Home-Start Worldwide

Annual Report and Accounts 2020

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Home-Start Worldwide, a company Limited by Guarantee, company number 07371168
Registered charity in England and Wales number 1139678
Reference and Administrative Information

Company number 07371168 (England and Wales)
Charity number 1139678 (England and Wales)
Registered office 63/66 Hatton Garden, Fifth Floor Suite 23, London, EC1N 8LE

Trustees The Trustees, who are also directors under company law, were:
Sheena Stewart Chair
Nicholas Vest Treasurer
Yukie Yamada*
Anthonius G. Kragten*
Joan van Niekerk
Oliver Hickson
Cornelia de Bruijn Appointed 23 September 2020
Kirpal Dhadda Resigned 31 March 2020
Alzbeta Candia Munoz* Resigned 31 March 2020
Charan Nelanders Resigned 2 July 2020

Tony Philip was appointed as a director after the year end, on 13 September 2021

*Indicates a member representative

Chief Executive Officer Kirpal Dhadda (from September 2020)

Bankers National Westminster Bank
Sloane Square Branch
Unit 5, The Willett Building
2 Sloane Gardens
London
SW1W 8DL

Independent examiner Sian Lewis ACA
8 Coldbath Square
London
EC1R 5HL
Members

The Members of Home-Start Worldwide in 2020 were as follows:

*Accredited Members:*
Home-Start National Australia
Home-Start Czech Republic
Home-Start Familiekontakt, Denmark
Association PASEO, France
Home-Start Hellas, Greece
Otthon Segítunk Alapítvány, Hungary
Home-Start Blanchardstown, Ireland
Home-Start Japan
Foundation for Social Welfare Services, Malta
Humanitas, The Netherlands
Home-Start Familiekontakten, Norway
Fundacja Dajemy Dzieciom Site, Poland
Premiers Pas Quebec, Canada
Adina Stiftelsen Foundation, Romania
Home-Start South Africa
Home-Start Uganda
Home-Start UK

*Associate Members:*
Domo vzw, Belgium – joined September 2020
Home-Start Giriwanyu A.S.B.L, Burundi
Home-Start Tanzania
Home-Start Lanka, Sri Lanka
Home-Start Zambia
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Report of the Trustees for the year ended 31 December 2020

The Trustees present their Report and Financial Statements for the year ended 31 December 2020. The Financial Statements have been prepared in accordance with the accounting policies set out in Note 1 on pages 22 and 23 and comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and Accounting and Reporting by Charities and the Statement of Recommended Practice - Accounting and Reporting by Charities (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard for Smaller Entities.

Home-Start Worldwide Overview

Home-Start is a leading charity in parental support and early years development, an area increasingly recognised for its crucial importance to a child’s life-chances. It was first launched in the UK in 1973 and is now in 22 countries.

The simple formula involves training local volunteers to support families with young children who are facing difficulties, to help ensure a positive early childhood for their children. The work involves home visiting, friendship and uncritical help, with expert guidance available where needed.

Home-Start is delivered as a grass-roots, community-based, service, reporting usually to a local board. In 2020, 504 local Home-Start schemes and 20,000 trained volunteers supported 36,000 families, and almost 74,000 children worldwide. The charity is also recognised for its skills with volunteers.

There has been extensive academic evidence. In 2014, based on research by the University of Amsterdam, Home-Start was rated “best practice” for “evidence of effectiveness, transferability and enduring impact” by the EU-EPIC Platform for Investing in Children. To this day, we remain one of only two organisations to be assessed as best practice amongst the 76 on the EPIC list.

First launched in 1999, Home-Start Worldwide oversees and coordinates the international network. This now operates though a membership structure open to all Home-Start national offices. These range from independent Home-Start national structures to partner NGOs who sponsor Home-Start work.

Home-Start Worldwide licenses and approves member countries, defines core principles and strategy, sets and leads the Quality Assurance audits, ensures adequate training and sets the Safeguarding standards which all members must respect. Above all, it ensures communication with and between members, builds cohesion, ensures success transfer, and helps promote the Home-Start name.

The obligations of both the Board and the Members are set down in the HSW Members’ Charter. Home-Start Worldwide has no legal or financial responsibility for the members themselves, except where they might, exceptionally, extend a guarantee. And while HSUK is a supportive member, HSW does not manage any aspect of HSUK work and policies.
Report of the Trustees for the year ended 31 December 2020

Objectives, Mission and Values

Vision
Home-Start Worldwide wants to see a world where vulnerable families receive the help they need to give their children a safe and healthy start in life.

Mission
To help families and children by facilitating the growth, development and sustainability of the Home-Start family support service worldwide.

Values
Members commit to the Vision and Values set down in the HSW Members’ Charter, the HSW Operating Principles and the UN Convention on the Rights of the Child. All Members strongly align with the Universal Call to Action and the UN Goals that no man should be left behind. They are fully committed to the Safeguarding of Children and Vulnerable Adults.

Purpose
The basic remit covers the following areas
- Safeguard and preserve the good health, mental and physical, of children, young persons, parents or primary carers
- Relieve sickness, poverty and need among children, their families or carers
- Prevent cruelty to or maltreatment of children
- Advance the education of parents and the public in better standards of childcare

The 2030 UN Goals
In SDG terms, all members are committed to ending Poverty (SDG 1), Home-Start works widely in partnerships (SDG 17) and at local community level. Individual member countries may focus on a range of goals in the context of specific projects. However, all Members are committed to meeting:
- SDG 3: Ensure healthy lives and promote wellbeing for all
- SDG 4.2: Access to quality early childhood development
- SDG 16.2: End abuse, exploitation, trafficking and all forms of violence and torture of children

Core Values
All Members undertake to respect these values under the terms of the Member’s Charter
- All rights established under the UN Convention of the Rights of the Child
- Child protection and the safeguarding of vulnerable persons
- Equal opportunity, fairness and diversity is all spheres of activity
- Respect for the identity and rights of each person and family that we serve
- Opposing any form of discrimination based on ethnic origin, religion, culture, physical condition, gender identity, secular orientation of any other factor
- Protect gender equality within the family
- Respect the confidentiality of the family
- Being flexible and responsive to family needs and supporting families through friendship
Report of the Trustees for the year ended 31 December 2020

**Home-Start Services**

The core service involves family home-visiting. The volunteers visit the family, on average once a week, and stay with them for two to three hours. The families will seek support for a wide range of reasons, from illness or disability to a simple inability to cope, but help is freely solicited by the family, and visits last as long as the family requires.

The volunteers share their experience as parents and offer emotional and practical support, in an informal, non-judgmental and friendly way. Unless a child’s safety is at risk, all information stays strictly confidential. They also try to build the family’s social network and facilitate access to social services.

Parental issues will vary by location and local practice. Africa has long focused on family health and nutrition. Recent immigrants may need help in navigating basic services. Some parents simply need practical advice, parenting skills, or good role models to start to thrive. Others may need help with disabilities, the child’s health, divorce and separation or their own depression and mental health.

Some schemes offer additional services, from perinatal support to language development, or preparation for school. A few members are qualified to help with high-risk families or have training in parent effectiveness or psychosocial counselling. The volunteers may receive specialised training for these projects.

Many use practices such as learning through play, basic literacy or musical appreciation. Hungary has grouped parents of children with disabilities to show them that they are not alone and can also help support each other. With the high incidence of HIV, South Africa runs child bereavement counselling.

Others appeal to local culture or certain important values: Hungary works extensively with story-telling. Australia insists on social inclusion from the start, teaching children to understand and respect other cultures, to celebrate the Traditional Custodians of the Land at playgroups or other social events.

There has been research on the benefits to the Home-Start volunteers themselves, where building skills and confidence, and contributing to the community, has been identified as a route to work. This is reinforced by the quality of the Home-Start training, the ongoing coordinator support, the great group spirit at the regular volunteer meetings and the evident impact on families.

**Home-Start Member Structure**

Home-Start standards require the following of any entity using the Home-Start name:

- **Formal Operating Structures**
- **Skilled, professional leadership**
- **Highly trained volunteers**

Each national office, and most of the local schemes, will be registered as distinct legal entities, with their own local boards. Scheme management must be professional, ethical, accountable and fully transparent. Local governance helps develop and fund the work, build the local profile and closely supervise the operations. The boards contribute with pride to their communities, and lead by example as they do so.

The schemes are led by qualified, Home-Start trained, professionals. This ensures effective promotion of the services, the training and supervision of the volunteers, close monitoring of family progress and access to the right support if serious issues are identified. It also ensures respect of QA and Safeguarding standards and local regulatory requirements.

The community focus has been present since inception. This energises the teams, recognises the volunteers and ensures respect of local culture and local needs, fostering the ‘local self-help’ formula.
Report of the Trustees for the year ended 31 December 2020

which many now look to adopt.

Most countries have a Home-Start National Office, which supervises the local schemes and represent them as the member of Home-Start Worldwide. Membership, and the use of the Home-Start name, depends on meeting the Quality Assurance standards drawn up by HSW and regularly assessed through audits.

In 2020, five member countries were led by partner organisations, the largest being Humanitas in the Netherlands. Many of the independent offices will also work with local partner schemes. While the Home-Start identity and principles must always be met, some schemes may work directly with their local municipalities, which is recognition in itself.

All parties associated with Home-Start activities adhere to and respect strict standards on safeguarding and child protection. Likewise, a coordinator is responsible for the personal safety of the volunteers in the course of their family visits.

2020 Overview

With the launch of the HSW Office, 2020, our 10th anniversary, has proved a breakthrough year. This prompted ambitious plans to expand the Home-Start footprint and build member support. An encouraging growth in activity in 2019, especially in Japan, Australia and Denmark, had also confirmed the momentum.

Lockdown brought a change in plans. Our members responded magnificently, due not least to their local community support. But it also brought new ways of working, changing family needs and a sharp drop in funding to the Global South. All of which will undoubtedly impact strategy once the lessons become clear.

There were some setbacks. The triennial conference in Malta was eventually postponed, which curtailed coordinator training. Members shared a lot, but were too distracted to much work in formal teams. The one scheme in Sweden lost their municipal funding and eventually closed.

There were also major achievements. Our one new member, Domo Flanders, with ten existing schemes, became our 6th largest member from day one. The HSW CEO started work on September 2nd after two years of planning. Corporate interest increased noticeably in several countries at both local and community level.

Both Australia and the Netherlands had launched complex online training by May 2020, one of them switching mid-course. Volunteer numbers increased 23% in Denmark, in a lockdown year. We were constantly inspired by the selfless work of member teams, how quickly they adapted to working online, their efforts to also meet primary needs, and the extensive help and recognition from the communities which they serve.
Report of the Trustees for the year ended 31 December 2020

The 2018-2020 Strategic Plan

This was the third and final year of the 2018-2020 Home-Start Worldwide Strategic Plan, originally approved by Members at the 2017 General Meeting. The key focus had been to build a stronger structure to better support expansion with focus on the following goals:

1. **Build a sustainable Home-Start Worldwide Organisation**, including a staffed secretariat
2. **Support National Home-Start Associations**
3. **Support new Home-Start in new countries and develop schemes**

A viable central organisation was clearly the main Plan objective, including the re-opening of an office. The Board had been unable to give their best on a purely voluntary basis. Further, several of the Task 2 objectives, on better training and member support, rather assumed office leadership. Accordingly, while Plan basics will have been met with the office hire in September, and network communication has definitely improved, not least with the 2019 QA, progress has been slower than anticipated.

**Achievements and Performance**
The following achievements were made in relation to the plan objectives:

**Task 1: Building a Sustainable Organisation**
Where the office plans finally materialised this year, most efforts focused on the September launch, and strengthening the board to support it. The initial work would cover the design, funding, staffing and training of the eventual office, and the new 3-year plan to support it. The main actions in 2020 included:

- Renew the Trustee Fee Group to review any fee exceptions requested
- Form a Board Nominations Committee to oversee the CEO hire - approved March 2020
- Form a Board Fundraising and Communications to assist the CEO - approved June 2020
- Define the office role, secure the Candidate and start date
- Ensure interaction / feedback with stakeholders, including Trustees and HSW Members
- Focus the office initially on fundraising
- Focus Board discussions on the next 3-year Plan and the lessons learned from Covid
- Join both BOND and ECDAN to better track international developments

The office made good progress with fundraising once launched. The priority was to grow activity for the next 12-months and help to secure a CEO second day, develop the Plan and improve the HSW social media presence. Some promising applications had been submitted by year-end. The new office plans were to work largely with the network and leave routine responsibilities to the Board, at least for the immediate future.

**Task 2: Network Support**
Member experts and volunteers are important stakeholders. However, some plan objectives proved a challenge this year. The cancellation of the Malta Conference delayed plans for ongoing coordinator training. The 2019 Quality Assurance assessment could only involve checks online. The primary focus was thus on ensuring communication, involvement and member exchange, even on an informal basis. The December AGM was extended to member presentations and break-outs, precisely to help this process.
Report of the Trustees for the year ended 31 December 2020

Member Involvement
- Malta and the Trustee Team showed unfailing commitment to Conference
- The Hungary Chair continued to lead the Research Committee, presenting at the AGM
- The Netherlands generously trained the coordinator from Belgium

Communications
- The online AGM brought welcome contact with Member Chairs, with 9 attending directly
- AGM roles for the CEO and key Trustees allowed members to learn about their work
- AGM discussions on strategy and fundraising secured valuable interaction and feedback
- Members from Japan, Belgium, Greece, Malta and Tanzania presented their shared experiences of lockdown, in mini-Malta form, to prompt thoughts on how best to adapt
- The Home-Start Worldwide newsletter, appeared in both March and September with a full assessment of lockdown, and the great efforts to help families online. There were articles on all countries bar one

Quality Assurance Feedback
- The Board evaluated 2019 QA returns from 14 accredited members, with 3 more exempted
- 9 were approved at the March Trustee Meeting and 5 more reviewed in June
- One Associate Member became fully accredited after passing QA
- An overall assessment was presented at the AGM

Despite the challenges members faced, the excellent standards reflected in QA, and their serious commitment to the QA process proved their continuing support of their membership. In Plan terms, QA is a great source of learning and communication. The board approves each submission separately and there are in-depth discussions with coordinators in some cases. Of the accredited members, the only fail related to an office which had faced high turnover and had real financial problems in lockdown.

Task 3: Encouraging and Developing New Countries

The Plan had been cautious with new countries until a stronger support structure was developed. However, as with Romania in 2018, Domo had been running services similar to our own. Developments were:
- Domo vzw became an Associate Member in September 2020, adding Belgium to the list of member countries. They brought 10 schemes in Flanders and 300 trained volunteers
- The board committed to at least 12 months’ ongoing support to new members
- A Dutch-speaking HSW Trustee volunteered for this role with Domo
- HSW arranged and funded coordinator training from Home-Start South Africa for a new scheme in Morogoro, Tanzania, and has been following their progress since
- Late in the year, HSW was contacted from both Geneva and Spain on possible new schemes
- Exceptionally, Burundi’s term as an Associate was extended for a further 3 years, due to the real progress evidenced before a loss of funding before lockdown
Member Achievements

Anniversaries
Home-Start Blanchardstown celebrated their 30th Anniversary in March.
Trondheim, the founder scheme in Norway, celebrated 25 years.
The Netherlands welcomed their 50,000th family since inception on December 2nd.

National Recognition
Ambassadorial Role: The Netherlands coordinator was appointed as one of two national ambassadors to the Promising Start programme, designed to put more focus on the first 1000 days, to break down silos and show the important role of NGOs. Several schemes have joined their local coalitions. The Minister behind the plan is clearly a strong supporter.

Volunteering: The Federal Member of Parliament for Newcastle, NSW, launched the Volunteers Service awards to recognize the ‘immense and irreplaceable’ value of volunteering. 26 Home-Start Home-Visiting volunteers received a Group Award at the closing ceremony in December.

Awards: The Empowering Children Foundation, who sponsor Home-Start in Poland, won the Capital City of Warsaw Award 2020.

Academic Assessment
Norway: A 12-month review of Norway’s services concluded in October 2020. Led by a team from VID University College, this covered the impact of the services on families, the importance of being voluntary, the organisational structure, relations with key stakeholders and a socio-economic analysis proving the cost-benefit. The report linked recent research to the Home-Start work, and showed its role in the current public assistance system. The overall results were excellent. Communications were a special strength, as was the enthusiasm of the coordinators surveyed.

Help for Families in Lockdown
Zero deaths from COVID 19: in the absence of much government help, schemes in Burundi and Uganda counselled families on using masks, sanitizers and washing hands. Uganda used this slogan to promote their work.

Primary Needs: Many Members helped families to find basic supplies. South Africa made up food packages. The Czech Republic collected second-hand children’s clothes. The Headley Trust gave a generous £5,000 for emergency food aid in Uganda, which went to 13 villages in Kabarole.

Telecommunications: Both volunteers and families faced difficulties in switching online. The Czech Republic distributed prepaid phone cards. One Australian scheme set up an IT Library and lent laptops to families without them. The Australia national office made 3 IT hires forthwith.

Children’s Play: Many schemes made big efforts to suggest children’s games during lockdown. They also updated parents on municipal messages and activities. Hungary, France, South Africa posted at least once a day. Australia was also creative.
Report of the Trustees for the year ended 31 December 2020

Structure, Governance and Management

Home-Start Worldwide is a charity registered with the Charities Commission in England and Wales, Charity Number 1139678. It is also a company limited by guarantee, incorporated under the Companies Act 2006 as a private company in England & Wales, Company Number 07371168.

The company was incorporated on 9 September 2010 and registered with the Charities Commission on 4 January 2011. At that time the assets of Home-Start International (HSI) (charity number 1076991) were transferred to Home-Start Worldwide. Members guarantee to contribute an amount not exceeding £1 to the assets of the Charity in the event of a winding down.

In late 2017, membership of Home-Start Worldwide was extended to a representative of each one of the countries where Home-Start operates, usually the national office, subject to terms set down in the Home-Start Worldwide Members’ Charter. At year-end 2020, membership comprised 22 Member organisations and 7 Trustees.

Member organisations become fully accredited, with the right to vote, provided they are structured as independent, locally-registered, voluntary organisations and meet quality assurance standards.

Members have complete control of their finances and local management. Their relationship to Home-Start Worldwide is through a Statement of Agreement as Members. None have a beneficial interest in the Charity.

The Board of Trustees assumes the strategic direction and leadership of the Charity subject to obligations set down in the Members Charter. However, the Charter confers significant responsibility on the Members to participate in decision-making, projects and policy.

Finance Overview

The company has a simple structure. There are no trading subsidiaries. The company neither owns, nor leases, land and buildings, as all work from home. In 2020, the financial management of the office was handled entirely by the Treasurer, with no delegations. While there are sometimes some transfers abroad, to pay for training or similar, there were no undertakings in 2020 to support operations overseas. The HSW Investment Policy is reviewed annually. Although investments are permitted, all assets have been held in cash.

Trustee Composition and Recruitment

The Articles of Association provide for up to six trustees nominated by the members, six independent experts and three others. Member Representatives are nominated by the Home-Start Member Associations and independent roles are usually advertised. All nominees face a full board selection.

Trustees serve initially for three years, after which they may be put forward for re-appointment for a second term and, in exceptional circumstances, for a third. Until end 2019, the board was run by exceptionally long-serving members, several of whom had originally set up Home-Start at home.

The Board had been well diversified. However, lockdown caused attrition. Younger members faced exceptional pressure at work. A Member Representative from Eastern Europe stepped down in March 2020, at the end of her first term. A second, from Denmark, with extensive government commitments, left 3 months later. Only one appointment was made.

Accordingly, by year-end 2020, the Board comprised Member Representatives from only Japan and the
Report of the Trustees for the year ended 31 December 2020

Netherlands and there had been no response to invitations to apply. This was partly compensated by the new Trustee, who has long experience of charity work, including 10 years with the Home-Start Netherlands National Office. The new HSW Office CEO had also led an HSUK scheme for 15 years.

Independent directors include a South African child violence expert and former President of ISPCAN, a communications and fundraising expert with UK government experience, a UK-qualified Charted Accountant, and a former international banker with a UK governance qualification.

Board recruitment centres on the required board skills but also on diversity in terms of profile, gender, age and region of origin. The membership is such that international experience is advisable. New Trustees sign a Declaration of Willingness, a Register of Interests and commit to the HSW Safeguarding Policy.

Trustee Meetings
There were three full meetings in 2020 and an exceptional meeting in December. Attendance was consistent all year. All formal Board Meetings are held online, with participants in full view. The Board working groups use skype or have personal meetings as required.

Member AGM
The 2020 AGM was held on December 10th 2020, online. There were 38 participants in total, including 9 Board Chairs and 3 others mandated to represent them. Two Chairs were formally excused. In addition to the usual approvals, members authorised amendments to the Members Charter, including updates to the statement on values, a new chapter on fees, and an extension of the time-line for accreditation for four associate members, based on the setbacks they had faced with lockdown.

Employees
The design, funding, hiring and training for the new HSW Office was assigned to a Home-Start specialist. This was covered by a fixed term 12-month contract on one day a week from September 2020. Remuneration was benchmarked, pro rata, to that of an HSUK London CEO role, but all future hires will be more widely reviewed.

The role was assumed by a former HSW Trustee. She stepped down from the Board on March 10th 2020, and assumed her position on September 2, 2020. The prior written consent of the Charity Commission was obtained on June 16th 2020. There were no other hires in the year.

Safeguarding and DBS checks
Child Protection is of primary importance throughout the network, due to the work at home with parents, children and vulnerable persons. This is the one situation where a central, HSW policy must be followed in its entirety worldwide.

The HSW Child and Vulnerable Persons Safeguarding and Protection Policy was upgraded in 2019 to include vulnerable persons and ensure a local complaints process. All HSW Members are required to sign an Acceptance, and at minimum meet these standards in national policy and practice.

DBS checks, or their equivalent, are required of all persons associated with Home-Start Worldwide. As of year-end, DBS checks were held for the HSW CEO and the two UK-based Trustees, and statements of conduct or police / criminal records checks for Trustees resident overseas. The HSW Safeguarding Policy requires police checks on all persons where these can be obtained.
Report of the Trustees for the year ended 31 December 2020

Fundraising

Home-Start International built significant fundraising partnerships over the first 10 years, including the Oak Foundation, Niarchos, Medtronic ad Vodafone. Much of this supported training and projects abroad or setting up in new countries.

Since the HSW office closed in 2011, annual income has not much exceeded £25,000, except in the year we hold Conference. The Board had relied on trustee and member help, including donations from the largest countries. Income met the threshold in both 2017 and 2018 but had dropped back to just under £14,000 in the two years thereafter.

A large part of funding currently comes from Member Fees. These were last approved by a member majority vote and ensures reliable income.

Exceptional funding, received in 2018, allowed the recruitment of the CEO this year. This was generously donated by the Tedworth Charitable Trust who have long supported Home-Start work.

There were no further grants, bar a personal donation destined for Home-Start Uganda. Accordingly, there were no grants from a government or municipal sources and no funding was received from overseas.

However, funding applications were actively submitted over the last four months of the year. This relied on the professional experience of the CEO with some assistance from an experienced consultant. Applications were submitted only to UK-based Trusts and Foundations.

In anticipation of the office launch, the Board formed a Fundraising and Communications Committee at the June 2020 Board meeting. HW registered with the Fundraising Regulator in October 2020. There has been ongoing monitoring of fundraising by the Fundraising Committee and the Chair.

The Board upgraded the HSW Complaints Policy in March 2020 to cover third party fundraisers. No Complaints about fundraising were received this year.

Elsewhere, specialist Trustees gave guidance on a £15,000 application for the Greek national team and on a second Greece Erasmus bid in which Home-Start Hellas participated. They also reviewed a funding application for Uganda. But none led to any commitment from Home-Start Worldwide.

Member Quality Assurance

Accredited Members are audited every three years, though a Quality Assurance evaluation. This is essential to ensuring standards of family support and the good management of schemes.

Meeting Quality Assurance is the key condition for Home-Start Worldwide Membership and the right to use the Home-Start name. The Charter requires that Members comply with the requirements, apply Quality Assurance to local schemes, participate in all Home-Start Worldwide Quality Assurance Reviews and meet any corrections identified.

The last audit of Accredited members took place in 2019. It was assessed in 2020. Associate Members are reviewed annually. As an honorary HSW member, HSUK does not form part of these reviews.

Risk Management

The Home-Start Worldwide Trustees acknowledge their responsibility to identify, assess and manage risk. The Charity has a Risk Management Policy and maintains an active Risk Register to which all Trustees contribute. A Regulatory Update is circulated before each board meeting.

The Register assesses the probability of meeting Plan, any operational risks identified and potential reputational risks. With strong treasury management, good specialist skills and a regular income from
Report of the Trustees for the year ended 31 December 2020

fees, basic continuity has not been at risk. This must be more closely managed as the office launches.

The spirit and commitment of members, and strong ethical standards, have ensured limited reputational risk. There is also strong Member adherence to the Quality Assurance process. However, the extensive HSW board involvement in office administration has long brought key man concerns, which the decentralisation to board committees has only partly solved.

Diversity and Equality

With a profoundly decentralised structure across the 22 member countries, there is diversity by definition through the system. All national office and local schemes are run by local staff. All schemes are required to be open to all and avoid overt political affiliation. Some Members, like Norway, DOMO and PASEO, serve high numbers of immigrant families and have made extra efforts to support them, translating materials and including their specific challenges and concerns in the standard staff and volunteer training. The Quality Assurance questionnaire checks that Members have written policies on Equal Opportunity and non-discrimination, and requests confirmation that these are consistently applied. The Home-Start Values and Principles and statements in the Members’ Charter develop these values more broadly.

Public Benefit

The trustees confirm that in exercising their powers, they have complied with their duty to have due regard to the guidance on public benefit and that all our charitable activities are undertaken to further our charitable purpose for the public benefit. Although Home-Start Worldwide itself does not provide direct services to beneficiaries, we set minimum standards of practice for our member organisations worldwide. Such standards require that core services are provided free of charge and that they ensure non-discrimination, equal opportunity, confidentiality and child protection.

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**Financial Review**

The Statement of Financial Activities shows total net income of £13,999 in 2020 with total funds carried forward of £68,295 at 31 December 2020, of which £61,428 was unrestricted. This was an increase of £8,284 over prior year in unrestricted funding.

**Income**

HSW is funded by member fees and donations. Member fees ensure a regular source of income.

Fees yielded £12,500 in 2020. These dropped slightly compared to 2019, as Calgary and Sweden had stepped down and two members faced setbacks in lockdown.

The CEO hire was funded from a restricted donation of £12,000 carried over from late 2018. This allowed an appointment for one day a week, to scope and set up the office.

A personal donation of £1,000 was a gift to Home-Start Uganda, and the migration of the HSW website was also generously funded personally.
Report of the Trustees for the year ended 31 December 2020

Expenses
Expenses were much lower than anticipated, as the triennial conference was postponed and there was no trustee travel with lockdown.

However, the office launch introduced a new dimension. The £10,848 total spend included £5,133 in salary for the new CEO and £2,319 for coordinator training.

It has been company policy to train the first coordinator of a new member country. The national Coordinator for Domo vzw was trained in the Netherlands at our expense. Exceptionally, the coordinator of the new scheme in Morogoro, Tanzania was also trained in South Africa.

Otherwise, Home-Start Tanzania was provided with a £250 donation to cover the re-registration of their company and new board members.

Principal Funding Sources
Home-Start Worldwide would like to express their gratitude to The Tedworth Charitable Trust for funding the appointment of the HSW CEO from September 2020. They would also like to thank the many generous individuals who supported the work of Home-Start organisations around the world.

Current Investment Overview
The Company does not directly support beneficiaries, except through the occasional sub-grant. Trustees will sometimes advise a member on local fundraising proposals. However, it did not guarantee any offshore funding during the period under review.

Investment Policy
The Home-Start Worldwide Investment Policy is reviewed annually by the Board. This permits a wide range of investments. The Treasurer monitors investments and reports on investments at each Board meeting.

The Charity currently aims to safeguard its funds and ensure sufficient liquidity to meet operating expenses. Capital preservation remains the major objective. Balances at 31 December 2020 were held in cash and deposits, with a maturity of three months or less. Should funding materially increase, the Investment policy will be reviewed.

The international work of the Charity sometime results in foreign exchange exposure, especially in a conference year. While the Articles are silent on foreign currency, the Board allows the Charity to both raise and disburse funds, and hold bank accounts in foreign currencies, provided that sovereign and currency risks have been thoroughly assessed and the costs are fully justified. All balances were denominated in sterling in 2020.

Reserves Policy and Going Concern
The Trustees hold reserves in order to protect the continuity of the Charity's work, manage fluctuations in income or provide capital to finance expansion. While it was stated policy to ensure that the charity has sufficient reserves to meet three months’ expenditure, and reserves are reviewed at each Board meeting, actual reserves were well in excess of this measure, even with the new staff hire.

Of the original £12,000 in restricted reserves, designed to meet office expenses, £6,867 remained at year-end to cover 2021 salary expenses, at least until mid-year.

The board also makes provision for the exceptional expenses, usually incurred every three years, to
Report of the Trustees for the year ended 31 December 2020

support the HSW Conference. As at 31 December 2020, the unrestricted reserves totalled £61,428 but £17,500 was earmarked for conference.

Although expenses were sure to increase as the office staffing built, the Trustees were confident that the reserves would meet requirements in the coming year.

Statement of Trustees’ Responsibilities

The Trustees, who are also the directors of the charity for the purposes of company law, are responsible for preparing an annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice). 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 incoming resources and application of resources, including income and expenditure of the charity for that period. In preparing the financial statements, the trustees are required to:

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

The Trustees are responsible for keeping accounting records which 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 applicable law and regulations. They are also responsible for safeguarding the assets of the charity and hence for taking responsible steps for the prevention and detection of fraud and other irregularities. The trustees are responsible for the maintenance and integrity of the charity and financial information included on the charity’s website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Disclosure of Information to Independent Examiner

The Annual Report has been prepared in accordance with the provisions applicable to companies subject to the small companies’ regime. So far as each trustee is aware, there is no relevant information, being information needed by the independent examiner in connection with preparing their report, of which the independent examiner is unaware, and each trustee has taken all steps that s/he ought to have taken to make her/himself aware of any relevant matters and to ensure that the company’s independent examiner is aware of such information. Such steps include making inquiries of other trustees and the independent examiner and other steps required by the trustees’ duty to exercise due care and skill.
Report of the Trustees for the year ended 31 December 2020

Approval
This report was approved by the Trustees on December 16th, 2021 and signed on their behalf by the Chair.

Sheena Stewart
Chair

Home-Start Worldwide
Independent Examiner’s Report  
To The Trustees of Home-Start Worldwide  
Year Ended 31 December 2020

I report to the trustees on my examination of the financial statements of Home-Start Worldwide (the charity) for the year ended 31 December 2020.

Responsibilities and basis of report  
As the trustees of the charity (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 (the 2006 Act).

Having satisfied myself that the financial statements of the charity are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity’s financial statements carried out under section 145 of the Charities Act 2011 (the 2011 Act). In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner’s statement  
I have completed my examination. I confirm that no 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 charity as required by section 386 of the 2006 Act; or
2 the financial statements do not accord with those records; or
3 the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4 the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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

Sian Lewis  
Independent Examiner  
Lewis & Co Chartered Accountants  
8 Coldbath Square  
London  
EC1R 5HL

Dated: 16 December 2021
Statement of Financial Activities
For the year ended 31 December 2020

<table>
<thead>
<tr>
<th>Note</th>
<th>Unrestricted Funds 2020</th>
<th>Restricted Funds 2020</th>
<th>Total Funds 2020</th>
<th>Total Funds 2019</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>£</td>
<td>£</td>
<td>£</td>
<td>£</td>
</tr>
</tbody>
</table>

Income:
- Donations and legacies: £499, £1,000, £1,499, £500
- Income from charitable activities: £12,500, £-1, £12,500, £13,428

Total incoming resources: £12,999, £1,000, £13,999, £13,928

Expenditure:
- Costs of raising funds: £-, £-, £-, £-
- Expenditure on charitable activities: £4,715, £6,133, £10,848, £4,337

Total expenditure: £4,715, £6,133, £10,848, £4,337

Net income (expenditure) and net movement in funds for the year: £8,284, (£5,133), £3,151, £9,591

Reconciliation of funds:
- Total funds brought forward at 1 January 2020: £53,144, £12,000, £65,144, £55,553

Total funds carried forward at 31 December 2020: £61,428, £6,867, £68,295, £65,144

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

All income and expenditure derives from continuing activities.

The notes on pages 22 to 27 form part of these financial statements.
Balance Sheet
At 31 December 2020
Company number: 07371168

<table>
<thead>
<tr>
<th>Note</th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>£</td>
<td>£</td>
</tr>
</tbody>
</table>

Current assets
Cash at bank | 9 | 68,306 | 66,424 |
Sundry debtors | 10 | 1,619 | 700 |

<p>| | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>£ 69,925</td>
<td>£ 67,124</td>
</tr>
</tbody>
</table>

Current liabilities
Sundry creditors and accruals | 11 | (1,630) | (1,980) |

Net current assets | 68,295 | 65,144 |

Total assets less current liabilities | 68,295 | 65,144 |

The funds of the charity:
Unrestricted income funds | 15 | 61,428 | 53,144 |
Restricted income funds | 15 | 6,867 | 12,000 |
Total charity funds | 68,295 | 65,144 |

For the year ending 31 December 2020, the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476.

The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These accounts have been prepared in accordance with the special provisions applicable to small companies subject to the small companies regime and in accordance with FRS 102 SORP.

Approved by the Trustees on 16 December 2021 and signed on their behalf.

Sheena Stewart  
Chair

Nick Vest  
Treasurer

The notes on pages 22 to 27 form part of these financial statements.
Notes to the accounts for the year ended 31 December 2020

Notes to the accounts

1 Accounting policies

The principal accounting policies adopted, judgements and key sources of estimation and uncertainty in the preparation of the financial statements are as follows:

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 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 to the UK and the Republic of Ireland (FRS 102) and the Companies Act 2006.

Home-Start Worldwide meets the definition of a public benefit entity under FRS 102.

The financial statements are prepared in sterling which is the functional currency of the Charity.

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

b) Preparation of the accounts on a going concern basis

Home-Start Worldwide recorded a net income of £3,151 for the year and have net assets at the end of the year of £68,295 including unrestricted income funds of £61,428. The trustees are monitoring the impact of Covid-19 on the company's finances but are of the view that the level of income and assets of the company is sufficient for it to carry on its activities for the foreseeable future and that on this basis the company is a going concern.

c) Income

Income is recognised once the charity has entitlement to the funds, it is probable that the income will be received and the monetary value of the incoming funds can be measured with sufficient reliability.

Grant income is recognised in accordance with the terms of the grant and is included in the financial statements in the year received.

Donations are credited to income when receivable. Gift aid in respect of donations is credited to the year in which the donation was receivable.

d) Expenditure and irrecoverable VAT

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. All expenditure is recognised once there is a legal or constructive obligation committing the charity to the expenditure, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds comprise the administrative costs of online donation platforms.
- Expenditure on charitable activities comprise costs incurred in the pursuit of the charitable objectives of the charity.
- Governance costs comprise all costs involving the public accountability of the charity and its compliance with regulation and good practice including costs associated with the strategic management of the charity’s activities.
Notes to the accounts for the year ended 31 December 2020

Where costs cannot be directly attributed to specific headings they have been allocated to activities on a basis consistent with the use of resources.

Value added tax is not recoverable by the charity, and as such is included as a cost against the activity for which the expenditure was incurred.

e) Fund accounting
Unrestricted funds are available to spend on activities that further any of the purposes or objectives 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 funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund.

f) Cash at bank and in hand
Cash at bank and in hand includes cash and short term highly liquid investments with a short maturity of three months or less.

g) Creditors and provisions
Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are recognised at their settlement amount.

2 Legal status of the company

The charity is a company limited by guarantee and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

3 Income from donations and legacies

<table>
<thead>
<tr>
<th></th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Donations</td>
<td>1,499</td>
<td>500</td>
</tr>
</tbody>
</table>

The income from donations and legacies was £1,499 (2019: £500) of which £1,000 was restricted (2019: nil) and £499 was unrestricted (2019: £500).

The restricted donation of £1,000 received in the year consisted of £800 from a private individual to support Home-Start Uganda and associated gift aid receivable of £200. The unrestricted donations of £499 was from a UK company which paid for costs of the migration of the Charity’s website.

The unrestricted donation in 2019 of £500 was received from Home-Start Czech Republic.
Notes to the accounts for the year ended 31 December 2020

4 Income from charitable activities

<table>
<thead>
<tr>
<th></th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Network contributions – membership fees and other contributions</td>
<td>12,500</td>
<td>13,428</td>
</tr>
<tr>
<td></td>
<td>12,500</td>
<td>13,428</td>
</tr>
</tbody>
</table>

Network contributions include annual membership fees paid by member organisations of the Home-Start network. Network contributions in 2020 include £12,500 of annual membership fees and other contributions paid by members of the Home-Start network and are unrestricted (2019: £13,428).

No grants were received in 2020 or 2019.

5 Net income

Net income is stated after charging:

<table>
<thead>
<tr>
<th></th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Independent examination fee</td>
<td>480</td>
<td>480</td>
</tr>
</tbody>
</table>

6 Analysis of expenditure on charitable activities

<table>
<thead>
<tr>
<th></th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Visits to network members and conferences</td>
<td>-</td>
<td>982</td>
</tr>
<tr>
<td>Conferences &amp; subscriptions</td>
<td>221</td>
<td>246</td>
</tr>
<tr>
<td>Bank charges</td>
<td>593</td>
<td>349</td>
</tr>
<tr>
<td>Support provided for member training costs</td>
<td>2,319</td>
<td>1,017</td>
</tr>
<tr>
<td>Staff costs</td>
<td>5,133</td>
<td>-</td>
</tr>
<tr>
<td>Grants and donations</td>
<td>1,252</td>
<td>-</td>
</tr>
<tr>
<td>Website development and internet costs</td>
<td>607</td>
<td>928</td>
</tr>
<tr>
<td>Governance costs (note 7)</td>
<td>650</td>
<td>775</td>
</tr>
<tr>
<td>Insurance</td>
<td>46</td>
<td>-</td>
</tr>
<tr>
<td>Sundry expenses</td>
<td>27</td>
<td>40</td>
</tr>
<tr>
<td></td>
<td>10,848</td>
<td>4,337</td>
</tr>
</tbody>
</table>

Grants and donations of £1,252 (2019: £nil) consisted of £253 contributed to Home-Start Tanzania to support ongoing costs and £999 contributed to Home-Start Uganda. Bank charges include costs of transferring funds to Tanzania and Uganda.

All other expenditure on charitable activities was unrestricted.
7 Analysis of governance costs

<table>
<thead>
<tr>
<th></th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cost of trustee meetings</td>
<td>170</td>
<td>295</td>
</tr>
<tr>
<td>Independent examination fee</td>
<td>480</td>
<td>480</td>
</tr>
<tr>
<td></td>
<td>650</td>
<td>775</td>
</tr>
</tbody>
</table>

8 Staff numbers, staff costs and trustee remuneration and expenses

Total staff costs for the year including national insurance, employer pension, were £5,133 (2019: £nil).

The average number of employees during the year was nil (2019: nil). During the year ended 31 December 2020 there was one part time employee (2019: nil).

The key management personnel comprise the trustees and the Chief Executive Officer. The total employee benefits of the key management personnel of the charity were £5,133 (2020: £nil).

The charity trustees were not paid nor received any other benefits from employment with the Charity in the year (2019: £nil). No reimbursements to trustees were made during the year in respect of expenses incurred by the trustees in performance of their duties (2019: £446).

9 Cash at bank

<table>
<thead>
<tr>
<th></th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bank account</td>
<td>68,306</td>
<td>66,424</td>
</tr>
<tr>
<td></td>
<td>68,306</td>
<td>66,424</td>
</tr>
</tbody>
</table>

10 Debtors

<table>
<thead>
<tr>
<th></th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Debtors</td>
<td>1,200</td>
<td>700</td>
</tr>
<tr>
<td>Prepayments</td>
<td>419</td>
<td>-</td>
</tr>
<tr>
<td></td>
<td>1,619</td>
<td>700</td>
</tr>
</tbody>
</table>
Notes to the accounts for the year ended 31 December 2020

11 Creditors: amounts falling due within one year

<table>
<thead>
<tr>
<th></th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>£</td>
<td>£</td>
</tr>
<tr>
<td>Trade creditors</td>
<td>880</td>
<td>480</td>
</tr>
<tr>
<td>Taxation and social security</td>
<td>66</td>
<td>-</td>
</tr>
<tr>
<td>Sundry creditors and accruals</td>
<td>684</td>
<td>1,500</td>
</tr>
<tr>
<td></td>
<td>1,630</td>
<td>1,980</td>
</tr>
</tbody>
</table>

12 Related party transactions

The only related party transactions in 2020 and 2019 were in respect of reimbursement of travel and subsistence expenses to trustees.

At the end of the year there were no amounts owed to trustees in respect of reimbursed travel and subsistence expenses (2019: £982).

13 Corporation tax

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

14 Post-balance sheet events

There are no reportable post-balance sheet events.

15 Analysis of charitable funds

Analysis of movements in unrestricted funds

<table>
<thead>
<tr>
<th></th>
<th>Balance at 1.1.2020</th>
<th>Incoming resources</th>
<th>Resources expended</th>
<th>Balance at 31.12.2020</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>£</td>
<td>£</td>
<td>£</td>
<td>£</td>
</tr>
<tr>
<td>General fund</td>
<td>53,144</td>
<td>12,999</td>
<td>(4,715)</td>
<td>61,428</td>
</tr>
<tr>
<td></td>
<td>53,144</td>
<td>12,999</td>
<td>(4,715)</td>
<td>61,428</td>
</tr>
</tbody>
</table>

Analysis of movements in unrestricted funds – previous year

<table>
<thead>
<tr>
<th></th>
<th>Balance at 1.1.2019</th>
<th>Incoming resources</th>
<th>Resources expended</th>
<th>Balance at 31.12.2019</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>£</td>
<td>£</td>
<td>£</td>
<td>£</td>
</tr>
<tr>
<td>General fund</td>
<td>43,553</td>
<td>13,928</td>
<td>(4,337)</td>
<td>53,144</td>
</tr>
<tr>
<td></td>
<td>43,553</td>
<td>13,928</td>
<td>(4,337)</td>
<td>53,144</td>
</tr>
</tbody>
</table>

No unrestricted funds were designated at 31 December 2020 (2019: £210 of the unrestricted funds were designated training).
Notes to the accounts for the year ended 31 December 2020

Analysis of movements in restricted funds

<table>
<thead>
<tr>
<th></th>
<th>Balance at 1.1.20</th>
<th>Incoming resources</th>
<th>Resources expended</th>
<th>Balance at 31.12.20</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>£</td>
<td>£</td>
<td>£</td>
<td>£</td>
</tr>
<tr>
<td>The Tedworth Family Charitable Trust</td>
<td>12,000</td>
<td>-</td>
<td>(5,133)</td>
<td>6,867</td>
</tr>
<tr>
<td>Private donation for Uganda, including gift aid</td>
<td>-</td>
<td>1,000</td>
<td>(1,000)</td>
<td>-</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>12,000</strong></td>
<td><strong>1,000</strong></td>
<td><strong>(6,133)</strong></td>
<td><strong>6,867</strong></td>
</tr>
</tbody>
</table>

Analysis of movements in restricted funds – previous year

<table>
<thead>
<tr>
<th></th>
<th>Balance at 1.1.20</th>
<th>Incoming resources</th>
<th>Resources expended</th>
<th>Balance at 31.12.20</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>£</td>
<td>£</td>
<td>£</td>
<td>£</td>
</tr>
<tr>
<td>The Tedworth Family Charitable Trust</td>
<td>12,000</td>
<td>-</td>
<td>-</td>
<td>12,000</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>12,000</strong></td>
<td>-</td>
<td>-</td>
<td><strong>12,000</strong></td>
</tr>
</tbody>
</table>

The balance of restricted funds as at 31 December 2020 of £6,867 (2019: £12,000) represents funds received from The Tedworth Foundation. These funds are to be applied towards the employment costs of a Chief Executive Officer.