



HAPPY BABY COMMUNITY

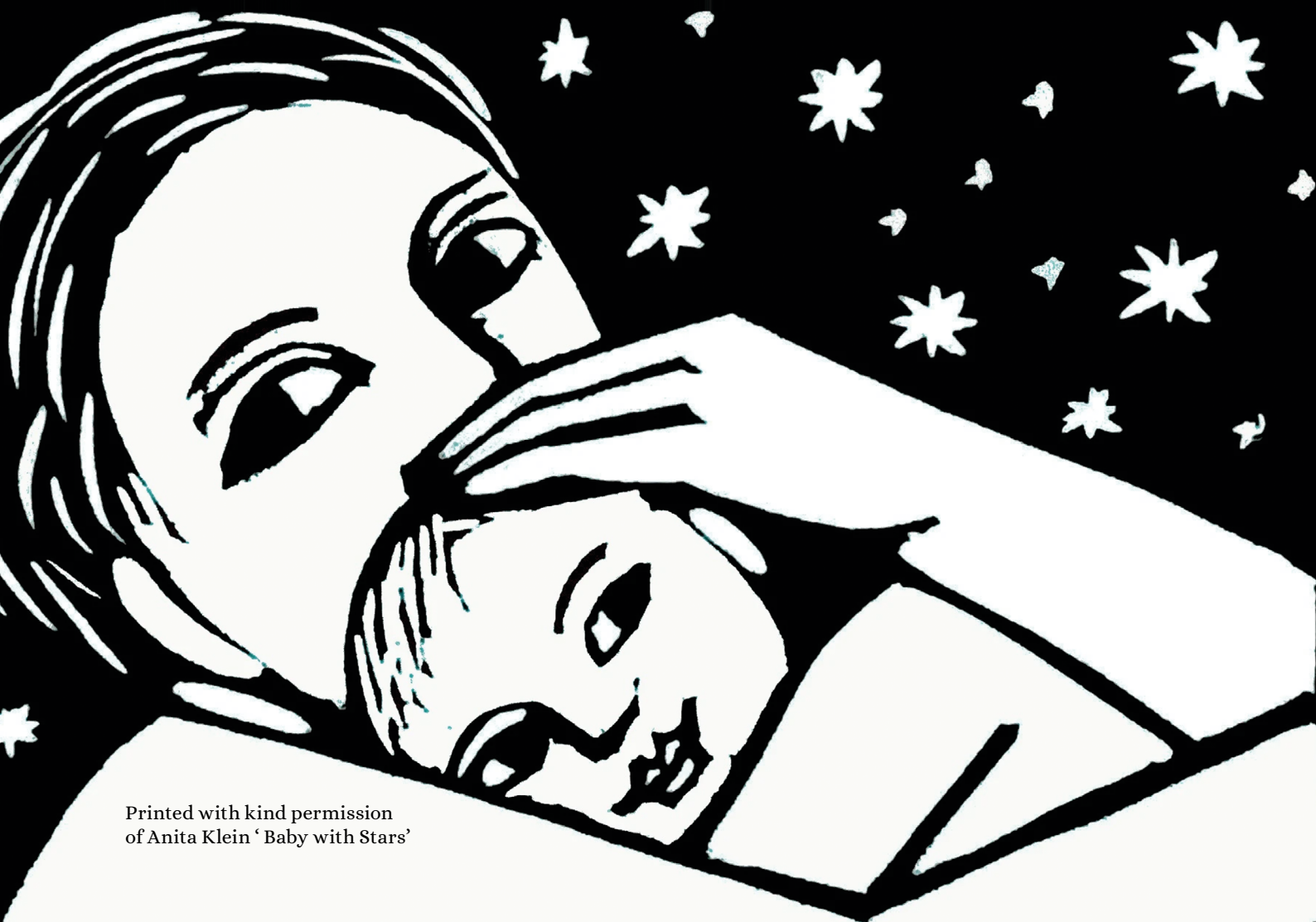
SUPPORTING NEW MUMS WHO HAVE FLED FROM TRAFFICKERS OR VIOLENCE, AND HAVE SOUGHT INTERNATIONAL PROTECTION IN THE UK FOR THEMSELVES AND THEIR BABIES

FINANCIAL STATEMENTS AND ACCOUNTS 2021

for Year Ending December 2021

 happybabycommunity.org.uk

Registered Charity – 1181633



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The Happy Baby Community Governance

TRUSTEES

Penelope Farrar – Chair
Sabrina Bals – Treasurer
Sarah Hughes
Andrena Cumella
Annie Kelly
Jill Miller
Oufia Ibrir
Methodia Mathias
Janet Veitch (Resigned 03/09/2021)

MANAGEMENT EXECUTIVES

Sue Balmer and Lucy Bracken
– Co-Development Directors

CHARITY NUMBER

1181633

REGISTERED OFFICE

94 Engelfield Road, London N1 3LG

ACCOUNTANT

Catherine Sullivan FCA

BANKERS

CAF Bank, 25Kings Hill Avenue,
West Malling, Kent ME19 4JQ

The Trustees confirm that the Financial Statements comply with current statutory requirements and the charity's constitution. The Financial Statements comply with the Financial Reporting Standard applicable in the UK (FRS102) and the Charities Act 2011.

FINANCIAL FRAMEWORK WITHIN WHICH HBC FUNCTIONS

Policies relating to reserves and the need to generate an annual operating surplus together provide a financial framework within which HBC seeks to function.

PUBLIC BENEFIT

In setting HBC's objectives and planning its activities, the Board of Trustees has given careful consideration to the Charity Commission's general guidance on public benefit. In particular the Board of Trustees considers how planned activities will contribute to the aims and objectives that have been set.

RESERVES POLICY

The Trustees reserves policy has been agreed in accordance with the Charity Commission Guidance. The reserves are an essential element of the HBC strategic, operational, and budgetary planning and are set to ensure the charity is operating with sufficient unrestricted funds to avoid financial difficulties in 2022 and 2023.

HBC is a small charity with a commitment to employ and support through volunteering opportunities, women who have lived experience of the asylum system. Commitment to the well-being and care of our staff and volunteers is a fundamental priority for the charity. HBC wants to ensure that in the event of any challenges to future funding the staff and the beneficiaries have an appropriate wind-down period to enable a good transition of support and services.

HBC has now been a charity for three years, several partnerships for multiple-year funding have been established, and its fundraising strategy to build further partnerships with grant givers for multiple-year funding is in place. Funding to cover operational expenses for 2022 has already been secured, though we remain cautious to maintain sufficient reserves to help us cover emergency scenarios. The Board has therefore set reserves levels to 30% of the current turnover.

HBC has unrestricted funds carried forward from 2020 and 2021 which enable this to be set at this limit. This policy will be reviewed twice a year.

THE HAPPY BABY COMMUNITY CHARITABLE OBJECTIVES:

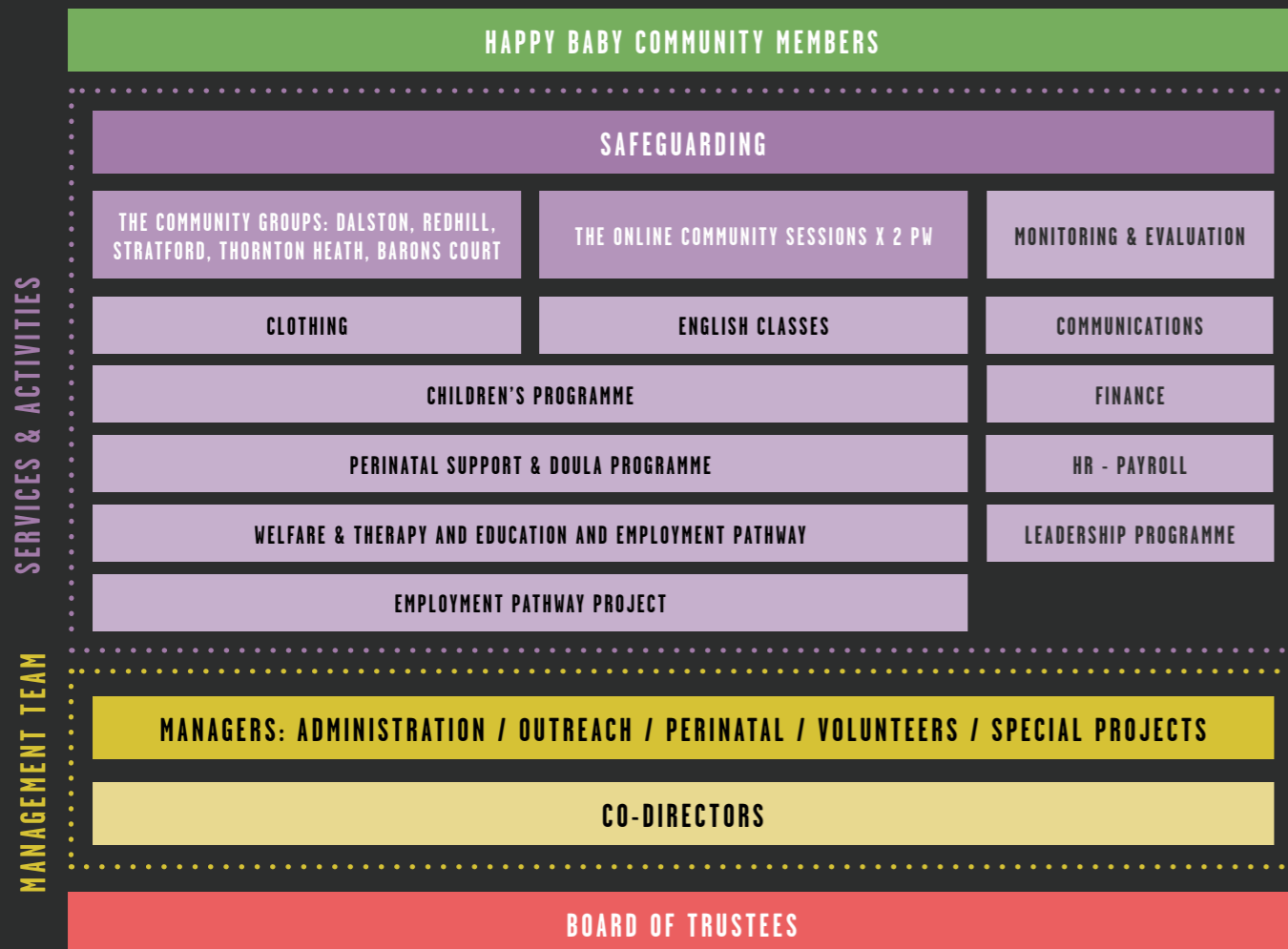
1 To preserve and promote the mental and physical health of pregnant women and women and girls, who have children under the age of 5 years, who have experienced physical or mental ill health or disability as a result of violations of human rights, torture, human trafficking and domestic and sexual violence and abuse.

2 To provide financial and other forms of relief for refugees and those seeking international protection, in particular mothers and their children who are in conditions of hardship or distress.

3 To advance the education and training of people in need thereof so as to advance them in life, build self-confidence, basic skills and an ability to make an impact upon their own lives and assist them to adapt within a new community.



THE ORGANISATIONAL STRUCTURE



In 2021 we supported:

1236 New & Expectant mums speaking 31 languages **1782** Children **163** New babies

With...

1043 FACE TO FACE & ONLINE COMMUNITY SESSIONS **686** CLOTHES DELIVERIES FOR NEW BABIES & MUMS **252** MUMS WITH ENGLISH LESSONS **153** MUMS WITH WELFARE SUPPORT **54** MUMS WITH 1:1 THERAPEUTIC SUPPORT

Thanks to... **143** Volunteers **2** Full-time staff members **8** Part-time staff members **27** Doulas

(9 STAFF MEMBERS HAVE LIVED EXPERIENCE OF THE ASYLUM SYSTEM)

DELEGATED AUTHORITY

The Scheme of Delegation is reviewed annually by the Trustees. All banking transactions require two signatures and the financial controls require all expenditure by staff and volunteers to be supported by a receipt.

SUMMARY OF RESULTS

This has enabled HBC to allocate unrestricted funds to the 2022 budget to enable us to:

- ADD THREE NEW COMMUNITIES, TO ENABLE MORE WOMEN TO ATTEND
- DEVELOP THE ONLINE COMMUNITY TO DELIVER MORE EDUCATIONAL AND ADVISORY SESSIONS
- TO SUPPORT 45% MORE COMMUNITY MEMBERS
- NEVER TO TURN AWAY ANY REFERRALS MEETING OUR INTAKE CRITERIA
- SUPPORT 50% MORE VOLUNTEERS
- BUILD AND SUPPORT A USER-LED LEADERSHIP TEAM
- EMBED OUR COMPREHENSIVE MONITORING SYSTEMS AND CRM DATABASE
- ENHANCE OUR INTERPRETED WEEKLY TEXT SYSTEM SENT TO EVERY MEMBER EVERY WEEK
- SIGNIFICANTLY EXPAND THE NUMBER OF PREGNANT MUMS WHO WE SUPPORT THROUGH BIRTH
- EXPAND AND ENHANCE THE COMPREHENSIVE EARLY YEARS SUPPORT FOR OUR PRE-SCHOOL CHILDREN
- BUILD CAPACITY IN THE VOLUNTEER AND OUTREACH STAFF TEAM
- MEET THE COST OF SUBSTANTIALLY INCREASED NUMBERS OF REFERRALS
- ENABLE THE CHARITY TO RESPOND IN PARTNERSHIP WITH LOCAL PRIMARY HEALTH CARE TEAMS TO THE NEEDS OF BENEFICIARIES TRANSFERRED ACROSS SURREY AND SUSSEX
- MEET THE MORE COMPLEX NEEDS OF THE NEW REFERRALS
- DEEPEN OUR SAFEGUARDING SKILLS AND PARTNERSHIPS TO PROTECT WOMEN AND CHILDREN FROM FURTHER EXPLOITATION AND TRAFFICKING

Fundraised income, which is HBC's principal funding source, totalled £483K in 2021 from donations and grants. This is a 40% increase on the previous year, enabling the Charity to have greater and deeper reach and provide support over a larger geographical area to more beneficiaries. The direct costs associated with fundraising activities in year were only £7,065, giving the Charity an excellent ROI.

HBC reviewed spending to make sure services could be adapted to meet the needs of more clients. HBC ended 2021 in a good financial position with an unrestricted general fund of £242K (up from £154,099 in 2019).

RISK MANAGEMENT

The major risks to which the HBC is exposed, as identified by the Trustees, have been reviewed and systems have been established to mitigate these risks. Among the risks identified, the most significant are considered to be:

- HBC relies on grant fundraising from UK donors and the economic changes that are impacting the UK economy require the Charity to pay close attention to its budget and any future opportunities for growth.
- The challenges facing the statutory providers of support to our beneficiaries have created significant gaps in care and support for this very vulnerable group of women and children. HBC needs to ensure that wherever possible it works in partnership with the statutory sector as well as having contingency to support those falling through these gaps.
- As a user-led charity with a significant reliance on volunteers, including the two Co-Directors, we need to ensure and embed a comprehensive level of well-being support for all staff and volunteers.
- As a community Charity with a commitment to support every woman and child who meet

our referral criteria we place great importance on our safeguarding policies, processes and training. This is supported by our retained expert Deborah Wright.

– The inhumane environment facing our client group and corresponding ineffectiveness of the asylum system, alongside the constant global pressure on populations to find safer places to live and bring up their children means that it is likely that we will continue to see an increase in the number of beneficiaries needing HBC support.

– The cost of living crisis has profound impact on our beneficiaries who live on average on £40 a week. We aim to ensure that our beneficiaries are able to meet basic needs for themselves and their children and are not placed in such desperate situations that these basic needs are not met or that they are even more vulnerable to exploitation.

HBC reviews these risks at every Board meeting and at the monthly Management Committee meetings. Every effort is made to ensure the mitigation of these risks is effective.

GOING CONCERN

Having regard to reserves held at the year-end by HBC, Trustees consider it reasonable to expect that HBC has adequate resources to continue in operational existence for the foreseeable future. The activities of the Charity constitute a public benefit as defined in FRS 102.

Accordingly, the Trustees continue to adopt the ‘going concern’ basis in preparing the accounts. The Trustees and senior management have increased the regularity of financial forecasts in both the short and medium term. We continue to strengthen our financial processes and systems so we can monitor financial risk, and where required, take appropriate management action.



HBC was honoured to be awarded the Queens Award for Volunteering in the Platinum Year, following a comprehensive review of all volunteering practices and feedback.

REMUNERATION POLICY

The objectives of HBC's remuneration policy are to:

- REWARD STAFF APPROPRIATELY AND ENABLE THE RECRUITMENT AND RETENTION OF HIGH CALIBRE PERSONNEL
- ENSURE THE PROPER USE OF THE CHARITY'S RESOURCES IN ACCORDANCE WITH ITS AIMS AND WITHIN AFFORDABLE LIMITS, BASED ON THE FINANCIAL CIRCUMSTANCES OF THE CHARITY
- BE NON-DISCRIMINATORY, JUST AND EQUITABLE IN THE EVALUATION OF JOBS AND THEIR REMUNERATION BY PROVIDING A STABLE FRAMEWORK FOR THE REMUNERATION OF THE TEAM
- PAY ABOVE THE LONDON LIVING WAGE
- OPERATE WITHIN THE LAW
- HAVE A SIMPLE, TRANSPARENT NON-HIERARCHICAL PAY STRUCTURE WITH ONLY TWO PAY LEVELS

Remuneration is reviewed on an annual basis and agreed by the Board of Trustees. The Charity places huge value on its volunteers, many taking roles that hold significant responsibility. Out of choice the Co-Directors are volunteers as is one of the Management Team and three of the Community Co-ordinators. To ensure the treatment of volunteers and paid staff is considered with equal weight, HBC retain People-time to train the team and provide an HR advisory resource.

STATEMENT OF TRUSTEES RESPONSIBILITIES

The Trustees of HBC are responsible for preparing the Trustees' Financial Statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The 2021 financial accounts have been prepared by Catherine Sullivan FCA, on the basis of the information provided by our professional book-keeping company My-Books, through the accounting system Xero.

The HBC uses the linked accounting system DEXT to reconcile receipts. Catherine Sullivan is a Chartered Accountant and Independent Examiner.

Signed on behalf of the Board by:

Penny Farrar
Chair of the Board of Trustees
Date: 01/07/2022

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF THE HAPPY BABY COMMUNITY

Opinion

I report to the Trustees on my examination of the accounts of the Happy Baby Community (the Charity) for the year ended 31 December 2021.

This report is made solely to the Charity Trustees as a body in accordance with Chapter 3 of Part 8 of the Charities Act 2011. My examination has been undertaken so that I might state to the Charity Trustees those matters I am required to state to them in an Independent Examiners report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the Charity and the Charity's Trustees as a body, for my examination, for this report or for the opinions I have formed.

Responsibilities and Basis of the Report

As the Charity Trustees of the Trust you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("The Act")

I report in respect of my examination to the Trust's accounts carried out under Section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable 'Directions' given by the Charity Commission under Section 145(5)(b) of the Act.

Independent Examiner's Statement

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

1. Accounting records were not kept in respect of the Trust as required by Section 130 of the Act; or
2. The accounts do not accord with those records

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

Catherine Sullivan FCA Date: 01/07/2022

THE ACCOUNTS

SECTION A: STATEMENT OF FINANCIAL ACTIVITIES


Annual accounts for the period 1 January – 31 December 2021

	Note	Unrestricted (£)	Restricted (£)	2021 Total funds (£)	2020 Total funds (£)
INCOME					
CHARITABLE ACTIVITIES					
Grants, donations & consultancies	2	112,320	370,872	483,192	344,181
Total income		112,320	370,872	483,192	344,181
EXPENDITURE					
Raising funds		7,065	-	7,065	3,532
Charitable activities		-	-	-	194,811
Other		15,917	397,691	413,608	-
Total expenditure	3	22,982	397,691	420,673	198,343
Net incoming/(outgoing) resources before transfers		89,338	(26,819)	62,519	145,838
Transfers between funds		-	-	-	-
Net movement in funds		89,338	(26,819)	62,519	145,838
Funds as at 1 January		153,599	63,498	217,097	79,592
Funds as at 31 December	8	242,937	36,679	279,616	225,430

The Statement of Financial Activities includes all gains and losses in the year.
All income and expenditure derives from continuing activities.

SECTION B: BALANCE SHEET

	Note	2021 (£)	2020 (£)
CURRENT ASSETS			
Debtors and accrued income	6	15,087	10,992
Cash at bank and in hand		277,708	215,233
Total current assets		292,795	226,225
LIABILITIES			
Creditors: Amounts falling due within one year	7	13,180	795
Net current assets		279,616	225,430
Net assets		279,616	225,430
THE FUNDS OF THE CHARITY			
Unrestricted		242,937	153,599
Restricted		36,679	71,831
Total funds	8, 9	279,616	225,430

	Signature	Print name	Date of approval (dd/mm/yyyy)
Approved by the Trustees and signed on their behalf by:		PENNY FARRAR	01/07/2022

Additional information on the items contained in these summary Financial Statements is available in the full accounts of the Charity which are available on request and are filed with the Charity Commission.

SECTION C: NOTES TO THE ACCOUNTS

NOTE 1: ACCOUNTING POLICIES

1.1 THE BASIS OF ACCOUNTING

The accounts have been prepared under the historical cost convention with items recognised at cost or transaction value, unless otherwise stated in the notes to these accounts.

These 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 (FRS102) and the Charities Act 2011. The accounts have been prepared to give a 'true and fair' view.

1.2 RECOGNITION OF INCOME

All income is recognised on receipt of income. Donations and grants are recognised on settlement date. In the event that donations or grants subject to conditions that require a level of performance before the Charity is entitled to all or part of the funds, the income deferred and not recognised until those conditions are fully met.

There is no interest on funds, as no funds are currently held on deposit.

1.3 EXPENDITURE

Expenditure is recognised on an accruals basis. All expenses including support costs and governance costs are allocated or apportioned to the applicable expenditure headings. Costs in respect of future activities are charged when the relevant activity takes place.

Governance costs comprise all costs involving the public accountability of the Charity and its compliance with regulations and good practice.

1.4 FIXED ASSETS

Only assets with a purchase price of at least £3,000 are capitalised. There are no assets of that value in the charity.

1.5 LIABILITIES

The Charity has very limited liabilities for the locations that it rents to facilitate its community work. All current rental agreements have a one month or less termination condition.

The Charity has responsibility to its 10 staff. All permanent staff are on one month notice. The Trustees have ensured that the cost of closure held in the reserves allows for a 3 month notice period for key staff should the Charity be closed or downsized.

1.6 TAXATION

No tax provision is included in the Financial Statements as HBC is a registered Charity and entitled to exception from tax under Section 505 of the Income and Corporation Taxes Act 1988.

1.7 GIFT AID

The Charity has recently applied to HMRC to register for Gift Aid. There is allowance for a two year retrospective claim which is expected to amount to @ £3000.

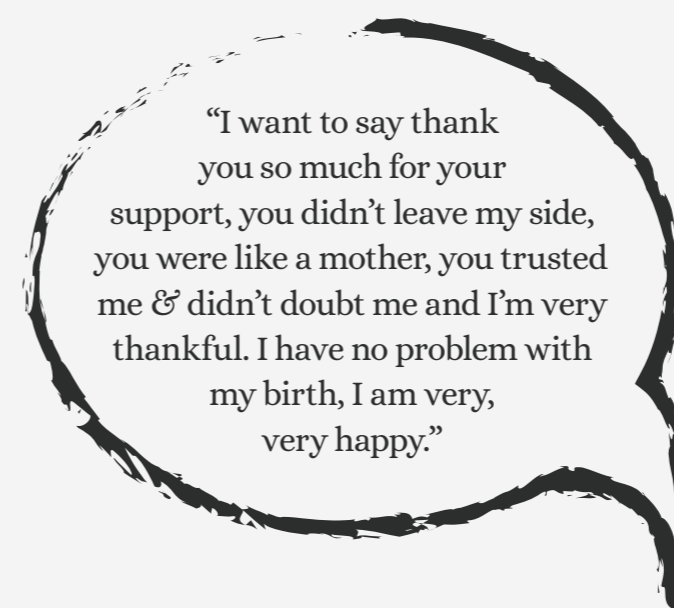
1.8 FUND ACCOUNTING

The Charity has restricted funds, where the donor has specified that they can only be used on specific projects in future. All other funds are unrestricted.

NOTE 2: GRANTS, DONATIONS AND CONSULTANCIES

	2021 (£)	2020 (£)
UNRESTRICTED		
AB Charitable Trust	15,000	-
Birthrights	4,320	-
Helen Bamber	-	13,000
ICS	16,302	-
London Quakers	4,000	15,000
Marshall Family Trust	10,188	-
National Lottery	9,666	-
PWC	-	5,000
Sir James Reckitt	5,150	-
Sutasoma Trust	7,000	-
Sylvia Adams	-	4,000
The Blue Thread	10,000	-
WF Southall Trust	-	5,000
Other	30,694	45,005
Total unrestricted	112,320	87,005

	2021 (£)	2020 (£)
RESTRICTED		
Blue Ribbon	10,000	-
Cadbury Barrow	9,800	9,700
Croydon COF	5,000	-
DCMS - Lloyds	52,351	-
DCMS Smallwood	24,831	17,290
HBC Redhill	26,285	-
London Catalyst	-	5,000
London Churches	1,500	-
London Community Fund	-	12,400
London Funders Wave 2	-	35,500
Mind	-	19,999
National Lottery Fund	-	59,004
NHS	8,333	54,833
Purley Food Hub	6,560	4,450
Starting Well	171,578	-
Sutasoma	-	7,000
Sylvia Adams	40,000	30,000
Two Magpies	14,634	-
Worshipful Company of Fishmongers	-	2,000
Total restricted	370,872	257,176
Total grants, donations and consultancies	483,192	344,181



DONATED GOODS AND SERVICES

No material donations to be disclosed (2020: £nil)

NOTE 3: EXPENDITURE

	2021			2020		
	Charitable Activities	Raising funds	Total	Charitable Activities	Raising funds	Total
Fundraising		7,065	7,065	-	3531.86	3,532
Staff	101,308	-	101,308	29,501	-	29,501
Direct provision for service users	146,199	-	146,199	74,099	-	74,099
Other programme costs	50,732	-	50,732	69,891	-	69,891
Governance	11,441	-	11,441	-	-	-
Rent and office costs	103,903	-	103,927	21,320	-	21,320
Total expenditure	413,584	7,065	420,673	194,811	3,532	198,343

NOTE 4: STAFF COSTS

	2021 (£)	2020 (£)
Wages and salaries	99,951	29,450
Employer's National Insurance costs	502	50
Employer's contribution to defined contribution pension scheme	855	-
Total Staff costs	101,308	29,500

The average headcount in 2021 was 6 FTW (2020: 5).
No employee earned over £60,000 in the year.



NOTE 5: TRUSTEE'S REMUNERATION

One trustee received £11,242 providing 7 months of consultancy and expert advice on the NHS England Starting Well program. This is agreed by the Board of Trustees and careful consideration was taken to address any potential conflict of interest.

NOTE 6: DEBTORS

	2021 (£)	2020 (£)
Trade Debtors	12,500	12,500
Debtors and accrued income	-	-
Other Debtors	2,587	2,659
Total Debtors	15,087	15,159

NOTE 7: CREDITORS

	2021 (£)	2020 (£)
Expense creditors	-	393
Trade creditors	8,950	-
Taxation and social services benefits	3,439	402
Accruals	9,124	-
Deferred revenue	-	-
Total Creditors	21,513	795

NOTE 8: ANALYSIS OF NET ASSETS OVER FUNDS

	2021			2020		
	Unrestricted funds	Restricted funds	Total funds	Unrestricted funds	Restricted funds	Total funds
Net current assets	242,937	36,679	279,616	153,599	71,831	225,430
Total net current assets	242,937	36,679	279,616	153,599	71,831	225,430

NOTE 9: FUNDS

	Brought Forward	Income	Expenditure	Carried forward
UNRESTRICTED				
Total unrestricted funds	153,599	112,320	(22,982)	242,937
RESTRICTED				
Sylvia Adams	5,000	40,000	(24,374)	20,626
NHS	17,900	8,333	(26,233)	-
Croydon COF	-	5,000	-	5,000
DCMS - Lloyds	-	52,351	(52,351)	-
HBC Redhill	-	26,285	(20,755)	5,530
London Churches	-	1,500	(1,500)	-
Two Magpies	-	14,634	(14,634)	-
National Lottery Fund	21,158	-	(21,158)	-
Cadbury Barrow	-	9,800	(9,800)	-
Purley Food Hub	2,150	6,560	(5,767)	2,943
DCMS Smallwood	17,290	24,831	(42,121)	-
Starting Well	-	171,578	(168,998)	2,580
Blue Ribbon	-	10,000	(10,000)	-
Total restricted funds	63,498	370,872	(397,691)	36,679
Total funds	217,097	483,192	(420,673)	279,616

NOTE 10: COMMITMENTS UNDER OPERATING LEASES

The Charity had no commitments under non-cancellable operating leases in the year (2020: £nil).

NOTE 11: RELATED PARTY TRANSACTIONS

In both 2021 and 2020 there were no related party transactions.

COMPARATIVE STATEMENT OF FINANCIAL ACTIVITY 2019 AND 2020

	Note	Unrestricted (£)	Restricted (£)	2020 Total funds (£)	2019 Total funds (£)
INCOME					
CHARITABLE ACTIVITIES					
Grants, donations & consultancies	1	87,005	257,176	344,181	156,035
Total income		87,005	257,176	344,181	156,035
EXPENDITURE					
Raising funds		3,532	-	3,532	947
Charitable activities		32,116	162,695	194,811	74,519
Other		-	-	-	977
Total expenditure	2	35,648	162,695	198,343	76,443
Net incoming/(outgoing) resources before transfers		51,357	94,481	145,838	79,592
Transfers between funds		32,317	(32,317)	-	-
Net movement in funds		83,674	62,164	145,838	79,592
Funds as at 1 January		69,925	9,667	79,592	-
Funds as at 31 December		153,599	71,831	225,430	79,592

The Statement of Financial Activities includes all gains and losses in the year. All income and expenditure derives from continuing activities.

“For me, it is very rewarding to organise workshops in partnership with Happy Baby Community. I have always had great support from your team and the participants are very motivated and engaged as they see the benefit of these opportunities for their future.”

“This amazing experience filled my soul with joyful moments when I can provide comfort to our lovely moms...”

OUR PARTNERS

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