

Company number: 01653388

Charity number: 512992

Father Hudson's Society

Report and financial statements

For the year ended 31 March 2022

Father Hudson's Society

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Reference and administrative information

For the year ended 31 March 2022

Father Hudson's Care is a working name of Father Hudson's Society.

Company number 01653388
Country of incorporation United Kingdom

Charity number 512992
Country of registration England & Wales

Registered office and operational address St George's House
Gerards Way
Coleshill
BIRMINGHAM
B46 3FG

President Most Rev. Bernard Longley

Trustees Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:

Mr Kevin Caffrey MBE	Chair	4
Mrs Anne Plummer	Vice Chair	3, 4
Mrs Gail Brown		1
Mr Brian Basford		1, 4
Mrs Julia Fitzsimons		2,4
Rev. Michael Gamble		2
Rev. Kevin Kavanagh		3
Mr Peter Deeley		1
Ms Jessica Moore		2
Ms Fionnuala Hegarty		3
Mr Neil Handel	(Resigned 02 August 2021)	2, 4
Mr Brendan Clifford		2
Mr David Craig		1
Sir Peter Fahy		3
Mrs Jane Wilton		3

1. Member of Finance, Land and Support Services sub-committee
2. Member of Adult Care sub-committee
3. Member of Children and Families sub-committee
4. Member of Monitoring and Review sub-committee

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Reference and administrative information

For the year ended 31 March 2022

Key management personnel	Mr Andrew Quinn	Company Secretary/Chief Executive
	Mr Noel Stubbs	Financial Controller
	Mrs Eloise Davidson	Fundraising, Communications and Marketing Manager
	Mrs Joanne Walthew	Fostering Service Manager
	Mrs Hardeep Brayna	Human Resources Manager
	Mrs Joanne Watters	Head of Community Projects
	Mr Edward Brown	Head of Adult Care
Bankers	Lloyds Bank plc 3 Maple Walk Chelmsley Wood B37 5TS	
Solicitors	Gateley Legal One Eleven Edmund Street BIRMINGHAM B3 2HJ	
Investment advisors	Smith & Williamson Investment Management LLP 3 rd Floor, 9 Colmore Row BIRMINGHAM B3 2BJ	
Property advisors	ehB Reeves Somerset House Clarendon Place Leamington Spa CV32 5QN	
Auditor	Sayer Vincent LLP Chartered Accountants and Statutory Auditor Invicta House 108-114 Golden Lane LONDON EC1Y 0TL	

The Trustees present their report and financial statements for the year ended 31 March 2022. The Reference and Administrative details on pages 1 and 2 form part of this report.

The statements appear in the format required by the Statement of Recommended Practice, Accounting and Reporting by Charities applicable to charities preparing their accounts in accordance with FRS102. The report and statements also comply with the Companies Act 2006 as Father Hudson's was incorporated by guarantee on 22 July 1982, to continue the work started by Father Hudson at the beginning of the 20th Century. It was established under a memorandum of association which established the objects and powers of the organisation and is governed under its articles of association. The Trustees' annual report meets the requirements of a directors' report as required by company law.

Review of planned activities and principal achievements for the year

Objectives and activities

Father Hudson's main objectives include: the relief of financial hardship and suffering, relief of sickness and preservation of health, and the advancement and the promotion of the support, relief and care of children and young people without families able to care for them, or who are in trouble or at risk, elderly people and their carers, people with disabilities, and individuals, families, communities and groups who are in need.

The Trustees review the aims, objectives and activities of the charity each year. This report looks at what the charity has achieved and the outcomes of its work within the last twelve months. The Trustees report the success of each key activity and the benefits the charity has brought to those groups of people that it is set up to help. The review also helps the Trustees ensure the charity's aims, objectives and activities remained focused on its stated purposes.

Public benefit

The Trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning its future activities. In particular, the Trustees consider how planned activities will contribute to the aims and objectives that have been set.

The objects are met through a variety of activities which are summarised below. Each activity, the beneficiaries and the public benefit are discussed in greater detail further in the report.

Adult Care

- St Joseph's Home for older people and those with dementia
- St Catherine's Bungalows for adults with multiple disabilities
- St Catherine's Day Services for adults with multiple disabilities
- Domiciliary Care Services and supported living services for adults with learning disabilities

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Children and Families

- New Routes – a registered fostering agency
- Family Support projects based in school communities
- Origins – a service to former child residents and adopted adults and birth families (a registered Adoption Support Agency)

Community Projects

Within Father Hudson's Care (FHC)

- Brushstrokes
- Young at Heart project – North Staffordshire
- Tabor House
- Fatima House
- Sophia House

Supporting other Charities & projects

- Hope Community Project – a registered charity serving the Heath Town area of Wolverhampton
- Maryvale Community Project – a registered charity providing services to older people and adults who have disabilities
- St Chad's Sanctuary – a registered CIO providing support to asylum seekers and refugees in Central Birmingham
- Lead Sponsor for Community Sponsorship – Refugee Resettlement Schemes in Warwick, Rugeley, Derby and Birmingham.
- Assisting other projects/charities with management/governance support including registered charity Heart of Tamworth and administration for Caritas AoB.

Objectives and Strategies

Father Hudson's has a three-tier format for setting its objectives and devising the strategies and activities to meet those objectives:

- A long-term vision document of the future of Father Hudson's "From one millennium to another"
- 3-year development plans, the latest being 2020 to 2023, which are reviewed and updated each year
- Annual budgets

The activities of Father Hudson's are undertaken by dedicated full and part-time staff supported by volunteers who selflessly give their time as committee members, advisors, "panel members", project support and fundraisers. To all the staff and volunteers, the Trustees express their deep gratitude and acknowledge the importance of such valuable support.

Adult Care

The Adult Care work of Father Hudson's is focussed on three areas of activity: care for people with complex learning and physical disabilities, care for older people including those with dementia, and care for people with moderate learning disabilities. It supports people to lead lives which are fulfilling and meaningful. Last year the Adult Care department had a turnover in excess of £4.8 million. Care is commissioned and funded by local authorities, CCGs or is privately funded in some instances as at St. Joseph's. The work it does is challenging yet rewarding, the needs it meets diverse.

Despite the impact of the COVID-19 pandemic, there has been a period of stability in terms of the operational structure and service delivery. There continues to be a strong leadership structure in place and a continued focus to ensure that there are opportunities for career development within the department.

There is now a well-established quality framework to ensure high quality care is delivered.

Throughout the pandemic CQC have continued to monitor services and in June 2020 all services were judged to be 'managing well' by the CQC inspector when carrying out their Emergency Support Framework. CQC have operated a monitoring approach during 2021/22. A more routine pattern of inspections are resuming from March 2022.

In July 2019 St Joseph's was inspected by CQC and received a 'Requires improvement' rating. However, improvement in the quality of care and leadership of the home were noted. The service has continued to improve, however CQC inspections have not been taking place on schedule due to the ongoing pandemic. However, as part of CQC's monitoring approach St Joseph's was reviewed by an inspector virtually in November 2021. The inspector noted a number of areas of good practice and innovation including monitoring audits and strong managerial oversight. A number of improvements were identified by the inspector and these have been actioned. The monitoring activity does not generate a new rating, so the CQC rating remains unchanged.

In September 2019 St Catherine's was inspected by CQC and received a 'Good' rating improving on the previous year's 'Requires improvement' rating. There has been no monitoring activity carried out directly with service from CQC during 2021/22.

In November 2020, the Domiciliary Care service was inspected by CQC and received an overall 'Good' rating. The service was rated Good in all five areas of inspection, another improvement on the previous inspection of 2018. There has been no monitoring activity carried out directly with service from CQC during 2021/22.

The Head of Adult Care continues to invest time developing the leadership in the services to ensure positive, person-centred outcomes for those using the services.

The COVID-19 pandemic has continued to have a significant impact on Adult Care services.

Having faced a long period of closure to building based services during 2020/21, the day service was able to open fully to clients in September 2022, albeit with increased infection control and COVID-19 measures in place. Where needed the service has continued to offer an adapted service by offering outreach support to some clients. Due to the significant changes many clients have experienced over the past two years packages of support are being reviewed to reflect the increased need for support to keep safe. Over the last 12 months the day service has welcomed 2 new clients and continues to receive enquiries and referrals for prospective new clients.

Due to the impact of the ongoing COVID-19 pandemic St Joseph's has operated at a reduced capacity for the 2020/21 financial year. The home has experienced a number of COVID-19 outbreaks. The home worked effectively with local infection control teams and Public Health England to manage these outbreaks. The impact of these outbreaks was not as severe as the impact of the outbreaks experienced in the previous year. St Joseph's has been able to fully open again from 4th April 2022. Despite the challenges the service has continued to accept admissions for much of 2021/22 and with restrictions lifting the service is building up again in terms of occupancy and a return to a more normal way of providing the service and being open to relatives and friends of residents.

St Catherine's bungalows have also experienced a number of COVID-19 outbreaks. There have been no residents lost to the virus over the last twelve months despite a number of residents contracting the virus over the course of the year.

In both residential settings (St Joseph's and St Catherine's) during the pandemic the staff teams have faced significant challenges meeting the needs of residents and have prioritised mental wellbeing of residents through-out. Increased infection control, testing and other measures have continued to place a burden on the services, in terms of resource. The services are following all government and local guidance in relation to visitors and infection control measures. These have changed frequently over the year with new infection control guidance for care homes being issued on 31st March 2022 as a part of the governments 'Living with COVID-19' strategy.

In Domiciliary Care and Supported Living services. testing, isolation of infected or symptomatic residents, social distancing and increased infection control measures have been in place in line with government and local guidance, for the majority of 2021/22. With the lifting of restrictions, the service has successfully supported clients to engage in activities and employment opportunities as pre- pandemic. As with residential support the mental wellbeing of clients has been and continues to be a focus due to the impact of the pandemic and changes as society emerges from it.

The increased use of PPE, infection control measures and testing have placed an increased financial burden on to all services as well as the need to pay staff 100% of their wages whilst off due to illness or the requirement to self- isolate related to COVID-19. Central government funding has assisted with easing the burden. Free PPE has been extended until March 2023. Through 2021/22, receipts from the Infection Control and Testing Fund (ICTF), have eased this burden. The Workforce Recruitment and Retention Fund (WRRF) has also eased the financial burden of

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responding to the current recruitment and retention crisis facing the adult social care sector, although this is still a significant challenge. ICTF and WRRF funding ceased on 31st March 2022. The department has continued to benefit from working extensively with local authority, Public Health England and the NHS through mutual aid processes– led by Warwickshire County Council, which has continued during the year.

Whilst the challenges posed by the ongoing pandemic on the department cannot be underestimated the staff have shown remarkable commitment, flexibility and innovation. This means the department has been able to continue to provide high quality, safe and person-centred care and support for all those the department serves.

St. Joseph's

St. Joseph's is a 59 bed care home, caring for older, frail people the majority of whom have varying degrees and types of dementia. The aim of the home is to provide nurturing, stimulating and compassionate care, through a variety of interventions and activities which aim to encourage people to participate in and enjoy fulfilling, worthwhile activities with friends, companions and their families. St. Joseph's is a home for life and strives to be a place of nurturing, compassion and homeliness.

The home is regulated and inspected by the Care Quality Commission.

St Catherine's Bungalows

16 people live in three bungalows. They each have complex care and support requirements demanding a range of specialist interventions. Those living at the bungalows are encouraged and enabled to join in with as many opportunities as possible. Support staff believe strongly, that a person's disability should not prevent them from living a fulfilling life and the staff team have real commitment to the ethos of supporting residents to live life to its fullest. Ordinarily, all residents enjoy annual holidays, short breaks and active social lives. The work of the bungalows is supported by resident's families who are encouraged to take part in all aspects of care planning where possible.

The bungalows are regulated and inspected by the Care Quality Commission.

St. Catherine's Day Service

22 people attend the day service on a daily basis. They travel from Warwickshire, Birmingham and Solihull to take part in activities aimed at maximising their potential to join in with daily living tasks, to make new friends and have fun. Access to the wider community provides opportunities for people to develop their skills for independence and enjoy being out and about.

It is a service that also provides valuable and much needed respite on a day to day basis for the families and carers.

Domiciliary Care/Supported Living

15 tenants are supported by the Society in housing it owns additionally, one client is supported in his own home. The service is commissioned and funded by the Local Authority or CCGs. Care and support are designed to develop the necessary skills to live as independently as possible. Interventions aim to support tenants in their own flats and in accessing community resources. This involves managing significant risks for some individuals in order for them to further their personal ambitions. Independence develops through greater skill levels, risk management and confidence building.

The service is regulated and inspected by the Care Quality Commission.

The work of the department is built on the dedication, compassion and loyalty of its many carers, support staff and managers. The reputation of the Society relies on them and their devotion to the values and vision it holds. Father Hudson's is grateful to its teams of staff who work conscientiously to support the work it does.

Departmental Aims for Adult Care in 2022/23

- To be compliant with Care Quality Commission's Standards
- To comply with Local Authority Contractual Requirements
- To meet budgetary targets and achieve a balanced budget
- To develop services in line with the needs and aspirations of service users
- To reflect the Catholic ethos of the Society

Children and Families Services

The Children and families service provides three services: Origins, New Routes Fostering and the Family Support School's project.

The Origins Service (including Post Adoption Support) provides care to adults who were cared for by Father Hudson's in the past (as residents in the children's homes; as adoptees; as birth family members of residents and adoptees); and, in its capacity as a registered Adoption Support Agency, the Origins Service focuses mainly on providing care to families which have adopted through Father Hudson's during the years in which it operated an adoption agency.

The Fostering Service provides placements for children and young people aged between 0 –18 years who are unable to live with their birth families due to a variety of reasons and subsequently are referred to this service by Local Authorities for fostering placements.

The Family Support Schools Project provides a holistic service to children, the parents and the school in order to improve the child's attendance, educational success and emotional wellbeing. At the end of the year the service was being provided to 25 schools across the Archdiocese reaching out to faith schools and non-faith schools.

New Routes Fostering

New Routes Fostering was established in 1992. The fostering service is based in Coleshill and is staffed by a Registered Manager, Deputy Manager, two full-time social workers and one part-time and two fostering administrators.

The service is registered with and inspected by OFSTED. The last Inspection was undertaken in January 2022 and was awarded good. It continues to operate under the West Midlands Regional Contract which is overseen by Sandwell Children's Trust.

New Routes Fostering provides placements for children and young people on a short-term and long-term basis. There is also scope for young people to remain with their carers under 'stay put' arrangements.

The children and young people we care for are amongst the most vulnerable in society and will have experienced some level of adversity which impacts on their physical and mental health and emotional well-being.

Foster carers provide a positive experience of family life which aims to provide a secure and stable base enabling children and young people to reach their full potential. New Routes Fostering is committed to providing ongoing training and development and regular support and supervision to carers to achieve this; the children and young people being the ultimate beneficiaries of the service.

The matching of the carers' skills, knowledge and experience balanced with the needs of the child is vital to ensuring stability, thus minimising the potential of disruptions.

The easing of restrictions and lockdowns following Covid-19 mean that normal services/operations are slowly being resumed. The pandemic forced us all to explore new ways of working and some practices will remain in place as they have proven to be beneficial and efficient.

Equality Diversity and Inclusion (EDI) remains at the top of the agency's agenda and the working group continue to meet on a regular basis to explore a wide range of issues at an organisational and departmental level. A number of policies have been amended and new ones created. EDI training has also been offered to all employees.

The key objectives for the Fostering Service:

- **To recruit, assess and approve foster families.** The service currently has 14 approved carer households.
- **To provide well matched placements.** The service currently has 18 children and young people placed with carers. We have 4 sibling groups consisting of 8 children and 10 single placements. 7 are matched long-term.

- **To provide support to foster carers and children and young people.** We work closely with a Psychotherapist who offers group sessions and one to one sessions with both carers and young people.
- **To monitor the progress of each child placed to ensure they are supported, guided and encouraged to reach their full potential in all areas of their life.**

Developments of the Fostering service

New Routes Fostering continues to review, amend and implement changes or developments arising as and when and in accordance with the Fostering Service Regulations, National Minimum Standards 2011 and Safeguarding and Child Protection legislation.

New Routes Fostering panel membership is reviewed regularly and we currently have 9 members on the 'central list'. The breadth of experience and knowledge includes: foster carers, adopters, social worker and teachers with expertise in special education provision. There is a Medical and Legal Advisor.

The Fostering Panel continues to provide invaluable support. The Panel Chair is also involved in a forum which enables good practice to be shared with the agency in order to improve service delivery.

New Routes Fostering remains committed to reviewing and evaluating the service. This includes consulting with the foster carers, staff, children and young people. This takes place in the form of questionnaires, surveys, feedback forms and development days.

Achievements

Therapeutic Input: The Psychotherapist continues to provide training and individual sessions to foster carers as and when needed, the focus being on providing a therapeutic service/therapeutic parenting.

West Midlands Tender: We continue to be part of the West Midlands Framework with new increased costs.

Panel: Virtual panels are working well, and a combined approach will be put in place. For any new assessments that are brought to panel, face to face meetings will be held.

Training: Carer training is well utilised and attended. Staff and a number of carers completed the Drawing and Talking model which is a therapeutic model of intervention. One carer household received training from an external facilitator within their own home which has proved to be beneficial.

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Children's Panel: Children's panel took place in February and was attended by 2 new fostering households, one of which has gone on to be approved at panel.

Children's Activities: A number of outdoor activities have taken place throughout the year. A virtual session also took place with a trainer who was a looked after child. This was truly inspirational and the young people who attended engaged well.

Educational achievement: A young person who was previously placed with our carers has been offered a place at the prestigious Cambridge University.

Recruitment, growth and carer retention continue to be the priorities going forward.

Currently, we have two young people who have remained with their respective carers on a 'stay put' arrangement. This demonstrates a commitment to supporting young people beyond 18.

Plans for the Fostering service for 2022– 2023

- New Routes will continue to work to its core objectives of placing children and young people with families and provide a positive experience of family life.
- New Routes is committed to the protection and safeguarding of all children within the service.
- New Routes will work to recruit, assess and retain a range of foster carers suitable to care for the range of children and young people in need.
- New Routes will comply with current legislation, regulations and practice guidance and ensure regular review of practice, policy and procedures.
- New Routes will continually review service provision to maintain high quality and cost-effective services.
- New Routes will continue to work within agreed financial parameters.
- New Routes will ensure staff and foster carers are offered ongoing training opportunities supervision and support.
- New Routes will work in partnership with Local Authorities to ensure that the needs of children and young people are met.
- New Routes is committed to quality assurance and ensuring that consultation and participation of children and young people, foster carers, staff and stakeholders is undertaken on a regular basis.
- New Routes will continue to recognise the achievements of the children and young people and foster carers.
- New Routes is committed to EDI and will keep this high on the agenda.

Origins Service

The Origins service provides support after adoption and support after care for those who have been impacted by childhood separation from their family of origin. The separation may have been through adoption or through being in care.

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Father Hudson's Care recognises the lifelong impact of being separated from one's family of origin, both for the person concerned and for their relatives. It has a long tradition of childcare and preserves over 40,000 records on children going back to 1902. It believes in the value of treasuring personal histories and understands how looking back into one's past can enhance one's personal identity. It focuses on assisting adults to understand their childhood experiences, and the decisions made for them, and to gain knowledge of their origins. Reconnecting people separated from their family of origin can bring healing and can help people in moving forward. Although Father Hudson's no longer provides residential care for children or arranges adoptions, it remains committed to providing quality services for those with a childhood connection to Father Hudson's.

A fee structure (applicable to some areas of service provision and compliant with regulatory requirements) was implemented with effect from 1 April 2011. This is kept under review. Service users may, in addition, also choose to make a donation.

Origins, in its "support after adoption" services, recognises there can be a lifelong impact for all those connected to an adoption. Adoption laws have changed over the years to reflect the needs of various people connected to adoption. These laws enable them to apply to be put in touch with the relative separated by adoption. After Father Hudson's ceased involvement in 2009 in arranging adoptions, it registered as an Adoption Support Agency in order to continue to work with adults affected by adoption. Therefore, the quality of the work is regularly inspected by Ofsted, who have consistently judged the quality of the adoption support agency to be "outstanding", the highest rating. Through Ofsted inspections, the quality of the "Origins" post adoption work is measured against National Standards.

Support to Father Hudson's adoptive families with adopted children still under 18 is provided under a service level agreement, by another adoption agency that specialises in working with children in adoptive families. This is called Adoption Focus, which formed when Father Hudson's ceased involvement in new adoptions.

The following services are provided for adults:

- Information from the adoption records can be provided to all adults whose adoption was arranged by Father Hudson's. A portfolio is provided of information from the records which is shared by a social worker experienced in adoption.
- Intermediary (tracing & making contact) services provided by the agency are not restricted to adults connected to adoptions arranged by Father Hudson's. Birth relatives as well as adopted adults and their descendants or other relatives can apply for intermediary services under the law in England & Wales.
- If the agency did not arrange the adoption the agency has to try and identify any agency that may still have records of the adoption. However, even if no records are located, relatives can still be successfully traced. Due to the additional work involved in such cases a higher fee is charged.
- Once a relative is traced and contacted advice and support is offered to both parties, as contact is established and progresses.

Origins, in its "support after care" services understands the importance of being able to find out information about one's origins and about the period of time spent in care, so it provides an Origins Service to those who previously stayed in the various Catholic homes it was connected with, including those connected to former child migration schemes. It also recognises the importance of people's family history and so it can also help with providing family history information from the childcare records when the person formerly in care is deceased.

Sometimes, those formerly in the homes connected with Father Hudson's wish to visit where their former home was, and so those who would like to arrange a visit to our Coleshill base are welcomed. Assistance can also be given in tracing relatives and reconnecting with family members.

The key objectives for Origins

The key objectives for the service are:

- As an Adoption Support Agency, to provide birth records counselling and access to information from adoption records for adults whose adoptions were arranged by Father Hudson's and also to provide intermediary services for anyone connected with an adoption who is legally entitled to such a service. In the last year there were a total of 229 new referrals to this service, in addition to ongoing work from the previous year. Of the new referrals, 100 were made by the adopted person, 33 were made by the adopted person's immediate family and 96 were made by birth relatives of the adopted person. Ofsted has rated the adoption support agency as outstanding in its last inspection.
- To commission the provision of post adoption support to families and young people where the adopted person is under 18 and whose adopted family adopted through Father Hudson's prior to 2009. However, the numbers of those still under 18 are dwindling and in the last year, there were no requests for this service. The service level agreement between both agencies is reviewed annually and Ofsted regulates the agency providing the service, which has also been rated outstanding in its last inspection.
- To provide services mainly in relation to accessing information from our records of those formerly in children's homes connected to Father Hudson's or those whose migration records we held. In the last year there were a total of 71 new referrals to this service. Of the new referrals, 21 were made by those formerly in the children's homes, 43 made by relatives and 7 made by non-related persons.
- The Origins Service was commissioned by Minnow Films for tracing and intermediary services for its TV series DNA Family Secrets, for screening by BBC 2 in 2022.
- Achieved another "outstanding" rating in inspection by Ofsted in February 2022.
- Continued to represent Origins at national forums during the year, such as the Consortium of Adoption Support Agencies (CASA) and South East Post Adoption Network (SEPAN).

Plans for Origins in 2022–2023

- The Origins Service will continue to offer a professional service for adults previously in Father Hudson's Children's Homes, and for adults adopted via Father Hudson's Society, their birth families and immediate families.
- The Origins Service will continue to be extended to people without a former connection with Father Hudson's Society, in line with the service's expertise and regulatory remit, and subject to the fee structure.
- The Origins Service will continue to regularly review the Service Level Agreement with Adoption Focus to ensure the continued and appropriate provision of services aimed to support adoptive families with children under the age of 18 years, in cases where Father Hudson's adoption agency had approved and supported the adopters, and Local Authorities arranged the placements.
- The Origins Service will continue to comply with current legislation, regulations and practice guidance, and ensure that any amendments and new guidelines are incorporated into practice, policy and procedures.
- The Origins Service will continue to work within agreed financial parameters.
- The Origins Service will continue to monitor and evaluate the service to ensure quality standards are maintained.
- The Origins Service will continue to ensure members of staff are offered training opportunities and support, in line with Service development requirements.
- The Origins Service will continue to co-operate fully with any safeguarding matters whether recent or non-recent.

Schools Family Support Project

The schools' family support service was established in 2006 to provide early intervention and prevention support to vulnerable children and their families. The service is embedded in Catholic schools in Birmingham, Newcastle-under-Lyme, Stoke and Banbury. The benefits to schools are enormous and the service addresses wide ranging concerns and adversity such as parental neglect and abuse, domestic abuse, poverty, poor housing and poor parental mental health. The impact of these negative factors on children presents in their poor mental health, low self-esteem and confidence, challenging behaviour, poor attendance, self-harm and poor educational achievement. Schools recognise the importance of addressing these harmful factors to improve the life chances for children. Support to children is through child centred interventions that encourage positive growth and build resilience. Parents are supported to address concerns and build positive parenting skills for a healthy and stable home environment. Family support workers are a bridge

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between home and school and promote parents to better engage with school and their children's educational attainment.

Safeguarding children is at the heart of the service and close working with schools' Designated Safeguarding Leads ensures that early signs and risks are identified and addressed. This prevents escalation to more serious concerns. Through the Early Help process family support workers are able to co-ordinate support from a team of professionals around the family to manage complex concerns.

The team consists of a project manager, a senior supervising family support worker, Data Officer and 5 family support workers. We currently operate in 18 schools securing new contracts in 3 schools within this year. The schools involved have expressed a high level of satisfaction regarding the services provided. A number of schools have expressed a wish that Father Hudson's Care could provide supervision and training for their own pastoral staff

Intervention and Support Needs April 2021 –March 2022

Services are resuming to normal following covid-19 and the easing of lockdowns and restrictions.

Most of the work with children and parents is delivered via drop ins and casework and length of involvement is determined by the level of need and support is provided until objectives are achieved. This flexibility enables workers to build positive relationships that promote longer and sustained change.

Family support workers aim to empower parents to better support their children and become solution focused to resolve issues and concerns. We recognise the importance of building strength in families so that when intervention ceases, families are better able to deal with life challenges.

Direct one to one work with children has included: raising low self-esteem and confidence, reducing anxiety, building resilience factors and raising aspirations so that children can feel happier and safer and have improved life chances.

Casework figures

- Casework was undertaken with 168 children from 142 families, with 9 children being re-referred and two of these were re-referred twice.
- 88 cases closed within the year (includes 1 re-referral closed twice) and 91 open, 8 children who were re-referred are open at the end of March, along with one re-referred twice. 55 cases were open 1 year or less (62.5%) and 33 cases were open 1 year or more (37.5%). Average length cases were open was 12 months similar to previous year's average.
- 35% casework was undertaken with secondary aged school children and 65% with primary aged school children. Last year 30% secondary/70% primary
- We worked with 63 complex cases that required the support of a team of professionals. These include: 37 Early Help, 11 Children in Need, 8 Child Protection, 7 Looked after Children. 13 social care referral/assessment/section 47, 38% of all cases

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- 33 of the complex cases had or were currently experiencing domestic abuse.
- In addition to the 168 children supported, 143 siblings of those children in the family would have benefitted from support to parent
- 13 children had unknown/not stated ethnicities. Out of 155 children whose ethnicities were known 56% (87) were White British and 44% (68) were from a Black, Asian, Mixed/multiple ethnicity or other ethnic background.

Presenting concerns and support needs for children:

- 67 children (40%) needed support to manage behaviour
- 64 (38%) had difficulty with the child-parent relationship
- 35 families and 40 children were currently experiencing domestic abuse or had in the past
- 61 children living in single parent households (36%)
- 48 children with parents separating (44 families - 31%)
- 67 parents had depression or other mental health concern (43%)
- Number of children presenting with anxiety = 79 (47%), low self-esteem = 65 (39%) and attachment issues = 27 (16%).

Group work

Children

5 transition groups with 33 year 6 children to support transition from primary to secondary school

Friendship group - 5 sessions with up to 4 year 4 children

Heads Up - 2 year 6 girls attended 5 sessions to support their wellbeing

Vocation Day - Jackie spoke to 89 Year 1 and 2 children about having a vocation

Parents

Routines and behaviour workshops - up to 30 parents attending

Family Links parenting course - 2 parents

2 Coffee mornings to introduce family support - up to 20 parents attending

Report on the key objectives for the Schools Family Support service in 2021 -2022

Promote the service and increase school contracts

Discussions on the take up of family support by Catholic MAC's has been limited. On a positive note, the majority of contracts have been renewed, with 3 schools leaving us and 3 new contracts have been secured.

To continue to offer a professional service to schools.

Our aim is to grow and expand the project.

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Lockdown presented new and positive ways of working which are now enabling us to reach more isolated families. The use of technology and in particular video contact has made us think about alternative methods of communication, some of which will remain in place going forward.

Improve knowledge, skills and practice for best practice.

Online courses and webinars were encouraged. This enabled family support workers and admin staff to individually complete a wide range of training listed below.

- Equality, Diversity & Inclusion
- Gamcare
- Drawing and Talking
- Self-harm
- IT/Database training
- Excel and social media training (Admin)
- Minute Taking Training (Admin)
- Safeguarding (New staff and Admin)

A training program to pastoral school staff is being developed and it is hoped that this will be ready to be rolled out in the forthcoming months.

Improve data collation to evidence impact and outcomes.

Increase the completion of feedback forms from children and parents.

Key objectives for 2022 – 2023

- To promote the service and increase school contracts.
- To continue to offer a professional service to schools.
- Continuous professional development of staff.
- To continue with evidencing impact and outcomes.
- Progress with at least 50% completion of feedback forms from children and parents.
- To continue exploring how the Family Support Service might develop over the next 5–10 years by investing and adapting its work with others both within and outside of Father Hudson's so that the service can grow and increase its positive impact upon children and families across the Birmingham diocese.

Father Hudson's Care – Community Projects

Father Hudson's Care works in collaboration with partners and local communities to reach out and support those in need, some are delivered directly under our charity and others are delivered by smaller charities and groups whom we support. Each partnership community project has its own local focus, identity and governance structure. We support those in poverty through the provision of food and practical items, those who are homeless through accommodation, those who are lonely through social activities and a number of our projects also provide advice, information and

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wider support. We prioritise services for the most vulnerable, specialising in support for refugees, asylum seekers and migrants, rough sleepers, vulnerable women, older people and deprived communities. Our Catholic ethos is at the core of this work – ensuring human dignity, helping the poor and standing in solidarity with others.

Despite the continued impact of COVID-19 this year community projects have remained present for those who need us, operating safely within guidelines and adapting delivery to continue to respond to growing demand for our support. Projects have been providing information in the community and to our guests on Covid, distributed lateral flow tests and Brushstrokes held pop-up vaccination clinics. Our doors have remained open, and we have increased/returned to face-to-face activities over the year.

During 2021/22, five community projects were delivered directly under the Father Hudson's Care charity. With 52 employed staff (at end of March 2022) and 242 active volunteers reaching out and supporting over 2800 individuals in need, including providing direct accommodation to 32 individuals. Volunteering and the involvement of local communities continues to be the essential part of all of our projects. Whilst a number of volunteers have not returned following Covid, we have been able to recruit new volunteers and build back up many of our teams.

During 2021/22 we have continued to support local groups including more intense support to three local charities, providing employment, payroll, HR, management, governance, funding, finance and policy support. During 2021/22 two of these charities have provided FHC with some financial contribution towards this support, reduced since previous years due to the impact of Covid on their charity finances. We have employed 10 members of staff on their behalf over the year. These three charities have supported a further 2602 individuals in need and have 124 volunteers. We also continued to be a key partner for the local charity Anawim, Caritas AOB and Heart of Tamworth. This year we have increased our support to Community Sponsorship – Refugee Resettlement Schemes, providing support to four volunteer groups in Rugeley, Derby, Birmingham and Warwick and being the lead sponsor for these with the Home Office.

Supporting Refugees, Asylum Seekers and Migrants in the community

During 2021/22 we have supported over 2500 refugees, asylum seekers and migrants through our partnership community projects delivered under Father Hudson's Care and many more as part of our wider partnerships including through St Chads Sanctuary, Community Sponsorship and Hope Community. We promote the ethos of 'Welcome the Stranger', helping those in crisis as well as supporting for the long-term.

Brushstrokes Community project is delivered under Father Hudson's Care and is a partnership with the Infant Jesus Sisters, the parish of St Philip Neri and the sisters of Our Lady of Charity of the Good Shepherd. Based in Smethwick and covering Sandwell, West Birmingham and surrounding areas, the project provides specialist and holistic support to refugees, asylum seekers and migrants through advice and outreach including accredited OISC immigration advice, employment support, welfare benefits and housing advice; provision of practical resources including food and clothes; education and employment support including accredited ESOL, IELTS and OET; social

activities including a community café, games evening and women's group. The project is funded from a wide range of sources including Sandwell Borough Council, The Home Office, NHS and charitable trusts.

Over the year the project has ensured welcome and practical support assistance has been provided to all. With 28 staff and 53 active volunteers (23 new this year) Brushstrokes provided support to 2495 individuals (5637 beneficiaries to include families) from 102 nationalities and 49 languages. There has been a continued growth in EU nationals coming for support and advice this year linked to the ongoing work of the EU settlement Scheme, representing 42% of all service users. Those seeking asylum were the next largest group of clients at 19%. Romania, India and Afghanistan represent the largest numbers of service users this year.

Brushstrokes key achievements in 2021/22 include:

- 143 students attended ESOL classes as they returned to face-to-face delivery (90% women); 13217 provisions of food distributed to those in poverty; over 1500 new advice cases opened this year with the number of complex homelessness, EU settlement and individuals with No Recourse to Public Funds cases rising; increased numbers of advice and information sessions, social groups/activities and community meals throughout the year.
- Brushstrokes have an active service user panel who meet monthly, have representation on the local management committee and have engaged with providers of services in Sandwell.
- Brushstrokes have responded to emerging needs including helping coordinate and deliver a response to Afghan refugee resettlement in Sandwell. Brushstrokes is also delivering on a national pilot of the Refugee Transitions Outcomes Framework in partnership with Sandwell Council, developing new approaches to enable refugees to settle and secure employment.
- Developing NHS partnerships; monthly screening clinics for blood borne viruses and increasing delivery of IELTS and OET courses to support migrant health professionals to practice in the UK.
- New secured funding including National Lottery, Sandwell Council and various grants and Charitable Trusts.
- Brushstrokes continues to develop partnership work including, the development of Sandwell Language Network, the delivery of the NRPF TB pathway with local authority and the NHS, Asylum Early Action project alongside Refugee Action, contributing to national work on the impact of COVID on migrants, working with small local community groups and working jointly with the Local Authority to respond to increased asylum seeker dispersal.
- Research and social policy included researching the impact of COVID on the mental health of service users, advocacy to ensure financial support was provided to Afghan refugees and transnational research project on housing for migrant women.

Brushstrokes objectives for 2022 – 23

- Coming out of the pandemic to ensure services remain resourced, accessible and responsive to the needs of new and emerging communities in Sandwell, West Birmingham and the Black Country.
- Embed the principles of Early Action across the Project, focusing on reducing crisis.

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- Working with the service user panel to increase engagement of service users and commissioners, playing an active role in reviewing, evaluating and informing the planning of new services both internally and externally.
- Continue to share best practice, build and engage in partnerships that can respond to issues faced by new communities in Sandwell and West Birmingham
- Secure additional larger multi-year funding streams for the future sustainability of the project.
- Increase ESOL and language provision to address the lack of local capacity, through volunteer recruitment, training and development of online resources.
- Respond to the impact of poverty and cost of living crisis through increased capacity to provide employment support, digital skills, financial capability sessions, benefit advice and food non-food resources.

Social support for Older People in the community

Young at Heart in North Staffordshire is delivered under Father Hudson's Care. It reaches out and supports isolated older people, providing friendship and lunch groups, a music group, telephone befriending and a community gardening project. Young at Heart has continued this year to work in partnership with the Methodist Homes Association to deliver these activities through a National Lottery funded project.

During 2021/22 the project has focused on restarting all face-to-face activities and recruiting and developing volunteers from the local community. Due to funding the staff team reduced to 2 in November, however with a team of 72 volunteers the project still supported 223 older people over the year. Many of these had been increasingly lonely and isolated during the pandemic. 193 of these were through the 8 regular group activities and 30 through telephone befriending. Through the befriending service volunteers call older people weekly for a friendly chat which has not only been crucial during Covid, but as older people's frailty, mobility and mental health has been increasingly impacted. Where they are able to, we promote people to attend the social groups which many rely on as their only outing and chance to meet others. The project has been particularly proud this year of developing the community garden project with the support of Stoke Council, the Masonic Foundation and Groundworks.

Young at Heart objectives 2022/23:

- Secure longer-term funding for the project activities and two remaining part-time staff.
- Recruit additional volunteers and develop a volunteer support and training programme.
- Develop local statutory partnerships including recognition and support for the impact the project has for older people's wellbeing in North Staffordshire.
- Develop the community garden project including a listening bench and linking in additional local partners.

We reach out to many older people through our wider partnerships including with Hope Community and Maryvale Community Project.

Accommodation and shelter for the vulnerable

Through three community accommodation projects, Tabor House, Fatima House and Sophia House, we have provided safe shelter to 32 individuals in Birmingham during 2021/22 and supported over 100 rough sleepers through outreach in Birmingham city centre.

Tabor House is delivered under Father Hudson's Care with local governance through 'Tabor Living'. Tabor Living is a partnership with Father Hudson's Care, Caritas AoB, the local parish, senior business people from the construction and building industry, as well as a PR company. With 5 core staff, a team of bank staff and a large team of 58 dedicated volunteers, the project has remained open 24/7 rather than returning to a night shelter operation. Tabor House works within a strengths-based approach, establishing areas where guests need support and working with them to help them to achieve a positive move on.

In the last year we accommodated 18 rough sleepers at Tabor House and Tabor Cottage who were given a safe place to stay and welcome from our staff and volunteers. They have been provided with 1-1 support sessions through a Caseworker including access to a bank account, EU Settled status and appropriate documentation, healthcare, linking with other agencies, securing welfare benefits, housing, employment, training and volunteering opportunities. Outcomes for guests include securing employment and housing, support for repatriation and making family reconnections – 73% of our guests have had a positive move on. The project has been particularly effective at welcoming migrant rough sleepers and supporting people back into employment. This year the project saw an increase in female guests, supporting 5 women to become independent.

2021/22 Tabor House, Tabor Cottage and outreach achievements:

- Accommodated and supported 18 rough sleepers (men and women).
- 10 of these guests were moved from the House to the Cottage, supporting them with an interim step towards their independence. 80% of Cottage guests had a positive outcome.
- Engaged with over 100 rough sleepers on the streets in Birmingham through outreach including being a friendly face, helping secure bank accounts, linking with agencies to apply for benefits and housing, applying for passports and other ID documentation.
- Secured over £350k in capital funding for the new St Catherine's premises for Tabor Living in central Birmingham.
- Piloting 'community response to homelessness', recruiting and training a team of volunteers to support 5 individuals who have been previously rough sleeping to positively move forward.
- Continued to develop positive relationships with the statutory sector; securing additional funding support from the West Midlands Combined Authority including access to free training and support, feeding into the Birmingham City Council RSI review and being invited to attend the weekly BCC RSI meetings.

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Tabor House objectives for 2022/23:

- To complete the capital works, develop and open the new St Catherine's centre, which will include the relocation of existing Tabor services, new move on accommodation and community rooms in partnership with the local parish.
- For Tabor House to become an accredited project with the Housing Justice standards.
- To deliver a marketing plan to promote the brand Tabor Living as a partnership with FHC, using this promotion to secure additional corporate funding and support, as well as recruiting new volunteers.
- To continue to develop relationships and funding opportunities with statutory partners WMCA and Birmingham City Council.
- To develop the Community response to Homelessness pilot and embed within Tabor Living services.
- To develop existing and create new partnerships in the community and voluntary sector for the new St Catherine's premises, as well as building longer-term relationships with the initial capital funders.

Fatima House in central Birmingham operates as part of Father Hudson's Care and is a collaborative project with the Columban Missionaries, a local parish, Caritas Archdiocese of Birmingham, The St Vincent de Paul Society and the Archdiocese of Birmingham. The Columban Missionaries lead on the day-to-day operations of the project including supporting the women at the house and volunteers. FHC support with governance, building and financial management, policy and fundraising.

The project provides accommodation for up to 9 female asylum seekers who are destitute and in the process of appealing asylum decisions. During 2021/22 Fatima House supported 10 women with a safe place to stay, supported by 8 active volunteers. Residents can access counselling, reviews of their immigration cases and an IT suite. They have also worked with the volunteer team to develop the garden, growing fresh fruit and vegetables and having a place to socialise. These extra activities are funded through the Lottery Community Fund Awards for All funding.

Fatima House objectives for 2022/23

- Develop the garden with additional social activities for residents and facilities to be able to grow more fruit and vegetables.
- Secure funding to continue counselling and immigration support.
- Increase social activities including arts and crafts and celebration events, as we come out of Covid.
- Sharing experiences from the project with others in the migration field, issues such as Home Office decision making time, immigration issues the women have faced etc. Feeding into national and local campaigns on refugees' rights and impacts of changes in law on those we support.

Sophia House is a partnership project between Father Hudson's Care, St Brigid's Parish and the sisters of Our Lady of Charity of the Good Shepherd. Sophia House provides safe and supportive accommodation in South Birmingham for up to 3 female refugees or migrants. Over the year

the project has housed 3 women and a young baby, with one resulting in a positive move-on to an independent private tenancy.

During 2021/22 Sophia House has been a secure place of safety for the tenants, with support for them to move their lives forward including one woman now being a student at university and working in the care sector. One volunteer befriender continues to provide support and all tenants receive regular support check-ins from a member of staff.

Sophia House objectives for 2022/23

- Recruit a new Sophia House Support Worker with funds secured from Our Lady of Charity of the Good Shepherd.
- Re-promote the project and room vacancies with existing and new referral organisations.

Support and capacity building for local charities and voluntary groups

One of the ways Father Hudson's Care demonstrates the Catholic Social Teaching principle of Subsidiarity is by providing support to other charities and groups in the Diocese. We support three local independent charities, Hope Community, Maryvale Community Project and St Chad's Sanctuary providing employment, payroll, HR and support/guidance with management, governance, funding, planning, finance, policy and procedures. During this year we have provided particular support around management and sustainability with the small charities struggling for funding as we come out of the pandemic.

Hope Community Project, Wolverhampton is a partnership with FHC, the Infant Jesus Sisters and St Patricks' Parish. Running for over 30 years, the project aims to seek out, reach and support the most isolated, vulnerable and disadvantaged people in the community of Heath Town. Based on the estate, Hope Community services include: a helpline during Covid for local people, English lessons delivered with Adult Education, a new women's group, Stay and Play, Community café, a new food pantry which has been in very high demand, new IT classes, holiday activities for young people and this year they also distributed support grants to local people on behalf of the local council. The project supported 474 people during 2021/22, many of these were people who were new to the area. In March 2022 they had 22 active volunteers and we employed 4 staff on their behalf.

Maryvale Community Project in Kingstanding, Birmingham is a parish partnership project which provides social activities for older people and adults with learning disabilities. 126 people have been supported by Maryvale Community Project over the last year through a weekly Tuesday lunch club for older people, a weekly evening Sunshine Club and a new weekly in and out club both for adults with learning disabilities. Activities at the groups include celebration events, dancing, exercise, cooking, life skills and singing. For those unable to get to the groups due to frailty or ill health they are supported through the telephone befriending service. The project has 8 very active and dedicated volunteers. Due to funding the staff team has reduced to 1 and therefore FHC have been working with the Maryvale trustees to provide support with management, fundraising and financial procedures.

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St Chad's Sanctuary, Birmingham is a partnership with FHC, the Infant Jesus Sisters, the Salvation Army and the Archdiocese of Birmingham. The charity is a place of welcome for asylum seekers and refugees which aims to relieve poverty and improve their lives. They have supported 2,002 individuals during 2021/22 through provision of practical items such as clothing, toiletries, food and books, English lessons for adults and this year developing their family learning for children who do not yet have a school place or are pre-school. They also provide social support, welcoming new asylum seekers, registering families with children for school places and signposting. A large proportion of their clients are asylum seekers based in temporary asylum accommodation/hotels in central Birmingham. They have 94 active volunteers and in March 2022 we employed 5 staff on behalf of the charity.

Father Hudson's Care are the lead sponsor for Community Sponsorship – Refugee Resettlement Schemes in Warwick, Rugeley, Derby and Birmingham. We are supporting these four volunteer-led groups to welcome a refugee family into their community. Rugeley welcomed a family of 4 in 2021, with the other 3 projects completing their full applications and expecting their matches with families during 2022. In March 2022 Father Hudson's Care has begun responding to the humanitarian crisis in Ukraine, working with the Archdiocese of Birmingham, Ukrainian community partners and others to develop this response. This will be one of our priorities in 2022/23.

Father Hudson's Care are active executive committee members of Caritas Archdiocese of Birmingham and carry out the administration and marketing functions for this network.

Father Hudson's Care also provides ongoing governance support for the charity Anawim in Birmingham and the charity Heart of Tamworth in Tamworth.

Fundraising, Communications and Marketing

Total voluntary income was £493,121 (2020–21: £429,099). Most voluntary income comes from five sources: individuals, companies, parishes, Catholic schools and Trusts.

Individuals

Individual giving remains to be an essential area of our fundraising income. Figures have remained static from our quarterly mailing income with a small growth in our regular giving income. The current older demographic of our individual givers remains a concern so the fundraising team has restructured this year to incorporate an Individual Giving Officer whose role is to focus on this area of income; specifically, to create a robust supporter journey which will retain and grow our existing supporters whilst attracting new supporters to expand our mailing list.

Over the last year we have invited our top 20 supporters for a tour of Father Hudson's Head Office site and created a special fundraising appeal for our 120 years anniversary which has created a small uplift in fundraising income. We have also continued to proactively promote legacy giving in Wills Awareness months March and November by partnering with an online Wills provider FareWill and promoting legacy giving on our website and through our social media channels.

Companies

This year we have been able to secure a small number of Charity of the Year partnerships. Brushstrokes were voted as the nominated charity by local companies Nationwide and Forresters and Coleshill based Wilmott Dixon chose Father Hudson's Care as their charity following a visit to St Joseph's Care Home to deliver presents. In Summer 2021 Wilmott Dixon organised a charity walk which raised nearly £1000 for the charity. Gifts in kind continues to be a popular method of corporate giving, at Christmas we were able to secure over £500 worth of bath products from LUSH and food donations have continued from ALDI, Morrisons, Sainsburys and Co-op.

Parishes

Our Parish collections were again severely impacted by the Covid-19 pandemic. Further periods of lockdown in 2021 and afterwards, less parishioners attending church, reduced our fundraising income in this area. The team was also affected in June by the departure of one of the School and Parish fundraisers. However, we have remained proactive in our communication with Parishes through phone calls, emails and where possible face to face visits. Parish income increased this year to £23,392 compared to £19,944 last year. In December we also heavily promoted our crib appeal across the Archdiocese which raised over £4000, significantly more than the £500 we budgeted for.

Catholic Schools

Similar to parishes, our work with Catholic schools was again impacted by the pandemic. Our Annual Good Shepherd Appeal was held online again due to an early lockdown period in 2021. However, we continued to use our digital presence to effectively engage with schools and tell our story. In 2021 we created a virtual school assembly which could be played online, we also developed a downloadable Stations of the Cross activity which was well received by schools across the Archdiocese. Due to the closure of schools in early 2021 we cancelled the printing and distribution of our traditional collection boxes and instead asked schools to donate online to our appeal creating a cost saving.

Although schools' income has not yet reached pre-pandemic levels there has been an increase from the previous year (£29k compared to £14k in 2021) and we hope that this growth will continue into the coming year.

The team are also still looking for ways to diversify and grow the way we work with schools. Work is still being developed to recruit a number of schools' speakers to increase our reach across the Archdiocese and although our Walk a Mile fundraising product was not as successful as we had hoped there is still opportunity to use this to further engage with secondary schools and grow our income.

Trust and statutory fundraising

Trust and statutory fundraising were affected this year by the departure of the Trust fundraiser in June 2021 followed by subsequent difficulties in recruiting a replacement. The pandemic also created more competition for Trust income across the charity sector with a continued focus on short term emergency funding. Despite this, we have had a number of successes in Trust income including Lottery funding for Brushstrokes and smaller Trust successes including money from Warwickshire Council Councillors fund towards a Summer House at St Joseph's and a number of smaller grants for Family Support team to enable them to create a crisis fund for families in an emergency.

As there is a greater urgency for Trust funding in Community Projects it was decided this year to move the Trust fundraiser role to that team with the remaining fundraising team supporting applications for smaller, core projects where needed.

Regulation and complaints

Father Hudson's Care is registered with the Fundraising Regulator, follows the Regulator's Code of Fundraising Practice and abides by its Fundraising Promise. Father Hudson's Care received no complaints about its fundraising practice during 2021–22, either internally or through the Regulator. When we ask individuals for donations, we do so gently by letter. Supporters have the option to request no further mailings and we abide by such requests immediately.

We are particularly aware of the need to protect our most vulnerable groups through our fundraising activities and have adapted our policies and procedures in accordance with this. We do not make unsolicited asks over the phone and full fundraising requests are made in writing with the consent from those who have previously supported us. We also ensure that any fundraising staff or volunteers have been DBS checked prior to contact with our supporters and are aware of our bullying and whistle blowing policies.

Communications and Marketing work

Work has continued over the last year to update and refresh our marketing materials and tell our story in as many ways as possible. This year the team created a Communications working group made up of representatives from all departments as a way of sharing information and good practice around all aspects of communication.

Our Annual Review document was again refreshed to include more pictures, an infographic and designated Equality, Diversity and Inclusion section to reflect our commitment to work in the area. We have continued to develop our Intranet site with the inclusion of a staff suggestion area and fortnightly news updates.

Over the last year we have followed our marketing plan for St Joseph's and produced a glossy new brochure and designated website for the Care Home. Marketing activity has also included a new logo for Young at Heart, logo and strapline for our 120 years anniversary, the development of new

branded materials such as t-shirts and banners and a printed recruitment campaign for new care staff including posters, news articles and online promotion.

We have continued to engage with external media and have featured regularly in the Coleshill papers including a front-page article on St Joseph's as well as regular adverts in publications such as Solihull Living magazine, The Sower and local hospital newsletters. Our work has also been supported by Caritas and the Diocesan website who have been especially helpful in supporting our recruitment adverts.

Over the last year we have worked to improve the content on our social media sites with increased use of video content and the use of Canva, an online app designed to improve the visual appearance of posts. The team has also supported other departments with their social media activity including delivering bitesize training to the Community Projects teams about using Canva and storytelling.

Financial review

Financial Results for the year are shown in the Statement of Financial Activities (SoFA).

The SOFA shows that a high proportion of the Society's income is in the form of fees towards the cost of services. Such fees are charged for provision of residential and day care and fostering services. They are paid by local and health authorities and in the case of residential care may be partially or fully paid by private individuals. The fees received for such services do not cover the full cost of provision of the services. The shortfall is met from voluntary income and reserves.

Projects (Origins service and Community based projects) which attract no fee income are supported from the Society's fundraising efforts and investment income.

Staff costs are by far the biggest item of expenditure for the Society. Father Hudson's strives to give residents, clients and service users the highest standard of service and care and relies on the hard work and dedication of its staff for that. It operates in a very competitive environment for staff and therefore offers staff competitive rates of pay and fair leave and sickness benefits. Father Hudson's also offers all staff membership of a pension scheme. All staff undergo a formal induction programme, have regular supervision and staff meetings, and receive staff newsletters.

Inflation is an issue for Father Hudson's with major costs on gas, electricity, water and food continuing to increase. Local Authorities, which are under financial constraints are not generally offering increases in fees in line with headline inflation, and certainly not in line with the specific inflation incurred with social care projects. Whilst Father Hudson's has made some considerable progress in reducing operating deficits, the present economic climate makes further progress difficult without impacting quality of service which is not acceptable to Father Hudson's.

Father Hudson's has centralised administration functions covering accounting and cash and investments, personnel management, fundraising and estates management.

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The SOFA shows a net decrease in funds of £322,199 (2021: decrease £195,495) before net gains on investments and investment properties of £358,642 (2021: gain £1,011,401). The Society's quoted investments are shown at their market value on 31 March 2022 and are held for the long term to generate income to support the mission of the Society and it is not the intention of Father Hudson's to liquidate them to any significant extent in the short term. Note 18 gives full details of the movements in the assets and liabilities of the Society's pension scheme, in accordance with the disclosure requirements of FRS102. The nature of the assets held by the scheme and the liabilities of the scheme can lead to volatile results. The Scheme closed to future accrual on 31 July 2017.

F.H.S. Projects Ltd, a wholly owned subsidiary company, formed to undertake building development and trading activities, was dormant throughout the year. It has no employees, and the directors receive no remuneration. Its existence continues to be kept under review.

Reserves and Reserves Policy

The Trustees of Father Hudson's have established a reserves policy which reflects the long-term nature of much of the work of the Society. Father Hudson's provides residential care to vulnerable adults, most of whom would expect to stay in the Society's care for the rest of their lives. Additionally, Father Hudson's has a long history of residential care to children and young adults, and of adoption services. This history carries with it an obligation, both legal and moral, to assist those who were in our care, or were adopted, their birth families and adopters to explore their past, learn reasons why decisions were made and increasingly bring parted relatives together. Adoption records must now be kept for a minimum of 100 years and there is an obligation on Father Hudson's to offer a post adoption service to those involved in the adoption process throughout their lives.

The reserves of Father Hudson's are made up of five types of funds:

- Expendable endowment funds.
- Restricted Funds.
- Designated Funds.
- Free reserves.
- Pension Reserve/(Deficit)

The total reserves as at 31 March 2022 were £10,591,651, of which £1,602,860 were restricted and not available for general purposes and £2,538,890 were designated.

Expendable Endowment

Expendable endowment funds comprise the value of lands in Birmingham and Coleshill purchased by Father Hudson for the charitable objects of the Society. When such lands are disposed of, the net proceeds are also held in expendable endowment. Expendable endowment funds are held as capital funds but may be expended at the discretion of the Trustees. The income from the endowments is used to support and develop the activities of the Society.

Restricted Funds

Restricted funds comprise grants or donations made to Father Hudson's for specific purposes. Such funds usually have to be accounted for in detail to the funder and are not available to be spent on anything other than the donor's intention. Restricted funds include donations towards the capital cost of certain assets purchased by the Society. Such funds are transferred to free funds at the same rate as the depreciation on the associated asset.

Designated Funds

Designated funds are funds set aside by the Trustees for specific purposes, or because such funds are unrealised or not capable of being realised in the short term. The property fund is the capital value of property and fixtures held for charitable use by Father Hudson's outside of the endowment fund, and as such is not available for general use. The fair value reserve represents the unrealised revaluation gains on the Society's investments and being unrealised is unavailable for general use.

Free Reserves

Free Reserves are those funds available to meet the day to day needs of the Society's work. The Trustees have decided that given the long-term commitments in the Society's work, the fragility of external funding for some of its projects and the uncertainty of voluntary income and legacies, free reserves should be held for not less than 3 and not more than 6 months expenditure. At the balance sheet date free reserves amounted to £838,746, equivalent to 1.5 months unrestricted expenditure. The trustees have adopted a strategic recovery plan to achieve a balanced budget within the period ending 31 March 2024. The focus of the plan is increasing fee income in the St Joseph's care home following the reopening of the fourth wing and increasing St Catherine's bungalows income through renegotiation of client fees. However unencumbered reserves, for this purpose defined as the sum of the expendable endowment and free reserves amount to £6,908,697 which equates to 12.4 months unrestricted expenditure.

Pension Reserve

The pension reserve/(deficit) represents the surplus/(shortfall) in funding of the Society's Pension Scheme as calculated annually by the scheme actuary in line with the requirements of Reporting Standard FRS102. The valuation is a snapshot on a particular day and can vary significantly from year to year and is sensitive to relatively small changes in interest and discount rates.

Going Concern

After reviewing the Society's budgets and projections, the Trustees have a reasonable expectation that Father Hudson's has adequate resources to continue in operational existence for the foreseeable future. Father Hudson's therefore continues to adopt the going concern basis in preparing the financial statements.

Investments

Father Hudson's has an investment portfolio, the income from which is used to support the work and the administration of the Society. The fund is invested in quoted shares, fixed interest gilts and bonds rated A or higher, property funds and cash. The investment objectives are for a secure level of income together with some capital appreciation in order to maintain the real value of the fund. Smith Williamson Investment Management LLP manage the portfolio on a discretionary basis. The Trustees have developed a social, environmental and ethical policy for the portfolio. Any investments which do not comply with the policy are divested as market conditions allow. The portfolio is held for the long term, and the Trustees believe that the structure of the portfolio is broadly in balance with its objectives for the long term.

The investment managers use the MSCI WMA Balanced Index as a guideline against which to assess the performance of the portfolio although they are not required to rigidly adhere to the Index. During the year ended 31 March 2022 the portfolio total return (gain) was 9.80% and the Index total return (gain) was 7.80%. In line with the continuing recovery in global markets during the year, the portfolio returned realised and unrealised gains of £358,642 of which £214,022 were endowment funds and £144,620 were attributable to general funds.

Objectives 2022/23

- To work with investment managers to minimise the capital risk within the investment portfolio, whilst maximising the income and growth potential.
- To continue the review of internal controls and governance to ensure application of best practice.
- To review the cost base of Father Hudson's to ensure optimum efficiency in the use of Society funds.

Structure, Governance and Management

Constitution & Governing Document

Father Hudson's is a charitable company limited by guarantee, incorporated on 22 July 1982 and registered as a charity on 15 September 1982, to continue the work started by Father Hudson at the beginning of the 20th Century. It was established under a memorandum of association which established the objects and powers of the organisation and is governed under its articles of association. 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 total number of such guarantees at 31 March 2022 was 14 (2021: 15).

The directors at the date of this report are set out on page 1. Mr Neil Handel resigned on 02 August 2021.

Recruitment, Appointment and Training of Trustees

Nominations for Trustees have been made by existing Trustees and other supporters of the Society. Father Hudson's has also successfully advertised for Trustees to replace retiring Trustees. Appointments are made by the Board with the approval of the President in line with identified skills gaps in the existing Board or through retirement. New Trustees undergo a formal induction, managed by the Chief Executive, into their responsibilities, the varied activities and the ethos of the Society. Professional advice is made available to the Trustees at all times and appropriate trustee training is provided.

Organisational Structure

The Board of Trustees has established sub-committees to examine areas of work in more detail and to advise the executive and report to the full Board. Occasionally the Board delegates specific issues and decisions to sub-committees when deemed appropriate. The Board of Trustees sets the strategic direction of Father Hudson's and approves annual budgets. Implementation and day to day management is delegated to the Chief Executive and through him to the senior management team. The Board constantly reviews its governance structure to ensure that it complies with best practice and is committed to achieving compliance with the Good Governance Code.

Employee Involvement and Employing People with Disabilities

The Equality, Diversity and Inclusion group continued to meet regularly, facilitated by the Head of the Children and Families' department; membership of the group was widely publicised and was not by appointment. Their work has influenced the organisation's EDI statement and strategic EDI action plan which was completed and approved by the Trustees in March 2022. Their work has also influenced the development of several policies, including the Menopause policy and Miscarriage policy.

Implementation of the EDI strategic action plan has led to greater focus on employee and service user voice, with a requirement for Heads of Department /service managers' reports to Trustees' subcommittees to include specific sections on this during 2022/23.

The Intranet is available to all staff, and this includes a staff suggestion and recommendation form which is beginning to be used, and staff suggestions made have been responded to.

Two of the key support functions are directly accessible to staff and regularly used by staff. Staff know that they can contact HR directly and HR know that they have a mediating role within the organisation. Staff use this option. The new PeopleHR software which has replaced the previous mainly paper-based system has had an immediate benefit for staff for a number of reasons, including booking of annual leave in a timely and effective way and immediate and easy access to all policies. Every staff member in the organisation was provided with a work email address. The appointment of the part-time IT support officer continues to be critical to the success of all these changes.

The Finance team is regularly contacted directly by staff who know that they are approachable, and that the organisation operates with the limited bureaucracy that is necessary. They again showed great adaptability when the continuing impact of COVID meant that they had to take on extra responsibilities (some of which were usually carried out by Fundraising) and remained office-based throughout (with good protection in place) in order to ensure that everyone (staff and suppliers) was paid promptly and correctly.

The organisation has improved the coordination of training – a challenging task in terms of the very different needs of the many services. The HR manager leads on the Training coordination across the organisation. She has been working closely with the Head of Adult care with great effect to improve the training available online and face-to-face for the nearly 200 care staff. At the same time the Training coordination group, involving staff from across the departments, continued to focus on providing a coherent Induction programme for all new staff.

The quarterly Managers' meeting has created a greater understanding of each of the services and the small group work in particular has enhanced the sharing of learning and expertise on common issues. These have also contributed to a deeper understanding of the mission of the organisation and governance of the Charity. EDI has featured very strongly in all these meetings.

The decision which was taken at the beginning of the pandemic was renewed and maintained throughout the cycles of lockdown and easing of lockdown in 2021–22 to ensure that no staff member came to work for fear of not being paid and having to rely on statutory sick pay. The contractual obligations were overridden by an organisational determination to ensure that staff, if they suspected or had confirmed COVID, did not feel a financial need to attend work.

The Charity does not discriminate against a person with a disability for a reason that relates to their disability or treat them less favourably than a non-disabled person. The Charity remains committed to conducting individual risk assessments for every employee with a disability in order to identify any reasonable adjustments it needs to make in the workplace, or job, in order for the person to contribute fully to the work of the charity.

Relationships with related parties and other charities

Father Hudson's owns 100% of the issued share capital of F.H.S. Projects Ltd, a company registered in England and Wales no. 3720516, whose main activity is the development of property for use by the Society. All profits within F.H.S. Projects Ltd are donated to Father Hudson's under Gift Aid. The company is currently dormant and so consolidated financial statements have not been prepared.

In 2009 the Trustees transferred adoption work to a new independent non-denominational Charity, Family Society – Adoption Focus. This is a completely independent and separate charity. Family Society – Adoption Focus undertakes some adoption support work on behalf of Father Hudson's Society. Father Hudson's provides certain administrative support. All such arrangements are undertaken for fees agreed on an arm's length basis.

Father Hudson's has employed the services of NFP Wealth Management Ltd (NFP) in the design and implementation of a Group Personal Pension Scheme. One of the directors of NFP is related to a trustee of the Society. Fees to NFP have been agreed on an arm's length basis and the trustee took no part in the decision to use NFP nor in the fee negotiations. At 31 March 2022 fees amounting to £1,800 had been paid or accrued to NFP.

Father Hudson's has close relationships with a number of other religious charities with whom it collaborates in the delivery of services in Community based projects. In each case there is a written collaboration agreement.

Governance and Internal Controls

The Trustees are responsible for keeping adequate accounting records which disclose with reasonable accuracy at any time the financial position of Father Hudson's and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of Father Hudson's and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities. The systems of internal control are designed to provide reasonable, but not absolute, assurance against material misstatement or loss. They include:

- A strategic plan and an annual budget approved by the Trustees.
- Regular consideration by the Trustees of the financial results, variances from budgets, non-financial performance indicators and benchmarking reviews.
- Delegation of authority, segregation of duties and formal supervision structures.

Review of Strategic Management 2021 /22

Risk assessment review 2021 – 2022 and Management of risk 2022–2023

In 2021/22 there was a need to manage risks connected with the health and support implications of the pandemic and the financial risks connected with the pandemic. Being responsible for the health and psychological well-being of older people and younger people, people whose lives are affected by disability, of those who are homeless, of asylum seekers refugees and migrants great care had to be taken about the quality of service being maintained as well as the ability of the organisation to fund this work. In order to ensure this the Trustees budgeted for a significant operational loss, using its unrestricted assets, rather than endanger the quality and safety of any service, at a time when needs were increasing, due to the pandemic, poverty and other societal changes. Nevertheless, through careful management of resources and successful income generation the organisation again did better than budget and achieved a significantly lower operational loss.

Risk Review 2021–2022	Risk at the start of year	Risk at the end of year
<p>Safeguarding children, young people and vulnerable adults The Safeguarding Leads monitoring and review group, consisting of two Trustees (one from the Adult care and one from the Children and Families subcommittees), the three SMT safeguarding leads and the CEO continued to meet during the year and will be producing their second annual safeguarding report for the summer Board meeting. The links with the Archdiocese safeguarding office remained strong. The risk has been left at low /medium, because FHC runs 18 different services for very vulnerable client groups, provided by a large staff team and volunteer team and therefore has to be constantly alert. This applies to both inspected and non-inspected services. The need to provide 'safe' services is greater the more vulnerable the groups supported are. The four new Community Sponsorship schemes had excellent support from the HR Department concerning the DBS process for volunteers and the children's safeguarding SMT lead supported the safeguarding lead volunteers in the schemes. Safeguarding lead Trustees have monitored the restructuring of the fostering team to ensure safeguarding is always at the forefront and have been well satisfied with the retention of existing staff and the recruitment of a very experienced new staff member.</p> <p>They also have stressed within the main Board that, as critical as financial sustainability may be, resourcing safeguarding is a primary responsibility, and this focus is appreciated by the Board.</p> <p>Service risk assessments and individual risk assessments have been seen as key to mitigating safeguarding risks. Enhanced targeted training, learning from identified safeguarding concerns in team meetings and supervision, and peer support, have been an important part of FHC's approach. Every report to the relevant service Trustees' subcommittee has a separate section on safeguarding to ensure the focus has been maintained.</p>	Low/Moderate	Low/Moderate
<p>Financial management –income generation and expenditure control</p>		
<p>St Joseph's –The fourth wing remained closed for the whole of the year, even though the Trustees had agreed to a reopening when the external environment seemed right. The main reason for the delay, until opening at the beginning of</p>	High	Moderate /High

Risk Review 2021–2022	Risk at the start of year	Risk at the end of year
<p>April 2022 was connected with the recruitment of staff in the Adult care sector. During this year substantial expenditure on each of the wings and particularly the closed wing was undertaken regarding refurbishment. Considerable effort also went into marketing, and this has led to a significant increase in referrals and the confidence to reopen the fourth wing.</p>		
<p>Day service –the service was able to adapt in order to continue meeting the needs of clients, by continuing to provide in-house support and tailored outreach, and also attracted new clients in the year. This has been a remarkable turnaround</p>	High	Moderate
<p>St Catherine's–as noted previously, the Trustees recognise the high level of underpaying Local Authorities. Through persistent and assiduous negotiation with Local Authorities by the existing FHC team more reasonable fees were negotiated for several clients. In addition to this the trustees agreed employing the services of a legal charity to assist with future negotiations. Despite this, it is too early to change the risk level, especially when the employment costs and other costs continue to escalate.</p>	Moderate	Moderate
<p>New Routes – even though the service has had a successful year financially (compared to the budget) the risk remains as moderate. It is encouraging that new Foster carers have been recruited and the necessary restructuring of the team was well managed.</p>	Moderate	Moderate
<p>Family Support in Schools' Service – the service continues to be well valued by the schools who use it; the service does require significant FHC subsidy from unrestricted funds, which is a challenge. However, the Trustees continue to value the high number of children, young people and families who are supported across the Archdiocese through the service and the effective impact it has. It has been decided to retain the level of risk as moderate/high, even though a new manager was successfully recruited in the year. How successful the</p>	Moderate/High	Moderate/High

Risk Review 2021–2022	Risk at the start of year	Risk at the end of year
<p>marketing of the service in the new MAC structures and different decision-making systems in schools is, will determine the possibilities of expansion. There is no doubt from the feedback from families and schools that the service is needed.</p>		
<p>Tabor House – the strong Management committee and the effectiveness of the service in achieving positive outcomes, with guests securing employment and finding accommodation, has ensured a good year. The plan is to double the number of guests who can benefit by moving to a new site in 2022, where move on accommodation and community activities can be added to the initial accommodation and support offer. During the year the necessary capital funding was secured to refurbish the new site and agreement reached on the move. The risk level is raised slightly to recognise this transition.</p>	Low	Low /Moderate
<p>Staff recruitment and retention In previous years this was primarily a concern for community projects, with short-term contracts and short-term funding leading to retention/recruitment challenges. However, due to many factors affecting the external environment it has been necessary to apply this risk assessment to every area of FHC's work. The Trustees took a decision to increase the salaries of those in Adult care in January 2022 (rather than wait till April 2022) to comply with the National living wage and decided to exceed the NLW. This proved to be beneficial. All other staff received a 4% inflationary increase, which at the time was appreciated by staff. The impact of the war in Ukraine has changed the external environment regarding inflation substantially.</p>	Moderate/High	Moderate/High
<p>Pension Fund liability– This was carefully managed by the Trustees, with the assistance of professional external advice, and agreement was reached with the Pension fund Trustees that was considered reasonable by both parties. Therefore, the risk is adjusted to moderate.</p>	Moderate/High	Moderate

Father Hudson's Society

Trustees' annual report

For the year ended 31 March 2022

Risk Review 2021–2022	Risk at the start of year	Risk at the end of year
<p>Data security, including cyber attacks</p> <p>Whilst no regional charity is naïve enough to think it is completely secure, FHC for some years has taken the decision to invest in data security provided via its IT partner, TSG. In addition to possible cyber-attacks, the increased use of IT for recording personal details, the increased use of email etc. for communication purposes, brings with it the danger of data breaches. This year more staff will be trained in this area of work including other data issues such as SARs (subject access requests), which carry with them workload challenges and in satisfying SARs possibility of data breaches.</p>	N/A (New Risk heading)	Moderate /High

Strategic Risk management 2022/2023

The following management actions are in place:

Safeguarding

The particular focus will be on recommendations from the Trustees and SMT Leads' group, for improving practice, and the outcome of discussions at Trustees' subcommittees regarding the issues identified in Heads of Department reports. FHC will continue to seek appropriate safeguarding training for its many different services working with such diverse client groups.

St Joseph's—whilst the marketing of St Joseph's to increase occupancy has been successful this will need to continue, and Trustees have sanctioned any further expenditure for this purpose. There is a confidence that once families and individuals know of, and visit, St Joseph's they are keen to access the service.

St Catherine's Day service – whilst the risk is lower the service will need to ensure that the approach that helped it achieve financial sustainability in 2021–22 is maintained, to avoid the re-emergence of operational deficits.

St Catherine's – Local Authorities will continue to be challenged with the help of ASC (legal advice support Charity) working with FHC staff to achieve fair fee income. Greater marketing will be provided to help with recruitment of staff (similar to the work in the previous two years with St Joseph's).

Family Support in Schools' Service – the new manager and his team will focus on securing commissions from MACS to enable the development of the service and its financial sustainability within this new structuring of schools and their decision-making.

Property Management – the building of the new Community room at St Vincent's will be mainly resourced by fundraising activity, with limited use of FHC assets (which have to be used for other purposes –sustaining existing services).

Fundraising –two new team members will be recruited, with a greater focus on fundraising, particularly Trust fundraising for Community projects, where funding is envisaged to become a major challenge in 22–23, even after such a successful fundraising in 2021–22.

It remains the case that the Charities supported by Father Hudson's, which rely upon external funding themselves, are exposed to risk. Whilst the risk is managed by these Charities, and therefore they do not expose Father Hudson's to unknown or unlimited liabilities, Father Hudson's does all it can to support these much-needed charities.

Key Management Personnel Remuneration

The Trustees consider the Senior Management Team, comprising the Principal Staff listed on page 1, as being the key management personnel of Father Hudson's in charge of running and operating the charity on a day-to-day basis. All Trustees give of their time freely and no Trustees' remuneration was paid in the year. Details of Trustees' reimbursed expenses and related party transactions are disclosed in notes 9 and 11 to the financial statements.

Trustees are required to disclose all relevant interests and register them in accordance with the Society's policy and highlight them during discussions where a conflict of interest arises.

The pay of the charity's management team is reviewed annually. The remuneration is benchmarked with other charities of a similar size and activity in the West Midlands area to ensure that the remuneration is fair and not out of line with that paid for similar roles.

Statement of responsibilities of the Trustees

The Trustees (who are also directors of Father Hudson's for the purposes of company law) are responsible for preparing the report of the Trustees' and the 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 charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK 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 adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Father Hudson's Society

Trustees' annual report

For the year ended 31 March 2022

In so far as the Trustees are aware:

- There is no relevant audit information of which the charitable company's auditor is unaware
- 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 auditor is 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.

Auditor

Sayer Vincent LLP was re-appointed as the charitable company's auditor during the year and has expressed its willingness to continue in that capacity.

The Trustees' annual report which includes the strategic report has been approved by the Trustees on 14 June 2022 and signed on their behalf by

Kevin Caffrey MBE
Trustee

Independent auditor's report

To the members of

Father Hudson's Society

Opinion

We have audited the financial statements of Father Hudson's Society (the 'charitable company') for the year ended 31 March 2022 which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- Give a true and fair view of the state of the charitable company's affairs as at 31 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
- Have been prepared in accordance with the requirements of the Companies Act 2006

Basis for opinion

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

Conclusions relating to going concern

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

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on Father Hudson's Society'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 auditor's report

To the members of

Father Hudson's Society

Other Information

The other information comprises the information included in the trustees' annual report, including the strategic report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. 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. 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 course of 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 this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- The information given in the trustees' annual report, including the strategic report, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- The trustees' annual report, including the strategic report, has 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 charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' annual report including the strategic 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; or
- The financial statements are not in agreement with the accounting records and returns; or
- Certain disclosures of trustees' remuneration specified by law are not made; or
- We have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities set out in the trustees' annual report, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being

Independent auditor's report

To the members of

Father Hudson's Society

satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in 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 extent to which our procedures are capable of detecting irregularities, including fraud are set out below.

Capability of the audit in detecting irregularities

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating 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 risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
 - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
- We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience.
- We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.

Independent auditor's report

To the members of

Father Hudson's Society

- We reviewed any reports made to regulators.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those 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. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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

Use of our report

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

Fleur Holden (Senior statutory auditor)

22 June 2022

for and on behalf of Sayer Vincent LLP, Statutory Auditor
Invicta House, 108-114 Golden Lane, LONDON, EC1Y 0TL

Father Hudson's Society

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

For the year ended 31 March 2022

	Note	Endowment £	Restricted £	Unrestricted £	2022 Total £	Endowment £	Restricted £	Unrestricted £	2021 Total £
Income from:									
Donations and legacies	2	-	299,549	231,180	530,729	-	243,396	349,322	592,718
Charitable activities									
Adult Care	3	-	-	5,021,385	5,021,385	-	-	4,612,724	4,612,724
Family Placement	3	-	-	740,599	740,599	-	-	777,263	777,263
Community projects	3	-	929,452	189,316	1,118,768	-	1,174,520	164,254	1,338,774
Other activities	4	-	-	39,704	39,704	-	-	174,604	174,604
Investments	5	61,838	-	186,665	248,503	64,085	-	164,453	228,538
Total income		61,838	1,229,001	6,408,849	7,699,688	64,085	1,417,916	6,242,620	7,724,621
Expenditure on:									
Raising funds	6	-	-	228,765	228,765	-	-	245,535	245,535
Charitable activities									
Adult Care	6	-	61,488	5,053,279	5,114,767	-	69,914	4,961,174	5,031,088
Family Placement	6	-	210	942,095	942,305	-	309	1,019,591	1,019,900
Community Projects	6	-	1,258,779	477,271	1,736,050	-	1,109,670	513,923	1,623,593
Total expenditure		-	1,320,477	6,701,410	8,021,887	-	1,179,893	6,740,223	7,920,116
Net income /(expenditure) before net gains/(losses) on investments		61,838	(91,476)	(292,561)	(322,199)	64,085	238,023	(497,603)	(195,495)
Net gains on investment properties	14	-	-	-	-	-	-	44,000	44,000
Net gains/(losses) on investments	15	214,022	-	144,620	358,642	366,508	-	600,893	967,401
Net income/(expenditure) for the year	8	275,860	(91,476)	(147,941)	36,443	430,593	238,023	147,290	815,906
Transfers between funds	21a	(61,838)	-	61,838	-	(64,085)	-	64,085	-
Net income/(expenditure) before other recognised gains and losses		214,022	(91,476)	(86,103)	36,443	366,508	238,023	211,375	815,906
Actuarial gains (losses) on defined benefit pension schemes		-	-	834,000	834,000	-	-	(355,000)	(355,000)
Net movement in funds		214,022	(91,476)	747,897	870,443	366,508	238,023	(143,625)	460,906
Reconciliation of funds:									
Total funds brought forward		5,855,929	1,694,336	2,170,943	9,721,208	5,489,421	1,456,313	2,314,568	9,260,302
Total funds carried forward		6,069,951	1,602,860	2,918,840	10,591,651	5,855,929	1,694,336	2,170,943	9,721,208

There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 21 to the financial statements.

Father Hudson's Society

Balance sheet

Company no. 01653388

As at 31 March 2022

	Note	£	2022 £	£	2021 £
Fixed assets:					
Tangible assets	13		4,767,986		4,937,290
Investment properties	14		779,000		779,000
Investments	15		5,728,097		5,384,654
			<u>11,275,083</u>		<u>11,100,944</u>
Current assets:					
Debtors	16	728,552		591,624	
Cash at bank and in hand		1,022,183		1,206,333	
			<u>1,750,735</u>	<u>1,797,957</u>	
Liabilities:					
Creditors: amounts falling due within one year	17	(650,167)		(468,693)	
			<u>1,100,568</u>	<u>1,329,264</u>	
Net current assets			<u>1,100,568</u>		<u>1,329,264</u>
Net assets excluding pension liability			<u>12,375,651</u>		<u>12,430,208</u>
Defined benefit pension scheme liability	19		(1,784,000)		(2,709,000)
Total net assets			<u><u>10,591,651</u></u>		<u><u>9,721,208</u></u>
The funds of the charity:					
Expendable Endowment	21		6,069,951		5,855,929
Restricted funds			1,602,860		1,694,336
Unrestricted income funds:					
Designated funds		2,538,890		2,664,780	
Fair value reserve		629,428		565,411	
Revaluation reserve		695,776		695,776	
General funds		838,746		953,976	
Pension reserve		(1,784,000)		(2,709,000)	
			<u>2,918,840</u>	<u>2,170,943</u>	
Total unrestricted funds			<u>2,918,840</u>	<u>2,170,943</u>	
Total charity funds			<u><u>10,591,651</u></u>	<u><u>9,721,208</u></u>	

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

Kevin Caffrey MBE
Trustee

Father Hudson's Society

Statement of cash flows

For the year ended 31 March 2022

Reconciliation of net income / (expenditure) to net cash flow from operating activities

	2022 £	2021 £
Net income for the reporting period (as per the statement of financial activities)	870,443	460,906
Dividends, interest and rent from investments	(248,503)	(228,538)
Depreciation charges	359,352	348,864
Gains on investments	(358,642)	(1,011,401)
(Profit) on the disposal of fixed assets	(50)	(113,950)
FRS102 Pension adjustments (non cash)	54,000	55,000
Actuarial (gains)/losses on investments	(834,000)	355,000
Pension scheme deficit payments	(145,000)	-
Increase in debtors	(136,928)	(16,893)
Increase in creditors	181,474	70,175
Net cash used in operating activities	(257,854)	(80,837)

	Note	2022 £	2021 £
Cash flows from operating activities			
Net cash used in operating activities		(257,854)	(80,837)
Cash flows from investing activities:			
Dividends, interest and rents from investments	302,503	283,538	
Proceeds from the sale of fixed assets	50	158,393	
Purchase of fixed assets	(190,048)	(158,047)	
Proceeds from sale of investments	652,082	1,030,749	
Purchase of investments	(450,512)	(1,059,529)	
Decrease/(increase) in cash held in listed investments portfolio	(186,371)	43,877	
Net return on pension scheme	(54,000)	(55,000)	
Net cash provided by investing activities		73,704	243,981
Change in cash and cash equivalents in the year		(184,150)	163,144
Cash and cash equivalents at the beginning of the year		1,206,333	1,043,189
Cash and cash equivalents at the end of the year		1,022,183	1,206,333

Analysis of cash and cash equivalents

	At 1 April 2021 £	Cash flows £	Other changes £	At 31 March 2022 £
Cash at bank and in hand	1,206,333	(184,150)	-	1,022,183
Total cash and cash equivalents	1,206,333	(184,150)	-	1,022,183

1 Accounting policies

a) Statutory information

Father Hudson's Society is a charitable company limited by guarantee and is incorporated in the United Kingdom.

The registered office address and principal place of business is St George's House, Gerards Way, Coleshill, Birmingham B46 3FG.

b) 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) (Charities SORP FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

In applying the financial reporting framework, the trustees have made a number of subjective judgements, for example in respect of significant accounting estimates. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The nature of the estimation means the actual outcomes could differ from those estimates. Any significant estimates and judgements affecting these financial statements are detailed within the relevant accounting policy below.

c) Public benefit entity

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

d) Going concern

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern.

The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

e) Income

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

Income from 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.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the charity that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

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

1 Accounting Policies (continued)

f) Donations of gifts, services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item or received the service, any conditions associated with the donation have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), volunteer time is not recognised so refer to the trustees' annual report for more information about their contribution.

On receipt, donated gifts, 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.

g) 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.

h) Fund accounting

Expendable endowment funds are funds realised from the disposal of assets purchased for the Society by its founder Mgr George Hudson from funds raised by public subscription.

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

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

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

i) 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.

Expenditure is classified under the following activity headings:

- Costs of raising funds relate to the costs incurred by the charitable company in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose
- Expenditure on charitable activities includes the costs of delivering services undertaken to further the purposes of the charity and their associated support costs
- Other expenditure represents those items not falling into any other heading

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

1 Accounting Policies (continued)

j) Allocation of support costs

Resources expended are allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned on the following basis which are an estimate, based on staff time, of the amount attributable to each activity.

Support and governance costs are re-allocated to each of the activities on the following basis which is an estimate, based on staff time, of the amount attributable to each activity

● Adult Care	55%
● Family Placement	16%
● Community Projects	16%
● Costs of generating voluntary income	4%

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

k) Grants payable

Grants payable are made to third parties in furtherance of the charity's objects. Single or multi-year grants are accounted for when either the recipient has a reasonable expectation that they will receive a grant and the trustees have agreed to pay the grant without condition, or the recipient has a reasonable expectation that they will receive a grant and that any condition attaching to the grant is outside of the control of the charity.

Provisions for grants are made when the intention to make a grant has been communicated to the recipient but there is uncertainty about either the timing of the grant or the amount of grant payable.

l) Operating leases

Rental charges are charged on a straight line basis over the term of the lease.

m) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £1,000. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use. Major components are treated as a separate asset where they have significantly different patterns of consumption of economic benefits and are depreciated separately over its useful life.

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:

● Land (no depreciation)	
● Buildings	3%
● Motor Vehicles	12.5 – 25%
● Computers	20%
● Fixtures, Fittings and Equipment	10 – 25%

n) Investment properties

Investment properties are measured initially at cost and subsequently included in the balance sheet at fair value. Investment properties are not depreciated. Any change in fair value is recognised in the statement of financial activities and any excess of fair value over the historic cost of the investments will be shown as a revaluation reserve in the balance sheet. The valuation method used to determine fair value will be stated in the notes to the accounts.

1 Accounting Policies (continued)

o) Listed investments

Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price. Any change in fair value will be recognised in the statement of financial activities and any excess of fair value over the historic cost of the investments will be shown as a fair value reserve in the balance sheet. Investment gains and losses, whether realised or unrealised, are combined and shown in the heading 'Net gains/(losses) on investments' in the statement of financial activities. The charity does not acquire put options, derivatives or other complex financial instruments.

p) Investments in subsidiaries

Investments in subsidiaries are at cost. FHS Projects Limited, a wholly owned subsidiary was dormant for the year and so consolidated accounts were not needed.

q) Debtors

Trade and other debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid.

r) Cash at bank and in hand

Cash at bank and cash in hand includes cash. Cash balances exclude any funds held on behalf of service users.

s) Creditors and provisions

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

t) Financial instruments

With the exception of the defined benefit pension liability, 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. Non-basic financial instruments are measured at fair value with any gain or loss going to the statement of financial activities. Full details of the non-basic financial instruments are given in the financial instruments note.

u) Pensions

The society operates a defined benefit pension scheme. The cost of providing pension and related benefits is charged to the SOFA over the employees' service lives on the basis of a constant percentage of earnings which is an estimate of the regular cost. Variations from regular cost, arising from periodic actuarial valuations are allocated over the expected remaining service lives of current employees on the basis of a constant percentage of current and estimated future earnings. Any difference between the charge to the SOFA and the contributions payable to the scheme is shown as an asset or liability in the balance sheet.

Contributions payable on behalf of employees to money purchase pension schemes are charged to the Statement of Financial Activities as they become payable.

2 Income from donations and legacies

	Restricted £	Unrestricted £	2022 Total £	Restricted £	Unrestricted £	2021 Total £
Restricted donations	274,549	-	274,549	243,396	-	243,396
Legacies	25,000	22,000	47,000	-	5,500	5,500
Schools	-	29,079	29,079	-	14,556	14,556
Parishes	-	23,392	23,392	-	19,944	19,944
Other Donations	-	144,623	144,623	-	142,337	142,337
Coronavirus Job Retention Scheme	-	-	-	-	152,986	152,986
Tax Recoverable	-	12,086	12,086	-	13,999	13,999
	299,549	231,180	530,729	243,396	349,322	592,718

3 Income from charitable activities

	Restricted £	Unrestricted £	2022 Total £	Restricted £	Unrestricted £	2021 Total £
Local Authority	-	3,414,424	3,414,424	-	2,918,645	2,918,645
Adult Social Care Workforce Capacity Fund Grant	-	188,892	188,892	-	230,245	230,245
Private	-	1,418,069	1,418,069	-	1,463,834	1,463,834
Sub-total for Adult Care	-	5,021,385	5,021,385	-	4,612,724	4,612,724
Local Authority	-	740,599	740,599	-	777,263	777,263
Sub-total for Family Placement	-	740,599	740,599	-	777,263	777,263
Other Charities	226,386	-	226,386	269,581	-	269,581
Grants	703,066	-	703,066	904,939	-	904,939
Schools	-	189,316	189,316	-	164,254	164,254
Sub-total for Community Based Projects	929,452	189,316	1,118,768	1,174,520	164,254	1,338,774
Total income from charitable activities	929,452	5,951,300	6,880,752	1,174,520	5,554,241	6,728,761

4 Income from other activities

	Restricted £	Unrestricted £	2022 Total £	Restricted £	Unrestricted £	2021 Total £
Administration Charges	-	39,654	39,654	-	60,654	60,654
Profit on Disposal of Fixed Assets	-	50	50	-	113,950	113,950
Total income from other activities	-	39,704	39,704	-	174,604	174,604

5 Income from investments

	Endowment £	Unrestricted £	2022 Total £	Endowment £	Unrestricted £	2021 Total £
Income from UK listed Investments	61,838	111,593	173,431	64,085	93,724	157,809
Interest receivable	-	112	112	-	229	229
Net return on pension scheme	-	(54,000)	(54,000)	-	(55,000)	(55,000)
Rental Income	-	128,960	128,960	-	125,500	125,500
Total income from investments	61,838	186,665	248,503	64,085	164,453	228,538

Father Hudson's Society

Notes to the financial statements

For the year ended 31 March 2022

6a Analysis of expenditure (current year)

	Charitable activities						2022 Total £	2021 Total £
	Cost of raising funds £	Adult Care £	Family Placement £	Community Based Projects £	Support Costs £	Governance Costs £		
Staff costs (Note 9)	130,298	3,130,203	274,899	1,163,891	526,546	-	5,225,837	5,297,162
Client Costs	-	206,420	410,980	102,647	4,599	-	724,646	855,680
Property Costs	24,831	474,835	30,015	191,532	133,751	-	854,964	757,949
Publicity Costs	10,304	4,475	-	74	-	-	14,853	5,561
Agency Costs	-	274,727	1,732	-	3,011	-	279,470	133,256
Travel Costs	766	34,254	10,344	13,599	7,959	-	66,922	46,167
Professional Fees	50	39,685	3,095	16,850	59,276	19,154	138,110	191,733
Other Direct Costs	10,521	135,194	31,118	62,202	99,238	6,785	345,058	271,675
Depreciation	-	253,827	3,297	-	102,228	-	359,352	348,863
Audit Fee	-	-	-	-	-	12,675	12,675	12,070
	176,770	4,553,620	765,480	1,550,795	936,608	38,614	8,021,887	7,920,116
Support costs	44,957	495,466	154,540	162,970	(936,608)	78,675	-	-
Governance costs	7,038	65,681	22,285	22,285	-	(117,289)	-	-
Total expenditure 2022	228,765	5,114,767	942,305	1,736,050	-	-	8,021,887	-
Total expenditure 2021	245,535	5,031,088	1,218,313	1,425,180	-	-	7,920,116	

Father Hudson's Society

Notes to the financial statements

For the year ended 31 March 2022

6b Analysis of expenditure (prior year)

	Charitable activities						2021 Total £
	Cost of raising funds £	Adult Care £	Family Placement £	Community Based Projects £	Support Costs £	Governance Costs £	
Staff costs (Note 9)	158,088	3,226,820	281,848	1,099,584	530,822	–	5,297,162
Client Costs	–	311,262	478,113	66,305	–	–	855,680
Property Costs	8,800	457,243	8,297	155,283	128,326	–	757,949
Publicity Costs	3,086	2,272	203	–	–	–	5,561
Agency Costs	–	128,569	–	2,838	1,849	–	133,256
Travel Costs	85	21,164	12,040	4,114	8,764	–	46,167
Professional Fees	3,263	28,627	9,692	42,766	74,834	32,551	191,733
Other Direct Costs	23,323	89,910	61,173	79,750	17,519	–	271,675
Depreciation	–	241,943	3,950	–	102,970	–	348,863
Audit Fee	–	–	–	–	–	12,070	12,070
	196,645	4,507,810	855,316	1,450,640	865,084	44,621	7,920,116
Support costs	41,846	457,535	142,278	150,647	(865,084)	72,778	–
Governance costs	7,044	65,743	22,306	22,306	–	(117,399)	–
Total expenditure 2021	245,535	5,031,088	1,019,900	1,623,593	–	–	7,920,116

7a Grant making and support for other charities (current year)

	Support costs £	2022 £
Cost		
Hope Community Project	29,772	29,772
Sanctuary	36,258	36,258
Maryvale	16,585	16,585
	<u>82,615</u>	<u>82,615</u>
Total gift in kind in the year	<u>82,615</u>	<u>82,615</u>

No cash grants were made in the year (2021: £nil). The gift in kind comprises allocated support costs.

7b Grant making and support for other charities (prior year)

	Support costs £	2021 £
Cost		
Hope Community Project	41,436	41,436
Sanctuary	20,472	20,472
Maryvale	18,276	18,276
	<u>80,184</u>	<u>80,184</u>
Total gift in kind in the year	<u>80,184</u>	<u>80,184</u>

8 Net income / (expenditure) for the year

This is stated after charging / (crediting):

	2022 £	2021 £
Depreciation	359,352	348,864
Profit on disposal of fixed assets	(50)	(113,950)
Operating lease rentals:		
• Property	38,333	36,750
• Other	56,879	58,033
Auditor's remuneration (excluding VAT):		
• Audit	12,675	12,070
	<u>359,352</u>	<u>348,864</u>
	<u>(50)</u>	<u>(113,950)</u>
	<u>38,333</u>	<u>36,750</u>
	<u>56,879</u>	<u>58,033</u>
	<u>12,675</u>	<u>12,070</u>

9 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:

	2022 £	2021 £
Salaries and wages	4,637,209	4,712,874
Redundancy and termination costs	16,035	4,027
Social security costs	338,708	339,004
Employer's contribution to defined contribution pension scheme	233,885	241,257
	<u>5,225,837</u>	<u>5,297,162</u>

Redundancy and termination costs were paid and settled in the year. The redundancy and termination costs accrued at the balance sheet date were £nil (2021: £nil).

The following number of employees received employee benefits (excluding employer's national insurance and employer pension costs) during the year between:

	2022 No.	2021 No.
£70,000 – £79,999	<u>1</u>	<u>1</u>

The total employee benefits including employer's national insurance and pension contributions of the key management personnel were £402,432(2021: £387,892).

The charity trustees were not paid nor received any other benefits from employment with the charity in the year (2021: £nil). No charity trustee received payment for professional or other services supplied to the charity (2021: £nil).

Trustees' expenses represents the payment or reimbursement of travel and subsistence costs totalling £nil (2021: £nil).

10 Staff numbers

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

	2022 No.	2021 No.
Raising funds	6	6
Adult Care	233	198
Family Placement	9	10
Community projects including schools	72	62
Support	15	16
Governance	2	2
	<u>337</u>	<u>294</u>

11 Related party transactions

There are related party transactions to disclose for 2021/22 as detailed below.

Aggregate donations from related parties were £25,000 all of which was received from Birmingham Diocesan Trust (2021: £25,000).

The Society has employed the services of NFP Wealth Management Ltd (NFP) in the design and implementation of a Group Personal Pension Scheme. One of the directors of NFP is related to a trustee of the Society. Fees to NFP have been agreed on an arms length basis and the trustee took no part in the decision to use NFP nor in the fee negotiations. At 31 March 2022 fees amounting to £1,800 (2021: £1,800) had been paid to NFP.

The President of the Society, the Most Rev. Bernard Longley, is a trustee of Birmingham Diocesan Trust (registered charity number 234216). During the year, the Trust paid for residential care for sick and retired priests in St Joseph's Care Home amounting to £59,853 (2021: £52,228). The balance at the year end was £nil (2021: £nil) due to the Society.

Mrs Jo Watters, Head of Community Projects, is a trustee of Hope Community Project (registered charity number 1139362). During the year the Society made a donation of £nil (2021: £nil) to the Project and provided support services in kind to the value of £29,772 (2021: £41,436) for which payment of £5,000 was received (2021: £8,000). The balance at the year end was £nil (2021: £nil).

The Society is a corporate trustee of Maryvale Community Project (registered charity number 1147691). During the year the Society provided support services in kind to the Project to the value of £16,572 (2021: £18,276). The balance at the year end was £nil (2021: £nil).

12 Taxation

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

13 Tangible fixed assets

	Freehold property £	Leasehold property £	Fixtures and Fittings £	Computer equipment £	Motor vehicles £	Total £
Cost						
At the start of the year	7,066,464	151,716	936,222	118,077	186,930	8,459,409
Additions in year	-	-	128,108	-	61,940	190,048
Disposals in year	-	-	-	-	(16,500)	(16,500)
At the end of the year	7,066,464	151,716	1,064,330	118,077	232,370	8,632,957
Depreciation						
At the start of the year	3,011,184	6,448	355,716	31,336	117,435	3,522,119
Charge for the year	209,264	4,552	100,227	23,380	21,929	359,352
Eliminated on disposal	-	-	-	-	(16,500)	(16,500)
At the end of the year	3,220,448	11,000	455,943	54,716	122,864	3,864,971
Net book value						
At the end of the year	3,846,016	140,716	608,387	63,361	109,506	4,767,986
At the start of the year	4,055,280	145,268	580,506	86,741	69,495	4,937,292

Land with a value of £31,000 (2021: £31,000) is included within freehold property and not depreciated.

All of the above assets are used for charitable purposes.

14 Investment properties

	2022 £	2021 £
Fair value at the start of the year	779,000	735,000
Revaluation during the year	-	44,000
Fair value at the end of the year	<u>779,000</u>	<u>779,000</u>

The investment properties were last valued on an open market (assuming vacant possession) or investment basis by ehBReeves Chartered Surveyors as at 31 March 2021. The trustees have reviewed the ehBReeves valuation and are of the opinion that this represents fair value as at 31 March 2022.

15 Listed investments

	2022 £	2021 £
Fair value at the start of the year	5,250,331	4,254,150
Additions at cost	450,512	1,059,529
Disposal proceeds	(652,082)	(1,030,749)
Net gain / (loss) on change in fair value	358,642	967,401
	<u>5,407,403</u>	<u>5,250,331</u>
Cash held by investment broker pending reinvestment	320,692	134,321
Fair value at the end of the year	<u>5,728,095</u>	<u>5,384,652</u>

Investments comprise:

	2022 £	2021 £
UK Collective Funds	1,920,731	1,928,941
Shares listed on the London Stock Exchange	2,472,001	2,717,618
Fixed Interest	463,451	384,961
Property Funds	251,395	218,811
Overseas equities	299,825	-
Cash	320,692	134,321
	<u>5,728,095</u>	<u>5,384,652</u>

Shares in group undertaking

	2022 £	2021 £
Cost at 1 April 2021 and 31 March 2022	<u>2</u>	<u>2</u>

The Society owns 100% of the issued share capital of F.H.S. Projects Limited. The company was dormant during the current and previous financial years.

16 Debtors

	2022 £	2021 £
Trade debtors	409,351	305,271
Accrued income	300,206	233,998
Prepayments	18,995	52,355
	<u>728,552</u>	<u>591,624</u>

17 Creditors: amounts falling due within one year

	2022 £	2021 £
Trade creditors	324,716	153,942
Taxation and social security	88,396	78,199
Accruals	237,055	236,552
	<u>650,167</u>	<u>468,693</u>

18 Pension Scheme

The charity operates a defined benefit scheme in the UK which closed to future accrual on 31st July 2017. The assets are held separately from those of the group, being invested in managed funds with insurance companies. Contributions to the scheme are charged to the statement of financial activities so as to spread the cost of pensions over employees' working lives with the company. The contributions are determined by a qualified Actuary on the basis of triennial valuations using the projected unit method.

The most recent full actuarial valuation was carried out at 1 August 2020 by a qualified independent actuary. The actuarial value (using the Statutory Funding Objective) amounted to £7,156,293 at that date. Scheme assets were 70% of that figure. The Scheme trustees and the Society have agreed a Recovery Plan which targets the funding shortfall at its date of signing, 18 October 2021. At this date the Scheme's funding position had improved and the deficit had reduced to £1,112,000. The Recovery Plan aims to clear the deficit within 10 years of the Valuation Date (01 August 2030).

Until 31st July 2017 contributions were paid at 13.4% of pensionable pay and employee members contributed 8% of pensionable pay. The charity continues to pay all costs of running the Scheme.

The assumptions which have the most significant effect on the results of the valuation are those relating to the rate of return on investments and the rate of increase in salaries and pensions. It was assumed that:

- The rate of return on the Scheme's assets will be 4.90% (5.25%) p.a.
- The rate of return appropriate for determining the cost of pensions once in payment will be 1.10% (3.25%) p.a.
- The rate of future pensionable salary increases (both from inflation and promotion) will be 3.0% (3.1%) p.a.
- Mortality will be in line with appropriate mortality tables. There will be no withdrawals of membership in service.
- Limited Price Indexation (LPI) in payment subject to a minimum of 3% p.a. will average 3.00% (3.25%) p.a.
- Members will commute 25% (25%) of their pension at retirement.

The employer's contribution for the period was £194,605 (including deficit contributions of £145,000 (2021: £47,405 including deficit contributions £nil).

The employee benefit obligations recognised in the balance sheet are as follows:

	2022 £'000	2021 £'000
Present value of funded obligations	(7,658)	(8,212)
Fair value of plan assets	5,874	5,503
	<u>(1,784)</u>	<u>(2,709)</u>

18 Pension Scheme (continued)

Amounts in the balance sheet

	2022 £'000	2021 £'000
Liabilities	(7,658)	(8,212)
Assets	5,874	5,503
Net Liability	<u>(1,784)</u>	<u>(2,709)</u>

Amounts recognised in net income\ (expenditure) are as follows:

	2022 £'000	2021 £'000
Current service cost	–	–
Interest on obligation	(166)	(164)
Expected return on plan assets	112	109
Total	<u>(54)</u>	<u>(55)</u>
Actual return on plan assets	<u>420</u>	<u>1,008</u>

Changes in the present value of the defined benefit obligation are as follows:

	2022 £'000	2021 £'000
Opening defined benefit obligation	8,212	6,872
Interest cost	166	164
Actuarial gains	(526)	1,254
Benefits paid	(194)	(78)
Closing defined benefit obligation	<u>7,658</u>	<u>8,212</u>

Changes in the fair value of plan assets are as follows:

	2022 £'000	2021 £'000
Opening fair value of plan assets	5,503	4,573
Expected return	112	109
Actuarial gains	308	899
Employer contributions	145	–
Benefits paid	(194)	(78)
	<u>5,874</u>	<u>5,503</u>

The major categories of plan assets as a percentage of total plan assets are as follows:

	2022 %	2021 %
Equities	63	63
Bonds	21	22
Property	12	11
Cash	<u>4</u>	<u>4</u>

18 Pension Scheme (continued)

Principal actuarial assumptions at the balance sheet date (expressed as weighted averages):

	2022	2021
Discount rate at the end of the year	2.75%	2.05%
Expected return on plan assets at the end of the year	4.90%	2.40%
Future salary increases	0.00%	0.00%
Future pension increases	3.75%	3.40%

Amounts for the current and previous four periods are as follows:

	2022 £'000	2021 £'000	2020 £'000	2019 £'000	2018 £'000
Defined benefit obligation	(7,658)	(8,212)	(6,872)	(7,284)	(6,846)
Plan assets	5,874	5,503	4,573	5,192	5,075
Deficit	(1,784)	(2,709)	–	–	(1,771)
Experience adjustments on plan liabilities	(69)	39	33	(3)	(246)
Experience adjustments on plan assets	308	899	(682)	76	32

19 Financial instruments

	2022 £	2021 £
Financial assets measured at fair value through profit and loss		
Investments	5,407,403	5,250,331
Financial liabilities measured at fair value through profit or loss		
Defined pension scheme liability	1,784,000	2,709,000

20a Analysis of net assets between funds (current year)

	Endowment funds £	Restricted funds £	Unrestricted funds £	Total funds £
Tangible fixed assets	3,621,900	745,700	400,386	4,767,986
Investment properties	-	-	779,000	779,000
Investments	2,448,051	-	3,280,046	5,728,097
Net current assets	-	857,160	243,409	1,100,569
Defined benefit pension liability	-	-	(1,784,000)	(1,784,000)
Net assets at 31 March 2022	6,069,951	1,602,860	2,918,841	10,591,652

20b Analysis of net assets between funds (prior year)

	Endowment funds £	Restricted funds £	Unrestricted funds £	Total funds £
Tangible fixed assets	3,621,534	803,024	512,732	4,937,290
Investment properties	-	-	779,000	779,000
Investments	2,234,395	-	3,150,259	5,384,654
Net current assets	-	891,312	437,952	1,329,264
Defined benefit pension liability	-	-	(2,709,000)	(2,709,000)
Net assets at 31 March 2021	5,855,929	1,694,336	2,170,943	9,721,208

21a Movements in funds (current year)

	At the start of the year £	Income and gains £	Expenditure and losses £	Transfers £	At the end of the year £
Expendable Endowment	5,855,929	275,860	-	(61,838)	6,069,951
Restricted funds:					
Capital					
St Joseph's Care Home	803,024	-	(57,324)	-	745,700
Income					
Hope Community project	-	91,668	(91,668)	-	-
Brushstrokes	509,200	618,507	(639,966)	-	487,741
Brushstrokes – Lottery	9,836	120,636	(73,573)	-	56,899
Ishelter/ Tabor 2	-	-	-	-	-
Day Service	21,518	-	(3,150)	-	18,368
Fatima House	65,795	256	(18,042)	-	48,009
Tabor House	122,664	141,043	(205,716)	-	57,991
North Staffs YAH	91,492	77,461	(89,142)	-	79,811
Other	70,807	179,430	(141,896)	-	108,341
Total restricted funds	1,694,336	1,229,001	(1,320,477)	-	1,602,860
Unrestricted funds:					
Designated funds					
Capital Funds					
Property Fund	2,197,015	-	-	189,268	2,386,283
Income Funds					
Post Adoption Support Fund	264,609	-	-	(264,609)	-
Emrys John Ellis Fund	13,001	-	(19,008)	6,007	0
Helena Woolley Fund	190,155	-	(31,541)	(6,007)	152,607
Total designated funds	2,664,780	-	(50,549)	(75,341)	2,538,890
Fair value reserve	565,411	-	-	64,017	629,428
Revaluation reserve	695,776	-	-	-	695,776
General funds	953,976	6,607,469	(6,650,861)	(71,838)	838,746
Total unrestricted funds	4,879,943	6,607,469	(6,701,410)	61,838	4,702,840
Pension reserve	(2,709,000)	780,000	-	145,000	(1,784,000)
Total funds including pension fund	9,721,208	8,892,330	(8,021,887)	-	10,591,651

Transfers

Expendable Endowment

The transfer of £61,838 (2021: £64,085) to general funds comprises income arising on Expendable Endowment listed investments.

Post Adoption Support Fund

The fund is no longer required and accordingly the balance is transferred to general funds.

Property Fund

The transfer into the fund is the amount required so that the balance equals the net book value of adult care freehold and leasehold buildings and fixtures and fittings less the St Joseph's Care home capital fund.

Pension reserve

The transfer of £145,000 (2021: £nil) represents deficit payments made in the year.

21b Movements in funds (prior year)

	At the start of the year £	Income & gains £	Expenditure & losses £	Transfers £	At the end of the year £
Expendable Endowment	5,489,421	430,593	-	(64,085)	5,855,929
Restricted funds:					
Capital					
St Joseph's Care Home	860,348	-	(57,324)	-	803,024
Income					
Hope Community project	-	96,213	(96,213)	-	-
Brushstrokes	269,850	701,776	(462,426)	-	509,200
Brushstrokes – Lottery	15,121	94,026	(99,311)	-	9,836
Ishelter/ Tabor 2	51,586	-	-	(51,586)	-
Day Service	24,667	-	(3,149)	-	21,518
Fatima House	38,589	52,930	(25,724)	-	65,795
Tabor House	87,942	155,117	(171,981)	51,586	122,664
North Staffs YAH	63,376	161,717	(133,601)	-	91,492
Other	44,834	156,137	(130,164)	-	70,807
Total restricted funds	1,456,313	1,417,916	(1,179,893)	-	1,694,336
Unrestricted funds:					
Designated funds					
Capital Funds					
Property Fund	2,197,015	-	-	-	2,197,015
Income Funds					
Post Adoption Support Fund	264,609	-	-	-	264,609
Emrys John Ellis Fund	13,001	-	-	-	13,001
Helena Woolley Fund	220,000	-	(29,845)	-	190,155
Total designated funds	2,694,625	-	(29,845)	-	2,664,780
Fair value reserve	9,276	-	-	556,135	565,411
Revaluation reserve	651,776	-	-	44,000	695,776
General funds	1,257,891	6,942,513	(6,710,378)	(536,050)	953,976
Total unrestricted funds	4,613,568	6,942,513	(6,740,223)	64,085	4,879,943
Pension reserve	(2,299,000)	(55,000)	(355,000)	-	(2,709,000)
Total funds including pension fund	9,260,302	8,736,022	(8,275,116)	-	9,721,208

Purposes of expendable endowment

Expendable endowment funds comprise the value of land in Birmingham and Coleshill purchased by Father Hudson for the charitable objects of the Society. When such lands are disposed of, the net proceeds are also held in expendable endowment. The funds are held as capital funds but may be expended at the discretion of the trustees. The income from the fund is used to support and develop the activities of the Society.

Movements in funds (continued)

Purposes of restricted funds

Capital Funds

Capital funds comprise grants/donations towards the costs of fixed assets to be used by the Society for its charitable purposes. Such income may not be treated as a deduction from the capital cost, therefore the depreciation on the underlying asset is treated as restricted expenditure.

St Josephs Care Home

This fund represents grants and donations towards the building of St Joseph's Care Home for older people and people with dementia. At 31 March 2022 costs of £3,318,826 (2021: £3,318,826) have been incurred and capitalised.

Income Funds

These funds are in receipt of grants to assist in the development of these projects.

Purposes of designated funds

Capital Funds

The Property Fund represents the book value of land, buildings and fixtures (less any associated restricted funds) currently held or in construction for charity use. The funds are therefore unavailable for other use.

Revaluation Reserve

The unrealised revaluation gains on investment properties represent the difference in valuation and book cost and being unrealised are not available for use.

Fair Value Reserve

The unrealised gains on investments fund represent the gains in value of investments over book cost, which being unrealised are not available for use.

Income Funds

Emrys John Ellis Fund – the income and some of the capital from this fund, which was held within the total investments of the Society, was used to fund new social projects in the diocese. The fund is now fully expended.

Post Adoption Support Fund – this fund was set aside to cover the Society's ongoing legal obligation to provide post adoption services where specified in the local authority placement agreement. As no expenditure has been incurred since 31 March 2018 the trustees consider the Fund is no longer required and the balance is transferred to General Funds.

Helena Woolley Fund – this fund is used to support service development and business sustainability initiatives.

The pension reserve represents the deficit as calculated under FRS102.

22 Operating lease commitments

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

	Property		Equipment	
	2022	2021	2022	2021
	£	£	£	£
Less than one year	36,666	28,333	45,435	47,083
One to six years	88,334	90,851	86,252	120,677
	125,000	119,184	131,687	167,760

23 Legal status of the charity

The charity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to £1.