



School-Home Support



2020/2021

School-Home Support
Report and Financial statements
Year ended 31 August 2021

Company number: 03991440

Charity number: 1084696

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This report was produced in-house by School-Home Support.

Trustees, Officers and Professional Advisors

Trustees

Fred Sharrock (Chair)
Sara Luder (Deputy Chair)
Mariella Ardron
Laura Bruce
Lynne Chambers
Colin Horswell
John Jeffcock

Michelle Loughrey
David Marriage
Dan O'Brien (*appointed 29/04/2021*)
Nikolai Petrou
Lisa Robinson
David Vaughan (*resigned 27/01/2021*)
Carly Wickham

Finance Committee (from 27/01/21)

Nikolai Petrou (Chair)
Colin Horswell
Sara Luder
Dan O'Brien

Fundraising and Marketing Committee

Lisa Robinson (Chair)
Mariella Ardron
John Jeffcock
Nikolai Petrou
Carly Wickham

Impact Committee (from 27/01/21)

Laura Bruce (Chair)
Mariella Ardron
Colin Horswell
Michelle Loughrey
David Marriage
Nikolai Petrou
Carly Wickham

Finance and Impact Committee (until 27/01/21)

David Vaughan (Chair)
Colin Horswell
Sara Luder
Nikolai Petrou

Chief Executive

Jaine Stannard

Registered Office

Solar House 3rd Floor
1-9 Romford Road
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Auditors

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Solicitors

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Annual Report of the Trustees

The Trustees, who are also Directors of the charitable company, present their report for the twelve months ending 31 August 2021. In presenting this report, the Trustees have complied with the Statement of Recommended Practice, Accounting and Reporting by Charities, the Companies Act 2006 and applicable United Kingdom Accounting and Financial Reporting Standards, including FRS102 and have given due regard to the Charity Commission's general guidance on public benefit including the guidance 'public benefit: running a charity (PB2)'.

Directors' Report

The Directors present their report for the year ended 31 August 2021 which should be read in conjunction with the Strategic Report.

Reference and administrative details

The registered name of the charity, the charity number and the company number are shown on the front cover of this report.

The registered office, current Trustees, Chief Executive and advisers are shown in the Trustees, Officers and Professional Advisors section of this report on page 3.

Chair's Report

As the Covid-19 fallout continues, School-Home Support has never been more needed. The families we support continue to be among the most affected by the pandemic and we are seeing a change in how we work with them, as families are facing a series of crises exacerbated by the pandemic, including physical, mental, and financial health crises all at once.

The pandemic has changed the nature of the support we are providing. There have been far fewer group sessions due to lockdowns and families' understandable wariness about meeting up inside. Instead, we have supported more individuals than ever before and nearly all of them have had more than one presenting issue. This means more complex cases that need greater amounts of time and attention from our expert practitioner teams. We have also seen a worrying increase in safeguarding alerts. We know that children not in school are not always safe and this has been reflected in a 300% increase in safeguarding alerts between this and the previous year. We received 85 alerts in the 19/20 academic year and 272 this academic year, largely correlated with when children returned to schools and issues that had been hidden at home being identified when schools reopened.

We are fortunate once again that many of our voluntary funding partners continue to recognise the vital nature of the services we provide and have stepped forward with a great deal of support. For that we thank them hugely. This has allowed us to scale up support in the areas of the country where we work already and at the same time research a new area in which to develop our services. Our significant increase in voluntary income is set against a smaller but continued drop-off in our earned income, continuing the recent trend, as school budgets have been increasingly under pressure. We are continuing to work on influencing policymakers both on our own and in collaboration with our partners to call for greater funding to support children to get back into school and ready to learn. We

start this year in a stronger position to deliver on this mission and remain committed to our vision that every child has access to their education and the support they need to achieve and thrive.

Objectives and Activities

The Charity's vision is that every child has the support they need to thrive and achieve. Our mission is to get children in school, ready to learn. Whatever it takes.

School-Home Support's Objects, as set out in its Memorandum of Association, are to advance education by promoting, developing and assisting in the provision of services which contribute to the pastoral care of pupils and/or which foster links between school and home.

To enable the Charity to deliver its objects, its strategy is:

- Improving school attendance for vulnerable children through our family-centred approach
- Increasing our reach and impact by delivering services in key target areas
- Sharing best practice to improve family support in schools
- Influencing practice strategically at a national level.

Public Benefit

In shaping our objectives for the year and planning our activities, the trustees have considered the Charity Commission's guidance on public benefit, including the guidance 'public benefit: running a charity (PB2)'. We are confident that through our objects, School-Home Support (School-Home Support) meets those public benefit requirements.

The principles of public benefit – that it is identifiable, that it must be to the public and that any private benefit must be incidental – are demonstrated by the outcomes of our work set out in the review which follows.

Structure, Governance and Management

The financial statements that follow later in this report comprise the Statement of Financial Activities, the Balance Sheet, and the Statement of Cash Flows and related notes.

The organisation is a charitable company limited by guarantee and not having a share capital, incorporated on 9 May 2000 and registered as a charity on 24 January 2001.

The Charity is governed by its Memorandum and Articles of Association as amended by special resolutions, with the latest amendment dated 23 January 2020.

The governing body of the Charity is the Board of Trustees. The maximum number of Trustees allowed by the Articles of Association is fifteen and at the period-end there were thirteen serving Trustees. During the course of the year, one Trustee resigned and one new Trustee was appointed. Annually, Trustees review the Board to identify any skills gaps and look externally for appropriate people in order to attract members with the relevant experience and skills needed to improve the Board's effectiveness.

The Trustees meet four times each year with the Management Team. Meetings are extended or additional shorter meetings are carried out for specific focus such as Business plan development and review.

Each Trustee is asked to complete a declaration of interest form which is reviewed and, if appropriate, amended, annually as well as it being a standing agenda item at Trustee meetings to ask Trustees to declare new interests.

School-Home Support has three formal subcommittees with agreed Terms of Reference and appointed Chairs which report to the Board of Trustees. The previous Finance & Impact subcommittee became two separate committees following agreement at Trustee meetings in January 2021. The three subcommittees are as follows:

1. **Finance committee** - meets four times a year to oversee the effective financial, risk management, recording policies and procedures and to report and make any recommendations to the Board.
2. **Impact committee** - meets formally a minimum of three times a year to provide oversight, support and guidance to the staff team in the measurement, evaluation, and communication of impact of its work with children, parents/carers, families, schools and wider society.
3. **Fundraising and Marketing committee** - meets twice a year with ad hoc additional meetings for specific projects / issues as needed. Their focus is to review and advise on all elements of the fundraising, marketing and communications strategy and related activities and make any recommendations to the Board.

Management

The Trustees are responsible for setting strategies and policies for the Charity and for ensuring that these are implemented. The Finance Committee ensures that all assets of the Charity are properly safeguarded, managed and used, and that funds are spent effectively and efficiently in the course of its activities. In addition, the Committee reviews the effectiveness of internal financial controls and risk management systems. The Committee meets prior to each Trustee Board meeting.

The day-to-day running of the Charity is delegated to the Chief Executive and her staff. The Chief Executive has responsibility for planning, developing and implementing policies and strategies within clear guidelines and protocols set by the Trustees. During the year, the Chief Executive was supported by a team of five senior managers, their roles being Head of Family Intervention, Head of Operations, Head of External Relations, Senior Partnerships Manager, and Regional Family Intervention Manager. In September 2021, the Operations department was split into two departments, Finance and Resources, and Impact and Digital Delivery. The role of Head of Operations no longer exists, and two new roles were created and filled: Head of Finance and Resources and Head of Impact and Digital Delivery.

The Charity has a robust remuneration policy in place which supports a structured pay-scale matrix to reflect the broad range of skill sets throughout the organisation. Pay scales are reviewed to ensure they are aligned with industry standards based upon the specific areas in which the Charity works.

Pay Policy

School-Home Support is a "Living Wage" employer. The company seeks to recruit high performing individuals and sets remuneration levels taking into account a range of factors including:

- ❑ An individual's skills, performance and experience;
- ❑ The size and responsibility of the role; and
- ❑ External benchmark data for the charity and cultural sector.

Equality, Diversity and Inclusion

At School-Home Support, equality, diversity and inclusion (EDI) are central to our vision that 'every child has the support they need to thrive and achieve'. We are committed to creating a diverse workforce that is representative of the communities we support, inclusive and accessible services, and a work culture where all our staff can thrive and reach their full potential.

We have set up an EDI working group to look at how we can further embed the principles of EDI across all strands of the charity's work, including recruitment, career progression, working practices, including how we work with service users, suppliers and other people not employed by School Home Support. All our staff and trustees undergo mandatory EDI training and we carry out equal opportunities monitoring, taking action where appropriate to address any issues that might be identified.

In addition to mandatory EDI training, we offer a range of EDI learning and development opportunities for staff, including role specific training for our frontline and central office staff on topics such as LGBT inclusion and anti-racist practice. This is also complimented by our staff-led EDI network which provides colleagues with the opportunity to come together and discuss various EDI topics more informally. We have also begun to actively collate and make greater use of case studies which reflect the diversity of the families that we work with, 'piggy-backing' off national inclusion dates to create useful and creative content, which amplifies the voices of under-represented groups.

Recently, we have developed some key EDI metrics to help us track outcomes more effectively for the young people we support by age, ethnicity and additional support needs (SEN). We will use this to identify areas of improvement and targeted actions going forward. We have also been working closely with the Board of Trustees to further demonstrate commitment to EDI at the top of the organisation. Together we will be working to improve the diversity of the board, through a targeted recruitment campaign; one area of focus will be younger trustees with lived experience of disadvantage and/or as a School-Home Support service user.

Trustees

Trustees, who are also the Directors for the purpose of charity law, who served during the year and up to the date of this report are listed on page 3 of this report.

Three trustees were required to be re-appointed during the year in line with our governance procedures, Colin Horswell, Sara Luder and Fred Sharrock.

Trustee Induction and Training

Trustees are able to access a range of training to support them in their role and their understanding of the organisation. Training available includes such areas as governance, finance and safeguarding. New trustees access a comprehensive induction programme and are allocated a "buddy" trustee to support them in their new role. They are also linked with a relevant senior member of staff to support their understanding of the work of the organisation whilst also allowing them to support that area of work with their expertise and skills. A programme of shadowing of front line staff is being developed to deepen trustees knowledge of the complex issues the families the organisation work with face.

Statement of Trustees' Responsibilities

The Trustees (who are also directors of School-Home Support Service (UK) for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires Trustees to prepare financial statements for each financial year which give a true and fair view of the state of the affairs of the charitable company and of the resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- comply with applicable accounting standards, including FRS 102, subject to any material departures disclosed and explained in the financial statements; state whether a Statement of Recommended Practice (SORP) applies and has been followed, subject to any material departures which are explained in the financial statements;
- make judgements and estimates that are reasonable and prudent; and
- prepare the financial statements on a going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

Disclosure of Information to Auditors

The Trustees who held office at the date of approval of this report confirm that, so far as they are individually aware, there is no relevant audit information of which the Charity's auditors are unaware; and each Trustee has taken all steps that they ought to have taken as a Trustee to make themselves aware of any relevant audit information and to establish that the Charity's auditors are aware of that information.


Going concern

The Trustees consider there are no material uncertainties about the charity's ability to continue as a going concern. The review of the charity's financial position, reserves levels and future plans gives Trustees confidence that the company remains a going concern for the foreseeable future.

In response to the ongoing impact of Covid-19 and with recent funding achieved, the trustees have approved the creation of a designated reserve to hold over sufficient funds to support the charity's growth strategy. This will enable the growth of Practitioner Services in existing areas and their expansion into other areas. These funds will cover expenditure that would not be incurred if plans to grow to scale were not in place. These plans require investments in resource or system set up and development costs ahead of income generations for service delivery. We anticipate spending these designated reserves in the next 12-18 months.

At the date of filing these financial statements whilst there is uncertainty over what if any impact there may be on future donations, the level of current donations and controls in place, alongside strategic plans to increase reach and influence policy, mean that, even under a reasonable worst case scenario, the trustees have grounds to believe that the charity is able to continue as a going concern for at least 12 months from the date of approval of these financial statements.

The Directors' Report was approved by the Trustees on 25 January 2022, and is signed as authorised on its behalf by:



Fred Sharrock

Chair of Trustees and Director

Strategic Report

Vision, Mission and Values

Our Vision

Every child has the support they need to thrive and achieve

Our Mission

Children in school, ready to learn. Whatever it takes.

Our Values

Collaborate	Working together, engaging the whole family, school and other services, we support families to break the intergenerational cycle of deprivation.
Achieve	We work to be a high achieving organisation, to give every child the chance to thrive and achieve their best.
Respect	Placing value on the emotional and practical needs of families, listening to their issues, recognising and working with their strengths to support the learning and development of children and young people.
Empower	Starting with their strengths, we support the building of resilience in children and their families, enabling parents to support successful educational outcomes for their children.

Our Strategic Aims

- Improving school attendance for vulnerable children through our family-centred approach
- Increasing our reach and impact by delivering services in key target areas
- Sharing best practice to improve family support in schools
- Influencing practice strategically at a national level

Achievements and Performance

Summary

The pandemic and school closures have widened the disadvantage gap for children and young people. The Deputy Director of the Department for Education's pupil premium and school food division has said the attainment gap could be as much as 75% between disadvantaged pupils and their better off peers once the coronavirus pandemic recedes. It is clear that an increased level of demand for the services we provide will continue as many children will need long-term support to overcome the impact of the pandemic on their wellbeing and make up for the learning they have missed.

At School-Home Support we are encouraged by the national tutoring programme and investment from the Government in education as part of the economic recovery package. We also know that if children are not at school in the first place, they will not be able to benefit from the current support on offer from this funding. As part of our work with the Government, we will build on our contribution to the House of Lords' Covid-19 Select Committee on the impact of the pandemic on parents and families, highlighting that to successfully close the attainment gap there is a need for investment and support that is wider than learning. We know that the best way to get pupils back into school and ready to learn is by looking past the classroom and tackling the issues they face at home. These include issues such as poverty, domestic violence and mental ill health - all of which have been exacerbated by the Covid-19 pandemic and numerous lockdowns.

The Centre for Social Justice June 2021 report: 'Kids can't catch up if they don't show up' further demonstrates the urgency of need for the holistic family-centred interventions delivered by our practitioners when it recommended to government the recruitment of 2,000 attendance mentors based on our practitioner model.

Thanks to the generosity of so many of our partners we have been able to emerge from the coronavirus pandemic in a stronger financial position than originally anticipated and are now able to plan confidently for future development and growth.

We are so thankful for support from all of our partners and know that it is only by working together can we aspire to reach the nearly 800,000 children who are regularly persistently absent from school.

Family Intervention Service - flagship School-Home Support Practitioner service

The core of our work is to address reasons for absence and poor behaviour and ultimately help close the 'attainment gap' between disadvantaged children and their peers, which due to the pandemic is now never more needed. School-Home Support practitioners, working with our partner schools, provide individually tailored practical and emotional support to children and

families. School-Home Support coordinators support practitioners by providing professional casework guidance and review, to ensure support provided to individuals and/or families is maximised

We employ practitioners across the service with a wide variety of experience and expertise and during the pandemic they demonstrated their ability to be flexible, resilient and tenacious. Our approach during school closures was to work with our school partners to ensure that all families were safe, received food and other practical support, with a particular emphasis on equipping children and young people for online learning through the provision of IT equipment and data so that they didn't fall further behind their peers during this period.

We continue to develop our practitioners to provide a wide variety of interventions to best fit the needs of the school, children and their families. Although a challenge during the pandemic, School-Home Support offers practitioners a wide range of training each year, to support their professional development. Practitioners also have regular mandatory safeguarding training, covering issues such as domestic violence and child sexual exploitation.

Despite the difficulties due to Covid-19 and school closures we are proud of reaching those families and for the impact this service has achieved this year with the support provided:

Despite the difficulties due to Covid-19 and school closures we are proud of the number of families we have been able to reach and for the impact this service has achieved this year with the support provided:

- ❑ 67% of pupils we supported improved their attendance by an average of 6.6%, which equates to 13 extra days in school (per pupil per year) and 10.4% more likely to achieve grades 5 and above at GCSE
 - ❑ We continue to support one third of individuals whose attendance is still dropping due to the challenges they are facing
- ❑ 73% of the pupils we supported within alternative educational settings improved their attendance by an average of 8.3 %, which equates to 16 extra days in school.
- ❑ The number of individuals supported via Intensive casework support was 9% higher than the previous year (1,443 compared to 1,327 in 2019-20)
- ❑ Our practitioners responded to a 220% increase in Safeguarding alerts (from 85 in 2019/20 to 272 in 2020/21), with over one third of Safeguarding alerts related to domestic abuse or mental health concerns
- ❑ 85% of parents supported became more engaged with their child's school and learning (2019-20: 72%)
- ❑ After two years of support the rate of progress typically exceeds the progress in the first year, giving an average of 32 extra days in school (for those young people who were persistently absent at the start of support and showed improvement in the two years up to Aug 2021)

Pastoral Development Services

Our Pastoral Development Services (PDS) support staff in schools and other settings who are responsible for (or involved in) providing family support. These services include supervision, training and resources. Whilst PDS does not generate significant income for School-Home Support, it embraces the opportunity of sharing the charity's expertise to reach more children and families through these services, by the upskilling of others.

School-Home Support's national reach is further achieved through its free School-Home Support Membership which provides online support and information, a monthly newsletter, and access to the School-Home Support Forum (an online support forum where individuals can access peer support around a range of family support issues).

Key developments in 2020 - 2021

In Autumn 2020 over 30,000 additional pupils were absent more often than they were present (severely absent)¹. During the first term back after the lockdown, 93,514 pupils, which is more than 1 in 80 pupils, were severely absent. This compares with 60,244 pupils absent in the same term in 2019². This is a 54.7% increase in the cohort of pupils who are severely absent and equates to an additional 33,270 pupils³.

As a result of these increases in pupil absences over the last 18 months School-Home Support has seen a four-fold increase in the number of referrals to us for support and a 220% increase in safeguarding alerts raised.

We also saw an increased demand for our services following the re-opening of schools in September 2020. The number of interventions in the first term of 2020-2021 is the equivalent of 90% of the interventions in the whole year 2019-2020. Interventions around housing and money increased by 460% and we have seen a four-fold increase in the number of individuals we are supporting in 2020-2021

We have expanded our services in Blackpool and Manchester and been able to invest in some key staff in order to help expand our reach, support more children and young people and help them to reach their potential.

As part of this investment, we have created and recruited a new Public Affairs role. Our Senior Campaigns and Public Affairs will build on our work influencing policymakers and stakeholders on a national level.

¹ CSJ analysis of <https://explore-education-statistics.service.gov.uk/find-statistics/pupil-absence-in-schools-in-england-autumn-term#dataBlock-bef435db-6ac3-4761-ed56-08d919136455-tables>

² Ibid

³ Ibid

Key areas for the coming year 2021 - 2022

As we enter 2021 - 2022, the impact of Covid-19 remains and support for vulnerable families is never more needed. Our strategic aims remain unchanged. Our priorities for the coming year, funding permitting, include:

(i) sustain practitioner service and support for the children and young people in our existing partner schools

- After the pandemic, it is vitally important that we continue to provide support to children and families in our partner schools in order to ensure that children return to school and make the most of their educational opportunity. The pandemic has had a significant impact on children and families and we must continue to support them beyond our usual time frames if needed. Many children, young people and families are struggling to get back into a routine of attending school regularly and coronavirus related anxiety levels are high with both parents and children. Therefore wherever possible we prioritise the continuation of support to our existing school partners

(ii) Develop our service offering in current geographical areas.

- We will continue with scaling up and consolidating our work in the key geographical locations of London, Blackpool, Bradford, Greater Manchester, Eastbourne and Kent with new partner schools in those areas. Our approach is detailed through a targeted area development plan which sets out our ambitions for that locality and how we will achieve them.
- In this crucial phase of our growth, we will continue to collaborate with partner schools in order to consolidate our services in existing partner schools and ensure long-term sustainability. We will review delivery plans and impact whilst cultivating strong relationships with partner schools so they can illustrate the impact made in their schools with their peers.

(iii) Share and influence best practice

- We will aim to increase engagement with best practice content through our Membership programme as well as aim to increase the numbers of members.
- We will build a network of allies and advocates across both Government and Parliament who can be called on to advocate on behalf of School-Home Support.
- We will support all of this activity by increasing content creation for schools. Seeking opportunities in the media and with policy makers to position ourselves as a trusted, knowledgeable authority voice on pastoral care and education. As well as reviewing how our website best serves the needs of our key audiences.

(iv) Identify, scope and begin to expand into a new geographical area

- We will analyse pupil absence data alongside a series of other criteria to identify a new geographical area to target for services and support. Having identified the location, we will develop an action plan and begin the process of identifying and building relationships with the schools within the area with which to partner and support.

(v) Support the increased needs highlighted by the coronavirus pandemic

- Demand for our support services quadrupled during the Covid-19 school closures. Our practitioners utilised cloud-based systems to ensure all families could continue accessing support from their practitioner, and supported each school community to meet their needs remotely.
- We will continue to work with policy-makers to highlight the impact of Covid-19 on children and families and the vital importance of looking beyond the classroom to tackle the issues faced at home
- We have brought forward plans to pilot additional remote Safeguarding support for partner schools after referrals have continued to rise during the pandemic.

Fundraising, Data Protection and GDPR

The charity's main fundraising activity involves communications with corporates, trusts and foundations via telephone, email, fundraising events and sponsored events in line with the Fundraising Code of Practice set by the Fundraising Regulator.

Where members of the public have donated or joined our Membership programme, we adhere to tight guidelines informed by the DPA and GDPR legislation. Our privacy policy can be found on our website (<https://www.schoolhomesupport.org.uk/privacy-cookies/>)

Our School-Home Support Supporter Promise is available in full on our website. Key principles for fundraising activities with the public include the following:

- We adhere to the Fundraising Code of Practice;
- All our activities are open, fair, honest and legal;
- If we are asked to change how we communicate with individuals, or stop, we will do so;
- We do not sell contact details to anyone.

The charity is registered with the Fundraising Regulator and adheres to the standards of the Fundraising Code of Practice. No complaints about fundraising activity were received in the year.

Financial Review of the year 2020-21

The detailed figures for the year ended 31 August 2021 are set out in the financial statements that follow this Strategic Report.

The primary challenge faced continued to be the Covid-19 pandemic affecting families and organisations nationally in a number of ways. For School-Home Support this meant a strategic drive to secure funding to ensure we could meet the increased support needs for families, short term and long term. Being one of seven winners of the Fair Education Alliance Scaling Award 2020 also provided us with the start of our journey to be supported to scale our services with a focus on financial sustainability and impact informed strategy.

Whilst funding success in 2021 has provided a Designated fund to support our plans to grow to scale and reach more families, we foresee a continuing challenge in our ability to cover 'Core Costs' within

available funding due to a proportion of funders wishing to support direct delivery rather than contribute to infrastructure costs.

Voluntary income remained the primary source of income in 2020-21 and we expect this reliance on voluntary sourced income to continue along with our need to explore diverse ways for income generation and evolving our partnership options.

Overall, the timing of income received and our strategy to grow to scale to meet the increased need to support families post pandemic, means that we are showing a surplus of £998k (£293k in 2020). Restricted reserves constitute 49% of this surplus (74% of the surplus in 2020), the spending of which is due to happen in the financial year 2021-22. Of the remaining surplus, 31% (0% in 2020) is being designated by the trustees for spending on the charity's growth strategy. The remaining 20% (26% in 2020) forms part of our unrestricted reserves.

Whilst we continue to be cautious about any implications of the ongoing Covid-19 pandemic and other financial uncertainties facing our funding partners and supporters, we believe School-Home Support and its financial structure will continue to be resilient and capable of responding to the challenges that may lie ahead. The Board of Trustees of School-Home Support, having carefully considered the financial position and the economic circumstances, consider the charity to be a going concern for the foreseeable future.

Voluntary Income and Fundraising

Reliance on voluntary income has increased over recent years. The in-house fundraising team is tasked with raising the voluntary income needed to deliver vital services. The team is supported by a subcommittee of trustees who provide additional strategic and governance overview support. .

Voluntary sourced income in 2020/21 increased by 54% on the previous year with a total of £2,975k received (£1,927k in 2019/20). This represents 81% (71% in 2020) of incoming resources. Direct Fundraising costs totalled £281k which represents 9% of total voluntary sourced income (£235K or 12% in 2020). We have invested in a new trusts fundraising executive role to ensure we can support the increased number of funding partners and help develop new funding opportunities.

Trusts and foundations remain the largest income stream; corporate partnerships are now well established and contribute at a significant level. We would like to thank all our supporters without whom we would not be able to provide vital services to disadvantaged children and families. A full list is given in our Impact Report, including:

- The Bloomfield Trust
- CAF Resilience Fund
- City Bridge Trust
- The Colyer-Fergusson Charitable Trust
- The Dulverton Trust
- The East End Community Foundation
- Esmée Fairbairn Foundation
- The Garfield Weston Foundation

Pears Foundation
The Rayne Foundation
The Swire Charitable Trust
St James's Place Foundation

Fee Income

The constraints on School budgets continue to be a challenge to School-Home Support attracting new business and continuing services, thus increasing the reliance on voluntary income for School-Home Support Practitioner Service.

Fee Income for charitable activities decreased from £767k in 2020 to £683k in 2021. However, income for services to schools was boosted by the increase in voluntary sourced income for Charitable activities. This meant that delivery levels for our School-Home Support practitioner service increased by over 30% overall (£2,163,900 in 2021, up from £1,661,787 in 2020).

Income from local authorities totalled £373k (£366K in 2020).

Costs

The cost of charitable activity increased due to higher spending to meet the increased demands for service delivery during pandemic. Efficiency savings were achieved where possible to ensure spend was kept in line with income.

Balance Sheet

Overall reserves at £1,802k have increased from 2019-20 (£804k) as a result of recent Fundraising success. Restricted reserves have increased by 93% from £529k to £1,020k. The trustees have approved a new, designated reserves fund of £313K (£nil in 2020) to support the charity's future growth strategy. There is an increase of £195k in general funds, from £275k to £470k.

Investment Policy

School-Home Support had no investment activity in 2020/21 other than the receipt of bank interest.

Reserves Policy

The Finance Committee, on behalf of the Board of Trustees, meets quarterly and conducts an annual review of the level of unrestricted reserves by considering risks associated with the various income streams, expenditure plans and balance sheet items. This enables an estimate to be made of the level of unrestricted reserves that are sufficient:

- to allow time for reorganisation in the event of a downturn in income or asset values;
- to protect ongoing service provision; and
- to allow the charity to meet its working capital requirements.

Furthermore, the trustees must also take into consideration that a material proportion of the charity's income is generated from philanthropic sources. As a result, the charity must ensure that it has sufficient unrestricted reserves to meet its commitments. Given that voluntary sourced income has increased as a percentage of incoming resources from 71% in 2019/20 to 81% this year, the trustees consider it prudent to increase the required level of unrestricted reserves that the charity should hold.

With this in mind, and concluding that the principal risk to the organisation is a shortfall in either or both the contractual and fundraised income, the trustees have determined that between £318k and £636k of free reserves (being unrestricted reserves less unrestricted fixed assets) would be needed to meet the above requirements. This equates to 3-6 months' operational costs.

Having reviewed the reserves policy, the trustees have approved the creation of a designated reserve to hold over sufficient funds to support the growth strategy. This will enable the growth of Practitioner Services in existing areas and their expansion into other areas. These funds will cover expenditure that would not be incurred if plans to grow to scale were not in place. These plans require investments in resource or system set up and development costs ahead of income generations for service delivery. We anticipate spending this money in the next 12-18 months.

Our free reserves at the 31st August 2021 were £447k (being unrestricted reserves of £782k less designated funds of £313k and fixed assets of £22k). The trustees have agreed a deficit budget for 2021/22 which reflects income levels being more in line with pre-pandemic levels whilst costs increase due to investment in growth strategy using the designated funds and whilst keeping spend within levels to continue to meet the reserves levels set out in the policy.

Risk Management

The Trustees confirm that they have reviewed an assessment of the major risks to which the Charity is exposed, particularly operational and financial risks, and are satisfied that the controls and actions in place to manage and mitigate the major risks that have been identified are sufficient. The risk register is reviewed annually as a whole and key risks are discussed at each Finance Committee and presented to the Board for review. Key risks currently identified include continued budgetary challenges in schools and local authorities and its consequential impact on maintaining existing contracts or achieving new business, which increases the reliance on voluntary sourced income.

The Charity amended its risk register to include the various impacts of Covid 19 and continues to reassess regularly to keep this updated.

In order to mitigate the risks identified, especially in relation to mitigating the financial uncertainty, the Charity continues to review different scenarios and assess the Charity's ability to react and maximise opportunities to diversify income sources and expand the reach of its services.

The Strategic Report was approved by the Trustees on 25 January 2022, and is signed as authorised on its behalf by:

Nikolai Petrou, Chair of Finance Committee



Date 25/01/22

Fred Sharrock, Chair of Trustees and Director



Date 25/01/22

**Independent Auditor's Report to the Members of
School-Home Support Service (UK)
For the year ended 31 August 2021**

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF SCHOOL-HOME SUPPORT SERVICE (UK)

Opinion

We have audited the financial statements of School-Home Support Service (UK) ('the company') for the year ended 31 August 2021 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 'The Financial Reporting Standard Applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 August 2021 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs(UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' annual report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' annual report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' annual report.

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

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit. or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies exemption in preparing the Trustees' Annual Report and from preparing a Strategic Report.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 8, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below.

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

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

Our approach was as follows:

- We obtained an understanding of the legal and regulatory requirements applicable to the charitable company and considered that the most significant are the Companies Act 2006, the Charities Act 2011, the Charity SORP, and UK financial reporting standards as issued by the Financial Reporting Council

- We obtained an understanding of how the charitable company complies with these requirements by discussions with management and those charged with governance.
- We assessed the risk of material misstatement of the financial statements, including the risk of material misstatement due to fraud and how it might occur, by holding discussions with management and those charged with governance.
- We inquired of management and those charged with governance as to any known instances of non-compliance or suspected non-compliance with laws and regulations.
- Based on this understanding, we designed specific appropriate audit procedures to identify instances of non-compliance with laws and regulations. This included making enquiries of management and those charged with governance and obtaining additional corroborative evidence as required.

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

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purposes of expressing an opinion on the effectiveness of the charitable company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charitable company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charitable company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

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

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to any party other than the charitable company and charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Moore Kingston Smith LLP

Date: 16 March 2022

Shivani Kothari (Senior Statutory Auditor)
for and on behalf of Moore Kingston Smith LLP, Statutory Auditor
Devonshire House
60 Goswell Road
London
EC1M 7AD

Statement of Financial Activities

(including Income & Expenditure Account)
for the year ended 31 August 2021

	Notes	Unrestricted funds			Total 2021 £	Total 2020 £
		General Funds £	Designated funds	Restricted funds £		
Income from:						
Donations and grants	3	743,124	-	2,232,346	2,975,470	1,927,063
Charitable Activities	4	683,514	-	-	683,514	766,601
Investments		2,126	-	-	2,126	2,927
Total Income		1,428,764	-	2,232,346	3,661,110	2,696,592
Expenditure on:						
Raising funds	5	342,699	-	-	342,699	284,046
Charitable Activities	5	578,588	-	1,741,642	2,320,229	2,120,013
Total Expenditure		921,287	-	1,741,642	2,662,928	2,404,059
Net income (expenditure) for the year						
		507,477	-	490,704	998,181	292,533
Transfers between funds		(313,000)	313,000	-	-	-
Funds brought forward 1 September 2020		275,042	-	528,853	803,895	511,362
Funds at 31 August 2021	16	469,519	313,000	1,019,557	1,802,076	803,895

The statement of financial activities includes all gains and losses recognised in the year.

All transactions during the year are derived from continuing activities.

The notes on pages 28 - 40 form part of these financial statements.

Comparative figures for the prior financial year are shown in note 18.

Balance Sheet

as at 31 August 2021

	Notes	2021		2020	
		£	£	£	£
Fixed assets					
Tangible assets	10		21,597		26,642
Intangible assets	11		-		-
			21,597		26,642
Current Assets					
Debtors	12	156,136		151,199	
Cash at bank and in hand		2,317,234		1,370,531	
		2,473,370		1,521,731	
Creditors:					
Amounts falling due within one year	13	(692,891)		(744,479)	
Net current assets			1,780,479		777,252
Net assets	15		1,802,076		803,895
Funds					
Designated funds		313,000		-	
General funds		469,519		275,042	
Total unrestricted funds	16	782,519		275,042	
Restricted funds	16	1,019,557		528,853	
Total Funds		1,802,076		803,895	

Company Number: 03991440

The financial statements on pages 25-40 were approved by the Trustees on 25 January 2022 and signed on their behalf by:

Nikolai Petrou, Chair of Finance Committee



Date 25/01/22

Fred Sharrock, Chair of Trustees and Director



Date 25/01/22

Statement of Cash Flows

for the year ended 31 August 2021

	2021		2020	
	£	£	£	£
Reconciliation of net (expenditure) / income to net cash flow from operating activities				
Net (expenditure) income for the year		998,181		292,533
Depreciation		6,058		9,368
Investment income		(2,126)		(2,927)
Increase in debtors		(4,937)		(55,375)
(Decrease) / increase in creditors		(51,587)		156,495
		945,590		400,124
Cash flows from investing activities				
Bank interest received	2,126		2,927	
Purchase of fixed assets	(1,013)		-	
		1,113		2,927
Change in cash and cash equivalents in the year		946,703		403,051
Cash at 1 September 2020		1,370,531		967,480
Cash at 31 August 2021		2,317,234		1,370,531

	2021		2020	
	£	£	£	£
Analysis of changes in net debt				
Cash at 1 September 2020		1,370,531		967,480
Cash flows		946,703		403,051
Cash at 31 August 2021		2,317,234		1,370,531

Notes to the Accounts

1. Accounting Policies

Accounting convention

The accounts (financial statements) have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 with the application of recent amendments (October 2020) and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011 and UK Generally Accepted Practice as it applies from 1 January 2015.

The accounts (financial statements) have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 with the application of recent amendments (October 2020) rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

Assets and liabilities are recognised at historical cost or transaction value.

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

Title

The charitable company has an exemption under Paragraph 60 of the Companies Act 2006 from using "Limited" in the title.

Public benefit entity

The charity meets the definition of a public benefit entity under FRS 102.

Going concern

The financial statements have been prepared on a going concern basis which assumes that the charity will continue in operation for a period of at least 12 months from the date of approval of these financial statements. The trustees continue to review financial forecasts in the light of the ongoing Covid-19 pandemic and in making this statement have taken account of the possible impact on income and the ability of the charity to deliver its services.

At the date of filing these financial statements whilst there is uncertainty over what if any impact there may be on future donations, the level of current donations and funding received and controls in place mean that, even under a reasonable worst case scenario, the trustees have grounds to believe that the continuing Covid-19 pandemic does not impact the ability of the charity to continue as a going concern for a period of at least 12 months from the date of filing these statements.

Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income received for general purposes of the charity is credited to unrestricted funds. Income subject to specific wishes of the donor is credited to relevant restricted funds.

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

Donations of gifts, services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item or received the service, any conditions associated with the donation have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably.

Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

Designated funds are to be used for specific purposes as agreed by the Board of Trustees. Expenditure which meets this criteria is charged to the fund.

Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- ❑ Costs of raising funds relate to the costs incurred by the charity in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose;
- ❑ Expenditure on charitable activities includes the costs of delivering support to schools, undertaken to further the purposes of the charity and their associated support costs. Where costs cannot be directly attributed (support costs), they have been allocated to the activities on a basis consistent with the use of resources;

- Governance costs are the costs associated with the governance arrangements of the charity. These costs are associated with constitutional and statutory requirements and include any costs associated with the strategic management of the charity's activities.

Operating leases

Where assets are financed by leasing agreements that give rights approximating to ownership ("finance leases"), the assets are treated as if they had been purchased outright. The amount capitalised is the present value of the minimum lease payments during the lease term. The corresponding leasing commitments are shown as obligations to the lessor.

Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £1,000. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use.

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

- | | |
|---|------------------------------------|
| <input type="checkbox"/> Leasehold improvements | Straight line over length of lease |
| <input type="checkbox"/> Fixtures & fittings | Straight line over 5 years |
| <input type="checkbox"/> IT | Straight line over 4 years |

Intangible fixed assets

Amortisation is provided at rates calculated to write off the cost of each asset, less any residual value, over its expected useful life. The amortisation rates in use are as follows:

- | | |
|---|----------------------------|
| <input type="checkbox"/> Website costs | Straight line over 4 years |
| <input type="checkbox"/> Software costs | Straight line over 4 years |

Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash at bank and in hand

Cash at bank and cash in hand includes cash and deposits held at call with banks, other short-term liquid investments with original maturities of three months or less.

Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to

settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

Financial Instruments

The company has elected to apply the provision of Section 11 'Basic Financial Instruments' and Section 12 'Other instruments' are recognised in the company's balance sheet when the company becomes party to the contractual provisions of the instrument. Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

With the exceptions of prepayments and deferred income all other debtor and creditor balances are considered to be basic financial instruments under FRS 102. See notes 12 and 13 for the debtor and creditor notes.

Pensions

The charity operates one defined contribution pension scheme for employees. The pension charge represents contributions payable by the charity for the period, and the charity's liability is limited to the amounts of the contributions. The scheme is as follows:

- ❑ A scheme administered by AEGON Scottish Equitable, the funds of which are separate from those of the charity.

Critical accounting estimates and areas of judgement

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

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

2. Company Structure

The charity is a company limited by guarantee and not having a share capital. The members of the company are the Trustees named on page 3. At 31 August 2021 the number of members was 13 (2020: 13).

3. Income from Donations and Grants

	2021			2020		
	Unrestricted funds £	Restricted funds £	Total £	Unrestricted funds £	Restricted funds £	Total £
Donations & grants	732,139	2,232,346	2,964,485	593,006	1,330,000	1,923,006
Trustee donations	10,985	-	10,985	4,057	-	4,057
Total donations	743,124	2,232,346	2,975,470	597,063	1,330,000	1,927,063

Donations and Grants in 2020 include one Legacy donation of £90,230.

4. Income from Charitable Activities

	2021			2020		
	Unrestricted funds £	Restricted funds £	Total £	Unrestricted funds £	Restricted funds £	Total £
Family Intervention	309,700	-	309,700	399,908	-	399,908
Projects / Agencies	373,455	-	373,455	365,689	-	365,689
Pastoral Development Services	360	-	360	1,005	-	1,005
Total income from charitable activities	683,514	-	683,514	766,601	-	766,601

5. Total Expenditure

	Cost of raising funds £	Charitable activities £	Support costs £	2021 Total £	2020 Total
Staff costs (note 7)	276,219	1,671,213	210,316	2,157,748	1,922,030
Promotion & marketing	111	808	-	919	1,441
Travel & subsistence	10	4,429	-	4,439	16,061
Learning & development	823	18,037	-	18,860	30,822
Finance & legal	-	3,120	57,631	60,751	80,823
Other	4,356	79,648	320,739	404,743	339,382
Governance	-	-	15,468	15,468	13,500
	281,519	1,777,254	604,155	2,662,928	2,404,059
Support costs	61,180	542,975	(604,155)		
Total expenditure	342,699	2,320,229	-	2,662,928	2,404,059

6. Net income (expenditure) for the year.

This is stated after charging:	2021 £	2020 £
Depreciation & amortisation	<u>6,058</u>	<u>9,398</u>
Operating lease rentals		
Property	91,291	72,354
Other	-	-
Total	<u>91,291</u>	<u>72,354</u>
Audit fee	15,468	13,500
Under-accrual in prior year	1,260	-
Total	<u>16,728</u>	<u>13,500</u>

7. Staff costs and Numbers

	2021 £	2020 £
Salaries and wages	1,941,073	1,752,004
Redundancy and termination costs	13,855	3,360
Social security costs	166,569	136,040
Pension costs	36,251	30,626
	<u>2,157,748</u>	<u>1,922,030</u>

The number of staff included in Redundancy and termination costs was 5 (2020: 2).

The following number of employees received employee benefits (excluding employer pension costs) during the year between:

	2020	2021
£70,000 - £79,999	<u>1</u>	<u>1</u>

The total employee benefits including pension contributions of the key management personnel were £328,381 (2020: £271,747)

Key Management Personnel include Trustees, Chief Executive, and the five senior managers in post during the year - Head of Family Intervention, Head of Operations, Head of External Relations, Senior Partnerships Manager and Regional Family Intervention Manager.

The charity trustees were not paid nor did they receive any other benefits from employment with the charity in the year (2020: £nil). No charity trustee received payment for professional or other services supplied to the charity (2020: £nil).

Trustees' expenses represent the payment or reimbursement of travel and subsistence costs totalling £nil (2020: £nil).

The average number of employees (head count based on number of staff employed) during the year was as follows:

	2021	2020
Raising funds	8	7
Charitable activities	63	54
Support	7	7
Governance	1	1
	79	69

8. Related party transactions

There are no related party transactions to disclose for 2021 (2020: None).

Aggregate donations from Trustees were £10,985 (2020: £4,057)

9. Taxation

The charity is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

The charity is not registered for VAT and therefore irrecoverable VAT is included with the cost of the items to which it relates.

10. Tangible Fixed Assets

	Leasehold property £	Fixtures & fittings £	Computer equipment £	Total £
Cost				
At the start of the year	57,026	16,070	93,659	166,755
Additions in the year	-	-	1,013	1,013
At the end of the year	57,026	16,070	94,672	167,768
Depreciation				
At the start of the year	30,850	15,605	93,659	140,113
Charge for the year	5,703	187	168	6,058
At the end of the year	36,553	15,792	93,827	146,171
Net book value				
At the end of the year	20,473	278	845	21,597
At the start of the year	26,176	465	-	26,642

All of the above assets are used for charitable purposes.

11. Intangible Fixed Assets

	Software £	Website £	Total £
Cost			
At the start of the year	192,800	31,752	224,552
Additions in the year	-	-	-
At the end of the year	192,800	31,752	224,552
Amortisation			
At the start of the year	192,800	31,752	224,552
Charge for the year	-	-	-
At the end of the year	192,800	31,752	224,552
Net book value			
At the end of the year	-	-	-
At the start of the year	-	-	-

All of the above assets are used for charitable purposes.

12. Debtors

	2021 £	2020 £
Trade debtors	131,553	106,037
Other debtors	-	-
Prepayments	23,358	15,037
Accrued income	1,225	30,126
	156,136	151,199

13. Creditors: amounts falling due within one year

	2021 £	2020 £
Trade creditors	76,375	51,741
Taxation and social security	37,586	34,547
Other creditors	10,376	17,896
Accruals	93,562	138,772
Deferred income (Note 14)	474,993	501,523
	692,891	744,479

14. Deferred Income

	2021 £	2020 £
Balance at the beginning of the year	501,523	484,090
Amount deferred in the year	564,533	631,964
Amount released to income in the year	(591,064)	(614,533)
Balance at the end of the year	474,993	501,523

Deferred income includes school fee income invoiced which covers future periods.

15. Analysis of Net Assets Between Funds

	2021			Total 2021
	General funds	Designated funds	Restricted funds	
	£	£	£	£
Tangible fixed assets	21,597	-	-	21,597
Intangible fixed assets	-	-	-	-
Net current assets	447,922	313,000	1,019,557	1,780,479
Net assets at the end of the year	469,519	313,000	1,019,557	1,802,076

Prior year comparative figures are shown in note 19.

16. Movement in Funds

	At the start of the year	Incoming resources	Outgoing resources	Transfer between funds	At the end of the year
	£	£	£	£	£
Restricted funds					
Core costs	118,694	621,306	(516,291)	-	223,710
IT	7,095	-	-	-	7,095
Family Intervention	371,113	1,574,550	(1,191,166)	-	754,497
Pastoral Development Services	7,677	2,212	(350)	-	9,539
Welfare	24,274	34,278	(33,835)	-	24,717
Total restricted funds	528,853	2,232,346	(1,741,642)	-	1,019,557
Unrestricted funds					
General Funds	275,042	1,428,764	(921,287)	(313,000)	469,519
Designated funds	-	-	-	313,000	313,000
Total unrestricted funds	275,042	1,428,764	(921,287)	-	782,519
Total funds	803,895	3,661,110	(2,662,929)	-	1,802,076

Purposes of restricted and designated funds:

- Core costs - For core day to day running costs excluding items such as capital purchases.
- IT - For expenditure on hardware and software including website.
- Family Intervention- To cover practitioner roles within schools or regionally based.
- Pastoral Development Services - For delivery of training, supervision support and membership services.
- Welfare - For expenditure on welfare fund items including IT / data provision to families.
- Designated funds - To ensure the availability of sufficient funds to support the growth strategy in the next 12-18 months

17. Operating lease commitments

The charity's total future minimum lease payments under non-cancellable operating leases is as follows for each of the following periods:

	2021			2020		
	Property £	Equipment £	Total £	Property £	Equipment £	Total £
Less than one year	71,904	-	71,904	53,760	-	53,760
Two to five years	179,760	-	179,760	188,160	-	188,160
	251,664	-	251,664	241,920	-	241,920

18. Comparatives

Statement of Financial Activities

(including Income & Expenditure Account)
for the year ended 31 August 2020

		Unrestricted funds		Restricted funds	Total 2020
		General Funds	Designated funds		
	Notes				
Income from:					
Donations and grants	3	597,063	-	1,330,000	1,927,063
Charitable Activities	4	766,601	-	-	766,601
Investments		2,927	-	-	2,927
Total Income		1,366,591	-	1,330,000	2,696,592
Expenditure on:					
Raising funds	5	284,046	-	-	284,046
Charitable Activities	5	1,005,417	-	1,114,596	2,120,013
Total Expenditure		1,289,463	-	1,114,596	2,404,059
Net income (expenditure) for the year		77,129	-	215,404	292,533
Transfers between funds		-	-	-	-
Funds brought forward 1 September 2019		197,913	-	313,449	511,362
Funds at 31 August 2020	16	275,042	-	528,853	803,895

18. Comparatives (continued)

Analysis of Net Assets Between Funds

	2020			Total
	General funds	Designated funds	Restricted funds	
	£	£	£	£
Tangible fixed assets	26,642	-	-	26,642
Intangible fixed assets	-	-	-	-
Net current assets	248,401	-	528,853	777,254
Net assets at the end of the year	275,042	-	528,853	803,895