

## 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 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 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 *18<sup>th</sup> November 19* and signed on behalf of the Trustees

*A Gardiner*

.....  
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.

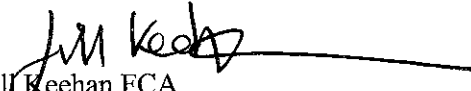
**Independent examiner's statement**

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: 19<sup>th</sup> November 19



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

	Notes	Unrestricted (£)	Restricted (£)	2019 Total (£)	2018 Total (£)
<b>INCOMING RESOURCES</b>					
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
<b>TOTAL INCOMING RESOURCES</b>	<b>3</b>	<b>29,985</b>	<b>238,052</b>	<b>268,037</b>	<b>282,363</b>
<b>RESOURCES EXPENDED</b>					
Charitable Activities		55,155	249,196	304,351	271,608
<b>TOTAL RESOURCES EXPENDED</b>	<b>4</b>	<b>55,155</b>	<b>249,196</b>	<b>304,351</b>	<b>271,608</b>
<b>NET RESOURCES BEFORE TRANSFER</b>		<b>(25,170)</b>	<b>(11,144)</b>	<b>(36,314)</b>	<b>10,755</b>
TRANSFER	13	15,925	(15,925)	0	0
<b>OTHER RECOGNISED GAINS /(LOSSES)</b>					
Actuarial gains/(losses) on defined benefit pension schemes	5	(170)	0	(170)	7
<b>NET RESOURCES AFTER TRANSFER</b>		<b>(9,415)</b>	<b>(27,069)</b>	<b>(36,484)</b>	<b>10,762</b>
<b>Fund Balances brought forward at 31 March 2018</b>		<b>131,715</b>	<b>40,364</b>	<b>172,079</b>	<b>161,317</b>
<b>Fund Balances Carried Forward at 31 March 2019</b>		<b>122,300</b>	<b>13,295</b>	<b>135,595</b>	<b>172,079</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 2019**

	Notes		As at 31- Mar 2019 TOTAL (£)	As at 31-Mar 2018 TOTAL (£)
FIXED ASSETS	7		0	0
<b>CURRENT ASSETS</b>				
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)
<b>NET ASSETS</b>			<b>135,595</b>	<b>172,079</b>
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
			<b>135,595</b>	<b>172,079</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 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 ~~..18.. November~~..... 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
	(£)	(£)	(£)	(£)
<b>a) Donations</b>				
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
	<b>22,798</b>	<b>0</b>	<b>22,798</b>	<b>19,885</b>
<b>b) Activities for Generating Funds</b>				
Fundraising	2,079		2,079	413
Co-op Local Community Fund	0	0	0	4,173
	<b>2,079</b>	<b>0</b>	<b>2,079</b>	<b>4,586</b>
<b>c) Investment income</b>				
Bank Interest	0	0		0
<b>d) Income from Charitable Activities: - Grants</b>				
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
		<b>236,105</b>	<b>236,105</b>	<b>252,433</b>
<b>e) Other Incoming Resources</b>				
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
	<b>5,108</b>	<b>1,947</b>	<b>7,055</b>	<b>5,459</b>
<b>TOTAL INCOMING RESOURCES</b>	<b>29,985</b>	<b>238,052</b>	<b>268,037</b>	<b>282,363</b>
<b>TOTAL INCOME RESOURCES 2018</b>	<b>23,510</b>	<b>258,853</b>		<b>282,363</b>

#### 4. RESOURCES EXPENDED

	Unrestricted	Restricted	Total	Total
	(£)	(£)	2019	2018
			(£)	(£)
<b>CHARITABLE ACTIVITIES</b>				
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
	<b>53,471</b>	<b>249,116</b>	<b>302,587</b>	<b>269,812</b>
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
	<b>1,684</b>	<b>80</b>	<b>1,764</b>	<b>1,796</b>
<b>TOTAL RESOURCES EXPENDED</b>	<b>55,155</b>	<b>249,196</b>	<b>304,351</b>	<b>271,608</b>
<b>TOTAL RESOURCES EXPENDED 2018</b>	<b>50,933</b>	<b>220,675</b>		<b>271,608</b>

#### 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

	(£)
<b>COST</b>	<b>21,920</b>
At 1 April 2018	0
Additions	0
Disposals	21,920
At 31 March 2019	
<b>ACCUMULATED DEPRECIATION</b>	<b>21,920</b>
At 1 April 2018	0
Disposals	0
Charge for the year	21,920
At 31 March 2019	
<b>NET BOOK VALUE</b>	<b>0</b>
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
	<b>19,715</b>	<b>5,761</b>

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

	2019	2018
	(£)	(£)
<b>Accruals</b>		
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
	<b>4,579</b>	<b>9,017</b>
<b>Deferred Income</b>		
Henry Smith Charity	35,000	34,000
Peter Stebbings Charity	22,100	21,519
	<b>57,100</b>	<b>55,519</b>
<b>Defined benefit pension contributions – current year</b>	<b>1,685</b>	<b>1,477</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.

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	-	-
<b>Actuarial (gains)/losses on defined benefits pension scheme</b>	<b>170</b>	<b>(7)</b>

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
	<b>246,354</b>	<b>216,747</b>

## 12. UNRESTRICTED FUNDS

	General	Designated Contingency	Total
	(£)	(£)	(£)
Fund balance brought forward	<b>49,915</b>	<b>81,800</b>	<b>131,715</b>
Income	29,985		
Expenditure	(55,155)		
Actuarial gain on defined benefit pension scheme	(170)		
Fund Transfer (Support Costs)	15,925		
Fund balance carried forward	<b>40,500</b>	<b>81,800</b>	<b>122,300</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 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	<b>39,349</b>	<b>91,700</b>	<b>131,049</b>
Income	23,510		
Expenditure	(50,933)		
Actuarial gain on defined benefit pension scheme	7		
Fund Transfer (Support Costs) Contingency Fund	28,082		
Transfer	9,900	(9,900)	
Fund balance carried forward	<b>49,915</b>	<b>81,800</b>	<b>131,715</b>

13. RESTRICTED FUND

	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	Home-Start London	TOTAL
<b>GRANTS</b>													
United St Saviours Charity						19,949							19,949
BBC Children in Need	39,867										1,935		39,867
Buttle UK				115,601									115,601
The Big Lottery Fund			21,519		34,000								21,519
Peter Stebbings Charity													34,000
Henry Smith Charity												5,169	5,169
Home-Start London											12		12
Other													
<b>TOTAL INCOME</b>	<b>39,867</b>	<b>0</b>	<b>21,519</b>	<b>115,601</b>	<b>34,000</b>	<b>19,949</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1,947</b>	<b>5,169</b>	<b>238,052</b>
<b>EXPENDITURE</b>													
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
<b>TOTAL EXPENDITURE</b>	<b>34,774</b>	<b>0</b>	<b>21,479</b>	<b>123,767</b>	<b>34,000</b>	<b>21,477</b>	<b>3,335</b>	<b>2,823</b>	<b>0</b>	<b>936</b>	<b>2,091</b>	<b>4,514</b>	<b>249,196</b>
Excess Income over Expenditure	5,093		40	-8166		(1,528)	-3,335	-2823		-936	(144)	655	(11,144)
<b>Fund Balance Brought forward as at 1 April 2018</b>	<b>3,986</b>	<b>1</b>	<b>0</b>	<b>12,508</b>	<b>0</b>	<b>14,651</b>	<b>4,250</b>	<b>2,879</b>	<b>591</b>	<b>1,152</b>	<b>346</b>	<b>0</b>	<b>40,364</b>
Fund Transfer (Support Costs)	(328)		(40)	(4157)	0	(9,182)	(915)	(56)	(591)	0		(655)	(15,925)
<b>Fund Balances Carried Forward as at 31 March 2019</b>	<b>8,751</b>	<b>0</b>	<b>0</b>	<b>185</b>	<b>0</b>	<b>3,941</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>216</b>	<b>202</b>	<b>0</b>	<b>13,295</b>

**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
<b>GRANTS</b>													
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										1,867		23,325
Buttle UK											350		1,867
Glasspool Charity Trust													350
The Lottery Fund				132,199									132,199
Local Sustainability Fund		500											500
Peter Stebbings Charity			20,956		33,000								20,956
Henry Smith Charity												1,330	1,330
Home-Start UK											30		30
Other											2,247		2,247
<b>TOTAL INCOME</b>	<b>23,325</b>	<b>500</b>	<b>20,956</b>	<b>132,199</b>	<b>33,000</b>	<b>19,948</b>	<b>4,173</b>	<b>20,000</b>	<b>1,175</b>	<b>0</b>	<b>2,247</b>	<b>1,330</b>	<b>258,853</b>
<b>EXPENDITURE</b>													
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
<b>TOTAL EXPENDITURE</b>	<b>25,209</b>	<b>2,434</b>	<b>18,781</b>	<b>99,252</b>	<b>33,000</b>	<b>5,297</b>	<b>0</b>	<b>21,985</b>	<b>584</b>	<b>1,202</b>	<b>1,911</b>	<b>11,020</b>	<b>220,675</b>
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)
<b>Fund Balances Carried Forward as at 31 March 2018</b>	<b>3,986</b>	<b>1</b>	<b>0</b>	<b>12,508</b>	<b>0</b>	<b>14,651</b>	<b>4,250</b>	<b>2,879</b>	<b>591</b>	<b>1,152</b>	<b>346</b>	<b>0</b>	<b>40,364</b>