

Report and Audited Financial Statements

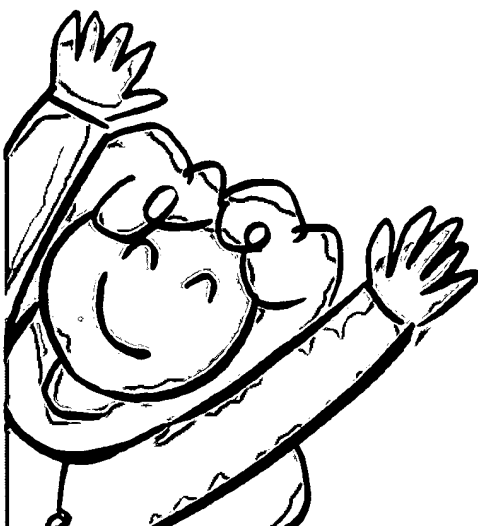
31st March 2022

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Charity number: 1132581
Company No. 06952404



April 2021 – March 2022: summary

HENRY finished the year in a strong position – financially robust, delivering rapidly expanding and highly valued services, and with many new and exciting opportunities. Our charity has continued to grow at a rapid rate – almost 40% over 3 years – and 21/22 was no exception.

Uptake of HENRY is now widespread across all four nations of the UK and a total of 50 local authority areas. Parent, practitioner and commissioner feedback testifies to the value and impact of HENRY, as does our growing evidence base.

As we started the year, we were keenly aware that children's physical and emotional wellbeing had been adversely affected by Covid and that there was an urgent need for timely and targeted intervention to prevent this affecting their childhood and future lives. We therefore continued to focus on developing and delivering accessible and tailored support in the first few years of life, as well as developing new programmes during pregnancy, the primary years and, most recently, for teenagers.

The Trustees present their report and the audited financial statements for the year ended 31 March 2022 (incorporating the directors' report).

The programme is perfect. I enjoyed everything. I learnt a lot and the facilitators were amazing. I've changed almost everything – I feel alive again.

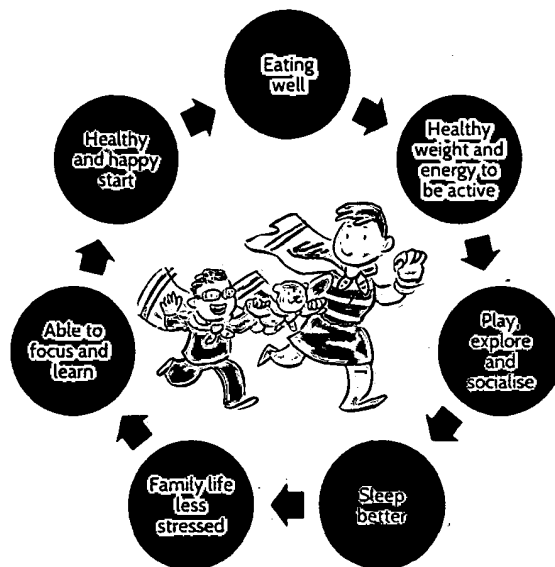
HENRY parent

Mission statement

Our mission is to support a healthy, happy start for children and lay the foundations for a brighter future.

Vision

Our vision is that children have a healthy, happy start in life to flourish throughout childhood and beyond. We recognise that parents want the very best for their children – we aim to provide the kind of responsive support they need to get their children off to a great start..



Values

HENRY aspires to be a values-led organisation. All of our work with families, partners and HENRY colleagues is underpinned by the following explicit values:

- Partnership: parents are the experts in their own family so we start with their experience and support them to make changes that they believe will lead to a healthier and happier life.
- Strengths-based: we acknowledge and build on all the things that are going well, fostering hope and self-belief.
- Person-centred: families face different challenges - we get alongside families and listen, building a relationship based on trust and empathy.
- Respect: we value families for who they are and seek to understand rather than judge.
- Inclusive: we find out about the difficulties that some families face in accessing support and work proactively to overcome barriers.
- Excellence: we strive to provide families with high quality and effective support; we value learning about what doesn't work as well as what does, approaching new ideas with an attitude of curiosity and using reflective practice, evidence and feedback to improve our services.

Making a difference to vulnerable children and their families

We focus on children growing up in marginalised communities, with the aim of reducing health and social inequalities.

- 48% of beneficiaries are in the most deprived quintile of neighbourhoods, with 72% in the two most deprived quintiles
- 43% are from ethnic minority backgrounds (excluding white minorities), rising to 51% in London

Our group and 1-to-1 support is delivered in many different community languages (or supported by interpreters), including Welsh, Urdu, Bengali, Arabic, Pasto, Dari, Romanian, Mandarin Chinese, Polish, Turkish, Albanian, Kurdish, Portuguese, Spanish, Soninka – as well as BSL.

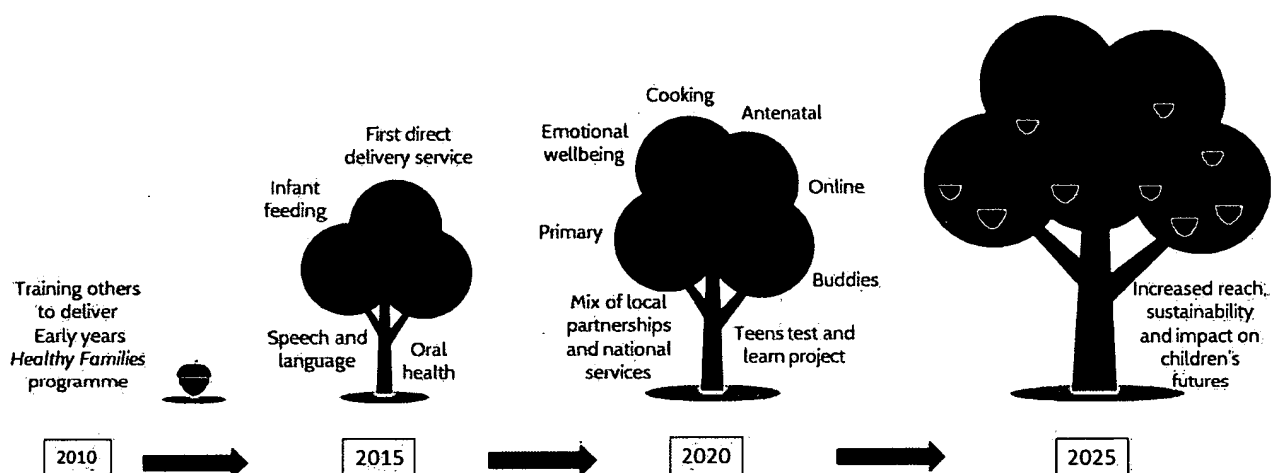
There's a big difference between knowing what children need and putting this knowledge into practice in the reality of daily life, especially for families facing other complex challenges.

Feedback from thousands of families over many years shows that our behaviour change approach really does make a difference.



Where we are and where we're going

HENRY's work has expanded dramatically over the 12 years since our inception as a charity, evolving in new and different ways in response both to the success of our behaviour change approach and families' needs for support.



Looking back on the 3-year strategy: 2019 – 2022

In April 2019 we began implementation of our new 3 year plan to deliver on our strategic objectives and achieve our key organisational goals to maximise:

- Impact: the greatest positive change for the people we support
- Reach: the number and diversity of people we support, as well as our geographical reach
- Revenue: ensuring financial sustainability to deliver our charitable objectives

The 3-year plan focused on achieving the following objectives:

1. Continue to strengthen our work in the early years
2. Extend HENRY to parents of primary-aged children
3. Reach more families through digital HENRY
4. Develop and maintain our reputation as a centre of excellence
5. Develop work with teenagers through a 'test and learn' approach

HENRY
Report of the Trustees
For the year ended 31 March 2022

Over the last 3 years we have succeeded in achieving these objectives, with significant growth and new ways of reaching families with an expanded offer of support:

	18/19	21/22	Increase
Staff	40	72	+80%
Turnover	£1.6 million	£2.2 million	+37.5%
Local services	Bradford, Southend, Waltham Forest, City & Hackney	18/19 services all retained. New services in Herts and Blackpool New antenatal service in Southend	
Partnership areas	31 - all delivering early years	43 - all delivering early years and 8 also delivering primary	+39%
Geographical spread	England	England, Scotland, Wales and Northern Ireland	
External training offer	10 face-to-face courses	12 face-to-face courses and 14 online courses	+140%
Family support offer	Early years face-to-face programmes, workshops and individual support	Face-to-face and online Pregnancy, early years and primary Increased support for emotional wellbeing e.g. Buddies service	
Reach	5,230 parents	6,700 parents	+28%

Reporting on 2021/22

The context: an urgent need to address the impact of Covid on vulnerable children

In April 2021, the UK was emerging from repeated lockdowns and Covid restrictions. The majority of our family support and practitioner training was still being delivered online.

Over the course of the year there was a steady shift back to face-to-face delivery, with parents welcoming the opportunity to once again come together with other local families. Our online programmes and training courses remained an important addition, however, enabling us to reach families who were not able to access community-based support.

The need for the support that HENRY provides had never been greater. Emerging data on the impact of lockdowns on children's health and development painted an alarming picture - increased family stress, widespread concern about children's emotional wellbeing, and a sharp rise in rates of language delay and child obesity.

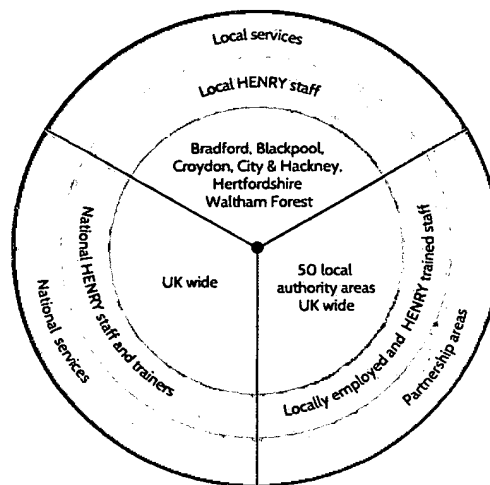
Shockingly, National Child Measurement Programme (NCMP) data for 20/21 showed an almost 50% year on year increase in national rates of child obesity during Covid lockdowns, which over the previous years had remained stable or slightly decreased. Rates in the poorest communities were double those in more affluent areas, with over 1 in 5 children now already living with obesity by the time they start school.



Achievements

Reaching families

Over the last year we doubled the number of families we supported through live 'in-person' contact – face-to-face, online or by phone. A total of 6,700 families were reached through our mix of local, national and partnership services:

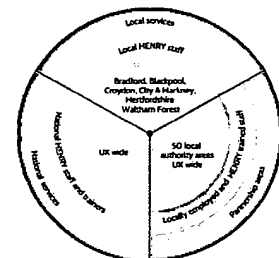


Delivering programmes in partnership with local areas

Our partnership model of service delivery has grown significantly over the last year:

Expanding our age range – from conception to age 11

- 15 areas now delivering Healthy Families Growing Up (HENRY programme for parents of primary school children), tripling the number of parents reached year on year.
- 4 areas trained up to deliver Preparation for Parenthood (HENRY programme for expectant parents)



Geographical expansion

- 50 local authority areas trained, licensed and supported to deliver HENRY family programmes and workshops
- HENRY established across the British Isles – from Shetland to Guernsey and across all four nations, including new HENRY partnerships in Wales and Scotland
- HENRY parent resources translated into Welsh

Highly valued support to partnership areas

Our Partnerships Team provide ongoing support to areas once practitioners have been trained and authorised to deliver our programmes. The quality of this support plays a major role in successful implementation locally, ensuring the best possible experience for families as well as value for money. An independent evaluation commissioned by Scottish Government of both HENRY outcomes and the implementation process highlighted the many factors that went into making the roll out of HENRY in Scotland a success, from the quality of training for local practitioners to the support provided to local staff with responsibility for implementing HENRY locally.

Experiences working with HENRY were described positively by each health board area lead. Staff at HENRY were highlighted as being approachable and responsive to enquiries, clear in their communications and reliable at ensuring that resources and participant information are distributed in a timely fashion.

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Extract from independent evaluation commissioned by Scottish Government of HENRY outcomes and implementation

Increasing uptake by parents

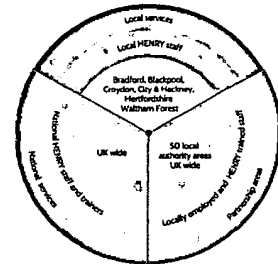
Local health and early years practitioners are a vital 'bridge' for parents who would benefit from HENRY programmes – but we were aware that referral and signposting pathways were not working as effectively as they could. As a result, we introduced Raise, Engage, Refer, a new brief online course for the wider workforce in partnership areas to boost participation in local HENRY programmes. The course aims to both improve practitioner understanding of HENRY, as well as confidence in opening up conversations with families around sensitive lifestyle issues. We delivered 23 courses across the year with 93% of participants rating every aspect of the training as useful or very useful.



Local services

Securing multi-year contracts to deliver local services gives us the opportunity to work at population level within a local area, embedding HENRY's holistic support and collaborating with other providers to provide joined-up support for a healthy start in life.

These services are reaching parents in some of the most deprived areas of the country. Our staff teams are part of the local community, enabling us to understand and respond to local needs, including delivering services in community languages. The range of services encompass:



Infant feeding services in Blackpool and Waltham Forest

Personalised and timely support is provided via local helplines, video calls, community drop-in sessions, home visits and breastfeeding cafés.

The service is undoubtedly having an impact on mothers' ability to meet their breastfeeding goals. It was powerfully clear from the data that for many mothers, were it not for the HENRY Infant Feeding service they would have stopped breastfeeding much sooner.

Professor Amy Brown, University of Swansea, service evaluation of HENRY Infant Feeding service

In Waltham Forest, HENRY is leading on Unicef Baby-Friendly accreditation in the Borough. In the last year we trained and supported all children's centres to gain Unicef Stage 2 accreditation.

We were blown away with the knowledge and skills of the HENRY infant feeding team - led with passion by a person who lives and breathes UNICEF Baby Friendly.

Baby-Friendly Accreditation Team

Preparation for Parenthood in Southend

This 3-year contract completed in March 2022. As well as providing highly-valued support to expectant couples, the service developed and tested the new HENRY antenatal programme which is now being taken up in other areas of the country.

The HENRY programme definitely helped prepare me for labour and the early days of getting the baby home. I put many of the things we discussed into practice and it helped me have a safer and more pleasant pregnancy, birth and early days with my son

New Southend parent

Healthy Families services in Bradford, Southend, Waltham Forest, Hertfordshire and Hackney

HENRY is transforming traditional approaches to obesity prevention by supporting the family system to create the conditions in which children will have a healthy start. Our approach is holistic, integrating emotional wellbeing and parenting alongside food and activity habits in the family and children's oral health.

We provide a flexible and family-friendly raft of support at different stages of early life so that parents can access the help they need when they need it – from workshops on starting solids, to 8-session family programmes, drop-in sessions, healthy teeth workshops and 1-to-1 support.

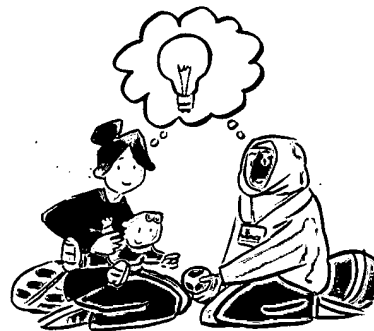
The HENRY programme has been so transformative for me as a mum. I feel like I have all the tools I need to face the challenges of motherhood! ”

HENRY parent

Family Nutrition Service in Lambeth

This 2-year project providing nutritional support in the most deprived wards of Lambeth in partnership with Better Start completed in September 2021.

For almost half of parents supported, English was an additional language and the team worked with families speaking 11 different community languages.



[HENRY] support has been invaluable...The children changed from eating a very small range of food to a variety of food and even to enjoy eating. By encouraging parents to cook and sharing their enjoyment of food and cooking, by providing support, guidance and resources to families, their service worked wonders. ”

Psychotherapist, Parent and Infant Relationship Service

Healthy Start vitamins distribution in Hackney

4,500 pregnant women, new mothers and children under 4 years received free vitamins – a 21% increase in uptake since HENRY took over the contract in 2018, including high uptake among people from Asian ethnic backgrounds and Charedi Jewish population.

Community-based speech and language support in Waltham Forest

Our speech and language team have seen a significant increase in referrals for young children with language delay – the result of 0-3 year olds missing out on the social stimulation they need as a result of Covid and lockdowns.

The team moved seamlessly from a fully virtual delivery to a blended delivery service post covid, that allowed families to access support in the way that suited them best. They took the best elements of virtual delivery in the pandemic e.g. video sharing, flexible, online appointments, to allow us to prioritise face-to-face appointments with families who needed this level of support.

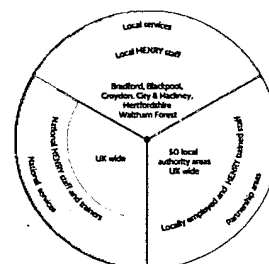
Our Speech and Language Therapist, has been a genuine lifeline during these turbulent times not only giving us practical tips on how to help our son with his language but also offering us as parents encouragement

Waltham Forest parent

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National services

Our national team delivers both training to practitioners across the health, early years and children's sector and online family support in areas of the country where there is no local HENRY service.



Workforce development

Our broad menu of courses aim to increase both subject knowledge and practitioners' confidence, understanding and skills to support behaviour change in the family - helping them to really make a difference to children's lives through the contact they have with families.

The HENRY Core Training has been hands down the best training I have ever attended in terms of enjoyability but also for the content in terms of the modelling of the approach throughout each day. It has transformed the way I work with families - I love the focus on strengths and solutions and the way it empowers parents.

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Guernsey specialist nurse in weight management

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In the last year we trained 1,639 practitioners across the UK through a mix of face-to-face and online courses. Some courses focused on increasing effectiveness within their existing roles, while others provided the training and support to deliver HENRY family programmes in their local area.

Course	Participants
Core Training	322
Group Facilitation Training	286
Raise, Engage, Refer	233
Face-to-Face Delivery Skills Training	109
Oral Health	91
Healthy Start in Childcare	85
Healthy Start Vitamins	49
Online Facilitation Skills	47
Delivering the Healthy Families 1-to-1 Programme	39
Supporting Families, Supporting Children	22
Raising a Healthy Lifestyle	20
Creating Conditions for Change	18
Total	1,639

Over the last year we completed our training programme in Northern Ireland, equipping the Clinical Education Centre to deliver HENRY training to practitioners across the whole of Northern Ireland. We also introduced HENRY training in Scotland and Wales in collaboration with local health boards, delivering face-to-face courses as far afield as Shetland.

What HENRY has done is, it makes me think now every time I go and have a conversation with a parent, I'm like, right, take a step back and actually listen to what they're saying and really sort of empathise with them and really understand them." Giving them information isn't enough. You've got to actually have ways of communicating and listening to what they've got to say and really get to the root of what support they need, and find ways in order to help them."

Northern Ireland family support practitioner



National family wellbeing service

Recognising the strain on families after a year of repeated lockdowns, we piloted a range of innovative ways of reaching isolated and vulnerable parents, including one-to-one buddying support (online or by phone), topic-based online workshops and family wellbeing sessions.

150 families benefited from this support, described by one mother as 'an amazing and life-changing service to mothers who need that help that has not been given during the pandemic'. Levels of emotional wellbeing were noticeably lower amongst parents accessing this support compared to users of other HENRY services, with half of participants providing baseline data that indicated mild to moderate depression. After participating in the HENRY family wellbeing service, no parents' scores indicated depression.

The calls with my Buddy have really helped with my mental wellbeing, which in turn have helped me be a better mother and partner."

Mother supported by a HENRY Buddy

Impact on families

Understanding and maximising the impact of HENRY support on children and their families is a core organisational priority. We use validated measures to routinely evaluate all programme delivery, as well as working with universities to learn from more in-depth service evaluations.

Healthier and happier families: getting children off to the best start

- 90% of families lead a healthier lifestyle
- 78% of parents are able to hold boundaries more effectively in areas such as mealtimes, bedtimes and screen time
- 77% of parents have improved emotional wellbeing, including feeling more optimistic and relaxed, as well as more often able to think clearly and deal well with problems
- 90% of families adopt healthier eating habits: fewer takeaways and meals in front of screens; more healthy, home-cooked meals eaten together as a family
- The proportion of children under 5 years eating five fruit & vegetables a day doubled, from 15% to 31%
- 70% of families with children aged 5-11 years are more physically active
- 66% of families with children aged 5-11 years are getting less daily screen time

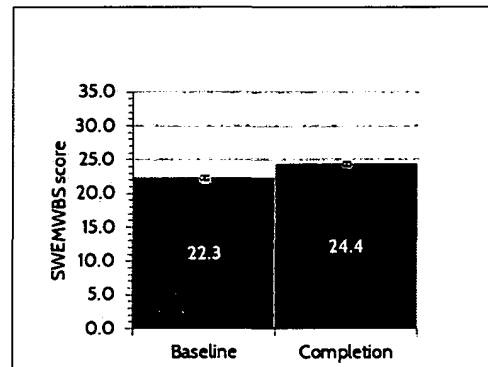


Improved parental wellbeing

Recognising that when parents are experiencing high levels of stress, anxiety and isolation they are less able to provide the kind of family lifestyle and relationships that enable children to flourish, HENRY programmes focus on improved parental wellbeing as a catalyst for change.

Using the Warwick-Edinburgh Mental Wellbeing scale (SWEMWBS) to evaluate the impact of the Healthy Families programme on parental wellbeing, we see significant improvement, with average scores rising from 22.3 at baseline to 24.4 at completion.

At the beginning of the programme, 36% of respondents had scores of 20 or less, which is indicative of possible depression. Post-programme, this fell by more than half to 16% of respondents.



Academic studies of HENRY family support

NIHR funding for full randomised control trial following successful pilot RCT¹ led by Leeds Trials Unit

Although the main focus was testing the trial methodology ahead of applying for funding for a definitive trial, the pilot RCT found the BMI z-score of children in participating families reduced towards a healthy weight while it increased in the control group.

The full trial is now underway to establish the effectiveness (and cost effectiveness) of HENRY as an obesity prevention programme delivered at scale, including its potential role from a wider systems perspective, both in terms of its impact on the system and the contextual factors influencing its effectiveness.

Specific research questions that the trial will address include:

1. What is the effectiveness and cost-effectiveness of HENRY in terms of reducing the risk of obesity in children?
2. Does HENRY influence rates of obesity in parents, siblings and health practitioners who have attended training?
3. What does the obesity system in which HENRY is positioned look like?
4. What role does HENRY play in childhood obesity prevention within the wider system?

¹ Bryant et al (2021). Cluster randomised controlled feasibility study of HENRY: a community-based intervention aimed at reducing obesity rates in preschool children. Pilot and Feasibility Studies.

Starting solids: University of Swansea evaluation of HENRY brief intervention

Young children 'like what they know' and early experiences of eating that include a wide variety of healthy foods, tastes and textures are a vital window of opportunity to help children develop a liking for healthy foods.

With funding from Sylvia Adams Trust, Professor Amy Brown led a longitudinal study of the impact of HENRY's starting solids workshop on parental feeding practices and infant food preferences - aimed at parents with a baby aged 4-6 months.

Overall, her findings showed that the workshop was highly valued by parents and carers who took part. It increased knowledge around how to introduce solid foods and signs of readiness alongside improving confidence across a range of different aspects of infant feeding. Notably, although many workshop participants were aware of guidance to start solid foods at around six months and planned to do so, many lacked certainty in how to do this. Parents and carers worried about what foods to give, in what quantity and how to do so safely. The workshop gave them the knowledge, skills and confidence to introduce their baby to a range of tastes, focusing on responsiveness and mealtime experience rather than amount consumed.

The workshop information was still clearly recalled amongst participants in the survey at 6 – 8 months and the interviews at 9 – 15 months.

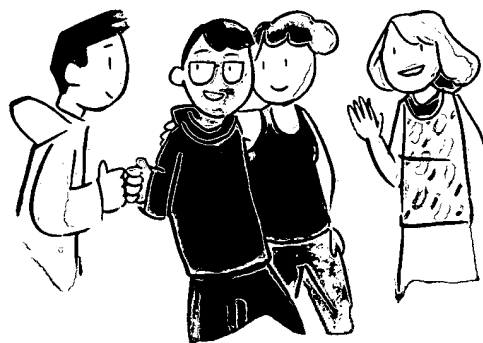
The Starting Solids workshop was overwhelmingly well received by participants and was effective even when delivered online during a challenging time through the COVID-19 pandemic. Parents and carers felt that the information given was nuanced and non-judgemental and thus trusted the information and the HENRY team over other competing sources of information such as family, friends or social media. ”

Professor Amy Brown, University of Swansea

Supporting a healthy lifestyle in the teenage years

We are working with University of Hertfordshire on a jointly-funded PhD project to develop, pilot and test a new intervention with young people aged 11-18 and their parents..

Following the literature review conducted in 20/21, this year focused development of the intervention through co-production with young people, with the pilot phase due to commence in April 2022.



Organisational management

A growing workforce

Our staff, freelance trainers and volunteers are at the heart of HENRY's values-led ethos and high quality services. We continued to recruit and train new members of the HENRY team to expand capacity in line with increased demand. The HENRY team is now made up of:

72 employed staff
14 freelance trainers
27 sessional facilitators
37 volunteers

Staff experience of working for HENRY

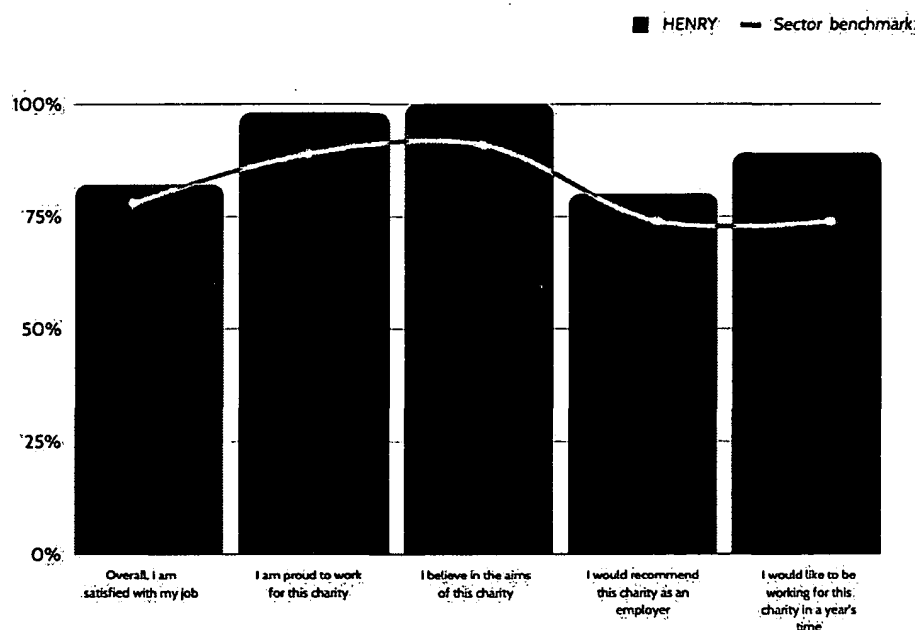
Embedding our HENRY values across relationships and teams to create a work environment in which staff feel supported, valued and motivated is a core organisational priority. Staff retention, a key indicator of job satisfaction, was 95.2% over the last year (compared to 83.5% in the previous year).

This year we changed the format of the annual staff survey and used a sector-wide survey, enabling us to benchmark HENRY staff responses against 20,000 staff in similar voluntary sector organisations.

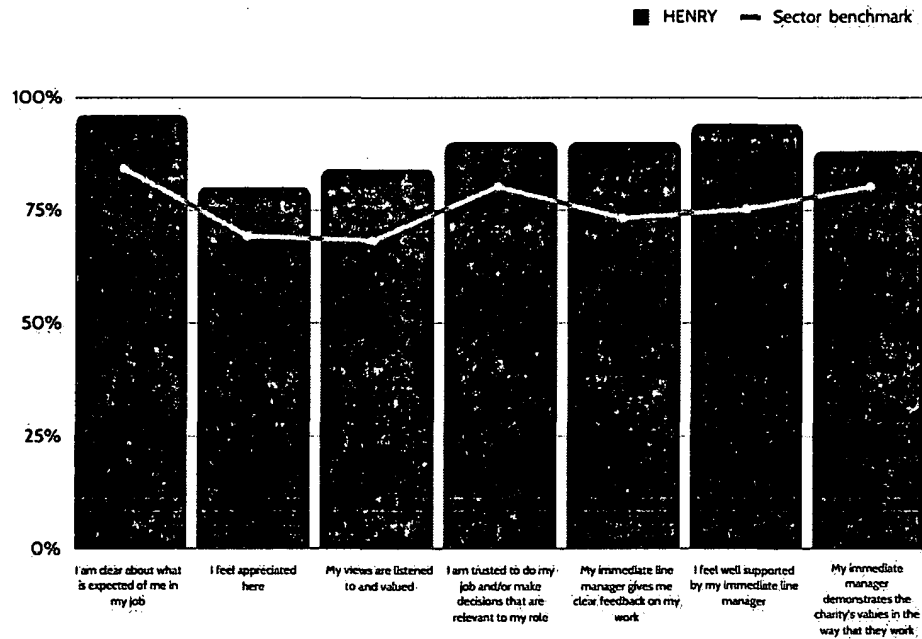
The results were very positive; the survey was completed by 81% of staff and showed staff satisfaction at HENRY is higher than the sector benchmark for 35 out of 49 measures.

Notable areas of organisational strength, with high levels of staff satisfaction evidenced by results at least 15% above the sector benchmark are:

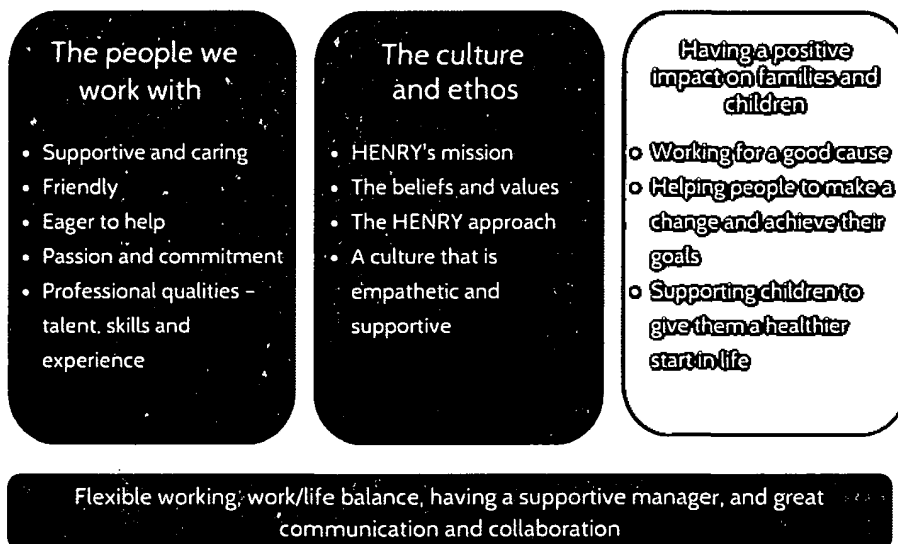
Overall job satisfaction:



People Management



Describing the best things about working for HENRY, staff highlighted:



Areas for development, with results on a par with the benchmark or slightly below, which we will be actively addressing in the coming year include:

- greater access to training and development
- access to emotional and mental support at work when needed
- manager workload

A learning organisation

Recognising that active support for learning and development underpins continuous improvement, this year we invested in a new Learning and Improvement team, led by a senior manager, which brings together evaluation, internal training and organisational development. Initiatives that are already having a significant and positive impact on organisational effectiveness and staff support include:

- digitalisation of organisational systems
- leadership development
- regular online earn and connect sessions across the whole organisation

Organisational policies and procedures

Policies are updated in alignment with legislation and national guidance, with new policies written as required. This governance cycle is overseen by the Director of Finance and Operations as part of HENRY's ongoing risk management, with senior management involvement and sign off by the Board as appropriate.

Fundraising policy

HENRY is committed to responsible and ethical fundraising. We avoid putting undue pressure on anyone to donate, for example, we do not cold call, send direct mail, or engage in door-to-door fundraising. We are registered with the Fundraising Regulator and follow their Code of Practice for charities and fundraisers.

Risk management

The Trustees have assessed the major risks to which the charity is exposed and put in place robust processes to mitigate exposure to these including maintaining a risk register. We score all risks by considering the impact of the risk and the probability of the risk occurring, identifying controls in place and determining if further mitigating action needs to be taken.

Financial Review

Conscientious financial management and decision making processes mean that we are in a healthy and robust financial position as we move into 2022/23. A strong financial performance and the onboarding of new contracts and projects will support continued growth in years to come.

Summary of financial position at March 2022

- Despite the ongoing pandemic, annual income grew by 14% - from £1.97m in 20/21 to £2.25m in 21/22.
- Direct contracts and grant funded projects remained constant at £1.6m.
- Partnership support income grew by 40% from £87k to £122k.
- Training Commissions and Resource Sales recovered significantly in 21/22 with a combined 58% increase from £144k in 20/21 to £515k, exceeding pre-pandemic levels.
- Donations income fell from £81k to £11k which was significantly higher in the previous year due to increased donations and funding received in direct response to the impact of the pandemic.

Our total expenditure increased by 22% from £1.92m to £2.34m, mainly attributable to an increase in staff costs reflecting the increase in the number of staff and the use of sessional staff to support our service delivery. An in year deficit of £92k was funded by utilising £57k of restricted funds on designated service delivery with a further £35k from unrestricted funds being invested in strategic roles and IT to support organisational growth.

Reserves Policy

Our policy on reserves is reviewed annually by the Board of Trustees and has a threefold purpose to:

- cover shutdown costs in the event of closure
- mitigate periods of financial volatility and stress
- invest in strategic development and growth.

Our current policy is to hold sufficient reserves of no less than is required to wind up the organisation if needed, plus a buffer of 1 month's running costs to cover periods of financial stress.

At the year-end unrestricted reserves amounted to £399k, with an additional £75k designated funds carried forward. This represents just under 2.5 months of total expenditure. The reserves policy and subsequent basis for the calculation is currently under review to ensure that it appropriately reflects the changing landscape in which the organisation operates and the reserves meet the needs of the organisation.

Restricted reserves at year end were £49k which related to grant-funded projects, details of which are in note 15 to the accounts.

Investment Policy

HENRY invests surplus funds in higher interest bank accounts in order to maximise income from its cash balances. This policy is reviewed annually by the Finance Committee on behalf of the Trustees.

Looking ahead

HENRY is in a strong position – financially robust, delivering rapidly expanding and highly valued services, and with many new and exciting opportunities:

- Our charity has continued to grow at a rapid rate across every year – almost 40% over 3 years.
- We are in a strong cash position, with good levels of unrestricted reserves.
- Uptake of HENRY is widespread across the UK.
- Parent, practitioner and commissioner feedback testifies to the value and impact of HENRY, as does our growing evidence base.
- We have developed new programmes during pregnancy, the primary years and, most recently, for teenagers.
- Our ability to deliver training and family support online, necessitated by Covid, is already opening up new business models and enabling us to reach and support more families.

Our new 3-year Business Plan starting in April 2022 sets out a clear vision. By March 2025 HENRY will be:

- well known for holistic support throughout childhood
- a flourishing, robust and effective organisation that is helping our most disadvantaged children to have a healthy start in life - and has the resources to do so.

To achieve our vision by March 2025, over the next 3 years we will be focusing on the following strategic objectives:

1. Invest in workforce capacity and wellbeing – and enable people to assimilate change
2. Build organisational resilience through investment in digital transformation
3. Maximise the new opportunities and business models – balancing our core offer with innovation
4. Forge new strategic partnerships to drive income, delivery and research



Statement of Responsibilities of the Trustees

The Trustees (who are also directors of the charity 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, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice). The trustees have had regard to the Charity Commission's guidance on public benefit.

Company law requires the Trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charity and of the income and expenditure of the charity for that period. In preparing those financial statements the Trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the applicable Charities SORP;
- Make judgements and accounting estimates that are reasonable and prudent;
- State whether applicable accounting standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements; and
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

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

In so far as the Trustees are aware:

- There is no relevant audit information of which the charitable company's auditors are unaware; and
- The Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The Trustees are members of the charity but this entitles them only to voting rights. The Trustees have no beneficial interest in the charity.

The Trustees

The Trustees, who are also directors under company law, who served during the year and up to the date of this report are listed on page 1.

Auditors

Godfrey Wilson Limited have continued in their capacity as auditors of the charitable company during the year. They have expressed their willingness to continue in that capacity.

Approved by the Trustees on 14 October 2022 and signed on their behalf by



Samantha Olsen - Chair of Trustees

HENRY

Reference and administrative details

For the year ended 31 March 2022

Status	The organisation is a charitable company limited by guarantee, incorporated on 4 July 2009 and registered as a charity on 7 November 2009.	
Governing document	The company was established under a memorandum of association which established the objects and powers of the charitable company and is governed under its articles of association.	
Company number	06952404	
Charity number	1132581	
Registered office and operational address	6 Elm Place Old Witney Road Eynsham Oxon OX29 4BD	
Trustees	Samantha Olsen Nigel Alcock Tracey Chong Anne Coufopoulos Joanna Dyson Rebecca Lang Dawn Leslie Anne Lloyd Mark Malbas Pinki Sahota Tom Spencer	Chair Treasurer Appointed 8 July 2021 Resigned 26 November 2021 Appointed 8 July 2021 Resigned 26 November 2021 Appointed 8 July 2021 Resigned 7 July 2022
Company secretary	Anne Keating	Resigned 15 July 2022

HENRY

Reference and administrative details

For the year ended 31 March 2022

Key management personnel	Tom Berry	Head of Partnerships and Business Development
	Ginny Cullen	Head of Marketing and Fundraising (from 14 June 2021 to 3 December 2021)
	Claire Farrell	Head of Training and Development (from 2 August 2021)
	Ian Hayes	Head of Finance and Administration (to 24 June 2022)
	Hannah Hickman	Head of Service Delivery
	Anne Keating	Director of Operations (to 15 July 2022)
	Kelly Pascall	Service Manager (Waltham Forest)
	Edwina Pateman	Senior Manager (Partnerships)
	Megan Pond	Head of Learning and Improvement (from 6 September 2021)
	Kim Roberts	Chief Executive
Auditors	Godfrey Wilson Limited Chartered accountants and statutory auditors 5th Floor Mariner House 62 Prince Street Bristol BS1 4QD	
Bankers	CAF 25 Kings Hill Avenue Kings Hill West Malling Kent ME19 4JQ	Nationwide Building Society Nationwide House Pipers Way Swindon SN38 1NW
	Aldermore 1st Floor Block B, Western House Western House Lynch Wood Peterborough PE2 6FZ	The Hanley Economic Building Society Granville House Festival Park Hanley Stoke-on-Trent Staffordshire ST1 5TB
HR advisors	Ellis Whittam Ltd Woodhouse, Church Lane Aldford, Chester CH3 6JD	

Independent auditors' report

To the members of

HENRY

Opinion

We have audited the financial statements of HENRY (the 'charity') for the year ended 31 March 2022 which comprise the statement of financial activities, balance sheet, statement of cash flows and the related 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 Financial Reporting Standard 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 charity's affairs as at 31 March 2022 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 charity 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 charity'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.

Independent auditors' report

To the members of

HENRY

Other information

The trustees are responsible for the other information. The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. 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.

Opinion 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' report (incorporating the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report (incorporating the directors' 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 charity and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report. We have nothing to report in respect of the following matters in relation to which 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;
- the financial statements are not in agreement with the accounting records and returns;
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not obtained all the information and explanations necessary for the purposes of our audit.

Independent auditors' report

To the members of

HENRY

Responsibilities of the trustees

As explained more fully in the trustees' responsibilities statement set out in the trustees' report, the trustees 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 they 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 charity'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 charity or to cease operations, or have no realistic alternative but to do so.

Our 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 the 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 procedures we carried out and the extent to which they are capable of detecting irregularities, including fraud, are detailed below:

(1) We obtained an understanding of the legal and regulatory framework that the charity operates in, and assessed the risk of non-compliance with applicable laws and regulations. Throughout the audit, we remained alert to possible indications of non-compliance.

(2) We reviewed the charity's policies and procedures in relation to:

- Identifying, evaluating and complying with laws and regulations, and whether they were aware of any instances of non-compliance;
- Detecting and responding to the risk of fraud, and whether they were aware of any actual, suspected or alleged fraud; and
- Designing and implementing internal controls to mitigate the risk of non-compliance with laws and regulations, including fraud.

(3) We inspected the minutes of trustee meetings.

Independent auditors' report

To the members of

HENRY

(4) We enquired about any non-routine communication with regulators and reviewed any reports made to them.

(5) We reviewed the financial statement disclosures and assessed their compliance with applicable laws and regulations.

(6) We performed analytical procedures to identify any unusual or unexpected transactions or balances that may indicate a risk of material fraud or error.

(7) We assessed the risk of fraud through management override of controls and carried out procedures to address this risk. Our procedures included:

- Testing the appropriateness of journal entries;
- Assessing judgements and accounting estimates for potential bias;
- Reviewing related party transactions; and
- Testing transactions that are unusual or outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. Irregularities that arise due to fraud can be even harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Independent auditors' report

To the members of

HENRY

Use of our report

This report is made solely to the charity'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 charity'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 anyone other than the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

Alison Godfrey

Date: 18 October 2022

Alison Godfrey FCA
(Senior Statutory Auditor)

For and on behalf of:

GODFREY WILSON LIMITED

Chartered accountants and statutory auditors

5th Floor Mariner House

62 Prince Street

Bristol

BS1 4QD

HENRY

Statement of financial activities *(incorporating an income and expenditure account)*

For the year ended 31 March 2022

				2022	2021
	Note	Restricted £	Unrestricted £	Total £	Total £
Income from:					
Donations and legacies	3	-	19,867	19,867	140,809
Charitable activities	5	675,770	1,550,724	2,226,494	1,826,276
Investments		-	2,459	2,459	2,638
Total income		675,770	1,573,050	2,248,820	1,969,723
Expenditure on:					
Raising funds		-	53,599	53,599	71,978
Charitable activities		741,588	1,546,272	2,287,860	1,848,576
Total expenditure	7	741,588	1,599,871	2,341,459	1,920,554
Net income / (expenditure)	8	(65,818)	(26,821)	(92,639)	49,169
Transfers between funds		8,348	(8,348)	-	-
Net movement in funds		(57,470)	(35,169)	(92,639)	49,169
Funds at the start of the year		106,918	509,728	616,646	567,477
Funds at the end of the year		49,448	474,559	524,007	616,646

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in note 15 to the financial statements.

HENRY

Balance sheet

As at 31 March 2022

	Note	£	2022 £	2021 £
Fixed assets				
Tangible fixed assets	10		32,876	37,507
Current assets				
Stocks	11	66,921		55,939
Debtors	12	730,966		544,983
Current asset investments		104,747		103,896
Cash at bank and in hand		469,106		743,450
		1,371,740		1,448,268
Liabilities				
Creditors: amounts falling due within 1 year	13	880,609		869,129
Net current assets			491,131	579,139
Net assets	14		524,007	616,646
Funds	15			
Restricted funds			49,448	106,918
Unrestricted funds:				
Designated funds			75,392	75,392
General funds			399,167	434,336
Total funds			524,007	616,646

These accounts have been prepared in accordance with the special provisions applicable to companies subject to the small companies' regime.

Approved by the trustees on 14 October 2022 and signed on their behalf by



Samantha Olsen - Chair of Trustees

HENRY**Statement of cash flows****For the year ended 31 March 2022**

	2022 £	2021 £
Cash used in operating activities:		
Net movement in funds	(92,639)	49,169
<i>Adjustments for:</i>		
Depreciation charges	7,942	7,028
Dividends, interest and rents from investments	(2,459)	(2,638)
Decrease / (increase) in stock	(10,982)	474
Decrease / (increase) in debtors	(185,983)	126,096
Increase / (decrease) in creditors	11,480	234,926
Net cash provided by operating activities	(272,641)	415,055
Cash flows from investing activities:		
Purchase of tangible fixed assets	(3,311)	-
Dividends, interest and rents from investments	2,459	2,638
Net cash provided by investing activities	(852)	2,638
Increase / (decrease) in cash and cash equivalents in the year	(273,493)	417,693
Cash and cash equivalents at the beginning of the year	847,346	429,653
Cash and cash equivalents at the end of the year	573,853	847,346
Analysed as:		
Cash at bank and in hand	469,106	743,450
Current asset investments	104,747	103,896
	573,853	847,346

The charity has not provided an analysis of changes in net debt as it does not have any long term financing arrangements.

HENRY

Notes to the financial statements

For the year ended 31 March 2022

1. Accounting policies

a) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities in preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

HENRY meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

b) Going concern basis of accounting

The accounts have been prepared on the assumption that the charity is able to continue as a going concern, which the trustees consider appropriate having regard to the current level of unrestricted reserves and having considered the impact of the ongoing Covid pandemic. There are no material uncertainties about the charity's ability to continue as a going concern.

c) Income

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

Income from the government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Training commissions, licence fee income, income from the sale of resources received in advance of delivery of the goods and income from contracts is deferred until criteria for income recognition are met.

d) Donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item, is probable and the economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), general volunteer time is not recognised.

HENRY

Notes to the financial statements

For the year ended 31 March 2022

1. Accounting policies (continued)

Donated services and facilities (continued)

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

e) Interest receivable

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.

f) Funds accounting

Unrestricted funds are available to spend on activities that further any of the purposes of the charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

g) Expenditure and irrecoverable VAT

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.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

h) Allocation of support and governance costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Governance costs are the costs associated with the governance arrangements of the charity, including the costs of complying with constitutional and statutory requirements and any costs associated with the strategic management of the charity's activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities on the following basis, which is an estimate of staff time:

	2022	2021
Raising funds	2.4%	3.8%
Charitable activities	97.6%	96.2%

HENRY

Notes to the financial statements

For the year ended 31 March 2022

1. Accounting policies (continued)

i) Redundancy costs

Where an employee receives a termination benefit the full cost is recognised at the date the employee is notified.

j) Tangible fixed assets

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:

Leasehold improvements	Straight line over remaining life of lease
Computer equipment	Straight line over 3 years
Fixtures and fittings	Straight line over 4 years

k) Stock

Stocks are valued at the lower of cost and net realisable value, after making allowance for obsolete and slow moving items.

l) 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.

m) Current asset investments

Current asset investments consist of cash held on deposit in interest bearing accounts. Such investments are measured at their fair value.

n) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

o) Creditors

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.

HENRY

Notes to the financial statements

For the year ended 31 March 2022

1. Accounting policies (continued)

p) Financial instruments

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.

q) Pension costs

The charitable company operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the company in an independently administered fund. The pension costs charged to the statement of financial activities represents the contribution payable by the charitable company during the year.

r) Operating leases

Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged against profits on a straight-line basis over the period of the lease.

s) Foreign currency transactions

Transactions in foreign currencies are translated at rates prevailing at the date of the transaction. Balances denominated in foreign currencies are translated at the rate of exchange prevailing at the year end.

t) Accounting estimates and key judgements

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

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

The key sources of estimation uncertainty that have a significant effect on the amounts recognised in the financial statements are depreciation (as described in note 1 (j) above).

HENRY

Notes to the financial statements

For the year ended 31 March 2022

2. Prior period comparatives

	Restricted £	Unrestricted £	2021 Total £
Income from:			
Donations and legacies	44,581	96,228	140,809
Charitable activities	691,413	1,134,863	1,826,276
Investments	-	2,638	2,638
Total income	735,994	1,233,729	1,969,723
Expenditure on:			
Raising funds	-	71,978	71,978
Charitable activities	687,852	1,160,724	1,848,576
Total expenditure	687,852	1,232,702	1,920,554
Net income and net movement in funds	48,142	1,027	49,169

3. Income from donations

	Restricted £	Unrestricted £	2022 Total £	2021 Total £
Coronavirus Job Retention Scheme	-	9,065	9,065	60,229
Other donations	-	10,802	10,802	80,580
	-	19,867	19,867	140,809

All income from donations was unrestricted in the prior period, except £44,581 of other donations.

4. Government grants

The charitable company receives government grants, defined as funding from HMRC's Coronavirus Job Retention Scheme. The total value of such grants in the period ending 31 March 2022 was £9,065 (2021: £60,229). There are no unfulfilled conditions or contingencies attaching to these grants.

HENRY

Notes to the financial statements

For the year ended 31 March 2022

5. Income from charitable activities

	Restricted £	Unrestricted £	2022 Total £	2021 Total £
Grants (note 6)	673,770	-	673,770	689,413
Direct contracts	-	915,932	915,932	905,438
Training commissions	-	387,892	387,892	95,772
Sales of resources	-	126,633	126,633	48,220
Licence fees	2,000	120,267	122,267	87,433
	<u>675,770</u>	<u>1,550,724</u>	<u>2,226,494</u>	<u>1,826,276</u>

All income from charitable activities in the prior period was unrestricted, except £689,413 of grant income, which was restricted (see note 6) and £2,000 licence fees.

6. Grants receivable

	Restricted £	Unrestricted £	2022 Total £	2021 Total £
Big Lottery Fund grants:				
Better Start Bradford – Healthy Families project	174,502	-	174,502	130,701
Better Start Southend – Healthy Families project	123,837	-	123,837	120,918
Better Start Southend – Preparation for Parenthood	113,813	-	113,813	116,054
Better Start Bradford – Cooking for a Better Start	73,988	-	73,988	35,294
Better Start Blackpool – Infant and Young Child Feeding Service	146,650	-	146,650	80,317
Reaching Communities	-	-	-	100,642
National Children's Bureau (LEAP)	40,980	-	40,980	76,380
Sylvia Adams Charitable Trust	-	-	-	29,107
	<u>673,770</u>	<u>-</u>	<u>673,770</u>	<u>689,413</u>

All grants receivable in the current and prior period were restricted.

HENRY**Notes to the financial statements****For the year ended 31 March 2022****7. Expenditure**

	Raising funds	Charitable activities	Support and governance costs	Total 2022
	£	£	£	£
Cost of resources	-	62,077	-	62,077
Trainer costs	-	160,066	-	160,066
Development costs	-	18,950	-	18,950
Delivery costs	-	147,765	-	147,765
Governance costs	-	-	749	749
Staff costs (note 9)	37,742	1,517,375	214,063	1,769,180
Other staff costs	-	-	33,417	33,417
Premises costs	-	-	45,236	45,236
Marketing costs	6,365	-	-	6,365
Audit and accountancy	-	-	6,125	6,125
Business costs	-	-	11,452	11,452
IT and communications	-	-	47,226	47,226
Office costs	-	-	17,066	17,066
Depreciation	-	-	7,942	7,942
Irrecoverable VAT	-	-	7,843	7,843
Sub-total	44,107	1,906,233	391,119	2,341,459
Allocation of support and governance costs	9,492	381,627	(391,119)	-
Total expenditure	53,599	2,287,860	-	2,341,459

HENRY

Notes to the financial statements

For the year ended 31 March 2022

7. Expenditure - prior period comparative

	Raising funds	Charitable activities	Support and governance costs	Total 2021
	£	£	£	£
Cost of resources	-	32,268	-	32,268
Trainer costs	-	22,303	-	22,303
Development costs	-	21,646	-	21,646
Delivery costs	-	128,294	-	128,294
Governance costs	-	-	13	13
Staff costs (note 9)	51,672	1,319,358	230,724	1,601,754
Other staff costs	-	-	13,193	13,193
Premises costs	-	-	33,215	33,215
Marketing costs	7,590	-	-	7,590
Audit and accountancy	-	-	6,200	6,200
Business costs	-	-	9,220	9,220
IT and communications	-	-	19,778	19,778
Office costs	-	-	12,063	12,063
Depreciation	-	-	7,028	7,028
Irrecoverable VAT	-	-	5,989	5,989
Sub-total	59,262	1,523,869	337,423	1,920,554
Allocation of support and governance costs	12,716	324,707	(337,423)	-
Total expenditure	71,978	1,848,576	-	1,920,554

HENRY

Notes to the financial statements

For the year ended 31 March 2022

8. Net movement in funds

This is stated after charging:

	2022 £	2021 £
Depreciation	7,942	7,028
Trustees' remuneration	Nil	Nil
Trustees' reimbursed expenses	749	Nil
Auditors' remuneration:		
▪ Statutory audit	<u>6,500</u>	<u>6,125</u>

During the year, 6 trustees (2021: Nil) were reimbursed for travel costs relating to attendance at board meetings.

Total governance costs in the year were £8,549 (2021: £7,363).

9. Staff costs and numbers

Staff costs were as follows:

	2022 £	2021 £
Salaries and wages	1,493,641	1,371,596
Social security costs	125,941	110,515
Pension contributions	139,611	117,926
Redundancy payments	<u>9,987</u>	<u>1,717</u>
	<u>1,769,180</u>	<u>1,601,754</u>

The key management personnel of the charity comprise the trustees, the chief executive and senior management team. The total employee benefits received by the key management personnel of the charity were £366,778 (2021: £333,231).

One employee earned between £60,000 and £70,000 during the year (2021: one). The average head count during the reporting period was 70 (2021: 60).

During the year, redundancy payments totalling £9,987 were paid to four employees (2021: Nil). No amounts were outstanding as of 31 March 2022.

HENRY

Notes to the financial statements

For the year ended 31 March 2022

10. Tangible fixed assets

	Fixtures and fittings £	Leasehold improvements £	Computer equipment £	Total £
Cost				
At 1 April 2021	5,255	44,518	6192	55,965
Additions in the year	484	-	2827	3,311
At 31 March 2022	<u>5,739</u>	<u>44,518</u>	<u>9,019</u>	<u>59,276</u>
Depreciation				
At 1 April 2021	3,139	10,494	4,825	18,458
Charge for the year	1,363	4,690	1,889	7,942
At 31 March 2022	<u>4,502</u>	<u>15,184</u>	<u>6,714</u>	<u>26,400</u>
Net book value				
At 31 March 2022	<u>1,237</u>	<u>29,334</u>	<u>2,305</u>	<u>32,876</u>
At 31 March 2021	<u>2,116</u>	<u>34,024</u>	<u>1,367</u>	<u>37,507</u>

11. Stock

	2022 £	2021 £
Finished goods	<u>66,921</u>	<u>55,939</u>

12. Debtors

	2022 £	2021 £
Trade debtors	490,263	392,820
Prepayments	30,752	28,185
Accrued income	<u>209,951</u>	<u>123,978</u>
	<u>730,966</u>	<u>544,983</u>

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Notes to the financial statements

For the year ended 31 March 2022

13. Creditors: amounts due within 1 year

	2022	2021
	£	£
Trade creditors	79,555	17,156
PAYE and social security	49,783	41,762
VAT	48,957	65,799
Accruals	65,701	85,119
Deferred income	629,179	634,612
Other creditors	7,434	24,681
	<u>880,609</u>	<u>869,129</u>

Movements in deferred income consist of:

Balance brought forward	634,612	417,399
Amounts released in the period	(634,612)	(417,399)
Amounts deferred in the period	<u>629,179</u>	<u>634,612</u>
Balance carried forward	<u>629,179</u>	<u>634,612</u>

HENRY provides training, resources and other services under contracts. Where these are paid for in advance, the income is deferred to future periods in line with the stage of completion of the contract.

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Notes to the financial statements

For the year ended 31 March 2022

14. Analysis of net assets between funds

	Restricted funds £	Designated funds £	General funds £	Total funds £
Tangible fixed assets	-	-	32,876	32,876
Net current assets	<u>49,448</u>	<u>75,392</u>	<u>366,291</u>	<u>491,131</u>
Net assets at 31 March 2022	<u>49,448</u>	<u>75,392</u>	<u>399,167</u>	<u>524,007</u>

Prior period comparative

	Restricted funds £	Designated funds £	General funds £	Total funds £
Tangible fixed assets	-	-	37,507	37,507
Net current assets	<u>106,918</u>	<u>75,392</u>	<u>396,829</u>	<u>579,139</u>
Net assets at 31 March 2021	<u>106,918</u>	<u>75,392</u>	<u>434,336</u>	<u>616,646</u>

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Notes to the financial statements

For the year ended 31 March 2022

15. Movements in funds

	At 1 April 2021 £	Income £	Expenditure £	Transfers between funds £	At 31 March 2022 £
Restricted funds:					
<i>Big Lottery Fund:</i>					
Reaching Communities	11,055	-	(10,947)	(108)	-
Better Start Bradford - Healthy Families project	-	174,502	(174,645)	143	-
Better Start Southend - Healthy Families project	35,983	123,837	(123,837)	(20,727)	15,256
Better Start Southend - Preparation for Parenthood project	-	113,813	(113,936)	123	-
Better Start Bradford - Cooking for a Better Start project	-	73,988	(73,989)	1	-
Better Start Blackpool - Infant and Young Child Feeding Service	27,249	146,650	(153,625)	-	20,274
<i>Other funders:</i>					
HENRY Buddies (National)	2,169	-	(22,561)	20,392	-
HENRY Buddies (Oxfordshire)	-	-	(204)	204	-
Lambeth Early Action Partnership	-	40,980	(42,725)	1,745	-
Healthy Families Programme	1,355	2,000	(5,219)	1,864	-
HENRY research hub	-	-	(10,980)	10,980	-
Sylvia Adams Charitable Trust	29,107	-	(8,920)	(6,269)	13,918
Total restricted funds	106,918	675,770	(741,588)	8,348	49,448

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Notes to the financial statements

For the year ended 31 March 2022

15. Movements in funds (continued)

	At 1 April 2021 £	Income £	Expenditure £	Transfers between funds £	At 31 March 2022 £
Unrestricted funds:					
<i>Designated funds:</i>					
Marketing	42,992	-	-	-	42,992
Service development	27,400	-	-	-	27,400
Premises	5,000	-	-	-	5,000
Total designated funds	<u>75,392</u>	<u>-</u>	<u>-</u>	<u>-</u>	75,392
General funds	<u>434,336</u>	<u>1,573,050</u>	<u>(1,599,871)</u>	<u>(8,348)</u>	399,167
Total unrestricted funds	<u>509,728</u>	<u>1,573,050</u>	<u>(1,599,871)</u>	<u>(8,348)</u>	474,559
Total funds	<u>616,646</u>	<u>2,248,820</u>	<u>(2,341,459)</u>	<u>-</u>	<u>524,007</u>

Transfer of funds represents the use of restricted funds towards research activities, as approved by the funder, or the removal of small erroneous balances.

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Notes to the financial statements

For the year ended 31 March 2022

15. Movements in funds (continued)
Purposes of restricted funds

Reaching Communities

The Big Lottery Reaching Communities Fund is for the A Healthy Start project, a project which supports volunteers interested in acting as peer-supporters in their community (in Leeds, Sheffield and Telford) to help families with young children develop a healthier, happier family lifestyle.

Better Start Bradford – Healthy Families project

The Fulfilling Lives: A Better Start fund is a lottery initiative to provide a good start in life for young children. HENRY receives funding from Bradford Trident (lottery grant recipient) to support this initiative through HENRY training, programmes, volunteering and resources.

Better Start Southend – Healthy Families project

The Fulfilling Lives: A Better Start fund is a lottery initiative to provide a good start in life for young children. HENRY receives funding from the Pre-School Learning Alliance (lottery grant recipient) to support this initiative through HENRY training, programmes, volunteering and resources.

Better Start Southend – Preparation for Parenthood project

A Better Start fund is a lottery initiative to provide a good start in life for young children. HENRY receives funding from the Pre-School Learning Alliance (lottery grant recipient) to support this initiative for expectant parents as they approach the birth of their baby through HENRY programmes, face to face and online support, and resources.

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Notes to the financial statements

For the year ended 31 March 2022

15. Movements in funds (continued)

Better Start Bradford – Cooking for a Better Start project

The Fulfilling Lives: A Better Start fund is a lottery initiative to provide a good start in life for young children. HENRY receives funding from Bradford Trident (lottery grant recipient) to support this initiative through delivery of a 6-week cooking programme.

Better Start Blackpool – Infant and Young Child Feeding Service

A Better Start fund is a lottery initiative to provide a good start in life for young children. HENRY receives funding from the NSPCC (lottery grant recipient) to support HENRY's Infant and Young Child feeding Service in Blackpool, working to improve the health outcomes for Blackpool's youngest children and support generational changes throughout the town. The service HENRY provides includes infant feeding support, workshops to support safe responsive feeding and workforce training.

HENRY Buddies (National)

Funding to support vulnerable families nationally during the Covid-19 pandemic. Support is provided through one-to-one telephone support where families are either referred to HENRY through other organisations or where families approach HENRY directly for support.

HENRY Buddies (Oxfordshire)

Specific funding focussed on the county of Oxfordshire to provide the same range of family support as the above national programme.

Lambeth Early Action Partnership

LEAP is a lottery initiative to provide a good start in life for children. HENRY receives funding from National Children's Bureau (lottery grant recipient) to support this initiative for families through HENRY training, programmes and resources.

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Notes to the financial statements

For the year ended 31 March 2022

15. Movements in funds (continued)

Healthy Families Programme Oxfordshire

HENRY seeks grant funding, corporate support, and other donations from multiple sources to fund the delivery of HENRY Healthy Families programmes (group and 1-to-1) in deprived areas of Oxfordshire. HENRY receives several small contributions (ranging from a few hundred to a few thousand pounds) to support this work.

Regional funding

Income and expenditure associated with smaller regional projects and charitable activities funded through donations and grants from multiple sources.

HENRY research hub

Funding to develop HENRY's research and evaluation activities.

Sylvia Adams Charitable Trust

Funding to support HENRY's work on introducing solid foods.

Purposes of designated funds

In May 2018 the trustees set aside £134,000 to invest in elements of our new 3 year strategic plan. Chiefly, investments in marketing, office infrastructure (as part of our move to new national office premises in December 2018) and in developing new training courses and family interventions. We entered 2021-22 with £75,392 remaining in our designated fund. Performance in the year meant that we did not require further use of designated funds and thus carry over this balance into 2022-23.

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Notes to the financial statements

For the year ended 31 March 2022

15. Movements in funds (continued)

Prior period comparative

	At 1 April 2020 £	Income £	Expenditure £	Transfers between funds £	At 31 March 2021 £
Restricted funds:					
<i>Big Lottery Fund:</i>					
Reaching Communities	4,952	100,642	(94,539)	-	11,055
Better Start Bradford – Healthy Families project	-	130,701	(130,701)	-	-
Better Start Southend – Healthy Families project	20,711	120,918	(105,646)	-	35,983
Better Start Southend – Preparation for Parenthood project	-	116,054	(116,054)	-	-
Better Start Bradford – Cooking for a Better Start project	-	35,294	(35,294)	-	-
Better Start Blackpool – Infant and Young Child Feeding Service	-	80,317	(53,068)	-	27,249
<i>Other funders:</i>					
HENRY Buddies (National)	-	26,496	(24,327)	-	2,169
HENRY Buddies (Oxfordshire)	-	8,730	(8,730)	-	-
Lambeth Early Action Partnership	-	76,380	(76,380)	-	-
Healthy Families Programme	-	4,854	(3,499)	-	1,355
Regional funding	-	6,501	(6,501)	-	-
HENRY research hub	4,597	-	(19,440)	14,843	-
Sylvia Adams Charitable Trust	28,516	29,107	(13,673)	(14,843)	29,107
Total restricted funds	58,776	735,994	(687,852)	-	106,918

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Notes to the financial statements

For the year ended 31 March 2022

15. Movements in funds (continued) Prior period comparative

	At 1 April 2020 £	Income £	Expenditure £	Transfers between funds £	At 31 March 2021 £
Unrestricted funds:					
<i>Designated funds:</i>					
Marketing	42,992	-	-	-	42,992
Service development	27,400	-	-	-	27,400
Premises	5,000	-	-	-	5,000
Total designated funds	75,392	-	-	-	75,392
General funds	433,309	1,233,729	(1,232,702)	-	434,336
Total unrestricted funds	508,701	1,233,729	(1,232,702)	-	509,728
Total funds	567,477	1,969,723	(1,920,554)	-	616,646

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Notes to the financial statements

For the year ended 31 March 2022

16. Operating leases

The charity had operating leases at the year end with total future minimum lease payments as follows:

	Land and buildings		Office equipment	
	2022	2021	2022	2021
	£	£	£	£
Amount falling due:				
Within 1 year	7,500	30,000	1,920	716
Within 2 - 5 years	-	7,500	7,680	1,372

17. Related party transactions

During the year, Tom Spencer (Trustee) worked as a freelance trainer for HENRY and received £2,100, plus £50 for related expenses (2021: Nil). The amount outstanding at year end was £2,150.40.