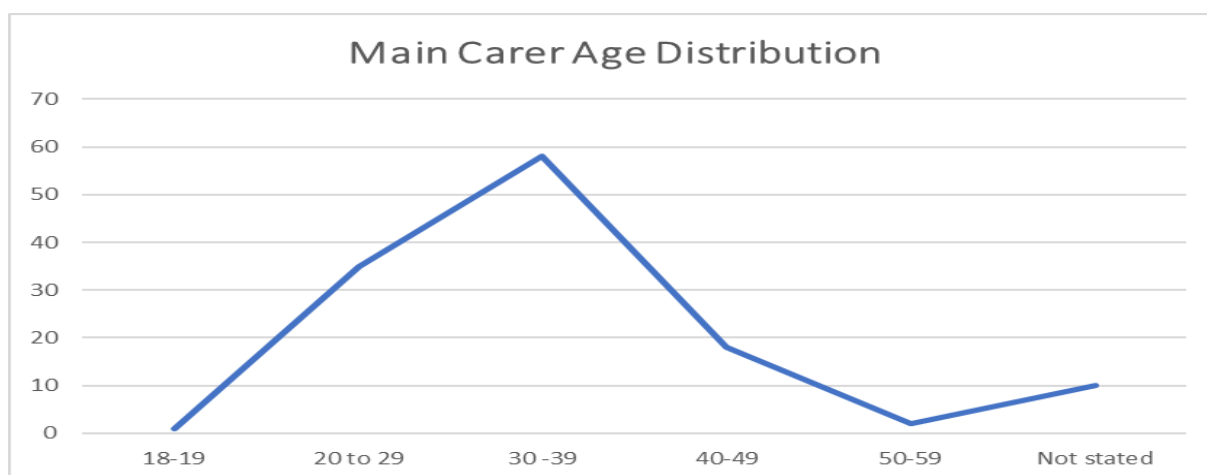


Black African still represents the largest ethnic group followed by White British.



Main carer's and children's age distribution

The tables below show the age groups and age distribution for main carer and their children in the families worked with in the period.



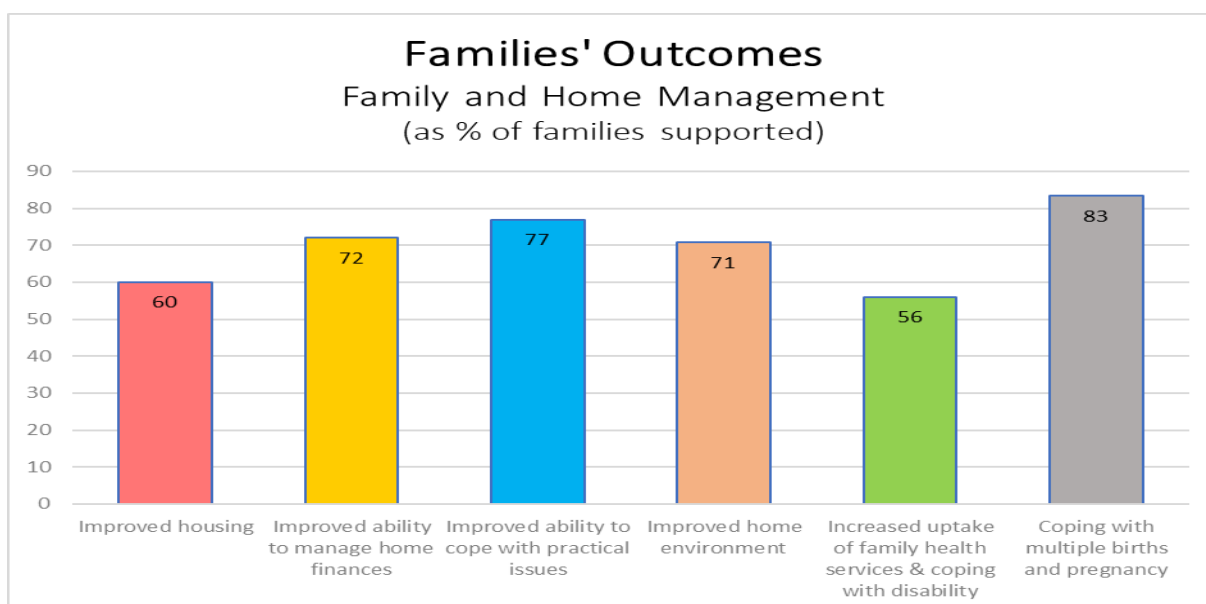
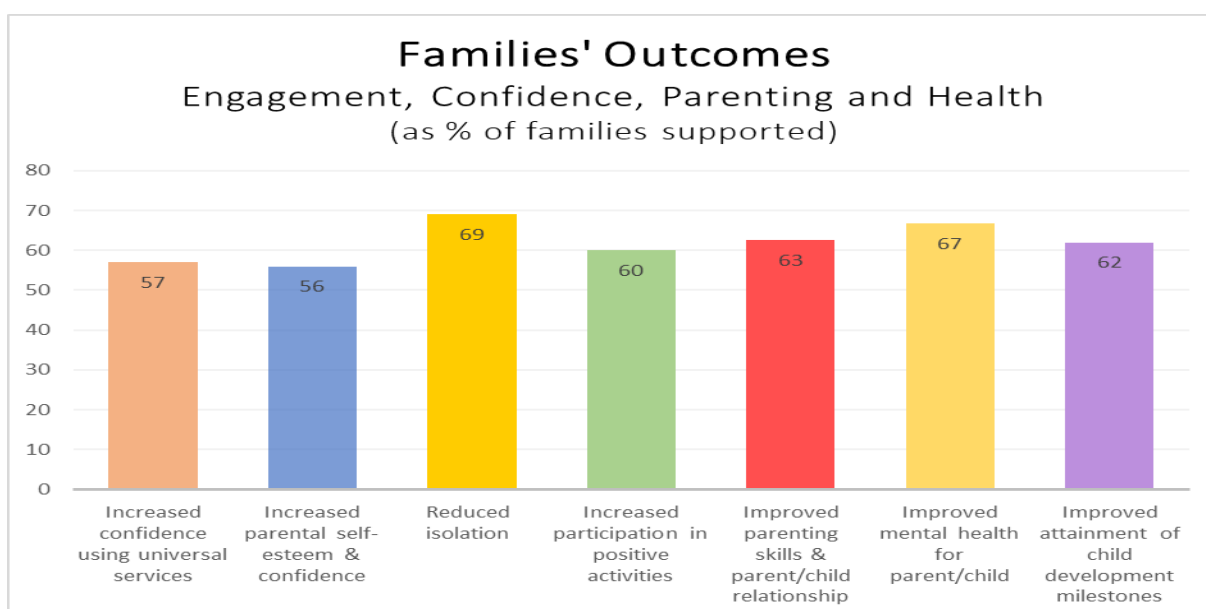
* During 2018-19, we supported a total of 421 children (354 under 5s and 67 over 5s)

Outcomes for Families

Families benefitted from our tailored programmes that were matched to their specific needs, including the Home Visiting service, Bump to Babe, Big Hopes Big Future, and Made of Money. These programmes enabled families to increase their participation in positive activities, increase their confidence in parenting, and support children to demonstrate improved social and emotional behaviour.

- 43 families with 92 children received the Bump to Babe service
- 32 parents benefitted from the Made of Money programme: 57% evidenced improved debt and money management, and 82% reported less stress and conflict in the home related to money problems.
- Our Big Hopes Big Future supported 28 parents with 44 children: 78% of children evidenced improved attachment, confidence and nursery/school readiness, and 88% of parents improved their parenting skills.

The graph below illustrates the outcomes achieved by families around engagement, confidence, parenting and health while the second graph illustrates outcomes achieved by families in relation to family and home management.



A family story

Home-Start Southwark received a referral for a two-parent family with two children who are two and three years old. The family live in a small ground floor bedsit in a block of flats. Both parents work but receive a low income and struggle financially to provide for the family. Due to the cramped conditions and limited space within the home the parents were struggling to implement routines, boundaries and play for the children. The lack of learning and play conditions within the home was impacting on the children's emotional, social and physical development.

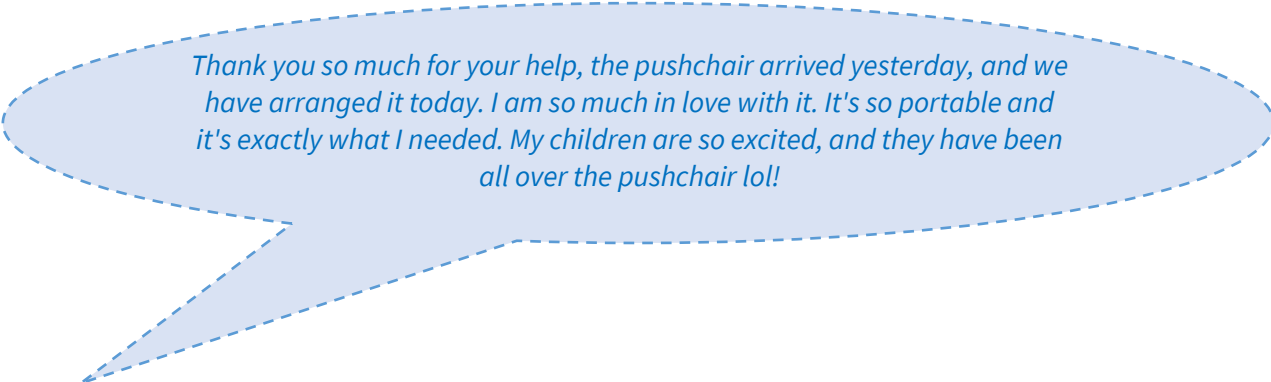
Mum had low self-esteem and confidence. She suffered from anxiety and worried constantly. Mum avoided going out and attending local Children's Centres sessions due to not having the money to purchase a double pushchair to travel safely with the children. It was difficult for her to supervise and keep the children safe whilst in the community. Consequently, Mum was stressed, exhausted and often had very low moods which affected her sleeping, eating and parenting.

Home-Start began working with the family in 2019 to improve the parents' ability to manage the children's behaviour, implement routines and boundaries. The focus was on providing the parents with strategies and techniques to use when the children's behaviour became challenging. Also, to improve Mum's confidence, self-esteem and resilience along with her ability to cope with her mental health.

On the first few visits the volunteer accompanied Mum to access local positive activities to improve her involvement and participation in the children's development and learning. The volunteer also supported the family to attend speech and language therapy sessions to help improve the children's communication and listening skills.

On occasions the volunteer delivered the 'Big Hopes, Big Futures' programme by bringing toys, books, games and activities and guiding the mother on how to interact with her children. The volunteer continues to support the parents to improve their participation with the children by accompanying them to the park and accessing positive local activities. Both parents are now more confident and resilient in parenting.

Home-Start have also been successful in receiving a grant to purchase a double pushchair for the family. This has improved the family's ability to reduce their isolation and attend local services, groups and activities. In an email to her Family Support Co-ordinator Mum said:








Thank you so much for your help, the pushchair arrived yesterday, and we have arranged it today. I am so much in love with it. It's so portable and it's exactly what I needed. My children are so excited, and they have been all over the pushchair lol!

Bump to Babe

The Bump to Babe project provides support to pregnant women in their third trimester and families with babies under a year old. Support is received through home-visiting from volunteers and staff who receive enhanced training on perinatal support, or through our Mellow Babies parenting programme. In 2018-19, 43 families, with 92 children received Bump to Babe support. Excellent outcomes achieved by the project under previous funding from BBC Children in Need and Trusthouse, ending in May 2018, resulted in a successful further grant application to BBC Children in Need to develop the project further over the next three years. We also have continued our work in North Southwark and Bermondsey during the second year of our grant from United St Saviours, which has funded traineeships for local residents to join the team as Bump to Babe Project Assistants – Natalie from February- October 2018, and Serena from October 2018- May 2019.

With our support, Bump to Babe families have achieved a great deal this year, including:

-  Increased interaction and improved attachment between parents and babies.
-  Improved their nutrition through continued breastfeeding and informed introduction of solid food.
-  Resolved financial, housing and immigration issues.
-  Increased parental self-esteem, confidence and resilience resulting in increased capacity to parent.
-  Decreased isolation through improving social networks and accessing services and activities.

I don't know why, but it's so easy to talk with B (volunteer); she understands and always knows the right things to say. I'm always feeling better after she visits, and the children always have smiles on their faces. D (11 months old baby) even said her first word when we were looking at books together!

Thank you so much for all you've done for us. I don't have anyone else I can be open with. J (volunteer) has made me feel like a good mum when I've been feeling really low.

In October 2018 we were excited to develop a project in partnership with South London and Maudsley Perinatal Mental Health teams, Home-Start London, Home-Start Lambeth and Cocoon, with funding from the South London Health Improvement Network. We have co-designed a training package to be delivered next year to mental health teams, maternity teams and Home-Start teams to increase our knowledge and capacity to work effectively with women with mental health conditions. This project also enabled us to gain valuable feedback on how women with mental health issues experience our services. One parent told us:

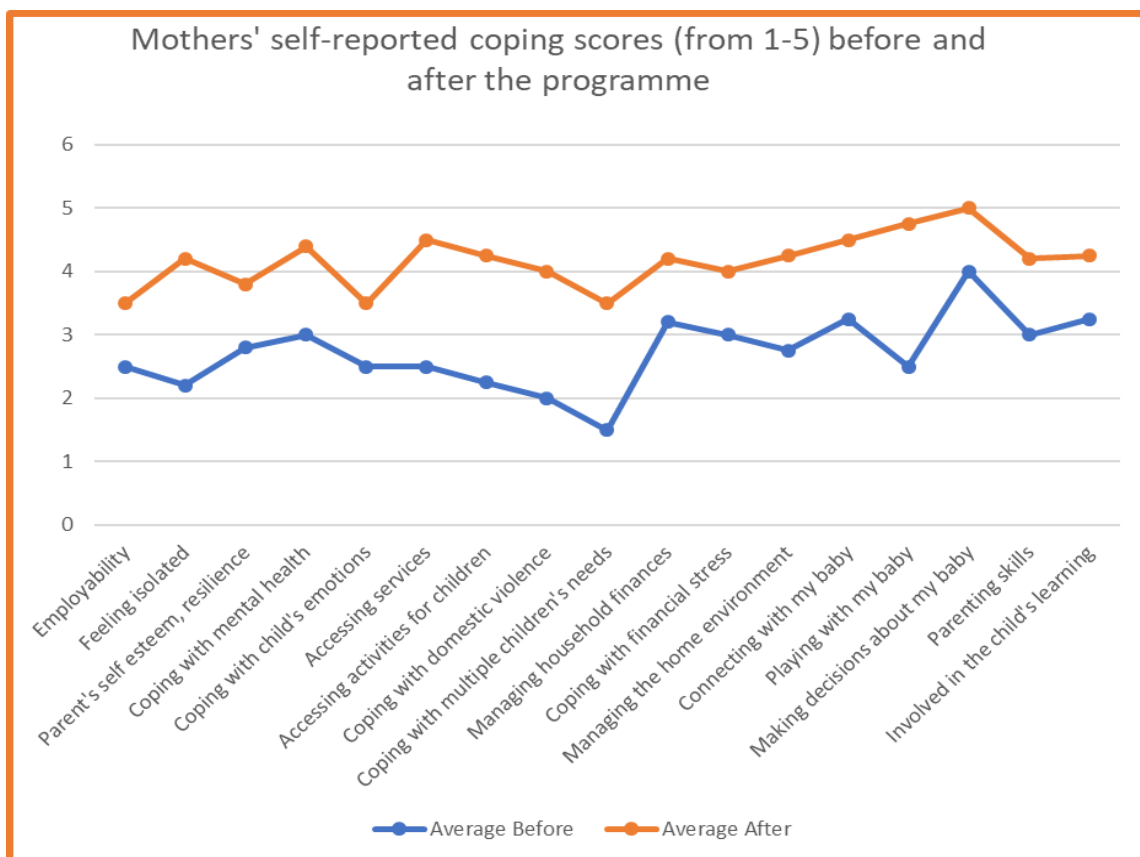
"I felt more comfortable with Home-Start. I felt listened to and had time to talk, without feeling rushed. My benefits and housing were big stressors, [Home-Start] helped me prioritise and access advice which decreased my stress. Weekly visits kept me focused on the things I needed to do".

The Mellow Babies course, an attachment-based early intervention programme that focuses on promoting parent-child relationships, was delivered between February and May 2018, and January and March 2019 at Ellen Brown Children's Centre to a total of 17 families. All the mothers involved reported an overwhelmingly positive experience and impact on their future parenting, as shown in the graph and quotes below.

The biggest lasting impact for me was that Mellow opened doors to why I found it hard to parent. I've been able to connect the dots and try new things.

It's continued to give me the confidence to trust in myself and my parenting ideas.

It absolutely strengthened my relationship with my baby and made me more aware of looking after other relationships in my life.



* Figures relate to mothers attending Mellow families

Bump to Babe Project Assistant

Serena's Story

I had just completed my BSc (Hons) Sociology degree at London South Bank University and saw an advertisement for the Bump to Babe Project Assistant and decided to apply for the post. I had done a bit of research on Home-Start Southwark and thought that the support they gave to families in many different circumstances was amazing.

I had the opportunity to take part in the Volunteer Preparation Course which prepares you for supporting families by identifying important aspects and daily challenges that families may experience.

I found this very interesting, especially when covering topics such as safeguarding. I thought allowing the family to make their own decisions is very important as it helps the family to build their confidence and self-esteem, it also allows them to be in control. The course also gave me more confidence as I had gained a stronger knowledge of how I would apply my skills to support a family.

When I had to take on my first family as a Co-ordinator I felt ready as I had been prepared with essential skills and practical support at a high level to support a family. I found working with families to be an amazing experience, for a family to feel comfortable with you can be challenging, as everyone's individual needs are different. To give a family a sense of belonging made me feel good, to know that a family could trust me and had someone they could talk to made me feel happy.

Within a short space of time of being with Home-Start Southwark I was trained to use the database; this was a new experience for me. The rest of the team were welcoming and gave me opportunities to shadow their work. This gave me an insight of how families were assessed and the importance of detailed recording keeping.

My time at Home-Start Southwark has been both interesting and rewarding. Knowing that I had made a positive change to a family's situation filled my heart with joy. The experience gave me the mindset to explore how I would forward my career after Home-Start.

Since leaving Home-Start I have started working at Southwark Pensioners Centre, where I have previously volunteered, as an Engagement and Outreach Co-ordinator for Older people. I'm still doing home visits, signposting and encouraging older people to be in control of their well-being. I'm enjoying the work so far, but I do miss my Home-Start 'families'.







Serena Dyett

A Bump to Babe Story

Chantel was referred to the Bump to Babe project when she was 38 weeks pregnant with her fifth child, Zion. The older children were living with extended family, and Chantel stated that Zion was like her first child, as she feels she wasn't "awake and listening" with her previous children, due to long-term mental health issues connected to childhood trauma.

Chantel and Zion received home-visiting support from a volunteer and attended our Mellow Babies programme.

The family experienced the following differences as a result of the support they received:

-  As Chantel interacted and bonded more with Zion through modelling and guidance from her volunteer and developing her understanding of parent-child relationships at Mellow Babies, she gained the confidence to begin rebuilding her relationship with her older children.
-  The family experienced decreased stress and conflict between Chantel, her children and extended family members through improved relationships and boundaries.
-  Improved nutrition for Chantel and Zion through meal-planning, budgeting, continued breastfeeding and informed introduction of solid food at the correct age.
-  Improved home environment through resolving housing issues and obtaining grants for essential household equipment.
-  Reduced isolation and more interaction with other babies and children, as Chantel made friends and had greater confidence in holding conversations with other mums.
-  Increased access to services – Building up a trusting relationship with her volunteer enabled Chantel to open up and reach out for support from other services, which she had previously rejected, enabling her to access appropriate support for her mental health, and reduce the negative impacts on her children.

You guys are human. I feel like other professionals are sometimes just doing a job and ticking boxes, but it feels like you really care, and you want me to be better. I feel like I'm ready to fly on my own now because you've made me feel like I can do it, and I am enough for my kids as a single mum.

Twins & Multiple Birth Group

This year we supported 60 families and 147 children. The Twins and Multiple Birth Group continued to provide a welcoming environment for parents and carers of twins and triplets. They can meet other parents and share experiences while the children enjoy the soft play and other activities provided. The group is run jointly by Home-Start Southwark and Camberwell and Dulwich Children's Centres.

This year we have developed our joint working with the Children's Centre and in March we ran a volunteer training session to prepare them to support the Group. Our plans for future cooperation include jointly running a Big Hopes, Big Futures group in the Albrighton Centre.

Big Hopes, Big Futures

We were delighted to welcome our new Child Development Practitioner, Alison Henry, to the team in December 2018. Alison's expertise has been invaluable in developing our Big Hopes, Big Futures programme. She has revised the BHBF training that we provide to our volunteers to ensure they are fully equipped to support families in preparing their children for nursery.

The BHBF programme has increased the likelihood of children reaching their developmental milestones such as speech and language development, social skills and competencies, self-regulatory skills and practical daily living skills. These skills make the transition to nursery and eventually school much easier for children and parents alike.

The programme is delivered by trained volunteers and staff who go into the families' homes and support them with activities that develop these skills. By modelling play with families and highlighting the benefits of play for children's learning and development volunteers and staff have seen a change in behaviour from parents who become more willing to engage in activities with their children as they are seeing the positive impact it has on them.



Volunteers

Our volunteers continue to provide non-judgemental, compassionate and confidential support to families in need.

At the end of March we had 48 active volunteers of which:

- o 24 were actively supporting a family
- o 14 were resting after having finished supporting a family for 6 months
- o 10 were waiting to be matched to a new family

There were also 11 waiting for references and/or DBS clearance to start their volunteering, 17 were attending the volunteer preparation course, 11 left the scheme to pursue employment, education and other personal goals and five were closed without being matched.

Volunteer Preparation Courses

This year we ran four Volunteer Preparation courses and trained a total of 35 volunteers which is our highest annual number so far. In line with our commitment to support families and recruit volunteers from all parts of Southwark we ran two of our courses in venues in the north of the borough - Ellen Brown Children's Centre in SE1 and John Keats Primary School in SE16. This also gave us an opportunity to build partnerships with other local organisations working with children.

Training

Once volunteers have completed the Volunteer Preparation Course we continue their professional development through an ongoing training programme. This year we offered:

- A Speech and Language workshop
- Autism training, run by an autism specialist from Evelina London
- Domestic Abuse training, run by the Domestic Abuse Champion at Home-Start Lambeth
- Unconscious Bias Training
- Twins and Multiple Birth Group Training

Support Groups

Our volunteers are often supporting families with complex needs and it is our priority to ensure that they in turn are well-supported by the Home-Start Southwark team. In addition to one-to-one supervisions with their Co-ordinators, and ongoing phone support, we also organise Support Groups where the volunteers can come together and share their experiences of working with families. It is a great opportunity for volunteers to get to know each other and for newer recruits to learn from more experienced volunteers. This year we ran three sessions, one of which was attended by a representative from the NHS Work Well team. We usually offer the volunteers breakfast at the Support Group and we were delighted that Christopher's Bakery in Herne Hill very kindly donated the croissants.

Social Events

We also organised two social events as our way of thanking the volunteers for the amazing work they do. In the summer we organised a lunch at a local pub where we gave certificates and flowers to long-serving volunteers, and at Christmas the Home-Start Southwark team cooked a Christmas lunch for the volunteers in the Albrighton Centre and distributed Christmas presents.

A Volunteer's Story

I had been aware of Home-Start for some time before I applied to be a volunteer. I learned more about Home-Start when a friend looked to them for some support when she was struggling with a toddler and a new-born having moved to an area where she didn't know anyone. The support they gave her was crucial in helping her to cope with a difficult situation. Having a child is incredibly challenging, so much of it is daunting and confusing. I received a lot of support from my family and friends, yet I still found things difficult. The opportunity to volunteer and be a friend to people who need some support is incredibly rewarding. I think it's so important for people know that they are not alone.

I think volunteers can offer something special. A volunteer's presence is a small act of kindness because a choice has been made by that person to give up their own time. I think it breaks down a barrier between the family and the Home-Start volunteer - the volunteer doesn't have to be there; they want to be there.

I really enjoyed the volunteer training course. I signed up knowing I had the right intentions and experiences, but not necessarily the specific knowledge or skills to help a family to the full extent that they deserved. The course taught me about confidentiality, the importance of being non-judgemental, safeguarding of children, skills like active listening, and practical information such as what the Home-Start Co-ordinators do to support volunteers. On a personal level I learned through the group sessions just how different we all are, in terms of our values and experiences, and how important it is to recognise this.

Although I visit my Home-Start family alone, after the initial match visit with my Co-ordinator, I do not feel alone. I feel as though Home-Start has my back; if I'm in a situation that makes me uncomfortable I know that my training has prepared me for that, and if I need further help or information my Co-ordinator or anyone else in the Home-Start Southwark office will be able to help me instantly. I met a lot of the staff during the training course and think that has helped me feel supported.

At first, visiting a family that I do not know, in their own home, who have complex needs outside of my own experience, made me nervous. I was worried I would offend them by accident, or that they would see me as an extra obligation that they'd prefer not to have. However, I got over this worry very quickly as my Home-Start family are very friendly, and I drew confidence from my training and the fact that my Co-ordinator had matched us. I really enjoy our visits and I am disappointed if they cannot happen for some reason. I think the visits are rewarding on both sides. I can see the family developing and overcoming issues that had seemed insurmountable to them, and as a Home-Start volunteer I've been a small part of that.

I've learned so much from volunteering with Home-Start. I see now that even though we all have very different lives with varying experiences we all worry about the same things when it comes to our children - their health, not enough sleep, healthy food, how to play, education choices, whether we are doing things the 'right way', feeling judged, feeling alone. I have enjoyed helping a family feel better about these things, without Home-Start we would have never met despite living in the same area.

Robyn

Successful Partnerships

Grants for Individual Families

During 2018-19, we secured over £1,935 in grants for individual families from the Glasspool Charity Trust and Buttle UK to provide essential white goods, beds, bedding, cots and single and double prams to some of our neediest families in Southwark. We also referred families to Southwark Food & Baby Bank and the local Community Fridge in the Albrighton Centre (sponsored by Sainsburys, Marks & Spencer, Lidl & Nando's).

Summer Trip

Thanks to a grant we received from the Co-op Community Fund, we were able to take two coaches full of families for a day out to Butlins, Bognor Regis in August 2018. All 49 seats were taken as families took the opportunity to have a great day out without worrying about the finances or arranging the trip. We were able to give families a £5 lunch voucher per child to spend at the resort.

Parents were able to relax on the beach, play with their children, watch the scheduled entertainment and socialise with other families. It was a beautiful sunny day, and everybody benefited from getting out of London and leaving their stresses and worries behind. On the coach home most of the children slept, thoroughly exhausted by a day of fun filled adventure and entertainment. Everybody agreed about what an amazing day out it had been.



Morrisons donated snacks for the coach trip



Two happy visitors!

Mother and Baby kits and 'Back to School' packs

The partnership with the Al-Mizan Charitable Trust continued in 2018-19, which provided 12 'Mother and Baby Essential Kit' boxes to distribute to expectant and new mothers who are financially disadvantaged and could not afford essential baby items. The programmes gave priority to families who:



- were homeless or living in sheltered accommodation or were seeking asylum
- were victims of domestic violent and abuse
- have a physical disability or long-term health condition

Morrisons (Peckham)

Our local Community Champion Rose Morgan donated food and refreshments for our summer trip with the families to Butlins, and drinks and party decorations for our Christmas party.

Christmas Joy

We had some amazing presents that the wonderful staff at Arcadia and students at Sydenham High School donated to the children at Home-Start Southwark. Many of the families we support can't afford to buy their children presents so we're incredibly grateful for their generosity.

Also, a special thank you to the staff at BT Open Reach and the Business and Planning Department for their donation of shoe boxes filled with Christmas presents.



Home-Start London Consortium

Home-Start London facilitated our involvement in two projects this year:

- a collaboration with SLAM Perinatal Mental Health Team, Home-Start Lambeth, and Cocoon to improve support to mothers with mental health conditions
- a collaboration with Clarions Futures and Home-Start Haringey to increase our service provision and recruit more volunteers from Haringey and Rotherhithe

End of Year Financial review 2018-19

We are pleased to report the Home-Start Southwark 2018/2019 results. Our total funding for the year was £268,037, a decrease of 5% compared to prior year, and our 'total resources expended' for the year was £304,351, an increase of 12% driven by increased headcount to support our restricted activities. Resultant 'net resources after transfer' for the year was (£36,484). Of this balance, £27,069 related to restricted activities and were financed by prior year underspends in funding from The Big Lottery Fund, United St Saviour's Charity and Trusthouse Charitable Foundation. The remaining £9,415 related to unrestricted activities and were financed by general unrestricted funds.

Our key grants this year included funding from the following charitable organisations:

Existing grants:

- The Big Lottery Fund: £115,601.
- The Henry Smith Charity: £34,000.
- The Peter Stebbings Charity: £21,519.
- United St Saviour's Charity: £19,949 to develop the Bump to Babe project

New grants:

- BBC Children in Need awarded us a further three year grant for which we received £39,867 this year.
- Home-Start London: £5,169

In addition to these grants, we are hugely grateful to our generous benefactors and private individual donors who recognise the ongoing importance of our work and continue to support us. Our special thanks this year go to an anonymous donor who donated £5,000, to Richard South who donated £4,200, as well as The Elizabeth Prince & Zaiger Trust and Celia Randell which each donated £2,000. We would also like to thank Ultramarine Ltd which donated £1,500, Terry South who donated £1,100, T Colclough who donated £1,200 and J Swedberg who donated £1,000.

Securing ongoing funding in this competitive landscape such that we can continue to provide high quality training to our volunteers and exceptional service delivery to the families in our community in need of our support remains our biggest challenge. Further funding and replacement funding (as grants draw to a close) is required in order for us to fully achieve both our near- and medium-term business plan goals and to secure our long-term future. With this at the forefront of our minds, we continue to seek to identify and apply for new sources of funding to cover both our project delivery and core costs whilst also maintaining close control of our expenditure.

Opening funds balance: £172,079;

Closing Funds Balance: £135,595

Alice Gardiner, Honorary Treasurer

Reserves

The Trustees have examined the charity's requirements for reserves in the light of the main risks to the organisation. It has established a policy whereby a designated contingency reserve, comprised of unrestricted funds, is held by the charity to meet the charity's potential future contractual liabilities (including staff costs and working capital needs) in the event of an orderly wind-down of the activities of the charity. The level of the designated contingency reserve is reviewed by the Trustees on a regular basis. The level of this fund at 31 March 2019 was £81,800 (2017-18: £91,700).

Details of Home-Start Southwark's revenue and expenditure for the year under review and the previous year are shown on page 9 of the Financial Statements. (Full Annual Review & Accounts available on request)

Looking Forward

Sustainability

Sustainability is always a challenge and we have developed a funding strategy and clear plan and timeline for making new bids as well as working with existing fund managers to apply for continuation funding. A group of Trustees now review all bids and criteria for funding before submission to ensure they are robust and reflective of our key strengths. In addition to this we are:

- Researching opportunities to develop and strengthen the programme ensuring we are aligned with potential funders strategic priorities
- Creating a database of potential funders including timelines for applications with detailed criteria and key contacts to be used across the year
- Building external relationships with trusts, foundations, Southwark Council as well as key health and social care partners
- Exploring increased affiliation with our neighbouring Home-Start scheme

Volunteer Development

We will run two further Volunteer Preparation Courses to train more volunteers, one in November in East Dulwich and one in January in East Bermondsey. We will also provide ongoing support to our current volunteers through: regular one-to-one supervisions and telephone support from Family Support Co-ordinators; a Volunteer Support Group in November which will be attended by practitioners from NHS Talking Therapies, and a Volunteer Support Group in February which will be attended by a representative from Job Centre Plus; Mental Health Training from the Parental Mental Health Team; Speech and Language training from a Speech and Language Therapist from Guys and St Thomas's Hospital; Domestic Abuse training from Solace Women's Aid; and a Volunteer Christmas Lunch cooked by the Home-Start Southwark team.

Developing New Partnerships

We have also recently developed a corporate partnership with M&G Prudential and now have a package of support from a cohort of 5 of their Senior Leaders helping us to develop a toolkit to set us on a pathway to develop our future sustainability. We are currently working with them to re-engineer our bid process, improve how we use data, rationalise our systems and increase our visibility and profile.

Part of this project will include improving our use of data, so we demonstrate our impact through producing unit cost and cost benefit data. We aim to show the cost of training a volunteer, supporting a family for 6 months as well as for parents attending any of our group-based parenting programmes or targeted support programmes. This will help us in the funding bid process as well as lay the groundwork for demonstrating the cost benefit of our early intervention compared to if a family's problems result in involvement of a statutory service.











Funders and Supporters

On behalf of the families we would like to thank the following organisations and individuals who have helped us to provide our much-needed service. We are also grateful to all the individuals who have made donations but wish to remain anonymous.

Charitable Trusts & Foundations













-  Buttle UK
-  Save the Children – Eat, Sleep, Learn, Play
-  Al-Mizan Trust
-  Elizabeth and Prince Zaiger Trust
-  Henry Smith Charity
-  Peter Stebbings Memorial Charity

Private Individuals





-  Pamela & Howard Jacobs
-  Celia and Charles Randell
-  Amelia Howard
-  Pippa and Terry South
-  Kristen Frederickson
-  Thomas South
-  Chris and Charlotte King
-  Tina Colcough
-  Anna and Richard South
-  J Swedberg





Voluntary & Community Organisations

-  Community Southwark

-  Contact a Family
-  Citizen Advice Bureau
-  Solace
-  PACT (Parent & Children Together)
-  Kids Portage Home Learning
-  Advising Communities
-  Southwark Food Bank
-  Southwark Young Carers
-  Albrighton Community Centre
-  Southwark TimeBank
-  Bede House
-  Link Age Southwark

Statutory Agencies

-  Walworth, Borough and Bankside Children's Centres
-  Bermondsey & Rotherhithe Children's Centres
-  Camberwell and Dulwich Children's Centres
-  Peckham, Peckham Rye and Nunhead Children's Centres

-  Southwark Children's Services: Social Care & Early Help Teams
-  King's College and Guy's & St. Thomas's Hospital's Community Midwifery and Community Health Visiting Teams
-  Child & Adolescent Mental Health Service (CAMHS)
-  South London and Maudsley (SLAM): Parental Mental Health Team & Perinatal Mental Health Team

Others

-  Ultramarine Ltd
-  EasyFundraising
-  Morrisons (Peckham)
-  Arcadia
-  Christopher's Bakery
-  Where The Pancakes Are
-  Arcadia
-  Sydenham High School
-  John Keats Primary School





Support us

Everyone needs help at some time in their life

We depend on donations and grants to train volunteers and fund our work with parents and children. Every donation is truly appreciated because it enables us to make a real difference to a child's life.

You can donate by cheque, postal order, CAF vouchers or online at
uk.virginmoneygiving.com/charities/Home-Startsouthwark



You can also donate as you shop, at no extra cost, with



Find out more at HomeStartSouthwark.org.uk/donate



@HomeStartSwark



HomeStartSouthwark



HomeStartSouthwark.org.uk

020 7737 7720 | info@HomeStartSouthwark.org.uk

Registered Address: Home-Start Southwark
Albrighton Community Centre, 37 Albrighton Road, London SE22 8AH

Charity registered in England & Wales, Charity no. 1107413
Company limited by guarantee, Company no. 5239322

HOME-START SOUTHWARK

LEGAL AND ADMINISTRATIVE DETAILS

Trustees & Directors:	Sarah Messenger (Chair) Pippa South (Vice Chair) Alice Gardiner (Treasurer) Chris King Paul Baddeley Danna Johnson Clare Cary Maggie Kaipah-Milne Jill Bell
Company Secretary:	Sandra Powell
Bankers:	CAF Bank Ltd (Main Account) 25 Kings Hill Avenue Kings Hill, West Malling Kent, ME19 4JQ
Independent Examiner:	Britt & Keehan Chartered Accountants 33 Grimwade Avenue Croydon, CR0 5DJ
Registered Office:	Home-Start Southwark Albrighton Community Centre 37 Albrighton Road London, SE22 8AH
Charity Number:	1107413
Company Number:	5239322

HOME-START SOUTHWARK TRUSTEES' REPORT FOR THE YEAR TO 31 MARCH 2019

The Trustees present their report for the year ended 31 March 2019.

The members of the Management Committee (who are also the Trustees and Directors) of the charity during the year, were: -

Sarah Messenger	Chair
Pippa South	Vice Chair
Alice Gardiner	Treasurer
Chris King	Trustee
Paul Baddeley	Trustee
Danna Johnson	Trustee
Clare Cary	Trustee
Maggie Kaipah-Milne	Trustee
Jill Bell	Trustee

Management Committee members are elected or appointed on an annual basis, with the officers being elected from the membership of the Management Committee.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Home-Start Southwark was incorporated as a Company limited by guarantee on 23rd September 2004 (Company Number 5239322). The company is registered as a Charity with the Charity Commission (registration number 1107413). The charity was established in 1995 and was previously registered with the Charity Commission under the registration number 1048969.

The Trustees meet bi monthly to ensure the compliance with the Memorandum and Articles and the policies of Home-Start Southwark. The day to day operation within the policies, forward plan and budgets are delegated to the Scheme Director and the Business & Finance Manager.

Under the Memorandum & Articles of Association the Trustees appoint the officers of the charity (Chair, Vice Chair and Treasurer). The Trustees according to the Articles of Association are elected at the Annual General Meetings. The Trustees may co-opt any person duly qualified to be appointed as a Trustee and that person will hold office until the next AGM.

OBJECTIVES

- a) Earliest Intervention: Reduce the level of statutory intervention for babies, children & families in Southwark.
- b) Community Impact: Greater social and economic well-being for people in Southwark through learning, vocational and volunteering opportunities.
- c) Sustainability: Sustain an effective home-based family support service in Southwark.

HOME-START SOUTHWARK TRUSTEES' REPORT FOR THE YEAR TO 31 MARCH 2019 (contd.)

ACTIVITIES

Home-Start Southwark is an independent, voluntary organisation which works towards the increased confidence and independence of the family by delivering five projects and courses in 2018-19:

- Home-Start Volunteer Support for Families at home (Core Support);
- Bump to Babe (perinatal support) and Mellow Parenting (Mellow Babies parenting course);
- Made of Money (Financial Management)
- Big Hopes Big Futures (structured child development course in the home)
- Twins and More support group;

Some of the activities we provide include:

- support and professional friendship in the home to help reduce isolation of families and encourage them to access outside activities and services;
- information and encouragement about the benefits of healthy eating and exercise to increase the physical and emotional well-being of families;
- structured learning through play and positive parenting sessions in the home to get children and parents ready for nursery and school;
- practical support and guidance needed at the perinatal stage and during the early years of a child's life to help lay a vital, social and emotional foundation for the child, building happier, healthier lives and enabling them to achieve their full potential.
- help to address families' economic welfare and/or inadequate housing issues;
- support and encouragement for families to address personal issues that can have a negative effect on their children's development by accessing outside support such as mental health, substance misuse, domestic violence agencies.

ACHIEVEMENTS & PERFORMANCE

Since it was founded in 1995, Home-Start Southwark has supported over 2,707 families with at least one child under five years or expecting a baby and recruited community volunteers to provide home support.

In 2018-19, 48 trained volunteers, 3 Family Support Workers and a Bump to Babe Co-ordinator supported a total of 184 families with 421 children. Our service is delivered through our two main projects Core and Bump to Babe. During the year:

- 77% of families received core support from a home-visiting volunteer or a Family Support Worker to improve the home environment, reduce isolation and mental health issues, access to local services, assistance to deal with housing issues, practical help to manage multiple births and difficulties during pregnancy.
- 23% of families received home-visiting support from the Bump to Babe project which improve outcomes for expectant and new mothers experiencing moderate health and social difficulties, complementing the statutory services provided by midwives, health visitors and other health and social care professionals.

Our families also benefited from one or more of the following programmes or courses:

- Made of Money support to help manage their finances better through budgeting, debt awareness and cost saving techniques.
- Big Hope Big Futures support to understand the benefits of early learning for their children and assist them on how to prepare their children for nursery and school.
- Mellow Babies parenting course which is an attachment-based early intervention programme that focuses on promoting parent-child relationships.

As a result of our service, the majority of our families achieved multiple outcomes and, in many instances, achieved outcomes that were not originally identified at assessment. In 2018-19, outcomes for families supported were:

- 57% increase in confidence in using universal services;
- 56% increase in parental self-esteem & confidence;
- 69% reduction in isolation;
- 60% increased participation in positive learning & play activities;
- 56% increased understanding and uptake of healthy lifestyles and engagement with family health services and coping better with disability;
- 63% improved parenting skills & parent/child relationship;
- 62% improved attainment of child development milestones;
- 67% improvement in mental health for child or parent;
- 60% improved housing;
- 72% improved ability to manage home finances;
- 77% improved ability to cope with practical issues;
- 83% coping with multi-birth and pregnancy
- 71% improved home environment;
- 56% coping better with disability;

Our projects are co-delivered by local community volunteers and it is essential that they receive high quality training and support. During 2018-19, 35 new volunteers successfully completed an 8-day preparation training course and supported families for six months or longer. Our volunteers received ongoing support and we continue their professional development through ongoing training programme. This year we offered: Speech and Language workshop, Autism training (facilitated by an autism specialist from Evelina London), Domestic Abuse training, Unconscious Bias Training and Twins and Multiple Birth Group Training, Big Hopes Made of Money financial management training,

Our partnership with Aardvark Children's Centre further developed the twins and multiple birth group to provide a more structured programme co-ordinated by a designated Early Years Practitioner. The group also received visits from an Oral Health and Speech Therapists. This year the group has had excellent attendance and reached 60 families and 147 children offering a friendly and social environment where information and advice can be shared.

PUBLIC BENEFIT

The Trustees confirm that they have referred to the Charity Commission's general guidance on public benefit when reviewing our objectives and activities and in planning future activities. It is the judgement of the Trustees that activities in pursuit of the above objectives fully meet the public benefit test, which they have kept in mind when planning programmes for the charity.

DIRECTORS' RESPONSIBILITIES

Company law requires the directors to prepare statements of account for each financial year which give a true and fair view of the state of affairs of the company and of its incoming resources and resources expended during that year. In preparing those financial statements, the directors are required to:-

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether the Financial Reporting Standard (FRS) 102 has been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The directors are responsible for maintaining proper accounting records which disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the accounts comply with the Companies Act. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

**HOME-START SOUTHWARK
TRUSTEES' REPORT FOR THE YEAR TO 31 MARCH 2019 (contd.)**

Details of Home-Start Southwark's revenue and expenditure for the year under review and the previous year are shown on page 9 of the Financial Statements.

We are pleased to report the Home-Start Southwark 2018-19 results. Our total funding for the year was £268,037, a decrease of 5% compared to prior year, and our 'total resources expended' for the year was £304,351, an increase of 12% driven by increased headcount to support our restricted activities. Resultant 'net resources after transfer' for the year was (£36,484). Of this balance, £27,069 related to restricted activities and were financed by prior year underspends in funding from The Big Lottery Fund, United St Saviour's Charity and Trusthouse Charitable Foundation. The remaining £9,415 related to unrestricted activities and were financed by general unrestricted funds.

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In addition to these grants, we are hugely grateful to our generous benefactors and private individual donors who recognise the ongoing importance of our work and continue to support us. Our special thanks this year go to an anonymous donor who donated £5,000, to Richard South who donated £4,200, as well as The Elizabeth Prince & Zaiger Trust and Celia Randell which each donated £2,000. We would also like to thank Ultramarine Ltd which donated £1,500, Terry South who donated £1,100, T Colclough who donated £1,200 and J Swedberg who donated £1,000.

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Opening funds balance: £172,079; Closing Funds Balance: £135,595

RESERVES POLICY

The Management Committee has agreed a formal policy on reserves which requires that:

- a) Reserves are maintained at a level of which ensures that Home-Start Southwark has sufficient resources to continue its core activity (on a short-term basis) in the event of unforeseen circumstances such as a reduction or cessation of funding.
- b) The trustees have reviewed the charity's need for a reserve and agree the appropriate level.
- c) This will be in line with the annual review of this policy, latest legislative requirements and best practice advice by the Charity Commission and Home-Start UK.

The level of reserves in this fund at 31 March 2019 was £81,800 (31 March 2018: £81,800).

RISK REVIEW

The Management Committee has reviewed the many risks to which Home-Start Southwark is exposed and is satisfied that systems have or are being established to mitigate these risks.

- Disclosure and Barring Service (DBS) checks for all volunteers and staff have been implemented.
- All volunteers undertake a preparation training course and receive regular supervision
- The scheme has adequate insurance to cover trustees, staff and volunteers carrying out work for and on behalf of Home-Start Southwark; this includes any claims resulting from an alleged or actual abuse.

Approved on

and signed on behalf of the Trustees

.....
Alice Gardiner

**HOME-START SOUTHWARK
INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2019**

I report to the charity trustees on my examination of the accounts of the charity for the year ended 31 March 2019 which are set out on pages 9 to 20.

Responsibilities and basis of report

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

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

Independent examiner's statement

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

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

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

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

Jill Keehan FCA
Britt & Keehan
Chartered Accountants
33 Grimwade Avenue
Croydon
CR0 5DJ

Date:

**STATEMENT OF FINANCIAL ACTIVITIES AND INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 MARCH 2019**

	Notes	Unrestricted (£)	Restricted (£)	2019 Total (£)	2018 Total (£)
INCOMING RESOURCES					
Donations		22,798	0	22,798	19,885
Activities for generating funds		2,079	0	2,079	4,586
Investment income		0	0		0
Income from					
Charitable Activities: Grants		0	236,105	236,105	252,433
Other incoming resources		5,108	1,947	7,055	5,459
TOTAL INCOMING RESOURCES	3	29,985	238,052	268,037	282,363
RESOURCES EXPENDED					
Charitable Activities		55,155	249,196	304,351	271,608
TOTAL RESOURCES EXPENDED	4	55,155	249,196	304,351	271,608
NET RESOURCES BEFORE TRANSFER		(25,170)	(11,144)	(36,314)	10,755
TRANSFER	13	15,925	(15,925)	0	0
OTHER RECOGNISED GAINS /(LOSSES)					
Actuarial gains/(losses) on defined benefit pension schemes	5	(170)	0	(170)	7
NET RESOURCES AFTER TRANSFER		(9,415)	(27,069)	(36,484)	10,762
Fund Balances brought forward at 31 March 2018		131,715	40,364	172,079	161,317
Fund Balances Carried Forward at 31 March 2019		122,300	13,295	135,595	172,079

The statement of financial activities includes all gains and losses in the year. All incoming resources and resources derive from continuing activities.

BALANCE SHEET AS AT 31 MARCH 2019

	Notes		As at 31- Mar 2019 TOTAL (£)	As at 31-Mar 2018 TOTAL (£)
FIXED ASSETS	7		0	0
CURRENT ASSETS				
Debtors and Prepayments	8	19,715	5,761	
Cash at Bank		187,578	242,312	
Petty Cash		<u>134</u>	<u>2</u>	
		<u>207,427</u>	<u>248,075</u>	
Less CURRENT LIABILITIES (amounts falling due in one year)	9			
Creditors and Accruals		4,579	9,017	
Deferred Income		57,100	55,519	
Pension Contributions		<u>1,685</u>	<u>1,477</u>	
		<u>63,364</u>	<u>66,013</u>	182,062
Less LONG TERM Liabilities	10		(8,468)	(9,983)
NET ASSETS			135,595	172,079
Financed by:				
Restricted Funds	13			
Local Sustainability Fund		0	1	
Bump to Babe Project		216	1,152	
Home-Start UK (LENA)		0	0	0
Annual Events		0	4,250	
Grants for Individual Families		202	346	
Trusthouse Charitable Foundation		0	2,879	
BBC Children in Need		8,751	3,986	
Big Lottery Fund Grant		185	12,508	
Health in the Workplace		0	591	
United St Saviour's Charity		3,941	14,651	
			13,295	40,364
Unrestricted Funds	12			
General		40,500	49,915	
Designated Contingency		81,800	122,300	131,715
			135,595	172,079

The accounts are prepared in accordance with the special provisions within Part 15 of the Companies Act 2006 relating to small companies.

For the financial year ended 31st March 2019 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 and no notice has been deposited under section 476. The directors acknowledge their responsibilities for ensuring that the company keeps accounting records which comply with section 386 and for preparing accounts which give a true and fair view of the state of affairs of the company as at the end of the financial year and of its profit or loss for the financial year in accordance with the requirements of section 396 and which otherwise comply with the requirements of the Companies Act 2006 relating to accounts, so far as applicable to the company.

These financial statements were approved by the Board of Trustees, who are also directors of the company, on 2019
and signed on their behalf by:

Sarah Messenger – Chair

Alice Gardiner – Hon. Treasurer

The notes on pages 11 to 20 form part of these financial statements.

NOTES TO THE ACCOUNTS

1. CHARITABLE STATUS

Home-Start Southwark is a charitable company limited by guarantee (No: 5239322) registered as charity with Registration Number 1107413. The company was established under a Memorandum of Association which stated the objects and powers of the charitable company and is governed under its Articles of Association. In the event of the company being wound up, members are required to contribute an amount not exceeding £1.

2. ACCOUNTING POLICIES

a) Basis of accounting

The financial statements have been prepared in accordance 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 2015), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The Charity meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical or transaction value unless otherwise stated in the relevant accounting policy notes.

The accounts have been drawn up on the going concern basis, i.e. that Home-Start Southwark will continue to operate for the foreseeable future.

b) Incoming Resources

Voluntary Income is received by way of donations and gifts and is recognised when received.

Fund Raising (FR) Activities are shown when received.

Investment Income is included when received.

Incomes from Charitable Activities are accounted for when receivable.

Other Income is shown when received.

c) Resources expended

Expenditure is recognised on an accruals basis as a liability as incurred. Expenditure includes VAT which in the normal course of events cannot be recovered and is reported as part of the expenditure to which it relates.

Costs of Generating Funds comprise the costs associated with attracting voluntary income.

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. These are costs that can be directly allocated to the activity concerned.

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the independent examiners fees and costs linked to the strategic management of the charity.

All costs are allocated between the expenditure categories of the Statement of Financial Activities (SOFA) on a basis designed to reflect the use of the resource. Costs that can be related to a particular activity are allocated directly others are apportioned on an appropriate basis.

Transfers between funds are those costs incurred mentioned above which cannot be allocated directly to an activity but are necessary to support them.

d) Fixed Assets

Fixed assets are stated at cost less accumulated depreciation.

Equipment costing more than £500 is capitalised and depreciated over its useful life, 3 years. Depreciation is charged for a full year in the year of acquisition. Items costing less than £500 are written off in the year of purchase. Fixed Assets and equipment include computers, office equipment, photocopier and printer. Fixed assets and equipment excludes software which is expensed in full in the year of purchase.

e) Pension Scheme

Home-Start Southwark participates in the Pension Trust – The Growth Plan (the “scheme”), a multi-employer scheme which provides benefits to some 950 non-associated participating employers. The scheme is a defined benefit scheme in the UK. It is not possible for Home-Start Southwark to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore, it accounts for the scheme as a defined contribution scheme.

The scheme is subject to the funding legislation outlined in the Pensions Act 2004 which came into force on 30 December 2005. This, together with documents issued by the Pensions Regulator and Technical Actuarial Standards issued by the Financial Reporting Council, set out the framework for funding defined benefit occupational pension schemes in the UK.

The scheme is classified as a 'last-man standing arrangement'. Therefore, the company is potentially liable for other participating employers' obligations if those employers are unable to meet their share of the scheme deficit following withdrawal from the scheme. Participating employers are legally required to meet their share of the scheme deficit on an annuity purchase basis on withdrawal from the scheme.

Please see note 10 for further disclosures relating to the scheme.

3. INCOMING RESOURCES	Unrestricted	Restricted	Total	Total
	(£)	(£)	2019	2018
	(£)	(£)	(£)	(£)
a) Donations				
The Orr Mackintosh Foundation	0		0	5,000
T South	1,100		1,100	0
Robert Holman Memorial Trust	0		0	2,000
T Colclough	1,200		1,200	0
Private Donations	4,798		4,798	2,385
The Elizabeth Prince & Zaiger Trust	2,000		2,000	2,000
Anonymous Donor	5,000		5,000	5,000
Ultramarine Ltd	1,500		1,500	1,500
Celia Randell	2,000		2,000	2,000
R South	4,200		4,200	0
J Swedberg	1,000		1,000	0
	22,798	0	22,798	19,885
b) Activities for Generating Funds				
Fundraising	2,079		2,079	413
Co-op Local Community Fund	0	0	0	4,173
	2,079	0	2,079	4,586
c) Investment income				
Bank Interest	0	0		0
d) Income from Charitable Activities: - Grants				
The Henry Smith Charity		34,000	34,000	33,000
The Peter Stebbings Charity		21,519	21,519	20,956
Home-Start London		5,169	5,169	0
Local Sustainability Fund		0	0	500
Trusthouse Charitable Foundation		0	0	20,000
BBC Children in Need		39,867	39,867	23,325
Home-Start UK (Lena Project)		0	0	1,330
The Big Lottery Fund		115,601	115,601	132,199
United St Saviour's Charity		19,949	19,949	19,948
Health in the Workplace		0	0	1,175
		236,105	236,105	252,433
e) Other Incoming Resources				
Student Placement Fees	700	0	700	1,400
Buttle UK	0	1,935	1,935	1,867
Glasspool Charity Trust	0	0	0	350
HMRC (Gift Aid reclaim)	4,171	0	4,171	1,812
Other	237	12	249	30
	5,108	1,947	7,055	5,459
TOTAL INCOMING RESOURCES	29,985	238,052	268,037	282,363
TOTAL INCOME RESOURCES 2018	23,510	258,853		282,363

4. RESOURCES EXPENDED

	Unrestricted	Restricted	Total	Total
	(£)	(£)	2019	2018
	(£)	(£)	(£)	(£)
CHARITABLE ACTIVITIES				
a) Staff Salaries & Consultant Fees	27,811	218,543	246,354	216,747
b) Direct Expenses	3,753	28,874	32,627	28,581
c) Premises	15,604	0	15,604	15,309
d) Office	6,303	1,699	8,002	9,175
	53,471	249,116	302,587	269,812
Governance costs:				
Independent examiner fee	1,320	0	1,320	1,320
AGM & Annual Report expenses	206	80	286	292
Trustee meeting expenses	158	0	158	136
Other	0	0	0	48
	1,684	80	1,764	1,796
TOTAL RESOURCES EXPENDED	55,155	249,196	304,351	271,608
TOTAL RESOURCES EXPENDED 2018	50,933	220,675		271,608

5. OTHER RECOGNISED GAINS / LOSSES

	2019	2018
	(£)	(£)
Actuarial gains/(losses) on defined benefit pension schemes	(170)	7

6. TRUSTEE'S REMUNERATION AND EXPENSES

No remuneration has been paid to any member of the trustee board. However, where applicable, trustees have been reimbursed for reasonable expenses incurred. There have been no transactions between the charity and related parties, which includes the trustees, senior personnel and their close relatives.

7. FIXED ASSETS

	(£)
COST	21,920
At 1 April 2018	0
Additions	0
Disposals	21,920
At 31 March 2019	
ACCUMULATED DEPRECIATION	21,920
At 1 April 2018	0
Disposals	0
Charge for the year	21,920
At 31 March 2019	
NET BOOK VALUE	0
At 1 April 2018	0
At 31 March 2019	0

8. DEBTORS & PREPAYMENTS

	2019	2018
	(£)	(£)
Rent	3,625	3,625
Grant due - Home-Start UK (Lena Project)	0	140
HMRC (Gift Aid Reclaim)	4,171	1,812
United St Saviour's Charity	4,987	0
Home-Start London	1,169	0
Microsoft	449	0
Other	5,314	184
	19,715	5,761

9. CREDITORS (DUE WITHIN 1 YEAR)

	2019	2018
	(£)	(£)
Accruals		
Independent Examiners Fee	1,500	1,500
Dizions (Database Software)	0	600
Toshiba Tec (Photocopier Charges)	330	230
Volunteer Training & Travel	127	167
Staff Training & Travel	0	344
Pilgrims' Way Community Primary School	584	1,202
HMRC & The Pensions Trust	658	4,427
British Telecommunication Plc	398	258
IT & Website	795	0
Payroll & Other	187	289
	4,579	9,017
Deferred Income		
Henry Smith Charity	35,000	34,000
Peter Stebbings Charity	22,100	21,519
	57,100	55,519
Defined benefit pension contributions – current year	1,685	1,477

10. DEFINED BENEFIT PENSION SCHEME – LONG TERM LIABILITIES AND ADDITIONAL CONTRIBUTIONS

Home-Start Southwark's long term liabilities include the present value of provisions for its estimated share of The Pension Trust – The Growth Plan defined benefit pension scheme (the "scheme") deficit.

A full actuarial valuation for the scheme was carried out at 30 September 2017. This valuation showed assets of £795m, liabilities of £926m and a deficit of £132m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions

From 1 April 2019 to 31 January 2025:	£11,243,000 per annum	(payable monthly and increasing by 3% each on 1st April)
---------------------------------------	-----------------------	--

Unless a concession has been agreed with the Trustee the term to 31 January 2025 applies.

Note that the scheme's previous valuation was carried out with an effective date of 30 September 2014. This valuation showed assets of £793m, liabilities of £970m and a deficit of £177m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions

From 1 April 2016 to 30 September 2025:	£12,945,440 per annum	(payable monthly and increasing by 3% each on 1st April)
From 1 April 2016 to 30 September 2028:	£54,560 per annum	(payable monthly and increasing by 3% each on 1st April)

The recovery plan contributions are allocated to each participating employer in line with their estimated share of the Series 1 and Series 2 scheme liabilities.

Where the scheme is in deficit and where the company has agreed to a deficit funding arrangement the company recognises a liability for this obligation. The amount recognised is the net present value of the deficit reduction contributions payable under the agreement that relates to the deficit. The present value is calculated using the discount rate detailed in these disclosures. The unwinding of the discount rate is recognised as a finance cost.

PRESENT VALUES OF PROVISION

	31 March 2019 (£s)	31 March 2018 (£s)	31 March 2017 (£s)
Present value of provision	10,153	11,460	12,901
Of which amounts falling due:			
within one year	1,685	1,477	1,434
More than one year	8,468	9,983	11,467

RECONCILIATION OF OPENING AND CLOSING PROVISIONS

	Period Ending 31 March 2019 (£s)	Period Ending 31 March 2018 (£s)
Provision at start of period	11,460	12,901
Unwinding of the discount factor (interest expense)	183	160
Deficit contribution paid	(1,477)	(1,434)
Remeasurements - impact of any change in assumptions	93	(167)
Remeasurements - amendments to the contribution schedule	(106)	-
Provision at end of period	10,153	11,460

INCOME AND EXPENDITURE IMPACT

	Period Ending 31 March 2019 (£s)	Period Ending 31 March 2018 (£s)
Interest expense	183	160
Remeasurements – impact of any change in assumptions	93	(167)
Remeasurements – amendments to the contribution schedule	(106)	-
Contributions paid in respect of future service	-	-
Costs recognised in income and expenditure account	-	-
Actuarial (gains)/losses on defined benefits pension scheme	170	(7)

ASSUMPTIONS

	31 March 2019 % per annum	31 March 2018 % per annum	31 March 2017 % per annum
Rate of discount	1.39	1.71	1.32

The discount rates shown above are the equivalent single discount rates which, when used to discount the future recovery plan contributions due, would give the same results as using a full AA corporate bond yield curve to discount the same recovery plan contributions.

The company must recognise a liability measured as the present value of the contributions payable that arise from the deficit recovery agreement and the resulting expense in the income and expenditure account i.e. the unwinding of the discount rate as a finance cost in the period in which it arises.

It is these contributions that have been used to derive the company's balance sheet liability.

11. REMUNERATION

No employee has earned £60,000 or more. The average number of employees was 9 (2018:7). No member of the Management Committee, nor any person connected with them, has received or is due to receive, any remuneration for the year, directly or indirectly, from the Charity's funds.

	2019	2018
Staff costs are made up as follows:	(£)	(£)
Salaries	194,646	189,653
Consultants Fees	31,500	5,850
Social Security (Employers NI)	16,748	17,137
Employment Allowance	(3,000)	(3,000)
Employers Pension Contribution	2,573	1,275
Childcare Vouchers	3,887	5,832
	246,354	216,747

12. UNRESTRICTED FUNDS

	General	Designated Contingency	Total
	(£)	(£)	(£)
Fund balance brought forward	49,915	81,800	131,715
Income	29,985		
Expenditure	(55,155)		
Actuarial gain on defined benefit pension scheme	(170)		
Fund Transfer (Support Costs)	15,925		
Fund balance carried forward	40,500	81,800	122,300

The trustees have examined the charity's requirements for reserves in the light of the main risks to the organisation. It has established a policy whereby a designated contingency reserve, comprised of unrestricted funds, is held by the charity to meet the charity's potential future contractual liabilities (including staff costs and working capital needs) in the event of an orderly wind-down of the activities of the charity. The level of the designated contingency reserve is reviewed by the trustees on a regular basis.

COMPARATIVE FIGURES FOR YEAR ENDED 31 MARCH 2018

	General	Designated Contingency	Total
	(£)	(£)	(£)
Fund balance brought forward	39,349	91,700	131,049
Income	23,510		
Expenditure	(50,933)		
Actuarial gain on defined benefit pension scheme	7		
Fund Transfer (Support Costs)	28,082		
Contingency Fund Transfer	9,900	(9,900)	
Fund balance carried forward	49,915	81,800	131,715

**HOME-START SOUTHWARK
YEAR TO 31 MARCH 2019**

**Reg. Charity No.1107413
Company No. 5239322**

13. RESTRICTED FUND

	BBC Children in Need	Local Sustainability Fund	Peter Stebbing's Charity	The Big Lottery Fund Grant	Henry Smith Charity	United St Saviour's Charity	Annual Trip	Trusthouse Charitable Foundation	Health in The Workplace	Bump to Babe Project	Grant for Individual Families	Home- Start London	TOTAL
GRANTS													
United St Saviours Charity						19,949							19,949
BBC Children in Need	39,867												39,867
Buttle UK											1,935		1,935
The Big Lottery Fund				115,601									115,601
Peter Stebbings Charity			21,519										21,519
Henry Smith Charity					34,000								34,000
Home-Start London												5,169	5,169
Other											12		12
TOTAL INCOME	39,867	0	21,519	115,601	34,000	19,949	0	0	0	0	1,947	5,169	238,052
EXPENDITURE													
Staff Salaries, Consultant Tax, National Insurance & Pension	31,070		21,479	103,516	34,000	21,141		2,823				4,514	218,543
Direct Expenses - being travel & other out of pocket, training, DBS checks, crèche cost, recruitment & advertising, project resources,	3,704			18,552		336	3,335			936	2,091		28,954
Premises - rent, rates, gas & electricity, insurance, water, venue hire													
Office - Postage, telecommunication, computers, stationery & sundries etc.				1,699									1,699
TOTAL EXPENDITURE	34,774	0	21,479	123,767	34,000	21,477	3,335	2,823	0	936	2,091	4,514	249,196
Excess Income over Expenditure	5,093		40	-8166		(1,528)	-3,335	-2823		-936	(144)	655	(11,144)
Fund Balance Brought forward as at 1 April 2018	3,986	1	0	12,508	0	14,651	4,250	2,879	591	1,152	346	0	40,364
Fund Transfer (Support Costs)	(328)	(1)	(40)	(4157)	0	(9,182)	(915)	(56)	(591)	0		(655)	(15,925)
Fund Balances Carried Forward as at 31 March 2019	8,751	0	0	185	0	3,941	0	0	0	216	202	0	13,295

**HOME-START SOUTHWARK
YEAR TO 31 MARCH 2019**

**Reg. Charity No.1107413
Company No. 5239322**

COMPARATIVE FIGURES FOR YEAR ENDED 31 MARCH RESTRICTED 2018

	BBC Children In Need	Local Sustainability Fund	Peter Stebbings Charity	The Big Lottery Fund Grant	Henry Smith Charity	United St Saviour's Charity	Annual Trip	Trusthouse Charitable Foundation	Health in The Workplace	Bump to Babe Project	Grant for Individual Families	Lena Project	TOTAL
GRANTS													
United St Saviours Charity						19,948							19,948
Co-op Local Community Fund							4,173						4,173
Community Southwark									1,175				1,175
Trusthouse Charitable Foundation								20,000					20,000
BBC Children in Need	23,325												23,325
Buttle UK											1,867		1,867
Glasspool Charity Trust											350		350
The Lottery Fund				132,199									132,199
Local Sustainability Fund		500											500
Peter Stebbings Charity			20,956										20,956
Henry Smith Charity					33,000								33,000
Home-Start UK												1,330	1,330
Other											30		30
TOTAL INCOME	23,325	500	20,956	132,199	33,000	19,948	4,173	20,000	1,175	0	2,247	1,330	258,853
EXPENDITURE													
Staff Salaries, Consultant Tax, National Insurance & Pension	23,353		18,781	78,156	33,000	5,208		21,614				9,850	189,962
Direct Expenses - being travel & other out of pocket, training, DBS checks, crèche cost, recruitment & advertising, project resources,	1,477	1,334		19,854		89		371	584	1,202	1,911	51	26,873
Premises - rent, rates, gas & electricity, insurance, water, venue hire													
Office - Postage, telecommunication, computers, stationery & sundries etc.	379	1,100		1,242								1,119	3,840
TOTAL EXPENDITURE	25,209	2,434	18,781	99,252	33,000	5,297	0	21,985	584	1,202	1,911	11,020	220,675
Excess Income over Expenditure	(1,884)	(1,934)	2,175	32,947	0	14,651	4,173	(1,985)	591	(1,202)	336	(9,690)	38,178
Fund Balance Brought forward as at 1 April 2017	9,053	1,935	0	0	0	0	77	4,864	0	2,354	10	11,975	30,268
Fund Transfer (Support Costs)	(3,183)	0	(2,175)	(20,439)								(2,285)	(28,082)
Fund Balances Carried Forward as at 31 March 2018	3,986	1	0	12,508	0	14,651	4,250	2,879	591	1,152	346	0	40,364

HOME-START SOUTHWARK

LEGAL AND ADMINISTRATIVE DETAILS

Trustees & Directors:	Sarah Messenger (Chair) Pippa South (Vice Chair) Alice Gardiner (Treasurer) Chris King Paul Baddeley Danna Johnson Clare Cary Maggie Kaipah-Milne Jill Bell
Company Secretary:	Sandra Powell
Bankers:	CAF Bank Ltd (Main Account) 25 Kings Hill Avenue Kings Hill, West Malling Kent, ME19 4JQ
Independent Examiner:	Britt & Keehan Chartered Accountants 33 Grimwade Avenue Croydon, CR0 5DJ
Registered Office:	Home-Start Southwark Albrighton Community Centre 37 Albrighton Road London, SE22 8AH
Charity Number:	1107413
Company Number:	5239322

HOME-START SOUTHWARK TRUSTEES' REPORT FOR THE YEAR TO 31 MARCH 2019

The Trustees present their report for the year ended 31 March 2019.

The members of the Management Committee (who are also the Trustees and Directors) of the charity during the year, were: -

Sarah Messenger	Chair
Pippa South	Vice Chair
Alice Gardiner	Treasurer
Chris King	Trustee
Paul Baddeley	Trustee
Danna Johnson	Trustee
Clare Cary	Trustee
Maggie Kaipah-Milne	Trustee
Jill Bell	Trustee

Management Committee members are elected or appointed on an annual basis, with the officers being elected from the membership of the Management Committee.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Home-Start Southwark was incorporated as a Company limited by guarantee on 23rd September 2004 (Company Number 5239322). The company is registered as a Charity with the Charity Commission (registration number 1107413). The charity was established in 1995 and was previously registered with the Charity Commission under the registration number 1048969.

The Trustees meet bi monthly to ensure the compliance with the Memorandum and Articles and the policies of Home-Start Southwark. The day to day operation within the policies, forward plan and budgets are delegated to the Scheme Director and the Business & Finance Manager.

Under the Memorandum & Articles of Association the Trustees appoint the officers of the charity (Chair, Vice Chair and Treasurer). The Trustees according to the Articles of Association are elected at the Annual General Meetings. The Trustees may co-opt any person duly qualified to be appointed as a Trustee and that person will hold office until the next AGM.

OBJECTIVES

- a) Earliest Intervention: Reduce the level of statutory intervention for babies, children & families in Southwark.
- b) Community Impact: Greater social and economic well-being for people in Southwark through learning, vocational and volunteering opportunities.
- c) Sustainability: Sustain an effective home-based family support service in Southwark.

HOME-START SOUTHWARK TRUSTEES' REPORT FOR THE YEAR TO 31 MARCH 2019 (contd.)

ACTIVITIES

Home-Start Southwark is an independent, voluntary organisation which works towards the increased confidence and independence of the family by delivering five projects and courses in 2018-19:

- Home-Start Volunteer Support for Families at home (Core Support);
- Bump to Babe (perinatal support) and Mellow Parenting (Mellow Babies parenting course);
- Made of Money (Financial Management)
- Big Hopes Big Futures (structured child development course in the home)
- Twins and More support group;

Some of the activities we provide include:

- support and professional friendship in the home to help reduce isolation of families and encourage them to access outside activities and services;
- information and encouragement about the benefits of healthy eating and exercise to increase the physical and emotional well-being of families;
- structured learning through play and positive parenting sessions in the home to get children and parents ready for nursery and school;
- practical support and guidance needed at the perinatal stage and during the early years of a child's life to help lay a vital, social and emotional foundation for the child, building happier, healthier lives and enabling them to achieve their full potential.
- help to address families' economic welfare and/or inadequate housing issues;
- support and encouragement for families to address personal issues that can have a negative effect on their children's development by accessing outside support such as mental health, substance misuse, domestic violence agencies.

ACHIEVEMENTS & PERFORMANCE

Since it was founded in 1995, Home-Start Southwark has supported over 2,707 families with at least one child under five years or expecting a baby and recruited community volunteers to provide home support.

In 2018-19, 48 trained volunteers, 3 Family Support Workers and a Bump to Babe Co-ordinator supported a total of 184 families with 421 children. Our service is delivered through our two main projects Core and Bump to Babe. During the year:

- 77% of families received core support from a home-visiting volunteer or a Family Support Worker to improve the home environment, reduce isolation and mental health issues, access to local services, assistance to deal with housing issues, practical help to manage multiple births and difficulties during pregnancy.
- 23% of families received home-visiting support from the Bump to Babe project which improve outcomes for expectant and new mothers experiencing moderate health and social difficulties, complementing the statutory services provided by midwives, health visitors and other health and social care professionals.

Our families also benefited from one or more of the following programmes or courses:

- Made of Money support to help manage their finances better through budgeting, debt awareness and cost saving techniques.
- Big Hope Big Futures support to understand the benefits of early learning for their children and assist them on how to prepare their children for nursery and school.
- Mellow Babies parenting course which is an attachment-based early intervention programme that focuses on promoting parent-child relationships.

As a result of our service, the majority of our families achieved multiple outcomes and, in many instances, achieved outcomes that were not originally identified at assessment. In 2018-19, outcomes for families supported were:

- 57% increase in confidence in using universal services;
- 56% increase in parental self-esteem & confidence;
- 69% reduction in isolation;
- 60% increased participation in positive learning & play activities;
- 56% increased understanding and uptake of healthy lifestyles and engagement with family health services and coping better with disability;
- 63% improved parenting skills & parent/child relationship;
- 62% improved attainment of child development milestones;
- 67% improvement in mental health for child or parent;
- 60% improved housing;
- 72% improved ability to manage home finances;
- 77% improved ability to cope with practical issues;
- 83% coping with multi-birth and pregnancy
- 71% improved home environment;
- 56% coping better with disability;

Our projects are co-delivered by local community volunteers and it is essential that they receive high quality training and support. During 2018-19, 35 new volunteers successfully completed an 8-day preparation training course and supported families for six months or longer. Our volunteers received ongoing support and we continue their professional development through ongoing training programme. This year we offered: Speech and Language workshop, Autism training (facilitated by an autism specialist from Evelina London), Domestic Abuse training, Unconscious Bias Training and Twins and Multiple Birth Group Training, Big Hopes Made of Money financial management training,

Our partnership with Aardvark Children's Centre further developed the twins and multiple birth group to provide a more structured programme co-ordinated by a designated Early Years Practitioner. The group also received visits from an Oral Health and Speech Therapists. This year the group has had excellent attendance and reached 60 families and 147 children offering a friendly and social environment where information and advice can be shared.

PUBLIC BENEFIT

The Trustees confirm that they have referred to the Charity Commission's general guidance on public benefit when reviewing our objectives and activities and in planning future activities. It is the judgement of the Trustees that activities in pursuit of the above objectives fully meet the public benefit test, which they have kept in mind when planning programmes for the charity.

DIRECTORS' RESPONSIBILITIES

Company law requires the directors to prepare statements of account for each financial year which give a true and fair view of the state of affairs of the company and of its incoming resources and resources expended during that year. In preparing those financial statements, the directors are required to:-

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether the Financial Reporting Standard (FRS) 102 has been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The directors are responsible for maintaining proper accounting records which disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the accounts comply with the Companies Act. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

**HOME-START SOUTHWARK
TRUSTEES' REPORT FOR THE YEAR TO 31 MARCH 2019 (contd.)**

Details of Home-Start Southwark's revenue and expenditure for the year under review and the previous year are shown on page 9 of the Financial Statements.

We are pleased to report the Home-Start Southwark 2018-19 results. Our total funding for the year was £268,037, a decrease of 5% compared to prior year, and our 'total resources expended' for the year was £304,351, an increase of 12% driven by increased headcount to support our restricted activities. Resultant 'net resources after transfer' for the year was (£36,484). Of this balance, £27,069 related to restricted activities and were financed by prior year underspends in funding from The Big Lottery Fund, United St Saviour's Charity and Trusthouse Charitable Foundation. The remaining £9,415 related to unrestricted activities and were financed by general unrestricted funds.

Our key grants this year included funding from the following charitable organisations:

Existing grants:

- The Big Lottery Fund: £115,601.
- The Henry Smith Charity: £34,000.
- The Peter Stebbings Charity: £21,519.
- United St Saviour's Charity: £19,949 to develop the Bump to Babe project

New grants:

- BBC Children in Need awarded us a further three year grant for which we received £39,867 this year.
- Home-Start London: £5,169

In addition to these grants, we are hugely grateful to our generous benefactors and private individual donors who recognise the ongoing importance of our work and continue to support us. Our special thanks this year go to an anonymous donor who donated £5,000, to Richard South who donated £4,200, as well as The Elizabeth Prince & Zaiger Trust and Celia Randell which each donated £2,000. We would also like to thank Ultramarine Ltd which donated £1,500, Terry South who donated £1,100, T Colclough who donated £1,200 and J Swedberg who donated £1,000.

Securing ongoing funding in this competitive landscape such that we can continue to provide high quality training to our volunteers and exceptional service delivery to the families in our community in need of our support remains our biggest challenge. Further funding and replacement funding (as grants draw to a close) is required in order for us to fully achieve both our near- and medium- term business plan goals and to secure our long-term future. With this at the forefront of our minds, we continue to seek to identify and apply for new sources of funding to cover both our project delivery and core costs whilst also maintaining close control of our expenditure.

Opening funds balance: £172,079; Closing Funds Balance: £135,595

RESERVES POLICY

The Management Committee has agreed a formal policy on reserves which requires that:

- a) Reserves are maintained at a level of which ensures that Home-Start Southwark has sufficient resources to continue its core activity (on a short-term basis) in the event of unforeseen circumstances such as a reduction or cessation of funding.
- b) The trustees have reviewed the charity's need for a reserve and agree the appropriate level.
- c) This will be in line with the annual review of this policy, latest legislative requirements and best practice advice by the Charity Commission and Home-Start UK.

The level of reserves in this fund at 31 March 2019 was £81,800 (31 March 2018: £81,800).

RISK REVIEW

The Management Committee has reviewed the many risks to which Home-Start Southwark is exposed and is satisfied that systems have or are being established to mitigate these risks.

- Disclosure and Barring Service (DBS) checks for all volunteers and staff have been implemented.
- All volunteers undertake a preparation training course and receive regular supervision
- The scheme has adequate insurance to cover trustees, staff and volunteers carrying out work for and on behalf of Home-Start Southwark; this includes any claims resulting from an alleged or actual abuse.

Approved on

and signed on behalf of the Trustees

.....
Alice Gardiner

**HOME-START SOUTHWARK
INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2019**

I report to the charity trustees on my examination of the accounts of the charity for the year ended 31 March 2019 which are set out on pages 9 to 20.

Responsibilities and basis of report

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

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

Independent examiner's statement

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

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

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

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

Jill Keehan FCA
Britt & Keehan
Chartered Accountants
33 Grimwade Avenue
Croydon
CR0 5DJ

Date:

**STATEMENT OF FINANCIAL ACTIVITIES AND INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 MARCH 2019**

	Notes	Unrestricted (£)	Restricted (£)	2019 Total (£)	2018 Total (£)
INCOMING RESOURCES					
Donations		22,798	0	22,798	19,885
Activities for generating funds		2,079	0	2,079	4,586
Investment income		0	0		0
Income from					
Charitable Activities: Grants		0	236,105	236,105	252,433
Other incoming resources		5,108	1,947	7,055	5,459
TOTAL INCOMING RESOURCES	3	29,985	238,052	268,037	282,363
RESOURCES EXPENDED					
Charitable Activities		55,155	249,196	304,351	271,608
TOTAL RESOURCES EXPENDED	4	55,155	249,196	304,351	271,608
NET RESOURCES BEFORE TRANSFER		(25,170)	(11,144)	(36,314)	10,755
TRANSFER	13	15,925	(15,925)	0	0
OTHER RECOGNISED GAINS /(LOSSES)					
Actuarial gains/(losses) on defined benefit pension schemes	5	(170)	0	(170)	7
NET RESOURCES AFTER TRANSFER		(9,415)	(27,069)	(36,484)	10,762
Fund Balances brought forward at 31 March 2018		131,715	40,364	172,079	161,317
Fund Balances Carried Forward at 31 March 2019		122,300	13,295	135,595	172,079

The statement of financial activities includes all gains and losses in the year. All incoming resources and resources derive from continuing activities.

BALANCE SHEET AS AT 31 MARCH 2019

	Notes		As at 31- Mar 2019 TOTAL (£)	As at 31-Mar 2018 TOTAL (£)
FIXED ASSETS	7		0	0
CURRENT ASSETS				
Debtors and Prepayments	8	19,715	5,761	
Cash at Bank		187,578	242,312	
Petty Cash		<u>134</u>	<u>2</u>	
		<u>207,427</u>	<u>248,075</u>	
Less CURRENT LIABILITIES (amounts falling due in one year)	9			
Creditors and Accruals		4,579	9,017	
Deferred Income		57,100	55,519	
Pension Contributions		<u>1,685</u>	<u>1,477</u>	
		<u>63,364</u>	<u>66,013</u>	182,062
Less LONG TERM Liabilities	10		(8,468)	(9,983)
NET ASSETS			135,595	172,079
Financed by:				
Restricted Funds	13			
Local Sustainability Fund		0	1	
Bump to Babe Project		216	1,152	
Home-Start UK (LENA)		0	0	0
Annual Events		0	4,250	
Grants for Individual Families		202	346	
Trusthouse Charitable Foundation		0	2,879	
BBC Children in Need		8,751	3,986	
Big Lottery Fund Grant		185	12,508	
Health in the Workplace		0	591	
United St Saviour's Charity		3,941	14,651	
			13,295	40,364
Unrestricted Funds	12			
General		40,500	49,915	
Designated Contingency		81,800	122,300	131,715
			135,595	172,079

The accounts are prepared in accordance with the special provisions within Part 15 of the Companies Act 2006 relating to small companies.

For the financial year ended 31st March 2019 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 and no notice has been deposited under section 476. The directors acknowledge their responsibilities for ensuring that the company keeps accounting records which comply with section 386 and for preparing accounts which give a true and fair view of the state of affairs of the company as at the end of the financial year and of its profit or loss for the financial year in accordance with the requirements of section 396 and which otherwise comply with the requirements of the Companies Act 2006 relating to accounts, so far as applicable to the company.

These financial statements were approved by the Board of Trustees, who are also directors of the company, on 2019
and signed on their behalf by:

Sarah Messenger – Chair

Alice Gardiner – Hon. Treasurer

The notes on pages 11 to 20 form part of these financial statements.

NOTES TO THE ACCOUNTS

1. CHARITABLE STATUS

Home-Start Southwark is a charitable company limited by guarantee (No: 5239322) registered as charity with Registration Number 1107413. The company was established under a Memorandum of Association which stated the objects and powers of the charitable company and is governed under its Articles of Association. In the event of the company being wound up, members are required to contribute an amount not exceeding £1.

2. ACCOUNTING POLICIES

a) Basis of accounting

The financial statements have been prepared in accordance 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 2015), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The Charity meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical or transaction value unless otherwise stated in the relevant accounting policy notes.

The accounts have been drawn up on the going concern basis, i.e. that Home-Start Southwark will continue to operate for the foreseeable future.

b) Incoming Resources

Voluntary Income is received by way of donations and gifts and is recognised when received.

Fund Raising (FR) Activities are shown when received.

Investment Income is included when received.

Incomes from Charitable Activities are accounted for when receivable.

Other Income is shown when received.

c) Resources expended

Expenditure is recognised on an accruals basis as a liability as incurred. Expenditure includes VAT which in the normal course of events cannot be recovered and is reported as part of the expenditure to which it relates.

Costs of Generating Funds comprise the costs associated with attracting voluntary income.

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. These are costs that can be directly allocated to the activity concerned.

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the independent examiners fees and costs linked to the strategic management of the charity.

All costs are allocated between the expenditure categories of the Statement of Financial Activities (SOFA) on a basis designed to reflect the use of the resource. Costs that can be related to a particular activity are allocated directly others are apportioned on an appropriate basis.

Transfers between funds are those costs incurred mentioned above which cannot be allocated directly to an activity but are necessary to support them.

d) Fixed Assets

Fixed assets are stated at cost less accumulated depreciation.

Equipment costing more than £500 is capitalised and depreciated over its useful life, 3 years. Depreciation is charged for a full year in the year of acquisition. Items costing less than £500 are written off in the year of purchase. Fixed Assets and equipment include computers, office equipment, photocopier and printer. Fixed assets and equipment excludes software which is expensed in full in the year of purchase.

e) Pension Scheme

Home-Start Southwark participates in the Pension Trust – The Growth Plan (the “scheme”), a multi-employer scheme which provides benefits to some 950 non-associated participating employers. The scheme is a defined benefit scheme in the UK. It is not possible for Home-Start Southwark to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore, it accounts for the scheme as a defined contribution scheme.

The scheme is subject to the funding legislation outlined in the Pensions Act 2004 which came into force on 30 December 2005. This, together with documents issued by the Pensions Regulator and Technical Actuarial Standards issued by the Financial Reporting Council, set out the framework for funding defined benefit occupational pension schemes in the UK.

The scheme is classified as a 'last-man standing arrangement'. Therefore, the company is potentially liable for other participating employers' obligations if those employers are unable to meet their share of the scheme deficit following withdrawal from the scheme. Participating employers are legally required to meet their share of the scheme deficit on an annuity purchase basis on withdrawal from the scheme.

Please see note 10 for further disclosures relating to the scheme.

3. INCOMING RESOURCES	Unrestricted	Restricted	Total	Total
	(£)	(£)	2019	2018
	(£)	(£)	(£)	(£)
a) Donations				
The Orr Mackintosh Foundation	0		0	5,000
T South	1,100		1,100	0
Robert Holman Memorial Trust	0		0	2,000
T Colclough	1,200		1,200	0
Private Donations	4,798		4,798	2,385
The Elizabeth Prince & Zaiger Trust	2,000		2,000	2,000
Anonymous Donor	5,000		5,000	5,000
Ultramarine Ltd	1,500		1,500	1,500
Celia Randell	2,000		2,000	2,000
R South	4,200		4,200	0
J Swedberg	1,000		1,000	0
	22,798	0	22,798	19,885
b) Activities for Generating Funds				
Fundraising	2,079		2,079	413
Co-op Local Community Fund	0	0	0	4,173
	2,079	0	2,079	4,586
c) Investment income				
Bank Interest	0	0		0
d) Income from Charitable Activities: - Grants				
The Henry Smith Charity		34,000	34,000	33,000
The Peter Stebbings Charity		21,519	21,519	20,956
Home-Start London		5,169	5,169	0
Local Sustainability Fund		0	0	500
Trusthouse Charitable Foundation		0	0	20,000
BBC Children in Need		39,867	39,867	23,325
Home-Start UK (Lena Project)		0	0	1,330
The Big Lottery Fund		115,601	115,601	132,199
United St Saviour's Charity		19,949	19,949	19,948
Health in the Workplace		0	0	1,175
		236,105	236,105	252,433
e) Other Incoming Resources				
Student Placement Fees	700	0	700	1,400
Buttle UK	0	1,935	1,935	1,867
Glasspool Charity Trust	0	0	0	350
HMRC (Gift Aid reclaim)	4,171	0	4,171	1,812
Other	237	12	249	30
	5,108	1,947	7,055	5,459
TOTAL INCOMING RESOURCES	29,985	238,052	268,037	282,363
TOTAL INCOME RESOURCES 2018	23,510	258,853		282,363

4. RESOURCES EXPENDED

	Unrestricted	Restricted	Total	Total
	(£)	(£)	2019	2018
			(£)	(£)
CHARITABLE ACTIVITIES				
a) Staff Salaries & Consultant Fees	27,811	218,543	246,354	216,747
b) Direct Expenses	3,753	28,874	32,627	28,581
c) Premises	15,604	0	15,604	15,309
d) Office	6,303	1,699	8,002	9,175
	53,471	249,116	302,587	269,812
Governance costs:				
Independent examiner fee	1,320	0	1,320	1,320
AGM & Annual Report expenses	206	80	286	292
Trustee meeting expenses	158	0	158	136
Other	0	0	0	48
	1,684	80	1,764	1,796
TOTAL RESOURCES EXPENDED	55,155	249,196	304,351	271,608
TOTAL RESOURCES EXPENDED 2018	50,933	220,675		271,608

5. OTHER RECOGNISED GAINS / LOSSES

	2019	2018
	(£)	(£)
Actuarial gains/(losses) on defined benefit pension schemes	(170)	7

6. TRUSTEE'S REMUNERATION AND EXPENSES

No remuneration has been paid to any member of the trustee board. However, where applicable, trustees have been reimbursed for reasonable expenses incurred. There have been no transactions between the charity and related parties, which includes the trustees, senior personnel and their close relatives.

7. FIXED ASSETS

	(£)
COST	21,920
At 1 April 2018	0
Additions	0
Disposals	21,920
At 31 March 2019	
ACCUMULATED DEPRECIATION	21,920
At 1 April 2018	0
Disposals	0
Charge for the year	21,920
At 31 March 2019	
NET BOOK VALUE	0
At 1 April 2018	0
At 31 March 2019	0

8. DEBTORS & PREPAYMENTS

	2019	2018
	(£)	(£)
Rent	3,625	3,625
Grant due - Home-Start UK (Lena Project)	0	140
HMRC (Gift Aid Reclaim)	4,171	1,812
United St Saviour's Charity	4,987	0
Home-Start London	1,169	0
Microsoft	449	0
Other	5,314	184
	19,715	5,761

9. CREDITORS (DUE WITHIN 1 YEAR)

	2019	2018
	(£)	(£)
Accruals		
Independent Examiners Fee	1,500	1,500
Dizons (Database Software)	0	600
Toshiba Tec (Photocopier Charges)	330	230
Volunteer Training & Travel	127	167
Staff Training & Travel	0	344
Pilgrims' Way Community Primary School	584	1,202
HMRC & The Pensions Trust	658	4,427
British Telecommunication Plc	398	258
IT & Website	795	0
Payroll & Other	187	289
	4,579	9,017
Deferred Income		
Henry Smith Charity	35,000	34,000
Peter Stebbings Charity	22,100	21,519
	57,100	55,519
Defined benefit pension contributions – current year	1,685	1,477

10. DEFINED BENEFIT PENSION SCHEME – LONG TERM LIABILITIES AND ADDITIONAL CONTRIBUTIONS

Home-Start Southwark's long term liabilities include the present value of provisions for its estimated share of The Pension Trust – The Growth Plan defined benefit pension scheme (the "scheme") deficit.

A full actuarial valuation for the scheme was carried out at 30 September 2017. This valuation showed assets of £795m, liabilities of £926m and a deficit of £132m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions

From 1 April 2019 to 31 January 2025:	£11,243,000 per annum	(payable monthly and increasing by 3% each on 1st April)
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Unless a concession has been agreed with the Trustee the term to 31 January 2025 applies.

Note that the scheme's previous valuation was carried out with an effective date of 30 September 2014. This valuation showed assets of £793m, liabilities of £970m and a deficit of £177m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions

From 1 April 2016 to 30 September 2025:	£12,945,440 per annum	(payable monthly and increasing by 3% each on 1st April)
From 1 April 2016 to 30 September 2028:	£54,560 per annum	(payable monthly and increasing by 3% each on 1st April)

The recovery plan contributions are allocated to each participating employer in line with their estimated share of the Series 1 and Series 2 scheme liabilities.

Where the scheme is in deficit and where the company has agreed to a deficit funding arrangement the company recognises a liability for this obligation. The amount recognised is the net present value of the deficit reduction contributions payable under the agreement that relates to the deficit. The present value is calculated using the discount rate detailed in these disclosures. The unwinding of the discount rate is recognised as a finance cost.

PRESENT VALUES OF PROVISION

	31 March 2019 (£s)	31 March 2018 (£s)	31 March 2017 (£s)
Present value of provision	10,153	11,460	12,901
Of which amounts falling due:			
within one year	1,685	1,477	1,434
More than one year	8,468	9,983	11,467

RECONCILIATION OF OPENING AND CLOSING PROVISIONS

	Period Ending 31 March 2019 (£s)	Period Ending 31 March 2018 (£s)
Provision at start of period	11,460	12,901
Unwinding of the discount factor (interest expense)	183	160
Deficit contribution paid	(1,477)	(1,434)
Remeasurements - impact of any change in assumptions	93	(167)
Remeasurements - amendments to the contribution schedule	(106)	-
Provision at end of period	10,153	11,460

INCOME AND EXPENDITURE IMPACT

	Period Ending 31 March 2019 (£s)	Period Ending 31 March 2018 (£s)
Interest expense	183	160
Remeasurements – impact of any change in assumptions	93	(167)
Remeasurements – amendments to the contribution schedule	(106)	-
Contributions paid in respect of future service	-	-
Costs recognised in income and expenditure account	-	-
Actuarial (gains)/losses on defined benefits pension scheme	170	(7)

ASSUMPTIONS

	31 March 2019 % per annum	31 March 2018 % per annum	31 March 2017 % per annum
Rate of discount	1.39	1.71	1.32

The discount rates shown above are the equivalent single discount rates which, when used to discount the future recovery plan contributions due, would give the same results as using a full AA corporate bond yield curve to discount the same recovery plan contributions.

The company must recognise a liability measured as the present value of the contributions payable that arise from the deficit recovery agreement and the resulting expense in the income and expenditure account i.e. the unwinding of the discount rate as a finance cost in the period in which it arises.

It is these contributions that have been used to derive the company's balance sheet liability.

11. REMUNERATION

No employee has earned £60,000 or more. The average number of employees was 9 (2018:7). No member of the Management Committee, nor any person connected with them, has received or is due to receive, any remuneration for the year, directly or indirectly, from the Charity's funds.

	2019	2018
Staff costs are made up as follows:	(£)	(£)
Salaries	194,646	189,653
Consultants Fees	31,500	5,850
Social Security (Employers NI)	16,748	17,137
Employment Allowance	(3,000)	(3,000)
Employers Pension Contribution	2,573	1,275
Childcare Vouchers	3,887	5,832
	246,354	216,747

12. UNRESTRICTED FUNDS

	General	Designated Contingency	Total
	(£)	(£)	(£)
Fund balance brought forward	49,915	81,800	131,715
Income	29,985		
Expenditure	(55,155)		
Actuarial gain on defined benefit pension scheme	(170)		
Fund Transfer (Support Costs)	15,925		
Fund balance carried forward	40,500	81,800	122,300

The trustees have examined the charity's requirements for reserves in the light of the main risks to the organisation. It has established a policy whereby a designated contingency reserve, comprised of unrestricted funds, is held by the charity to meet the charity's potential future contractual liabilities (including staff costs and working capital needs) in the event of an orderly wind-down of the activities of the charity. The level of the designated contingency reserve is reviewed by the trustees on a regular basis.

COMPARATIVE FIGURES FOR YEAR ENDED 31 MARCH 2018

	General	Designated Contingency	Total
	(£)	(£)	(£)
Fund balance brought forward	39,349	91,700	131,049
Income	23,510		
Expenditure	(50,933)		
Actuarial gain on defined benefit pension scheme	7		
Fund Transfer (Support Costs)	28,082		
Contingency Fund Transfer	9,900	(9,900)	
Fund balance carried forward	49,915	81,800	131,715

**HOME-START SOUTHWARK
YEAR TO 31 MARCH 2019**

**Reg. Charity No.1107413
Company No. 5239322**

13. RESTRICTED FUND

	BBC Children in Need	Local Sustainability Fund	Peter Stebbing's Charity	The Big Lottery Fund Grant	Henry Smith Charity	United St Saviour's Charity	Annual Trip	Trusthouse Charitable Foundation	Health in The Workplace	Bump to Babe Project	Grant for Individual Families	Home- Start London	TOTAL
GRANTS													
United St Saviours Charity						19,949							19,949
BBC Children in Need	39,867												39,867
Buttle UK											1,935		1,935
The Big Lottery Fund				115,601									115,601
Peter Stebbings Charity			21,519										21,519
Henry Smith Charity					34,000								34,000
Home-Start London												5,169	5,169
Other											12		12
TOTAL INCOME	39,867	0	21,519	115,601	34,000	19,949	0	0	0	0	1,947	5,169	238,052
EXPENDITURE													
Staff Salaries, Consultant Tax, National Insurance & Pension	31,070		21,479	103,516	34,000	21,141		2,823				4,514	218,543
Direct Expenses - being travel & other out of pocket, training, DBS checks, crèche cost, recruitment & advertising, project resources,	3,704			18,552		336	3,335			936	2,091		28,954
Premises - rent, rates, gas & electricity, insurance, water, venue hire													
Office - Postage, telecommunication, computers, stationery & sundries etc.				1,699									1,699
TOTAL EXPENDITURE	34,774	0	21,479	123,767	34,000	21,477	3,335	2,823	0	936	2,091	4,514	249,196
Excess Income over Expenditure	5,093		40	-8166		(1,528)	-3,335	-2823		-936	(144)	655	(11,144)
Fund Balance Brought forward as at 1 April 2018	3,986	1	0	12,508	0	14,651	4,250	2,879	591	1,152	346	0	40,364
Fund Transfer (Support Costs)	(328)	(1)	(40)	(4157)	0	(9,182)	(915)	(56)	(591)	0		(655)	(15,925)
Fund Balances Carried Forward as at 31 March 2019	8,751	0	0	185	0	3,941	0	0	0	216	202	0	13,295

COMPARATIVE FIGURES FOR YEAR ENDED 31 MARCH RESTRICTED 2018

	BBC Children In Need	Local Sustainability Fund	Peter Stebbings Charity	The Big Lottery Fund Grant	Henry Smith Charity	United St Saviour's Charity	Annual Trip	Trusthouse Charitable Foundation	Health in The Workplace	Bump to Babe Project	Grant for Individual Families	Lena Project	TOTAL
GRANTS													
United St Saviours Charity						19,948							19,948
Co-op Local Community Fund							4,173						4,173
Community Southwark									1,175				1,175
Trusthouse Charitable Foundation								20,000					20,000
BBC Children in Need	23,325												23,325
Buttle UK											1,867		1,867
Glasspool Charity Trust											350		350
The Lottery Fund				132,199									132,199
Local Sustainability Fund		500											500
Peter Stebbings Charity			20,956										20,956
Henry Smith Charity					33,000								33,000
Home-Start UK												1,330	1,330
Other											30		30
TOTAL INCOME	23,325	500	20,956	132,199	33,000	19,948	4,173	20,000	1,175	0	2,247	1,330	258,853
EXPENDITURE													
Staff Salaries, Consultant Tax, National Insurance & Pension	23,353		18,781	78,156	33,000	5,208		21,614				9,850	189,962
Direct Expenses - being travel & other out of pocket, training, DBS checks, crèche cost, recruitment & advertising, project resources,	1,477	1,334		19,854		89		371	584	1,202	1,911	51	26,873
Premises - rent, rates, gas & electricity, insurance, water, venue hire													
Office - Postage, telecommunication, computers, stationery & sundries etc.	379	1,100		1,242								1,119	3,840
TOTAL EXPENDITURE	25,209	2,434	18,781	99,252	33,000	5,297	0	21,985	584	1,202	1,911	11,020	220,675
Excess Income over Expenditure	(1,884)	(1,934)	2,175	32,947	0	14,651	4,173	(1,985)	591	(1,202)	336	(9,690)	38,178
Fund Balance Brought forward as at 1 April 2017	9,053	1,935	0	0	0	0	77	4,864	0	2,354	10	11,975	30,268
Fund Transfer (Support Costs)	(3,183)	0	(2,175)	(20,439)								(2,285)	(28,082)
Fund Balances Carried Forward as at 31 March 2018	3,986	1	0	12,508	0	14,651	4,250	2,879	591	1,152	346	0	40,364