

## HOME-START SOUTHWARK

### LEGAL AND ADMINISTRATIVE DETAILS

Trustees & Directors:

Pippa South (Chair)  
Alice Gardiner (Treasurer)  
Audrey Daniels (until 18/9/15)  
Chris King  
Paul Baddeley  
Sarah Messenger  
Danna Johnson  
Julia Lloyd (until 20/5/15)  
Clare Cary  
Maggie Kaipah-Milne  
Jill Bell (co-opted 14/1/16)

Company Secretary:

Sandra Powell

Bankers:

CAF Bank Ltd (Main Account)  
25 Kings Hill Avenue  
Kings Hill,  
West Malling  
Kent, ME19 4JQ

Lloyds Bank  
East Dulwich Branch  
364-366 Lordship Lane  
London SE22 8NA

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 2016**

The Trustees present their Report for the year ended 31 March 2016.

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

Pippa South	Chair
Alice Gardiner	Treasurer
Paul Baddeley	Trustee
Audrey Daniels	Trustee
Chris King	Trustee
Sarah Messenger	Trustee
Danna Johnson	Trustee
Julia Lloyd	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 23<sup>rd</sup> 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 Manager and the Business & Finance Manager.

Under the Memorandum & Articles of Association the Trustees appoint the officers of the charity (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 2016 (contd.)

### ACTIVITIES

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

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

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 2,300 families with at least one child under five years or expecting a baby and recruited community volunteers to provide home support. During 2015-16, 69 trained volunteers and 4 co-ordinators supported a total of 180 families to help achieve a range of self-determined outcomes. 47% of the families supported were affected by one or more disability. 51% of the families we supported identified at least two or more needs at assessment. The most common areas identified by these families as their priority were:

- parenting issues at 44%
- family management issues at 40% which included practical support to improve the home environment, dealing with housing, financial and debt issues, managing multiple birth and difficulties during pregnancy.
- emotional issues at 30%
- reducing isolation at 30%
- mental health, access to local services and others at 11%.

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 2015-16, outcomes for families supported were:

- 94% increase in confidence in using universal services;
- 60% increase in parental self-esteem & confidence;

- 53% increased participation in positive learning & play activities;
- 53% reduction in isolation;
- 38% improved parenting skills & parent/child relationship;
- 28% increase in mental health;
- 15% increased take up of healthy lifestyle;
- 13% increased parental employability and improvement in child attainment;
- 12% family management;
- 5% parents increased awareness to protect children from harm and
- 2% decreased risk of domestic violence.

Our projects are co-delivered by local community volunteers and it is essential that they receive high quality training and support. During 2015-16, 36 new volunteers successfully completed an 8-day Preparation Workshop and supported families for six months or longer. Our volunteers received additional training from us in areas of Stress Management, Child Development, Big Hopes Big Futures (structured learning support in the home), Safeguarding, Autism Awareness, Parents & Well Being, Budgeting and Domestic Violence. Over the past 12 months 41 volunteers trained to become Bump to Babe volunteers.

Last year, we pioneered 'Bump to Babe', a new project to improve outcomes for expectant and new mothers experiencing moderate health and social difficulties. In 2015-16, we secured additional funding from BBC Children in Need, Peter Minet and Trusthouse Charitable Foundation to further develop the project and expand our reach area to the North of the Borough. As a result, 65 families received emotional and/or practical support from either a trained Bump to Babe volunteer or a co-ordinator, complementing the statutory services provided by midwives, health visitors and other health and social care professionals.

During 2015-16, Home-Start Southwark, in partnership with Family Action, conducted two Mellow Parenting courses benefitting 10 parents with children aged 18 months to 5 years. Mellow Parenting provided an evidence-based intervention, benefitting vulnerable parents that were not engaged with any services. The course explored parents' own childhood to learn how to improve their relationship with their child, using principles from attachment theory and video feedback that helped parents make change. In early 2016, we also delivered a 13 weeks Mellow Babies parenting course in partnership with Kintore Way Children's Centre for 8 families. Mellow Babies programme is an attachment-based early intervention programme, focusing on promoting parent-child relationships, which is specifically targeted at families with children 6 weeks to 18 months.

Our multiple birth group reached an additional 68 families and 125 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 for Smaller Entities 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 2016 (contd.)**

**FINANCIAL REVIEW**

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 2015/2016 results. Our annual funding from the London Borough of Southwark remained unchanged this year at £210,551, but thanks to our ongoing efforts to broaden our offerings and diversify our funding base, our total funding for the year increased by 15% to £285,771.

It is always a challenge to secure new funding and with fierce and worthy competition for each funding application it is testament to the continued hard work of every member of our highly dedicated team of staff, coordinators and volunteers and the exceptional service they deliver to the local community that we have achieved such success this year. The majority of our new funding is to support our Bump to Babe project which commenced last year. We have secured sufficient funding to continue the project for a three-year period thanks to the support of Trusthouse and BBC Children In Need.

We also extend our heartfelt thanks to our benefactors and private individual donors who time and time again provide us with much needed financial support. Our special thanks this year go to The Robert Holman Trust which donated £2,000; Celia Randell who donated in excess of £3,500; the Elizabeth and Prince Zaiger Trust which donated £2,000; and Suzanne James, who kindly hosted a special Supper Club for us in March which was a huge success and enabled us to raise in excess of £2,500.

Over the past several years we have been fully aware that due to the funding pressures that the London Borough of Southwark is under, the core funding we have received annually was at risk of being cut or even fully withdrawn. As our primary funding source the impact of a cut or full withdrawal is material to our operations.

After the year end, we received the, not wholly unexpected, news that our contract with the London Borough of Southwark was only guaranteed to 31 March 2017 and that it was unlikely to be renewed.

This news was of course disappointing, but our culture of tight cost controls, our fantastic team in the office and in the community, our proven track record of exceptional service delivery as well as our active and engaged Board of Trustees means that we are well positioned to be able to rise to this challenge.

We have in place an action plan to seek and apply for alternative funding sources and a plan for restructuring the business including a cost reduction programme. In addition to these plans, post year end the Board of Trustees took the decision to further bolster our designated contingency to £79,000. As a consequence of these actions, the Board of Trustees and I believe that, subject to successful alternative primary funding applications, there is the potential for Home-Start Southwark to continue not only the fully funded Bump to Babe project but also its core work in the community.

We would very much like to thank the London Borough of Southwark for its funding support for the last 10 plus years.

Opening funds balance (restated): £76,333; Closing Funds Balance: £90,777

## 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 2016 was £61,000 (2014/15: £52,000).

## 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 *11 November 2016* and signed on behalf of the Trustees

*A Gardiner*

.....  
Alice Gardiner

**HOME-START SOUTHWARK  
INDEPENDENT EXAMINER'S REPORT TO THE MEMBERS OF HOME-START SOUTHWARK**

I report on the accounts for the year ended 31 March 2016, as set out on pages to 8 to 19.

**Respective responsibilities of directors and examiner**

As described on page 2, the trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144 (2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed. The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of the Institute of Chartered Accountants of England and Wales.

Having satisfied myself that the charity is not subject to audit under Part 16 of the Companies Act 2006 and is eligible for independent examination, it is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- to follow the procedures laid down in the general Directions given by the Charity Commissioners under section 145(5)(b) of the 2013 Act; and
- to state whether particular matters have come to my attention,

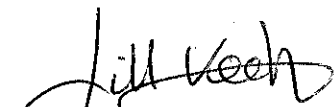
**Basis of independent examiner's report**

My examination was conducted in accordance with the general Directions given by the Charity Commissioners. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and the seeking of explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and, consequently, no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

**Independent examiner's statement**

In connection with my examination, no matter has come to my attention:

1. which gives me reasonable cause to believe that, in any material respect, the requirements
  - (a) to keep accounting records in accordance with s386 of the Companies Act 2006; and
  - (b) to prepare accounts which accord with the accounting records, comply with the accounting requirements of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities (revised 2005) have not been met; or
2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

  
Jill Keenan FCA  
Britt & Keenan  
Chartered Accountants

33 Grimwade Avenue  
Croydon  
CR0 5DJ

Date ...11...November 2016



**STATEMENT OF FINANCIAL ACTIVITIES AND INCOME AND EXPENDITURE ACCOUNT  
FOR THE YEAR ENDED 31 MARCH 2016**

	Notes	Unrestricted (£)	Restricted (£)	2016 Total (£)	2015 (Restated) (£)
<b>INCOMING RESOURCES</b>					
Donations		9,626	244	9,870	921
Activities for generating funds		2,468		2,468	8,177
Investment					6
Income from Charitable Activities: - Grants		211,316	60,929	272,245	237,551
Other incoming resources		788	400	1,188	980
<b>TOTAL INCOMING RESOURCES</b>	<b>3</b>	<b>224,198</b>	<b>61,573</b>	<b>285,771</b>	<b>247,635</b>
<b>RESOURCES EXPENDED</b>					
Charitable Activities		223,702	43,378	267,080	222,801
<b>TOTAL RESOURCES EXPENDED</b>	<b>4</b>	<b>223,702</b>	<b>43,378</b>	<b>267,080</b>	<b>222,801</b>
<b>NET RESOURCES BEFORE TRANSFER</b>		<b>496</b>	<b>18,195</b>	<b>18,691</b>	<b>24,834</b>
<b>TRANSFER</b>	<b>12</b>	<b>5,031</b>	<b>(5,031)</b>	<b>0</b>	<b>0</b>
<b>OTHER RECOGNISED GAINS /(LOSSES)</b>					
Actuarial gains/(losses) on defined benefit pension schemes	<b>9</b>	(4,247)	0	(4,247)	(737)
<b>NET RESOURCES AFTER TRANSFER</b>		<b>1,280</b>	<b>13,164</b>	<b>14,444</b>	<b>24,097</b>
<b>Fund Balances brought forward at 31 March 2015 (restated)</b>		<b>60,588</b>	<b>15,745</b>	<b>76,333</b>	<b>52,236</b>
<b>Fund Balances Carried Forward at 31 March 2016</b>		<b>61,868</b>	<b>28,909</b>	<b>90,777</b>	<b>76,333</b>

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 2016**

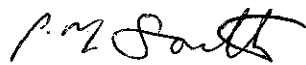
	Notes		As at 31- Mar 2016 TOTAL	As at 31- Mar 2015 (Restated) TOTAL
		£	£	£
FIXED ASSETS	6		1,273	1,352
<b>CURRENT ASSETS</b>				
Debtors and Prepayments	7	4,654		3,810
Cash at Bank		115,439		112,982
Petty Cash		<u>86</u>		<u>8</u>
		<u>120,179</u>		<u>116,800</u>
Less CURRENT LIABILITIES (amounts falling due in one year)	8			
Creditors and Accruals		5,050		2,155
Deferred Income		12,000		29,000
Pension Contributions		<u>1,392</u>		<u>1,286</u>
		<u>18,442</u>	101,737	<u>32,441</u>
Less LONG TERM Liabilities	9		(12,233)	(9,378)
<b>NET ASSETS</b>			<b>90,777</b>	<b>76,333</b>
Financed by:				
Restricted Funds	12			
Mellow Parenting				1,475
Health in the Workplace				41
Bump to Babe Project		21,896		13,229
Annual Events				1,000
Grants for Individual Families		10		
Trusthouse Charitable Foundation		2,854		
BBC Children In Need		4,149		
			28,909	15,745
Unrestricted Funds	11			
General		868		8,588
Designated Contingency		61,000	61,868	52,000
			<b>90,777</b>	<b>76,333</b>

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 31<sup>st</sup> March 2016 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 11<sup>th</sup> November 2016 and signed on their behalf by:

Philippa South – Chair



Alice Gardiner – Hon. Treasurer



The notes on pages 11 to 19 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) The financial statements have been prepared under the historical cost convention and in accordance with the Companies Act 2006 and the Statement of Recommended Practice: Accounting and reporting by Charities issued in January 2015.

The accounts have been drawn up on the going concern basis, i.e. that Home-Start Southwark will continue for the foreseeable future. However, whilst we have no reason to believe that future applications will not be successful, it is recognised that ongoing pressures on resources and continued strong competition for funding, the success of future applications is not guaranteed. Plans are in place regarding the withdrawal of London Borough of Southwark funding, beyond 31 March 2017.

#### 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 £200 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 £200 are written off in the year of purchase. Fixed Assets include computers, office equipment, photocopier and printer.

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 1,300 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 notes 9 and 10 for further disclosures relating to the scheme.

3. INCOMING RESOURCES	Unrestricted	Restricted	Total	2015 (Restated)
	(£)	(£)	(£)	(£)
<b>a) Donations</b>				
Private Donations	2,479	244	2,723	921
The Elizabeth Prince & Zaiger Trust	2,000		2,000	
Ultramarine Ltd	1,500		1,500	
Celia Randell	3,647		3,647	
	<b>9,626</b>	<b>244</b>	<b>9,870</b>	<b>921</b>
<b>b) Activities for Generating Funds</b>				
Fundraising	2,468		2,468	7,177
Lloyds Community Fund				1,000
	<b>2,468</b>		<b>2,468</b>	<b>8,177</b>
<b>c) Investment</b>				
Bank Interest				6
<b>d) Income from Charitable Activities: - Grants</b>				
London Borough of Southwark	211,316		211,316	210,551
South Camberwell Children's Centre		5,000	5,000	25,000
The London Community Foundation				2,000
Trusthouse Charitable Foundation		20,000	20,000	
BBC - Children In Need		21,929	21,929	
Peter Minet Trust		4,000	4,000	
1 <sup>ST</sup> Place Children & Parents' Centre		10,000	10,000	
	<b>211,316</b>	<b>60,929</b>	<b>272,245</b>	<b>237,551</b>
<b>e) Other Incoming Resources</b>				
Student Placement Fees	700		700	980
Frank Buttle Trust		400	400	
Other	88		88	
	<b>788</b>	<b>400</b>	<b>1,188</b>	<b>980</b>
<b>TOTAL INCOMING RESOURCES</b>	<b>224,198</b>	<b>61,573</b>	<b>285,771</b>	<b>247,635</b>
<b>TOTAL INCOME RESOURCES 2015</b>	<b>219,635</b>	<b>28,000</b>		<b>247,635</b>

#### 4. RESOURCES EXPENDED

	Unrestricted	Restricted	Total	2015 (Restated)
	(£)	(£)	(£)	(£)
<b>CHARITABLE ACTIVITIES</b>				
a) Staff Salaries	185,628	33,113	218,741	176,839
b) Direct Expenses	11,214	10,097	21,311	19,531
c) Premises	15,839		15,839	15,800
d) Office	8,137		8,137	7,677
	<b>220,818</b>	<b>43,210</b>	<b>264,028</b>	<b>219,847</b>
Governance costs:				
Independent examiner fee	1,500		1,500	900
Strategy Day (Consultant)				840
Recruitment (Chair & Trustees)				480
AGM & Annual Report expenses	943		943	370
Trustees training				228
Trustee meeting expenses	441	168	609	123
Other				13
	<b>2,884</b>	<b>168</b>	<b>3,052</b>	<b>2,954</b>
<b>TOTAL RESOURCES EXPENDED</b>	<b>223,702</b>	<b>43,378</b>	<b>267,080</b>	<b>222,801</b>
<b>TOTAL RESOURCES EXPENDED 2015</b>	<b>209,943</b>	<b>13,595</b>		<b>222,801</b>

#### 5. OTHER RECOGNISED GAINS / LOSSES

	2016 (£)	2015 (£)
Actuarial (gains)/losses on defined benefit pension schemes	4,247	737

#### 6. TRUSTEE'S REMUNERATION AND EXPENSES

No remuneration has been made to any member of the trustee board. However, where applicable, trustees have been reimbursed for reasonable expenses incurred.

#### 7. FIXED ASSETS

	£
<b>COST</b>	
At 1 April 2015	21,039
Additions	881
Disposals	0
At 31 March 2016	21,920
<b>ACCUMULATED DEPRECIATION</b>	
At 1 April 2015	
Disposals	19,687
Charge for the year	0
At 31 March 2016	960
	20,647
<b>NET BOOK VALUE</b>	
At 1 April 2015	1,352
At 31 March 2016	1,273

**8. DEBTORS & PREPAYMENTS**

	2016	2015
Rent	4,470	3,625
Other	184	185
	<b>4,654</b>	<b>3,810</b>

**9. CREDITORS (DUE WITHIN 1 YEAR)**

	2016	2015
<b>Accruals</b>		
Kintore Way Children's Centres	1,951	-
Independent Examiners Fee	1,500	900
Home-Start UK (Training Information & Guidance) Fee	-	138
Toshiba Tec (Photocopier Maintenance)	350	320
Volunteer Training & Travel expenses	335	250
Community Southwark (Strategy Day)	420	-
IT Support Maintenance & Repairs	-	363
Frank Buttle Trust (Grant for Individual Families)	200	-
Payroll & Other	294	184
	<b>5,050</b>	<b>2155</b>
<b>Deferred Income</b>		
Robert Holman Trust	2,000	-
1 <sup>st</sup> Place Children & Parents' Centre	-	10,000
South Camberwell Children's Centre	-	5,000
Peter Minet	-	4,000
The Trusthouse Charitable Foundation	10,000	10,000
	<b>12,000</b>	<b>29,000</b>
<b>Pension Contributions</b>	<b>1,392</b>	<b>1,286</b>

## 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.

### Deficit contributions

From 1 April 2013 to 31 March 2023:	£13.9m per annum (payable monthly and increasing by 3% each on 1st April)
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A full actuarial valuation for the scheme was carried out at 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)
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From 1 April 2016 to 30 September 2028:	£54,560 per annum (payable monthly and increasing by 3% each on 1st April)
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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 2016 (£s)	31 March 2015 (£s)	31 March 2014 (£s)
Present value of provision	13,625	10,664	11,176
Of which amounts falling due:			
within one year	1,392	1,286	
more than one year	12,233	9,378	

### RECONCILIATION OF OPENING AND CLOSING PROVISIONS

	Period Ending 31 March 2016 (£s)	Period Ending 31 March 2015 (£s)
Provision at start of period	10,664	11,176
Unwinding of the discount factor (interest expense)	174	297
Deficit contribution paid	(1,286)	(1,249)
Remeasurements - impact of any change in assumptions	(213)	440
Remeasurements - amendments to the contribution schedule	4,286	-



Provision at end of period	13,625	10,664
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INCOME AND EXPENDITURE IMPACT

	Period Ending 31 March 2016 (£s)	Period Ending 31 March 2015 (£s)
Interest expense	174	297
Remeasurements – impact of any change in assumptions	(213)	440
Remeasurements – amendments to the contribution schedule	4,286	-
Contributions paid in respect of future service*	*	*
Costs recognised in income and expenditure account	*	*
Actuarial (gains)/losses on defined benefit pension scheme	4,247	737

\*includes defined contribution schemes and future service contributions (i.e. excluding any deficit reduction payments) to defined benefit schemes which are treated as defined contribution schemes. To be completed by the company.

ASSUMPTIONS

	31 March 2016 % per annum	31 March 2015 % per annum	31 March 2014 % per annum
Rate of discount	2.07	1.74	2.82

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. PRIOR YEAR RESTATEMENT**

As a result of the pension adjustments (note 9), the prior year figures have been restated, in accordance with Financial Reporting Standard (FRS) 102. This means that the opening reserves at 1 April 2014 have been reduced from £63,412 to £52,236 and the closing reserves at 31 March 2015 have been reduced from £86,997 to £76,333.

**12. REMUNERATION**

No employee has earned £60,000 or more. The average number of employees was 6. (2015-16). 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.

	2016	2015 (Adjusted)
Staff costs are made up as follows:	£	£
Salaries	209,422	163,220
Social Security (Employers NI)	19,318	15,619
Employment Allowance	(2,000)	(2,000)
Statutory Maternity Allowance Reclaim	(7,766)	0
SMP (Compensation)	(233)	0
	<b>218,741</b>	<b>176,839</b>

### 13. UNRESTRICTED FUNDS

	General	Designated Contingency	Total
	£	£	£
Fund balance brought forward	<b>8,588</b>	<b>52,000</b>	<b>60,588</b>
Income	224,198		
Expenditure	(227,949)		
Fund Transfer (Support Costs)	5,031		
Contingency Fund	0		
Transfer	(9,000)	9,000	
Fund balance carried forward	<b>868</b>	<b>61,000</b>	<b>61,868</b>

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 the unrestricted funds not committed and held by the charity cover unforeseen expenditure. The level of this designated contingency is regularly reviewed and is needed & used to meet the working capital requirements of the charity on a day to day basis. In the short term the trustees have also considered the extent to which existing activities and expenditure could be curtailed should the need arise.

### 14. POST BALANCE SHEET EVENTS

Following the year ended 31 March 2016, the charity was advised that the funding from the London Borough of Southwark would only be renewed until 30<sup>th</sup> September 2016. After a meeting with the Borough's representatives, it was agreed that funding would continue until 31<sup>st</sup> March 2017, so that the charity could make applications for alternative primary funding. These funding applications are ongoing. The Trustees have in place an action plan restructuring the business, including a cost reduction program. They have also increased the designated contingency fund to £79,000.

**15. RESTRICTED FUNDS**

**GRANTS**

	Health in the Workplace	BBC- Children In Need	Mellow Parenting	Annual Trip	Trusthouse Charitable Foundation	Bump to Babe Project	Grant for Individual Families	TOTAL
South Camberwell Children's Centre						5,000		5,000
1 <sup>st</sup> Place Children's Centre						10,000		10,000
Trusthouse Charitable Foundation					20,000			20,000
BBC - Children In Need		21,929						21,929
Frank Buttle Trust							400	400
Private Donation				244				244
Peter Minet Trust						4,000		4,000
<b>TOTAL INCOME</b>	<b>0</b>	<b>21,929</b>	<b>0</b>	<b>244</b>	<b>20,000</b>	<b>19,000</b>	<b>400</b>	<b>61,573</b>

**EXPENDITURE**

Staff Salaries, Tax, National Insurance		14,148	1,475		15,107	2,383		33,113
Direct Expenses, being travel & other out of pocket, training, DBS checks, crèche cost, recruitment & advertising, project resources, Premises - rent, rates, gas & electricity, insurance, water, venue hire		1,411		1,615	2,039	4,642	390	10,097
Postage, telecommunication, computers, stationery & sundries etc.								
Governance Costs						168		168
<b>TOTAL EXPENDITURE</b>	<b>0</b>	<b>15,559</b>	<b>1,475</b>	<b>1,615</b>	<b>17,146</b>	<b>7,193</b>	<b>390</b>	<b>43,378</b>

Excess Income over Expenditure		6,370	(1,475)	(1,371)	2,854	11,807	10	18,195
Fund Balance Brought forward as at 1 April 2015	41		1,475	1,000		13,229		15,745
Fund Transfer (Support Costs)	(41)	(2,221)		371		(3,140)		(5,031)

<b>Fund Balances Carried Forward as at 31 March 2016</b>	<b>0</b>	<b>4,149</b>	<b>0</b>	<b>0</b>	<b>2,854</b>	<b>21,896</b>	<b>10</b>	<b>28,909</b>
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