



Annual Report 2023/24

Our mission:

Every parent has the support they need
to give their children the best start in life.

Because childhood can't wait.



Our impact this year



152

families and

338

children supported by our service

10,124

hours of support to local families
from **91** volunteers across the charity

286

hours of counselling support
with free childcare

351

hours of Family Groups and

191

hours of community activities delivered

Introduction

The past year has been marked by both challenges and opportunities, a year that has tested our resolve but also showcased our unwavering commitment to the families we support across our community.

One of the most significant developments has been the resignation of our CEO, Sophie Lington. While we are saddened by her departure, we are immensely grateful for her dedication and leadership during her tenure. The leadership role has been assumed by Karen Watkin, Business Support Manager and Michaela Foster Osborne, Senior Coordinator, who both stepped in a joint leadership role.

In addition to this leadership transition, we have undergone a major logistical change with the decision to move premises to the Lord Lieutenant's Charity Hub, Leavesden. Relocating our operations was a desirable step to better serve the needs of our community. This transition has created new possibilities for growth and expansion and I am confident that it will enable us to deepen further our community connections.

Amidst these changes, we have also faced significant fundraising challenges. The past year has been particularly tough in terms of securing the necessary funds to sustain and grow our programmes. Economic uncertainty and shifting donor priorities have made fundraising efforts more challenging than ever before. Despite these obstacles, I am proud to report that our dedicated team of staff and volunteers has worked tirelessly to support over 150 families, explore new avenues of funding and engage with our supporters in innovative ways. While there is still much work to be done, I am confident that with the continued support of our community, we will overcome these challenges and emerge stronger than ever.

I take this opportunity to thank all our staff, my fellow Trustees and our amazing volunteers and supporters for their dedication and ongoing support.

As we look ahead to the coming year, I am filled with optimism and hope for the future of Home-Start Watford & Three Rivers. I have no doubt that we will continue to make a positive impact in the lives of families and children in our community, providing them with the support they need to thrive.



Simone Collins

Simone Collins, Chair

Home-Start Watford and Three Rivers helps local families in the three districts of Watford, Three Rivers and Hertsmere, with at least one child under 5 years old, deal with the challenges they face.

We intervene early to support parents as they learn to cope, improve their confidence and build better lives for their children.

How we help



EMOTIONAL SUPPORT

Empowering parents to manage & resolve problems.



PRACTICAL HELP

Budgets, nutrition, cooking & home safety.



SIGNPOSTING & MULTI-AGENCY WORKING

Linking local health, community & educational services.



EMPOWERMENT

Supporting families to have their voice heard.



SUPPORTING CHILD DEVELOPMENT

Playing, listening, fun, skills, outings & friendships.



Our 4 core services



HOME-VISITING SUPPORT

Trained volunteers providing weekly one-to-one parenting support in the home.



FAMILY GROUP WORK

Helping isolated families become more involved in their community.



COUNSELLING

Working with parents living with a mental health difficulty.

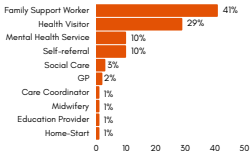


PEER TO PEER SUPPORT

Trained volunteers from previously supported families providing support in community spaces to families at the end of home-visiting support.

Our referrals

Our organisation is truly embedded in our local community, with referrals coming from every corner of the community. This year, we received a total of **134 suitable referrals**.



Where we work

Families supported

Watford	53%
Hertsmere	26%
Three Rivers	21%



Complex needs

On referral, we find that most families are experiencing multiple or complex needs. Over 43% of our families present with 4 or more complex needs.



Social isolation



Stress/anxiety



Mental health



Financial problems

Home-Visiting

What have we achieved this year?

3 volunteer preparation courses completed

15 new home-visiting volunteers trained

69 volunteers gave up their time home-visiting

8,640 hours of home-visiting support provided to local families,

worth over **£180,000**



Lives touched

"Sam referred herself to Home-Start to seek help managing two children as a single mum with little to no support available for her. She is an attentive and loving mother but was lonely and didn't have a support network. She was looking to grow this network, build her confidence and have someone to talk about her problems with.

We introduced Sam to a home-visiting volunteer, Sonia, who was quickly welcomed by the family. Sonia visited the family once a week for six months, providing a **listening ear** and support taking the children to the park. Sam's favourite time with Sonia was simple shopping trips to the supermarket - **giving her confidence to parent in public**. Sam was finding it hard to put boundaries in place for her older son, so Sonia changed her visiting hours so she could visit after school and support the family to **develop boundaries and better routines**.

Over time, Sam became **more self-assertive and assertive**, gained the resourcefulness to organise a structured payment plan for a small debt, organised the move to a new flat and funded new white goods. She has **massively improved her social network**, even making new friends in her flat and having the confidence to ask them to go out for dinner together. Her **confidence** has increased, she is now looking for work and planning her life for when both boys are in school. The family have **strong routines** in place and the **behaviour of the boys has improved**.

Sam said that her volunteer Sonia was a "godsend" to her and "so amazing that I can't express it in words". She said she was so grateful for her support; physical, emotional and a consistent listening ear. She **feels that her life has changed for the better and Sally helped her to do this**. She would like to become a home-visiting volunteer herself when her youngest child starts nursery."

Laura, Volunteer Coordinator

Home-Visiting



Better outcomes for families and their children

100% of our families reported a **positive impact in having a volunteer support**, with **over 95%** seeing **improvement in 3 outcome areas**.

These outcomes are an **outstanding achievement** for our families and volunteers who have encouraged, supported and empowered those families all the way. It clearly shows the **impact of volunteer support**.



Parent wellbeing



Social networks



Boundaries & behaviour



Family routine



Children's health



Family Groups

What have we achieved this year?

46 families supported

55 children benefitted from Group's focus on child development

117 Family Group sessions delivered

126 nutritious snack and story times

Lives touched

"When Imani started coming to Family Group, she was dealing with a variety of challenges, including struggles with her mental health. Often not feeling able or strong enough to come to Family Group, our Family Engagement Team would ring the day before to encourage Nicole to make it.

These friendly check-ins encouraged Imani to come to Family Group, where she **created long-term bonds with other families** in the safe and nurturing environment. She also enjoyed **development-focus activities with her children** that she has **continued to apply with her children at home.**

Imani's **confidence has blossomed** over her time at Family Group and she is now an instrumental part of group. Imani is due to finish Family Groups at the end of the summer term as her youngest child is off to nursery, ending her Home-Start journey as a supported family. However, she has enjoyed being part of Family Group so much and seeing other families' positive experiences that she has **decided to become a Family Group Volunteer.**

Louise, Family Group Manager



Counselling

What have we achieved this year?

4 counselling locations across our districts

286 counselling sessions with free childcare provided to local families

66% of clients come from ethnic minority backgrounds

Before counselling sessions,

72% of clients indicated moderate to severe score of psychological distress

After counselling sessions,

100% of clients saw an improvement in their psychological distress

Lives touched

"Sarah, a mother of two receiving support from a home-visiting volunteer, was referred to Home-Start's counselling services as she was experiencing anxiety and struggling to control her anger. Sarah had a mental health diagnosis and this made her feel ashamed. Not being able to contain her anger affected her relationship with her partner. As a mother she felt that she wasn't doing anything right and was judging herself very harshly, whilst also second guessing her parenting style.

When Sarah started counselling, her counsellor explored her expectations from the sessions and they worked together on setting goals.

During the sessions, her counsellor helped her look at patterns in her behaviour, what triggered that behaviour and how she was reacting to this. The counsellor worked with Sarah, introducing CBT techniques, which helped her control her anxiety. By working on breathing exercises and understanding how the body reacts to certain events to cause anxiety, she learned to **understand the physiological and psychological effects anxiety was having on her behaviour.**

Sarah's counsellor helped her to focus on what Sarah was doing right, supporting her to **self-validate**, which enabled her to **accept herself as a 'good mother'**.

By the end of 26 sessions, Sarah had her anxiety under control, she **understood her own behaviour and trigger points**, and she was able to **control her anger**. Sarah's **relationship improved** and she was able to start **enjoying everyday activities**. Sarah's parenting and self-esteem have improved as she has gained a **better understanding of who she is and how she parents.**"

Azka, Counselling Coordinator & Counsellor MBACP

Community Activities

What have we achieved this year
with our community support?

10 different types of community activities for families

55 hampers of fresh food delivered to families

Community activities attended by **67** families,
families, including **112** children

180 Christmas eve boxes, gift bags, self care
boxes delivered to families

Lives touched

"Asmita, a mum of three very active boys, was going through a really tough time where going out with all three children seemed impossible. She was struggling with anxiety and found it really difficult during the summer to plan activities.

Home-Start's summer programme offered Asmita a variety of days out and activities which she could **enjoy in a supportive environment**. Asmita and her children especially enjoyed the picnics, pottery painting and swimming. She appreciated that there were activities spread across the whole summer period so that there was always something to enjoy.

She said: 'Home-Start made summer an amazing time to spend time with my kids and friends. They made it **so easy and relaxing, we just had to get read and meet other families there**. The staff were always welcoming, and seeing their smiling faces was a delight!'"

Louise, Family Group Manager



Peer to Peer

What have we achieved in the initial stages of Peer to Peer?

5 previously supported parents trained as Peer to Peer Buddies, and matched to

3 previously supported families

1 requiring support on parent wellbeing

1 and social networks

5 Peer to Peer community meetups

10 out-of-the-home support sessions provided

Lives touched

"When Fran first started with Home-Start as a supported family two years ago, she was very shy and needed a lot of encouragement from Home-Start's team to join activities and Family Group sessions.

Through Fran's home-visiting and Family Group support, her confidence grew and she started to flourish. She then wanted to offer the same support to someone else and "show them that you can grow in confidence and do anything you set your mind to."

Fran enjoyed attending the Peer to Peer Buddy training sessions alongside other previously supported parents. She and her daughter now meet up with her matched family, supporting them in **trying new things** and **discovering groups and activities in the local area**. This includes Home-Start's regular Peer to Peer community meetups for the families on the programme to **further cultivate relationships**.

Fran says: 'I have loved spending time with the family I am matched with and **seeing her open up more every time we meet**. It is so special to see our children play together and I can see that it brings the mum so much joy too.'

Michaela, Director of Services



Treasurer's Report

The year to March 2024 has been a challenging one for Home-Start Watford and Three Rivers from a financial and operational point of view.

In the year under review, there was a reduction of 4% in the income of the charity to £438k, resulting from an increasingly difficult fundraising environment and a lack of new long-term funders for the charity. The majority of the sources of income were affected but there was a pleasing growth in the event fundraising totals with a marked improvement in the visibility of the charity in the marketplace.

Costs remain primarily employment costs and reflect the growth in staffing referred to in last year's report. As the year progressed and the increasingly difficult fundraising environment became apparent, the Board took measures to reduce the staffing base in line with the lower levels of income. The effects of this will be felt in the 24/25 financial year as the Board seeks to rebuild the reserves which were significantly reduced by the loss in the year.

With the revised staffing structure in place and a welcome increase in funding in the first months of the new financial year, the Board looks forward to a year of recovery and consolidation in 24/25. Demand for our services remains at an all time high and the Board will seek to find sources of funding to try and address this demand.



A handwritten signature in black ink, appearing to read 'John Robinson'.

John Robinson, Treasurer

Financial Summary

	2023-24		2022-23
Income	£ 440,527	Income	£ 457,388
Expenditure	£ 499,220	Expenditure	£ 453,288

Trustee Board - Roles & Responsibilities



Simone Collins, Chair
Community Fundraising



Bernadette Coleman, Vice Chair
Volunteer Rep & Data



John Robinson, Treasurer
Staff Rep & Fundraising



Kam Johal
Projects & Strategy



Simon Boulcott
Health & Safety



Claire Buckland
Staff Rep & Human Resources



Sarah Joy
Families



Glen Saffery
Fundraising

Trustee Board as at 31.03.24

Our Objectives & Values

To safeguard, protect and preserve good physical and mental health of children & their parents. We:

- Reassure parents that difficulties bringing up children are common. We encourage enjoyment in family life.
- Encourage the parents' strengths and emotional well-being for the ultimate benefit of their children.
- Support parents to develop long term coping strategies for every day challenges and life's ups & downs.
- Develop a relationship of trust with the family. Our approach is flexible and tailor made.
- Challenge disadvantage, injustice and social exclusion.
- Our service is universal, to all families, whatever their background or need.

Integrity

We lead with integrity to deliver a professional and reliable service.

Community

We foster a sense of community and ensure our service is available to all.

Support

We work to support, enable and inspire by being responsive, friendly and kind.

Respect

Everyone feels valued, respected, listened to and included.

Our funders

After a year of significantly higher demand for our services and a more challenging funding landscape, we have been fortunate to have had the continuous support of the **national funders** below. Multi-year funding like these give us the financial stability to focus on our programme continuity and the development of our services.

The
Henry Smith
Charity

founded in 1638



Garfield Weston
FOUNDATION



Trusthouse
Charitable Foundation



COMMUNITY
FUND



WATFORD
BOROUGH
COUNCIL



HERTSMERE



watford
community
housing



THREE RIVERS
DISTRICT COUNCIL



FOUNDATION

HCF

Hertfordshire Community Foundation



Watford &
Three Rivers
Trust

We continue to be grateful for the continued support from the **local funders** below. The local partnerships we have built create long-term sustainability for the charity and give us a greater understanding and insight into the communities we support.

Thank you to all our supporters and fundraisers

SUPPORTERS & FUNDRAISERS

Debbie Austin
Sherran Benykey
Simon Boulcott
Rachel Brown
Charlott Saunders
Claire Buckland
Claire Bucknall
Niamh Carmichael
Laura Cohen
Chester Dawson
Victoria Dawson
Jo Day
Michaela Foster Osborne
Georgia Gain
Hemal Gajjar
Suzy Gamage
Nikki Goncalves
Cally Hitching
Greg Holt
Tracy Lazenby
Michelle Lee

Sophie Linington
Lucy Luff
Marcus May
Kim McDermot
Ayesha Mercer
Elsie Merrick
Olivia Nagle
Alexandra Norwood
Aly Nurmohamed
Christine Partridge
Edward Partridge
Monika Partyla
Debbie Pitt
Daniel Roback
Jane Rose
Natalie Shiel
Karen Stretch
Karen Watkin
Sophie Wilson
Adriana Wyzkowska
Larysa Wyzkowska-Hiscocks
Gais Yaqoob

DONATION STREAMS

Easyfundraising
Hertsmere Community Lottery
People's Fundraising
Watford Community Lottery

CORPORATE SUPPORTERS

Asda - Watford
Asvina
Berkeley Group PLC
Clinisupplies
Costco
Everyone Active
Iconos Group Ltd
John Sisk & Son Ltd
Mathercare Global Brand Ltd
Savills Atria
Shredpoint Ltd
Waitrose - Amersham
Waitrose - Rickmansworth,
Waitrose - Community Matters
Warner Brothers
Watford FC Community Sports &
Education Trust
Wenzels

COUNCILS & COUNCILLORS

Abbots Langley Parish Council
Hertsmere Borough Council
Laurence Brass
Sara Bedford
Three Rivers District Council
Watford Borough Council
Watford Rural Parish Council

CHARITY PARTNER

Teachappy Ltd

TRUSTS, FOUNDATIONS & FUNDS

Alchemy Foundation
Barnet Recreational Trust BRT
Frank Litchfield
The Michael and Anna Wix Trust
The Mrs Smith and Mount Trust
Richard Platt's Relief in Need Charity
The Sir Jules Thorn Trust
Souter Charitable Trust
VWV Trust

LOCAL ORGANISATIONS

Bushey and District Jazz Ensemble
Fresh Ego FC
Hartsbourne Primary School
Hertfordshire Community Foundation
Project Shoebox Herts & Bucks
Watford Rugby Club
Watford & Three Rivers Trust
West Herts College
9th North Watford Scout Group





HOME-START WATFORD AND THREE RIVERS
DIRECTORS' REPORT AND FINANCIAL STATEMENTS
FOR YEAR ENDED 31ST MARCH 2024

Company Registered Number

5385393

Charity Number

1108847

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Directors:	Simon Boulcott Bernie Coleman, Vice Chair Simone Collins, Chair Sarah Joy Kam Johal John Robinson Nicola Millbery - <i>(resigned 28/09/2023)</i> Claire Buckland Glen Saffery - <i>(resigned 16/06/2024)</i> Anne Lawn - <i>(appointed 03/03/2024 and resigned 17/04/2024)</i>
Secretary	Karen Watkin, Business Operations Manager (appointed 14/02/2024)
Registered Office	The Lord-Lieutenant's Charity Hub 6 Hercules Way, Leavesden, Watford, Herts, WD25 7GS
Safeguarding Advisor	Anne Lawn
Independent Examiner	David M Green FCA, Gowers Limited The Old School House, Bridge Road, Hunton Bridge, Kings Langley, Herts, WD4 8SZ
Bankers	Lloyds TSB, Intu Centre, Watford, Herts, WD17 2UB

The Trustees have pleasure in submitting their report together with the financial statements for the year ended 31 March 2024. These financial statements comply with current statutory requirements and the requirements of the Charity's governing document.

Structure, Governance & Management

Home-Start Watford and Three Rivers (HSW&TR) is a registered charity - No. 1106847 and a Company Limited by Guarantee - No. 5585595, registered in 2005. The charity has no share capital and is governed by its Memorandum and Articles of Association.

The policy, strategy, and general management of HSW&TR is directed by the Board of Trustees who are the Directors of the Company and who meet at least every two months recognising that they are required to meet no fewer than four times in each financial year. The Board of Trustees is supported by professional Advisers with an interest in the welfare of families and young children. The day-to-day management is delegated to a Chief Executive Officer who supports and supervises a team of salaried staff. The Objects of the Charity are carried out by staff and trained volunteers, who are parents, offering regular support, friendship, and practical help to families under stress, primarily in their own homes, and sometimes in support groups, helping to prevent family crisis and breakdown. Volunteers are supported by the team of experienced staff.

The Memorandum and Articles of Association require the Board of Trustees to comprise between 4 and 12 Trustees who are formally appointed by the membership at AGMs. Trustees may co-opt other Trustees who will only stand in office until the following AGM when they must be formally put forward for election if they wish to remain in office.

The Trustees holding office in the year to 31st March 2024 are detailed on Page 1. The Trustees of the Charity have no interest in any contract with the Charity nor do they receive any remuneration for their service.

Membership of HSW&TR is open to any individual or organisation interested in promoting the charity's Objects who applies to the Charity in the manner required and approved by the Trustees. HSW&TR has a comprehensive equal opportunities and diversity policy, which ensures that all staff and volunteers are recruited regardless of ethnicity, religion, age, gender, or sexuality. We also strive to accommodate those with physical difficulties. Families are supported regardless of ethnicity, religion, age, gender or sexuality of the parent(s). A regularly monitored community profile ensures that volunteers are proactively encouraged from all sectors of the local community.

Although HSW&TR is an independent charity, as a Home-Start organisation we are affiliated to the national body, Home-Start UK; a Charitable Trust founded in 1975. Over 180 Home-Start schemes may be found throughout the UK, each an independently registered charity, funded and managed locally. Home-Start UK supports local schemes by providing services such as training, information and legal and safeguarding advice. Home-Start UK also defines quality standards for service provision. Each scheme works within Home-Start UK Standards and Methods of Practice, which are audited every three years against a set of rigorous criteria covering all aspects of governance, management, and financial controls.

Risk Policy

The Trustees conduct regular reviews of the major risks to which the Charity may be exposed. Where appropriate, systems or procedures have been established to mitigate and minimise identified risks by implementation of procedures, including authorisation of all transactions and projects. Procedures are in place to ensure

compliance with all statutory requirements including, employment law, health and safety of staff and volunteer, and data protection. A Safeguarding Policy is in place and Disclosure and Barring Service checks are carried out on all volunteers and employees who are likely to come into contact with vulnerable children or adults.

Statement of Trustees' Responsibilities

The Trustees are responsible for preparing the financial statements in accordance with applicable law and regulations.

Company law requires the Trustees to prepare financial statements for each financial year. Under that law, the Trustees have elected to prepare financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). The financial statements are required by law to give a true and fair view of the state of affairs of the Charity and of the profit or loss of the Charity for that period. In preparing those financial statements, the Trustees are required to:

- select suitable accounting policies and then to apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will stay in business.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the Charity and that enable them to ensure that the statements comply with the Companies Act 2006 and accounting statement FR5102. They are also responsible for safeguarding the assets of the Charity and for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Activities of the Home-Start Watford & Three Rivers Charity

The Trustees of HSW&TR with the support of its staff aim to ensure that:

- the scheme has adequate funds to support current activities and envisaged future expenditure;
- trustees are inducted, DBS checked, trained and supported to enable them to fulfil their roles and responsibilities;
- staff are recruited, inducted, trained, supported, supervised and developed in accordance with good employment practice;
- home-visiting volunteers are recruited from all sectors of the community, are DBS checked, undertake the scheme's comprehensive preparation course and receive ongoing training, support and supervision;
- trustees, staff and volunteers are actively encouraged to develop their skills and to support each other to meet the needs of HSW&TR and individual needs;
- the scheme develops additional activities and services as need is identified and where adequate funding can be obtained;
- recruitment campaigns and regular preparation courses are run to maintain a team of trained volunteers able to meet the numbers of appropriate referrals within a reasonable waiting time;
- the service provides best practice in safeguarding;
- volunteers are carefully matched to families to provide an appropriate service for each family's needs;
- the scheme maintains positive links and partnerships with statutory and voluntary agencies;
- the scheme maintains a high profile within the local community;
- all activities, feedback from volunteers and families and training are monitored and evaluated;
- the offices and facilities of HSW&TR and other venues used for training or functions provide a safe, healthy and appropriate environment for staff, volunteers and visitors;

- relevant news and information is circulated to staff, volunteers and trustees;
- appropriate administrative and recording systems are in place;

Fundraising Activities

The Charity's fundraising activities are community based.

Pay Policy for Senior Staff

The Board of Trustees and the senior management team comprise the key management personnel of the Charity, in charge of directing and controlling, running and operating the Charity on a day to day basis. All Trustees give of their time freely and no Trustee received remuneration in the year. Details of Trustees' expenses and related party transactions are disclosed in note 15 to the accounts.

The key management remuneration policy is set by the Trustees and is reviewed on an annual basis as part of the budget setting process.

Future Plans

Home-Start Watford and Three Rivers is proud of the support we give to many local families. In order to ensure our long term future we continue to seek new multi-year sources of funding. We are grateful to the effort of all staff, volunteers and donors who continue to support us.

We will continue to strive to meet our core aims and move towards the objective of reaching sustainability over the medium to long term, thus enabling us to attract and train qualified staff and volunteers, to support more families and children in our catchment area.

The Charity has a well-developed and robust strategy going forward.

The Trustees' Report was approved by the Board of Trustees on 22nd July 2024

Signed for and on behalf of the Trustees



Simone Collins, Chair
Home-Start Watford and Three Rivers

I report on the accounts of the company for the year ended 31st March 2024, which are set out on pages 6 to 21.

Respective responsibilities of trustees and examiner

The trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the accounts. The 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.

Having satisfied myself that the charity is not subject to audit under company law 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 Commission under section 145(5)(b) of the 2011 Act; and
- state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the General Directions given by the Charity Commission. 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 seeking 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 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:

- to keep accounting records in accordance with section 130 of the 2011 Act; and
- to prepare accounts which accord with the accounting records and comply with the accounting requirements of FRS102 and the 2011 Act

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.



David M Green

Date 15th August 2024

Gowers Limited

The Old School House, Bridge Road, Hunton Bridge, Kings Langley, Herts WD4 8SZ

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31ST MARCH 2024

	Year	Unrestricted	Restricted	Total 2024	Total 2023
		£	£	£	£
INCOME FROM:					
Donations and legacies	3	64,618	3,008	67,626	59,863
Charitable activities	4	47,900	313,180	361,089	383,117
Other trading activities	5	4,072	4,380	8,652	14,488
Total income:		<u>115,690</u>	<u>324,827</u>	<u>440,527</u>	<u>457,388</u>
EXPENDITURE ON:					
Raising Funds	6	55,422	-	55,422	10,816
Charitable activities	8	100,233	341,599	441,832	441,159
Governance	9	1,440	-	1,440	1,226
TOTAL EXPENDITURE		<u>157,095</u>	<u>341,599</u>	<u>498,694</u>	<u>453,199</u>
Net income/expenditure		(41,405)	(16,762)	(58,167)	4,189
Movement in provision for pension deficit		526	-	526	159
Transfers between funds		(37,126)	37,126	-	-
NET MOVEMENT IN FUNDS		<u>(78,005)</u>	<u>20,364</u>	<u>(57,641)</u>	<u>4,748</u>
Reconciliation of Funds:					
Total funds brought forward		14,065	13,170	97,175	92,427
Total funds carried forward	15	<u>6,980</u>	<u>33,534</u>	<u>39,514</u>	<u>97,175</u>

	Notes	2024		2023	
		£	£	£	£
FIXED ASSETS					
Tangible fixed assets	12		1		1
CURRENT ASSETS					
Debtors and prepaid expenses	16	10,676		12,984	
Cash at hand and in bank		105,990		202,332	
		<u>116,666</u>		<u>215,316</u>	
CREDITORS: Amounts falling due within one year					
	16	<u>(76,674)</u>		<u>(117,157)</u>	
NET CURRENT ASSETS			<u>39,992</u>		<u>98,159</u>
TOTAL ASSETS LESS CURRENT LIABILITIES			<u>39,993</u>		<u>98,160</u>
Defined benefit pension liability			(459)		(985)
NET ASSETS			<u><u>39,534</u></u>		<u><u>97,175</u></u>
INCOME FUNDS					
Unrestricted funds					
Unrestricted income funds		6,459		84,990	
Pension Reserve		<u>(459)</u>		<u>(985)</u>	
			6,000		84,005
Restricted Funds			33,534		13,170
TOTAL FUNDS	16		<u><u>39,534</u></u>		<u><u>97,175</u></u>


The notes on pages 8 to 21 form part of these financial statements.

For the year ending 31st March 2024 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476;
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

The financial statements were approved by the board of trustees on 22nd July 2024 and signed on their behalf by



Director

Simone Collins



Director

John Robinson

1. Company limited by guarantee

Home-Start Watford & Three Rivers is a company incorporated in England limited by guarantee No. 5585395 and is a registered charity No. 1108847. The extent of the liability of the members of the company on a winding up is limited to a maximum of one pound each

2. Accounting policies

The following accounting policies have been applied consistently in dealing with items that are considered material in relation to Home-Start Watford & Three Rivers.

2 (a) Basis of preparation

The accounts have been prepared under the historical cost convention.

The charity has taken advantage of the exemption in Financial Reporting Standard No 1 from the requirement to produce a cash flow statement on the grounds that it is a small charity.

These accounts have been prepared in accordance with "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015)".

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

2 (b) Critical accounting estimates and judgements

In the application of the charity's accounting policies, the directors are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

2 (c) Investment resources

Incoming resources are accounted for on a receivable basis deferred as described below where appropriate. Grants are all included in incoming resources from charitable activities on the SOFA.

2 (d) Investment income

Bank interest is included in the income and expenditure account on a receivable basis.

2 (e) Recognition of Liabilities

Liabilities are recognised on the accruals basis in accordance with normal accounting principles, modified where necessary in accordance with the guidance given in the Statement of Recommended Accounting and Reporting issued by the Charity Commissioners for England & Wales.

2 (f) Resources expended

All costs are allocated to those categories to which they relate. Where this is not possible, then they are suitably apportioned on the basis between costs of activities in furtherance of the charity's objects and costs of generating funds 80:20 respectively. All costs are accounted on an accruals basis, inclusive of VAT which cannot be recovered.

2 (g) Governance costs

All costs incurred by the Charity other than direct charitable expenditure are included in governance costs and are accounted for on an accruals basis.

2 (h) Fixed Assets and depreciation

Tangible fixed assets are stated at cost less depreciation.

Depreciation has been provided at the following rates in order to write off the assets (less their expected residual value) over their useful economic lives.

Office Equipment	25% straight line
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2 (i) Taxation

As a registered charity, the company is exempt from income and corporation tax to the extent that its income and gains are applicable to charitable purposes only. Value Added Tax is not recoverable by the company, and is therefore included in the relevant costs in the Statement of Financial Activities.

2 (j) Fund accounting

The Charity maintains a general unrestricted fund which represents funds which are expendable at the discretion of the Directors in furtherance of the objects of the Charity. Such funds may be held in order to finance both working capital and capital investment. Where conditions are such that funds received cannot be expended during the accounting period, any such monies are held as income in advance.

Restricted funds have been provided to the charity for particular purposes, and it is the policy of the Board of Directors to carefully monitor the application of those funds with the restrictions placed upon them.

2 (k) Gifted assets

Gifted assets received are included at valuation if material.

2 (l) Volunteers

The Charity relies on the support from volunteers who are unpaid. The value of volunteer's time is not included in the SOFA.

2 (m) Pension Contributions

Pension costs relate to contributions to individual employee scheme and are charged to the SOFA as they fall due.

2 (n) Winding up or dissolution of the charity

If upon winding up or dissolution of the charity there remains any assets, after the satisfaction of all debts and liabilities, the assets represented by the reserves shall be transferred to some other charitable body or bodies having similar objects to the charity.

3. Income from Donations and Legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £	Total Funds 2023 £
General income for the year	64,618	5,068	69,686	59,863
Total Income from Donations and Legacies	64,618	5,068	69,686	59,863

Some of the funds received during the period are held as Income in Advance (see note 16) where conditions were not such that those funds, in whole or in part, could be utilised during the year ended 31st March 2024 and expenditure falls in to a later period. Donations and legacies actually received over £2,000 are below.

	Unrestricted Funds £	Restricted Funds £
TeaChappy Ltd	5,000	-
Warner Bros Studios Leavesden	-	2,500
Souter Charitable Trust	3,500	-

4. Income from Charitable Activities

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £	Total Funds 2023 £
Social Isolation (Big Lottery)	-	-	-	-
Group Work (Henry Smith)	-	20,756	20,756	57,780
Time 2 Talk	-	50,558	50,558	42,457
Physical Activity	-	1,656	1,656	8,250
Pop-Up Sessions	-	1,500	1,500	11,707
COVID-19 Recovery (Henry Smith)	-	39,900	39,900	25,940
Link Workers	7,200	86,577	93,777	84,686
Household Funds	-	5,500	5,500	22,000
Practical Support (Core Funding)	39,800	-	39,800	38,300
Big Lottery Fund	-	85,319	85,319	71,100
Trusthouse Forte	-	23,423	23,423	20,897
Total Income Charitable Activities	47,000	315,189	362,189	383,117

5. Income from Other Trading Activities

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £	Total Funds 2023 £
Shop – Watford	-	-	-	91
Fundraising	4,072	4,580	8,652	14,317
Total income from other trading activities	4,072	4,580	8,652	14,408

6. Raising Funds Expenditure

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £	Total Funds 2023 £
Shop – Watford	403	-	403	643
Fundraising and events	2,997	-	2,997	3,758
Other costs related to raising funds	52,022	-	52,022	6,415
Total Fundraising Costs	55,422	-	55,422	10,816

7. Charitable Activities Expenditure

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £	Total Funds 2023 £
Practical Support (Core Funding)	101,673	-	101,673	62,006
Social Isolation (Big Lottery)	-	2,833	2,833	8,048
Time 2 Talk	-	37,926	37,926	50,440
Groups	-	34,442	34,442	58,000
Family Events	-	11,065	11,065	4,167
Womon Fund	-	50	50	25
Making Memories	-	-	-	7,890
COVID-19 Recovery	-	41,612	41,612	25,478
Link Workers	-	84,016	84,016	88,946
Household Funds	-	538	538	23,479
Play Pioneer	-	32	32	29
Pop-Up Sessions	-	2,673	2,673	16,039
Physical Activity	-	2,245	2,245	9,206
Big Lottery Fund	-	95,457	95,457	68,302
Trusthouse Forte	-	28,710	28,710	20,328
Total cost of charitable activities	101,673	341,599	443,272	442,383

8. Analysis of expenditure on charitable activities

	Activity Undertaken	Grant funding of activities	Governance Costs	Total Funds 2024
	£	£	£	£
Year ended 31st March 2024				
Practical Support (Core Funding)	100,233	-	1,440	101,673
Social Isolation (Big Lottery)	2,833	-	-	2,833
Time to Talk	37,926	-	-	37,926
Groups	34,442	-	-	34,442
Family Events	11,065	-	-	11,065
Women Fund	50	-	-	50
Making Memories	-	-	-	-
COVID-19 Recovery	41,612	-	-	41,612
Link Workers	84,016	-	-	84,016
Household Funds	538	-	-	538
Play Pioneer	32	-	-	32
Pop-Up Sessions	2,673	-	-	2,673
Physical Activity	2,245	-	-	2,245
Big Lottery Fund	95,457	-	-	95,457
Trusthouse Forte	28,710	-	-	28,710
	441,832	-	1,440	443,272

Year ended 31st March 2023	£	£	£	£
Practical Support (Core Funding)	60,782	-	1,224	62,006
Social Isolation (Big Lottery)	8,048	-	-	8,048
Time to Talk	50,440	-	-	50,440
Groups	58,000	-	-	58,000
Family Events	4,167	-	-	4,167
Women Fund	25	-	-	25
Making Memories	7,890	-	-	7,890
COVID-19 Recovery	25,478	-	-	25,478
Link Workers	88,946	-	-	88,946
Household Funds	23,479	-	-	23,479
Play Pioneer	29	-	-	29
Pop-Up Sessions	16,039	-	-	16,039
Physical Activity	9,206	-	-	9,206
Big Lottery Fund	68,302	-	-	68,302
Trusthouse Forte	20,328	-	-	20,328
	441,159	-	1,224	442,383

9. Governance

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £	Total Funds 2023 £
Accounts and Independent Examination	1,440	-	1,440	1,224
	<u>1,440</u>	<u>-</u>	<u>1,440</u>	<u>1,224</u>

10. Particulars of Employees

The average number of staff employed by the charity during the financial period was -

	2024	2023
Furtherance of the Charity's objects	18	17
	<u>18</u>	<u>17</u>

There were no employees with emoluments above £60,000.

	Total Funds 2024 £	Total Funds 2023 £
Gross Salaries	390,558	516,748
Employer's NI	19,091	19,156
Employer's Pension Contributions	8,339	5,008
Donation Shortfall (reduction in provision)	<u>(526)</u>	<u>(559)</u>
Total Staff Emoluments	<u>387,442</u>	<u>540,413</u>

Total salary of key staff with management responsibilities is £57,970 (2023: £43,991).

The company participates in the scheme, a multi-employer scheme which provides benefits to some 658 non-associated participating employers. The Scheme is a defined benefit scheme in the UK. It is not possible for the company 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.

A full actuarial valuation for the scheme was carried out at 30 September 2020. This valuation showed assets of £800.5m, liabilities of £851.9m and a deficit of £51.6m. 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 2022 to 31 January 2025: £3,312,000 per annum (payable monthly)

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 2017. This valuation showed assets of £794.9m, liabilities of £926.4m and a deficit of £131.5m. To eliminate this funding shortfall, the Trustee asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions

From 1 April 2019 to 30 September 2025: £11,243,000 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.

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31ST MARCH 2024

	31 March 2024 (£k)	31 March 2023 (£k)	31 March 2022 (£k)
Present value of provisions	419	864	1,343
additional contributions to the scheme as follows:			
RECONCILIATION OF OPENING AND CLOSING PROVISIONS		864	1813
Provisions at start of period		864	1,343
Unwinding of the discount factor (interest expense)		17	28
Deficit contribution paid		(542)	(582)
Remeasurements - impact of any change in assumptions		-	(20)
Remeasurements - amendments to the contribution schedule		-	-
Provisions at end of period		319	814
INCOME AND EXPENDITURE IMPACT		1814	1813
Interest expense		17	28
Remeasurements - impact of any change in assumptions		-	(20)
Remeasurements - amendments to the contribution schedule		-	-
Contributions paid in respect of future service		1,318	1,363
Costs recognised in income and expenditure account		1,314	1,368
ASSUMPTIONS	31 March 2024 % per annum	31 March 2023 % per annum	31 March 2022 % per annum
Rate of discount	1.21	5.52	2.01

12. Tangible fixed assets

Cost	Office Total
As at 1st April 2023	1,793
Additions	-
As at 31st March 2024	<u>1,793</u>
Depreciation	
As at 1st April 2023	1,792
Change for the year	-
As at 31st March 2024	<u>1,792</u>
Net Book Value as at 31st March 2023	<u>1</u>
Net Book Value as at 31st March 2024	<u>1</u>

13. Director's emoluments and related party transactions

Name of the Directors involved any remuneration directly or indirectly.

Name of the Directors or other persons related to the Charity had any personal interest in any contract or transactions entered into by the Charity during the year.

14. Volunteers

Volunteer information in as follows:

Activity	Total Number of Volunteers	Total Number of Volunteering Hours
Home Visiting	69	8,640
Family Group, events and other	28	1,720
Volunteer Co-ordinators	2	164
Total Volunteers	<u>99</u>	<u>10,524</u>

15. Movement in Funds

	as at (31 April) 2023	During the year	Reserves used	Transfers between funds	as at (31 March) 2024
Unrestricted funds					
Practical Support	84,990	131,618	(101,673)		
Fund Making	-	4,072	(25,019)		
Shop - Watford	-	-	(403)		
	<u>84,990</u>	<u>135,690</u>	<u>(127,095)</u>		
Transfers to restricted funds				(37,124)	
	<u>84,990</u>	<u>135,690</u>	<u>(127,095)</u>	<u>(37,124)</u>	<u>6,430</u>
Pension assets	(983)	326	-	-	(657)
Net unrestricted funds	84,007	136,216	(127,095)	(37,124)	6,800
Restricted funds					
Social Isolation	-	-	(2,833)	2,833	-
Time 2 Talk	1,500	52,419	(37,908)	-	15,996
Groups	-	20,796	(34,442)	13,646	-
Family Events	-	3,155	(11,965)	7,910	-
Women Fund	-	-	(50)	50	-
Making Memories	-	4,580	-	-	4,580
Play Plexer	600	-	(32)	-	568
Link Workers	-	86,577	(84,016)	-	2,561
COVID-19 Recovery	4,437	39,580	(41,612)	-	2,345
Household Funds	505	5,500	(538)	-	5,527
Pop-Up Sessions	2,678	1,552	(2,073)	-	1,557
Physical Activity	-	1,636	(2,245)	589	-
Big Lottery Fund	2,798	85,319	(95,457)	7,340	-
Treasure Hunt	568	23,423	(28,710)	4,318	-
Net restricted funds	13,178	224,827	(341,999)	27,126	23,534

16. Funds analysis

	Fixed assets	Current assets	Bank and cash	Provisions, provisions and accrued income	Total
<i>As at 31st March 2024</i>					
Unrestricted funds	1	10,676	24,344	(29,021)	6,000
Restricted funds					
Social Isolation	-	-	-	-	-
Time 2 Talk	-	-	24,201	(8,205)	15,996
Groups	-	-	16,625	(16,625)	-
Making Memories	-	-	4,580	-	4,580
Play Pioneer	-	-	568	-	568
Women Fund	-	-	-	-	-
Link Workers	-	-	2,561	-	2,561
COVID-19 Recovery	-	-	2,745	-	2,745
Household Funds	-	-	5,527	-	5,527
Pop-Up Sessions	-	-	1,557	-	1,557
Physical Activity	-	-	-	-	-
Big Lottery Fund	-	-	14,220	(14,220)	-
Trusthouse Forte	-	-	7,062	(7,062)	-
Family Events	-	-	2,000	(2,000)	-
Net assets	1	10,676	105,990	(77,135)	39,534

As at 31st March 2023

Unrestricted funds	1	12,984	105,558	(34,538)	84,005
Restricted funds					
Social Isolation	-	-	-	-	-
Time 2 Talk	-	-	21,384	(19,881)	1,503
Group	-	-	18,756	(18,756)	-
Making Memories	-	-	-	-	-
Play Pioneer	-	-	600	-	600
Women Fund	-	-	-	-	-
Link Workers	-	-	-	-	-
COVID-19 Recovery	-	-	21,082	(16,625)	4,457
Household Funds	-	-	6,065	(5,500)	565
Pop-Up Sessions	-	-	2,678	-	2,678
Physical Activity	-	-	1,656	(1,656)	-
Big Lottery Fund	-	-	17,018	(14,220)	2,798
Trusthouse Forte	-	-	7,535	(6,966)	569
Net assets	1	12,984	202,332	(118,142)	97,175

