

Company number: 01653388

Charity number: 512992

Father Hudson's Society

Report and financial statements

For the year ended 31 March 2024

Father Hudson's Society

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Father Hudson's Society

Reference and administrative information

For the year ended 31 March 2024

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:

Ms Fionnuala Hegarty	(Chair from 13 th June 2023)	4
Mr Kevin Caffrey MBE	(Chair until 13 th June 2023)	4
Mrs Anne Plummer	Vice Chair	3,4
Mrs Gail Brown		1
Mr Brian Basford	(Retired on 12 th December 2023)	1,4
Mrs Julia Fitzsimons		2,4
Rev. Michael Gamble		2
Rev. Kevin Kavanagh		3
Mr Peter Deeley		1
Ms Jessica Moore		2
Mr Alan Hagan	(Appointed on 13 th June 2023)	1,4
Mr Brendan Clifford		2
Mr David Craig		1
Sir Peter Fahy		3
Ms Jane Wilton		3
Mrs Julia Greensall		2

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

Father Hudson's Society

Reference and administrative information

For the year ended 31 March 2024

Key management personnel	Mrs Joanne Watters	Company Secretary/ Chief Executive (from 1st June 2024)
	Mr Andy Quinn	Chief Executive (until 31 st May 2024)
	Mr Noel Stubbs	Financial Controller
	Mr Kevin Hateley	Head of Fundraising, Communications and Marketing
	Ms 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	Evelyn Partners 3 rd Floor, 9 Colmore Row BIRMINGHAM B3 2BJ	
Property advisors	ehB Reeves Somerset House Clarendon Place Leamington Spa CV32 5QN	
	Howkins & Harrison 7 - 11 Albert Street Rugby CV21 2RX	
Auditor	Sayer Vincent LLP Chartered Accountants and Statutory Auditor 110 Golden Lane LONDON EC1Y 0TG	

The Trustees present their report and financial statements for the year ended 31 March 2024. 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

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
- Tabor Living
- Nicolas Barre House
- Fatima House
- Sophia House
- Ukraine Refugees Hosting Project

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

Each year all of Father Hudson's services set their objectives in line with the Board's strategic plan. In preparation for 2024–25 the Board set the future direction based upon:

- The 3-year development plan for 2020 to 2023, which was reviewed and updated in 2024
- A set of Board Strategy meetings in the last quarter of 2023 and the first quarter of 2024 that will continue in 2024 and be completed by the final quarter of 2024 for the financial year 2025–26
- What the Annual budgeting process regarding predicted income and expenditure, and prudent use of assets indicates can be achieved each year

The activities of Father Hudson's are undertaken by dedicated full and part-time staff, supported by volunteers who give their time freely as committee members, advisors, "panel members",

service/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 £6.7 million. Care is commissioned and funded by local authorities, ICBs 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.

There has continued to be 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. The leadership structure has been further enhanced at St Catherine's Bungalows with an addition of a new deputy manager role, in response to some operational challenges faced by the service. There is a well-established quality framework to ensure high quality care is delivered. Care planning and recording software is being introduced throughout the department as the services move towards digital record keeping.

During 2023-2024 CQC have introduced a new single assessment framework and have begun to roll out this approach across England. Inspections are still planned by CQC based on risk, although they have recently begun to return to a more routine regime of inspections. However, CQC have not carried out inspections of the regulated services of Father Hudson's Care during this year.

St Joseph's Care Home is currently rated "Good" by CQC following an inspection by CQC in March 2023.

St Catherine's Bungalows is currently rated "Good" by CQC following an inspection by CQC in January 2022.

Father Hudson's Society DCC (domiciliary care and supported living service) is currently rated "Good" by CQC following an inspection in November 2020.

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 three regulated services also benefit from input from Warwickshire County Councils quality assurance teams carrying out Quality Assurance Visits and engaging with services through quarterly provider returns. The Day Service is supported by Birmingham City Councils quality assurance framework.

In terms of occupancy at St Joseph's the year has been marked with a period of stability with average occupancy reaching 55, following a low during the height of the pandemic of 34.

This department continues 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 residents' 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.

Coleshill Day Services

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 ICBs. 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 2024/25

- To be compliant with Care Quality Commission's Standards
- To comply with Local Authority and NHS 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 adopted through Father Hudson's during the years in which it operated an adoption agency.

The Fostering Service provides homes 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.

The Family Support Schools Project provides a holistic service to children, the parents and the school to improve the children's attendance, educational success and emotional wellbeing. At the end of the year the service was being provided to 19 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, three social workers 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 currently overseen by Sandwell Children's Trust. This will transfer to Coventry in the forthcoming months.

New Routes Fostering provides foster homes 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 when they reach adulthood.

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.

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.

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 20 children and young people placed with carers. We have 6 sibling groups consisting of 13 children and 7 children placed solely. 5 are matched long-term.
- **To provide support to foster carers and children and young people.** We continue to 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 10 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 and a young person with care experience. There is a Medical and Legal Advisor.

The Fostering Panel continues to provide invaluable support. The Panel Chair continues to attend regular forums and shares good practice with the agency 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. In addition to this, a cohort of carers, 9 in total have recently completed therapeutic training which consists of 5 days extensive training. A further cohort of carers will commence the training in October 2024.

West Midlands Tender: We continue to be part of the West Midlands Framework.

Panel: A hybrid approach has been implemented combining both virtual and face to face panels. We have been successful in recruiting a panel member with care experience which is invaluable.

Training: Carer training is well utilised and attended. Carers continue to have access to the Social Care Training Hub which features an extensive range of courses. Where the need arises, carers will be offered bespoke training to ensure that they are equipped to deal with specific issues.

Children's Activities: A number of activities have taken place throughout the year e.g. Drumming session and a trip to the theatre etc.

Achievements: Children and young people's achievements continue to be captured in the quarterly newsletters.

Recruitment: A carer was approved at panel in March 2024 and currently has 2 children placed with her. We currently have a further 3 assessments in progress which will increase approved household significantly.

Father Hudson's Website: The new Father Hudson's website was launched this year. A number of enquiries have come through the website as a result of internet searches which is encouraging.

New Branding and partnerships with schools: The fostering service has worked along schools and the Fundraising, Communication and Marketing teams more closely to raise awareness of fostering. New material has also been produced in the form of leaflets and posters.

Plans for the Fostering service for 2024– 2025

- New Routes will continue to work to its core objectives of providing children and young people with stable homes and positive experiences of family life.
- New Routes will work towards becoming an agency who adopts therapeutic models and trauma informed approaches.
- New Routes is committed to the 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 a high quality service.
- 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 Equality, Diversity and Inclusion 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.

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.

The following adoption support 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 272 new referrals to this service, in addition to ongoing work from the previous year. Of the new referrals, 114 were made by the adopted person, 117 were made by the adopted person's immediate family and 41 were made by birth relatives of the adopted person. Ofsted has rated the adoption support agency as 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 51 new referrals to this service. Of the new referrals, 13 were made by those formerly in the children's homes, 33 made by relatives and 4 made by non-related persons.

Achievements

- The Origins Service was commissioned again by Minnow Films for tracing and intermediary services for its TV series DNA Family Secrets, Series 3, was screened by BBC2 in Autumn 2023. This followed our input in series 2 which aired in May/June 2022.
- Origins has continued to be represented at national forums during the year, such as the Consortium of Adoption Support Agencies (CASA) and South East Post Adoption Network (SEPAN)
- Origins has been part of the Improving Adoption Services for Adults (IASA) project in partnership with the University of East Anglia.

Plans for Origins in 2024–2025

- 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 adults affected by adoption 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 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 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 lead and co-ordinate support with a team of professionals around the family to prevent escalation and to promote better outcomes.

From April to September the team consisted of a project manager, an assistant Team Manager, a senior family support worker, a Monitoring and Evaluation Officer and 5 family support workers, operating in 18 schools. In September 2023, the project Manager left, and the ATM stepped up to the Team Manager role. In January 2024 the Monitoring and Data Officer left.

The team now consists of a project team manager, a senior family support worker and 6 Family Support Workers. We currently operate in 18 schools, losing one contract in a school this year, but securing a new contract in 1 school within this year. The schools involved have expressed a high level of satisfaction regarding the services provided.

Intervention and Support Needs April 2023 –March 2024

Services have returned to normal following covid-19. This has seen a rise in children having increased difficulties with attendance in school and a rise in increased mental health concerns for both children and their families.

Most of the work with children and parents is delivered on a casework/referral basis, however 'drop ins' are also becoming more widely used. The 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 includes: 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

2023–2024 – casework was undertaken with 194 children and families, 57 of these cases were closed during this time. The average length of open cases is around 12 months.

In addition to cases, 207 hours of 'non case' work was recorded in total by FSWs to children and families not on their caseload.

We work in two High schools, one High School which has 1.5 days per week support and 1 which has 5 days per week support, the rest of the schools are Primary Schools.

Presenting concerns and support needs for children:

Safeguarding

Low self-esteem/confidence

Anxiety

Mental Health concerns

Behaviour at home/school

Risk of exclusions

Witnessed domestic abuse

Bereavement

Parental Separation

SEN needs

Poor attendance

School refuser

Bullying issues

Cyber bullying/ inappropriate access of social media/gaming platforms

Presenting concerns and support needs for parents/carers:

Mental Health concerns

Debt

Housing issues

Child to parent abuse

Parental Separation

Domestic abuse

Support with parenting

Support with applying for PIP/disability benefits

Group work –Children

FSWs continue to offer group work to children in their schools, reaching a wider audience. Transition to High school, Lego therapy, drawing and talking, self-esteem/anxiety, healthy relationships and internet safety.

Group work – Parents

FSWs continue to offer parents 1;1 support and advice on strategies to support positive behaviour in the home.

Coffee mornings, stay and play and other sessions to include more parents' attendance are continued to be offered in school with the FSW playing an integral part.

FSWs are seeing an increase in debt, housing issues and poverty. FSWs are spending a considerable amount of time supporting parents with eviction notices, the threat of bailiffs and being in temporary accommodation.

Summer 2023

Throughout August our FSWs arranged and accompanied parents and children from their schools to an all-expenses paid for Day trip to the seaside. NUL families travel by coach to Rhyl, Birmingham and Banbury children and families went to Western Super Mare. These trips were a complete success, and for a few families the 1st time they had ever been to the seaside!

Grants/donations

In November 2023 the Fundraising team secured the Winter fund grant for the Family Support Team. This gave us £2500 for the Birmingham FSWs spend on food items and toiletries during November 23 –March 24. Given the cost-of-living crisis and the increased fuel costs during the winter months, this was gratefully received and had a huge positive impact on our most vulnerable families. We reached out to 68 families during this time.

We were successful in our bid for the Glasspool fund, which has secured funding of £50,000 per year for the next 3 years. £20,000 of this is solely to use within Family Support, helping our families in crisis and poverty. This is a huge success in enabling us to support our most vulnerable families when they need the support the most. This funding becomes available in April 2024.

This is also an excellent selling point to new prospective new schools.

We continue to use various services to assist with white goods, household furniture and other essential items. SVP continue to support in each area with families in crisis.

Promote the service and increase school contracts

The video highlighting the positive impact for a KS4 learner has been widely used and shared during promotions, Masses, FHC website and prospective new Headteachers. Feedback from this video has been well received. We are looking to develop more videos within our team using different Key Stages.

One new school have taken up two days Family Support in the Birmingham Area.

We continue to promote the service, whilst working very closely with the Fundraising and Marketing team.

Newcastle Under Lyme MAC have approached the Family Support Team Manager for an additional service from Father Hudson – Supervision of 4 of their members of school staff who are employed as Family Support Workers. SMT have worked together on this, with costing and logistics of this. This is currently being reviewed via the governors within the MAC, and if agreed will commence in September 2024.

- All the half day contracts in schools were all renewed to a full day of support in September 2023
- We continue to offer a professional service to schools.
- Improve knowledge, skills and practice for best practice.
- Using the teams' strengths to share their knowledge and expertise on certain topics.
- Regular team meetings to share good practice.
- Updated annual safeguarding training.
- Tailored training to meet the needs of the schools/families.
- Improve data collation to evidence impact and outcomes.

Key objectives for 2024-2025

To continue to promote the service to increase school contracts, especially in High Schools.

To create additional promotional videos covering children and young people from early years through KS1, KS2 and KS3.

To continue to streamline all the data the FSWs input, to evidence impact and outcomes.

To continue to offer a first-class professional service to schools.

Continuous professional development of staff.

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, projects are responsive to local need. We support those in poverty through the provision of food and practical items, those who are experiencing homelessness through accommodation, those who are lonely through social activities and empower people through support, information, advice, learning and skills to improve their lives. We prioritise services for the most vulnerable, working across the themes of homelessness, migration and older people. Our Catholic ethos is at the core of this work – ensuring human dignity, tackling social injustice, helping the poor and standing in solidarity with others.

During 2023/24, five community projects were delivered directly by Father Hudson's Care (Brushstrokes, Tabor Living, Young at Heart, Sophia House, Fatima). With 60 employed staff (at end of March 2024) and 234 active volunteers reaching out and supporting over 4664 individuals in need, including providing direct accommodation to 44 individuals. Volunteering and the involvement of local communities and partners continues to be the essential part of all of our projects. This year we have continued to see the needs of refugees, asylum seekers and migrants in Sandwell and surrounds to grow, we have worked hard to try to keep up with this demand through our Brushstrokes Community Project. Also this year we have focused on developing the support and services at our new Tabor Living site in central Birmingham, the number of people accommodated and number of referrals has grown throughout the year. Where needed we have continued to provide arms-length support for hosts and refugees from our Ukraine hosting project. The project has been successful and the majority of those welcomed are now settling into their own independent lives. We have continued to expand our volunteer-led older people's social activities in North Staffordshire as part of our Young at Heart Project, as well as continuing accommodating vulnerable women at Fatima and Sophia House.

During 2023/24 we have continued to support local groups including more intense support to three independent local charities (Hope Community, St Chad's Sanctuary, Maryvale Community Project), providing support with employment, payroll, HR, management, governance, funding, finance and policy support. During 2023/24 two of these charities have provided FHC with some financial contribution towards this support. We also continued to be a key partner for the local charity Anawim and Heart of Tamworth. This year we have continued to be lead sponsor for four refugee Community Sponsorship Groups (Rugeley, Derby, Birmingham and Warwick), each group has between 5–10 volunteers.

Migration

During 2023/24 one of our priority areas has continued to be providing services, support and accommodation for refugees, asylum seekers and migrants. The majority of our community provision is through Brushstrokes, our largest community project. Two of the charities we support also prioritise this work, St Chads Sanctuary and Hope Community. We promote the ethos of 'Welcome the Stranger', helping those in crisis as well as supporting and empowering for the long-term. Sophia House and the new Nicolas Barre House both provide accommodation to refugees. This year we also completed the Archdiocese Ukraine hosting project.

Brushstrokes Community Project is delivered by 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. With the ethos of welcome at its core the project provides a holistic service to asylum seekers, refugees and migrants through outreach and advice including specialist welfare benefits, health and housing advice, OISC accredited immigration advice, asylum support; resettlement support for Afghan, Ukrainian and Sudanese refugees; provision of practical resources including food, clothing, household goods, baby equipment; education and employment support including accredited ESOL, IELTS and OET and digital skills support; social and wellbeing activities including the community café, welcome Wednesdays, a men's and women's group film nights and football; increasing understanding and access to health services including health screening, pop up vaccination clinics and on site health sessions. The project is funded from a wide range of sources including Sandwell Council, the NHS, Home Office and charitable trusts.

This year has seen a further expansion in our health and wellbeing activities, from a joint project with the Refugee and Migrant Centre in Birmingham providing mental health and wellbeing support for resettled refugees, adoption of our inclusion health approach in a further hotel in Sandwell and a new hotels project in Birmingham, to the delivery of a project providing support for asylum seeking children and young people who have experience trauma. The team are contributing to the development of the Black Country Integrated Care Boards refugee and asylum seeker health strategy and play an active role in regional migrant health networks. Our hotel work with people seeking asylum in Sandwell has been seen as a model of good practice which we are replicating in Birmingham in a 12-month pilot. We have been able to secure additional funding this year to expand our family support work, providing a focus on parents with children under 2, pregnant women and their partners, building on our asylum-seeking children and young people's trauma project. We are now providing regular advice sessions for families from new communities in local schools, through this work we have been able to access additional counselling and therapeutic support for children and their families. Our emphasis on research, social policy and service user voice has seen Brushstrokes involved in delivery of the Empowering Cities transnational research on migrant women's experience of housing in Smethwick, training several staff and service users to become community researchers. The media profile of Brushstrokes at the launch of the Commission on the integration of refugees report and the resonance of recommendations with the expressed needs of service users, volunteers and staff at the project has also been a high point this year.

Through 46 staff and 92 active volunteers (44 new this year), Brushstrokes has provided support to 4264 individuals (7633 overall beneficiaries, 1385 families) from 129 nationalities and 61 languages. 25% of our service users this year were seeking asylum, which included individuals in hotels from our expanded work in Birmingham and Dudley, 20% were refugees and 18% EU nationals. Of our service users, Iran, Afghanistan, India, Eritrea and Sudan represented the largest groups of service users this year, with Romanians still approaching the service for assistance in large numbers.

Brushstrokes Key achievements in 2023/24 include:

- 308 learners accessed ESOL across 27 classes a week in 4 locations. 129 learners, including 110 migrant health professionals engaged in our IELTS and OET classes.
- 3898 new advice cases (1000+ more than 2022/23), with Immigration, Housing, Benefits and asylum support being the most common.
- Our employment and volunteering support work has grown significantly, we helped 78 individuals secure employment and created 44 external volunteering opportunities.
- We have provided 15,223 provisions of food through our twice weekly foodbank service this year (4800+ than 2022/23)
- Our volunteer numbers have continued to grow with 92 active volunteers this year, 3 in 4 of our 44 new volunteers this year have lived experience of migration.
- Completion of Brushstrokes new 3- year strategy
- Our partnership work with other organisations this year resulted in the establishment of a Dudley Refugee and Migrant advice hub (Refugee and Migrant Centre), Immigration advice service with Halesowen Welcome , hotel outreach and advice in Birmingham (St Chads Sanctuary), provision of specialist counselling and wellbeing services for adults and young people (AFSCSG), a wellbeing service for resettled refugees in Birmingham (Refugee and Migrant Centre) participation in Sandwell's wider determinants of health project.
- Our model of delivery in our local asylum contingency hotels enabled us to secure funding to develop services in 3 additional hotels this year.
- Brushstrokes continues to lead on refugee resettlement in Sandwell, providing an emergency response for the Sudanese Evacuation, wrap around support for Ukrainians coming via the Homes for Ukraine scheme and supporting over 400 new refugees granted status while placed in asylum accommodation in Sandwell.
- Service users and staff played an active role development of the Sandwell Borough of Sanctuary Action plan and securing official sanctuary status for Sandwell.
- Development of a community garden in Smethwick for local residents and service users as part of the response to the Cost of Living crisis growing food for the community café.
- Brushstrokes was recognised through the BBC West Midlands Radio Make a difference awards winning the Community Group award for 2023.
- The set up and full occupancy of Nicholas Barre House, a HMO for 5 single refugees in partnership with Newman Parish is the start of our response to single refugee homelessness.
- Our involvement in research and social policy work this year included service user/staff research as part of the transnational Empowering Cities project looking at Migrant Women's experience of Housing ; Research on the Migrant women's experience of local maternity care ; Contributions to the Commission on the integration of refugees call for evidence and launch of the report in March 2024;

Research on the experiences of hosts and guests in the Homes for Ukraine scheme in Sandwell; Barrow Cadbury Trust funded 'Better Pathways for those with No Recourse to Public Funds' project has produced 3 briefing papers on aspects of NRPF for local authority and voluntary sector partners in the region.

Brushstrokes completed the majority of the 23/24 objectives and are continuing to delivery in these areas. For the objective 'to secure additional funding for core services and posts', whilst additional funding was secured, there was a shortfall for the year. This is a priority in 24/25.

Brushstrokes Objectives for 2024–25:

Building on Brushstrokes new 3– year strategy launched in 2023/24. Our strategic outcomes are: Greater Voice; Reduced Crisis; Better Health; Increased Belonging; Empowered resilience.

- Increase the diversity of our funding streams, securing funds for core services and posts
- Support, promote and enable those with lived experience of migration to engage with and inform those responsible for the development of local, regional and national policy and service delivery of their aspirations and needs in ways that are meaningful and lead to long term change.
- Develop and sustain our advice and wellbeing offer for Unaccompanied Asylum–Seeking Children and families in Sandwell ensuring these services and those who use them have strong connections with early years provision, Family Hubs, health, education and the Children's Trust.
- Continue to respond to the impact of poverty and cost of living crisis through early action, increased outreach, the provision of targeted ESOL/IELTS/OET, employment and digital skills support, budgeting, energy efficiency and benefits advice and the provision of practical support.
- Build a stronger evidence base that demonstrates the connections between our work and how this addresses the wider determinants of health and reduction of health inequalities for new communities.
- Review our approach to staff wellbeing, training and development ensuring staff and volunteers receive appropriate structured support to enable them to deliver our services to new arrivals.
- Continue development and delivery of services for refugees, asylum seekers and migrants in partnership with others, providing training and support, actively participating in local, regional and national migration, health, housing and NRPF forums, participating in research and providing social policy evidence, that results in increased accessibility and improved integration outcomes for these communities.

Nicolas Barre House is a new refugee accommodation project developed in partnership with Newman Parish in Wolverhampton/Walsall. Established in 23/24 in response to the pressing need for affordable accommodation single refugees, the house opened in October 2023. It provides supportive accommodation for 5 single male refugees for up to 12 months and was fully occupied by March 2024. Through the provision of housing, integration and employment support, coordinated by our housing and resettlement officer we are working to ensure individuals are able to secure employment and permanent accommodation at or before the 12–month stage is reached. Volunteer befrienders from the Parish regularly meet the residents, helping them feel a part of parish life and the local community.

NBH key achievements 23/24

- Completion of building works to enable NBH to be used as a 5 bed HMO for single refugees
- Recruitment of a group of parish volunteer befrienders
- Submission of HMO and exempt accommodation applications
- Full occupancy from March 2024
- The blessing of Nicholas Barre House Jan 24, bringing together residents, parishioners and supporters
- 1 resident securing employment

NBH key objectives 24/25

- Organising a Refugee week event.
- Securing employment outcomes for 4 further residents
- Securing exempt accommodation status
- Successful move on and settlement of residents from NBH by the end of the 12-month residency period
- Successful integration of new residents into the house as people move out from the property

Sophia House is also a refugee accommodation project. Delivered as a partnership with the Sisters of Our Lady of Charity of the Good Shepherd and St Brigid's Parish, Sophia House provides safe and supportive accommodation in South Birmingham for up to 3 female refugees or migrants. Opened in 2017, the house remains a secure place of safety for the tenants, with support for them to move their lives forward. Over the year the project has housed 3 women and a young baby, two women and the child have had a positive move-on to independent tenancies. Two bedrooms have recently been redecorated and new furniture has been provided.

Sophia House objectives for 24/25:

- Completion of electrical and bathroom upgrades, funded by the property owners/partners.
- Work with referral agencies to ensure the house is at full occupancy of 3.
- Explore options for 2nd reception room as a bedroom.

Ukraine refugee hosting project. Set-up in 22/23 the project successfully supported 46 hosts to welcome individuals and families from Ukraine. During 23/24 FHC continued to offer support where needed to the remaining 20 active hosts. As guests have moved on this has come to a natural end, however our door has remained opened to the few remaining hosts if support is required in the future. All future new referrals are being diverted to the national St John of God Homes for Ukraine scheme, who are members of CSAN (Catholic Social Action network).

Homelessness

During 2023/24, homelessness has continued to be a priority area for FHC Community Projects. We provide support through services and accommodation. Our largest homelessness project, Tabor Living has expanded due to rising needs and operates across two sites. Our longstanding partnership project, Fatima House, continues to provide accommodation for destitute female asylum seekers. In addition we also provide housing and homelessness advice and support at Brushstrokes Community Project.

Tabor Living is delivered by Father Hudson's Care, led in partnership by a local management committee. With 9 staff and a team of over 60 dedicated volunteers, the project provides accommodation and support to those experiencing or at risk of homelessness. Based in the Birmingham City Centre, the project specialises in a strengths-based approach and worked with individuals that many larger commissioned services would not necessarily support or meet their needs. April 2023 saw the opening of our new site, St Catherine of Siena, following a large capital refurbishment funded through grants and trusts including DLUHC. The new site includes 9 emergency rooms and 10 next steps ensuite rooms, with additional community rooms and further community areas in the church. Tabor Cottage continues to be used as a move on facility.

In the last year 21 individuals were provided with a safe place to stay and welcome from our staff and volunteers. Support provided includes 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. Guests are also offered the support of a community support volunteer to help with move on and to reconnect with the local community. Outcomes for guests include securing employment and housing, support for repatriation and making family reconnections. This year we have found a larger number of referrals for individuals who are working and homeless. Whilst men remain our largest client group, the number of female referrals is increasing. 11 guests in total have so far had a positive move-on to independent sustainable living. The challenges for our guests have included finding and securing entry-level work, managing relationship breakdowns, and issues relating to addiction (mainly alcohol).

Tabor Living key achievements 23/24:

- Safe, welcoming and supportive accommodation provided to 21 individuals who would have otherwise been homeless,
- Opening new St Catherine of Siena site on 24th April 2024 to provide more than double the accommodation we previously offered.
- Successful official opening led by Mayor Andy Street and blessing led by his Grace, Archbishop Longley with over 400 people attending in total and various media coverage.
- Continued to have an excellent track record of positive move on and outcomes for guests, targeting those who fall through the net of commissioned services.
- 7 guests moved from the emergency rooms to the move-on stage of the project on the first floor.
- 4 guests were supported into work and one guest was supported to secure a highly competitive 6-week placement.
- Increasing staff team to include night staff, a new Community and Facilities Coordinator and a new Case Worker, securing new external funding for these roles.
- Staff have developed their learning and skills. Training has included Conflict Management and Managing difficult and threatening situations, housing law, modern day slavery, PIE.
- Securing large trusts funding including Eveson and Gubay.
- Building new Corporate sector links and partnerships including CECA and Gallaghers, whilst continuing with support through Lambe Construction, Friel Construction and School Signs.
- Continued to develop positive relationships with the statutory and commissioned sector; including BCC, WMCA and DLUHC. Being invited to and making a contribution to strategic

meetings for RSI commissioned services, being the only non-commissioned service invited to the table.

Tabor Living Key Objectives 24/25:

- To continue to develop support provided at the St Catherine of Siena site, consolidating the processes we have been building at the new site, monitoring to build firm foundations for the project to continue.
- To further develop our new 1st floor move-on accommodation and make better use of Tabor Cottage, ensuring guests are engaging with the project, My Action Plans are active and communal rooms are being fully utilised.
- Exploring further rental income opportunities, actively working with BCC to make case for exempt status using a model that works guests out of exempt. Develop staff skills in housing law to aid move on.
- Applying for the new site to be re accredited with Housing Justice.
- Implementing the use of a database for all recording and monitoring – Advicepro.
- To develop the community rooms, ensuring external bookings are regular and linking closer to the parish rooms. To be cost effective and actively working towards making the floor financially independent.
- To continue to develop volunteers as our central vision for the project, keeping volunteers at the heart of all we do. Continue to develop the community support volunteer project by having a more robust allocation process.
- To source funding for the basement toilet refurbishment.

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 at a time, who are destitute and in the process of appealing asylum decisions. The project is supported by 4 active volunteers who are present on site during each day. As well as accommodation, residents can access wellbeing activities, reviews of their immigration cases and access to large communal areas and an IT suite. Residents and volunteers have worked together to develop a thriving garden area.

Fatima House objectives for 2024/25:

- Continue developing additional social activities for residents including day trips and the garden.
- Working with Refugee Action, develop 'experts by experience' approach using the experiences of residents to influence, inform and support.
- Explore the expansion of level 1 immigration advice and legal capacity of the project.
- 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.

Father Hudson's Society

Trustees' annual report

For the year ended 31 March 2024

- Work in partnership with the Archdiocese and parish to ensure the building is in good repair and sustainable including heating.
- Build relationships with other agencies and partners to benefit the project and the women at the house. This includes with schools and parishes.

Older People in the community

Father Hudson's Care community projects target those who are most vulnerable, marginalised and in need, this includes support for older people. Our flagship older people's community project is Young at Heart in North Staffordshire. We also support further services for older people through our work with independent local charities including with Hope Community and Maryvale Community Project.

Young at Heart in North Staffordshire is a project delivered directly by Father Hudson's care. It reaches out to support isolated and lonely older people providing social activities focusing on Stoke, Newcastle under Lyme and more recently Stone. This includes lunch clubs, music clubs, friendship based and those focused on Dementia inclusion. Through 78 volunteers the project has supported around 400 older people over the past year. Referrals come through local health and social care workers, by word-of-mouth recommendation and website referrals from relatives. We work in partnership with Beth Johnson Foundation and Methodist Homes Association through a National Lottery funded project.

Following a number of logistical issues the project made the decision to close the Community allotment on Leek Road. Through much research and swot analysis another venue has been agreed for this project where we are building a community garden from scratch with a whole different view, working with the community, local businesses and schools to make this not only a community-based project but a community-based build, with a landscaper leading on it. We are working with a learning disability service provider and their clients and the local Baptist Church to enable this to happen and be sustained, with support from the local Catholic church and school.

Social activities are all led by our large and committed team of local volunteers. We ran our first volunteer day trip in Summer last year to Llandudno as a thank you and received excellent feedback. We continue to have the issue of ageing volunteers and will always struggle with that given the nature of the work. We advertise roles through Vast, Support Staffordshire and through other community venues and partners.

The befriending service currently has 4 active befrienders and 5 clients. We have continued to cover such a large area and to recruit volunteers post-covid and are looking at combatting the difficulties by joining in with groups and possibly offering buddying services. This will mean that referrals will only be accepted based on them being in the vicinity of one of our groups. It is mainly hoped that we can offer a more holistic approach for our group members ensuring that phone calls are made for those most vulnerable between group meetings and during illness.

Young at Heart Achievements 2023/2024:

- A team of 78 volunteers supported over 400 older people over the year.
- Know your neighbourhood partnership funding of £20,000 was obtained.
- Four new groups were opened.

- The project is responsive to need: Talke group created following feedback from our own local community research and from the Community Development team at Stoke on Trent Council. The local PCN has supported the set-up of the new project.
- This year we have worked with and established working relationships with Locality coordinators, PCN's, Social prescribers, The Stoke-on-Trent Community Development Teams, Douglas Macmillan Hospice, Approach dementia care, The Brampton Museum, The National Care Forum, Local MP's, Ageing Well Partnership, The Loneliness Partnership, Radio Stoke, Support Stafford, Vast, Many local churches, St John Fisher Catholic School, Staffordshire police EDI Team and PCSO's.
- Sustaining the current groups and monitoring the befriending service.
- Supporting the volunteers with their challenges.
- Facilitated many trips out – Freeport, Shugborough, Bridgemere, Dagfields, The Hollybush Garden Centre, Trentham Gardens, Formby Beach,
- Volunteer Celebration Trip, receiving positive feedback from all volunteers.
- Successful in partnership funding of £20,000 from Creative Lives where we joined up with the Older Persons LGBT group alongside existing partners. Our Intergenerational Cookery project which saw 40 participants of all ages come together and make a 3-course meal and eat together. There were 10 sessions through the school holidays. We ended the mini project with a large-scale Celebration of the community which saw over 250 people attending Port Vale alongside service providers across the city.

Young At Heart 24/25 objectives:

- Continue to identify need and create new social opportunities for older people across North Staffordshire.
- Recruit a new community worker.
- Establish New Befriending Plan linked to each social groups' and volunteer locality.
- Establish The new Community Garden.
- Increase partnership working with Statutory and Voluntary bodies.
- Establish more links with Catholic Churches and the Schools.
- Identify more funding opportunities to develop small projects to complement our existing work.
- Identify possible new location/funding for Music and Memories Group.
- Plan Volunteer appreciation event.

Caritas Development – support and capacity building for local charities and volunteer-led activity

As part of our commitment to Catholic Social Teaching and working across the Archdiocese of Birmingham, we promote and provide 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. Two of these charities make financial

contributions towards this support. We also provide an FHC trustee rep to Heart of Tamworth and also continue to link as a partner to the Birmingham charity, Anawim.

This year we have launched our Welcome Church initiative along the themes of; disability, older people, refugees and homelessness. A large in-person event in Birmingham brought together themed zooms throughout the year. We will continue to develop this initiative as a strategic focus for the organisation in 24/25,

Hope Community Project, Wolverhampton is a registered charity which works in 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: employment support, money guidance, basic English and ESOL lessons delivered with Adult Education, a women's chatter group, Stay and Play, Community café, the food pantry which has been in very high demand during the cost-of living crisis, IT classes, holiday activities for young people, after school homework club and a munch club for primary aged children to learn to prepare and cook food with their parents.

Maryvale Community Project in Kingstanding, Birmingham is a registered charity and a parish partnership project which works with Father Hudson's Care. They provide social activities for older people and adults with learning disabilities. FHC have been working with the Maryvale trustees to provide support with management, fundraising and financial procedures. They provide a weekly Tuesday lunch club for older people, a weekly evening Sunshine Club and a 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.

St Chad's Sanctuary, Birmingham is a registered CIO and which works in 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 target support to asylum seekers in temporary asylum accommodation/hotels in Birmingham, the need continues to grow in this area. This year they have further developed their hotel outreach and social/wellbeing activities. They provide practical items such as clothing, toiletries, food and books, English lessons for adults and family learning for children who do not yet have a school place or are at pre-school. They also provide social support, welcoming new asylum seekers, registering families with children for school places and signposting.

Refugee Community Sponsorship – Father Hudson's Care have been the lead sponsor with the Home Office for Community Sponsorship Refugee Resettlement Schemes in Warwick, Rugeley, Derby and Birmingham. All four groups have now successfully welcomed and integrated refugee families. The families remain as part of the local communities with informal support from each parish group.

Fundraising, Communications and Marketing

As a department we have worked closely with our projects and services across the organisation to secure additional income, assist with their communication and marketing needs and to secure over £100k worth of gifts in kind.

Regular Giving

The focus on this area of fundraising has been to identify potential major donors from a group of regular givers totalling 171. This group have been managed slightly differently, with personalised letters and invites to events as well as being more aware of how we best manage their donor journey. We are constantly aware of the need to introduce a younger demographic to this group of supporters. This area of fundraising raised £23k during the year.

Corporate

Progress continues to be made in this area. This has brought in income for our Tabor Living homeless project, our Disability Day Services and Brushstrokes.

During the last year we continued to secure corporate donations in support of appeals for food, clothing and toiletries, which has proven to be invaluable as the urgent need for these items has risen through the year.

We continue to attend various networking events to develop our corporate.

During the year we held our first Fire Walk. This was well supported by our corporate supporters. The event raised £15.5k.

In addition, we re-introduced the fundraising Ball with Brushstrokes being the recipient of the £7.4k raised.

Parishes

We have worked hard to further develop links with Parishes, across the archdiocese and this has been very well received. The annual parish collection which took place in September, raised £47k. We now have in place two schools and parish engagement officers, which will certainly help us develop this area of work.

Schools

Our work with schools is so important. Not only in terms of fundraising but raising awareness of our work.

Schools fundraising raised £40.2k in the year. We visited 101 primary schools during Lent and delivered 107 Good Shepherd assemblies.

There are plans in place to reduce the number of MAC's and create four 'super' MAC's each with around 20,000 students. This offers us both a good opportunity to grow whilst also could become a threat, if not handled well.

We have also begun to engage with more senior schools, again with the aim of raising awareness, which in time should produce more regular supporters.

We are also aware that we need to widen our reach to non-Catholic schools and colleges.

We held seven Good Shepherd Masses which were all well attended and underlined how important our relationship with schools is to FHC.

Trust and Statutory Fundraising

Our Trusts and Grants fundraising officer who joined us in November 2022 has settled in well and has brought in significant income for Brushstrokes, Tabor Living and Family Support. Having built up strong links with both Brushstrokes and Tabor, donor pipelines are in place, which are reviewed regularly.

In addition to the work with projects, we are supporting our Family Support department in their effort to reach out to more schools.

Communications and Marketing

We have seen further progress, in developing our Social Media channels, which is key when looking to raise awareness and attract potential donors. We continue to produce short films, promoting and supporting different areas of the organisation.

The department works well with our services and projects and regularly runs targeted campaigns, for Fostering and volunteer recruitment whilst working regularly with St. Catherine's Bungalows regarding recruitment.

We have introduced a new website, which has been very well received. The idea was to make it easily accessible, concentrate on our five main themes, whilst appealing to potential supporters.

FHC is registered with the Fundraising Regulator and is committed to fundraising in accordance with the Code of Fundraising Practice.

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.

The SOFA shows net expenditure of £213,426 (2023: net expenditure £11,047) before net gains on investments of £295,756 (2023: loss £417,780). The Society's quoted investments are shown at their market value on 31 March 2024 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. After taking account of actuarial gains of £nil (2023: actuarial gains £1,703,000) the SOFA shows a net increase in funds of £82,330 (2023: net increase £1,274,173).

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 2024 were £11,948,154, of which £2,174,063 were restricted and not available for general purposes and £2,210,525 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 £351,599, equivalent to 0.5 months unrestricted expenditure. The trustees have adopted a strategic recovery plan to achieve a balanced budget within the period ending 31 March 2025. 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 £6,432,822 which equates to 8.9 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. Evelyn Partners 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 2024 the portfolio total return was 9.03% and the Index total return was 23.07%. In line with the continuing volatility in global markets during the year, the portfolio returned realised and unrealised gains of £280,756 of which £137,365 were endowment funds and £143,391 were attributable to general funds.

Objectives 2024/25

- To work with the 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 continue the review of 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 2024 was 14 (2023: 15).

The directors at the date of this report are set out on page 1.

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

Following on the launch of the new 'Values' statement, which is both an expression of the values that are currently practised and a call for all services to embody them in daily action, the HR department has fully implemented the use of these values in all recruitment processes, including adapting the application form to require applicants to demonstrate their own alignment with these values. Similarly in the interview process the questions asked are grounded in the values and their living out.

The Equality, Diversity and Inclusion staff consultative group continued to meet every three months, facilitated by the Head of the Children and Families' department; membership of the group was widely publicised and was not by appointment. At the set of meetings, the group spoke about the value of having an external Head of equality from CAB present at one of the larger community projects about women in the workplace. One member of the group presented on unconscious bias, sharing the training she had been on and it was noted that one project being awarded the West Midlands making a difference in the community was attended by both staff and volunteers, recognising the contribution of both groups and the importance of volunteers in delivering services. The group designed the EDI section of the staff survey, have continued to review and be part of creating policies such as the menopause policy, and have taken part in both an LGBTQ+ conference and workshop. The group has also reviewed its own constituency and is seeking to achieve a greater balance between managers and frontline staff.

The organisation's EDI statement and strategic EDI action plan which was completed and approved by the Trustees in March 2022 was reviewed in the fourth quarter of the year by the subgroup of trustees overseeing this. There has been an increasing emphasis on ensuring the employee and

service user voice is reported on in all the managers reports to Trustees' subcommittees. The board requires a clear demonstration of 'You said... We did' actions based upon this listening.

A staff engagement was carefully designed and piloted and then made available to all staff electronically and where necessary in paper form in the fourth quarter of the year. A sustained communications campaign accompanied this to encourage all staff to complete it. This lasted for over two months. A 60% return rate was achieved. In this new financial year SMT has committed to analysing the results and particularly to demonstrating actions to be taken in response to what has been learnt.

The HR department has continued to seek to improve our collection of EDI staff data using both electronic and paper means. Out of the 320+ staff, at various times in the year, the completion rate has been as high as 80%.

The Intranet is available to all staff, and this includes a staff suggestion and recommendation form which is being used; any 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 which originally was piloted has now been so successful in enabling staff to access information electronically that a full-time post has been created.

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. In an organisation that has so many services and is so geographically dispersed the team operates great flexibility in order to be supportive and responsive to staff, whilst at the same time having to follow strict financial procedures. They have taken a lead in introducing more IT-based communication and payroll activities.

The organisation has committed to providing more financial resource into increasing training in the area of disability in adult care services and safeguarding in community projects. The HR manager leads on the Training coordination across the organisation. The Staff survey scored highly regarding appreciation by staff of the training available and was very positive about respondents' understanding of EDI. Members of SMT have been carefully reviewing the suitability ability of the online EDI training in order to identify training that now takes into account new legislation concerning matters such as such as sexual harassment and the requirements newly placed on an organisation in this regard. Whilst the group has been please with its achievements it is reviewing the constituency of the group and the challenge of ensuring a greater balance between managers and frontline 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. EDI continues to feature very strongly in these meetings. At the October meeting the new Chair of the Board participated in two small group sessions to ensure she could meet with all managers and listen to the issues they wish to discuss and share some of her plans. As well as using these meetings to focus on how the listening to staff, volunteers and users of the services is fed back through SMT and to the Board, managers have also been given the opportunity to share how they think FHC assets could be used to benefit the effectiveness of the wider organisation, not only one's particular department. Improving interdepartmental working between staff teams has also been a focus.

In response to staff suggestions concerning sick pay terms and conditions the Board agreed to introduce improved terms and conditions from April 2024. This will be reviewed again.

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 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 2023/24

Risk assessment review 2023 – 2024 and Management of risk 2024–2025

Introduction

In 2023/24 the Trustees budgeted for an operational loss, using its unrestricted assets, rather than endanger the quality and safety of any service. At the same time, they continued to challenge underfunding Local authority fees especially in the area of disability and invested further in strengthening its fundraising team and diversifying sources of income in its fundraising strategy. The charity has continued to be driven by the mission of Father Hudson's to respond to the impact of increasing poverty on older people and children and families, and support for those on the margins particularly those who are homeless and refugees and asylum seekers. The Trustees were also determined to lessen the impact of high inflationary cost of living pressure by offering better staff remuneration.

Risk Review 2023–2024	Risk at the start of year	Risk at the end of year
<p>Safeguarding children, young people and vulnerable adults</p> <p>The Trustees and SMT Safeguarding Leads group, produced their annual safeguarding report with an improved structure and recommendations for the September Board meeting. New sections on HR safer recruitment practices, and disciplinarys regarding safeguarding were added, as was a section on organizational learning, and one on detailed departmental action plans.</p> <p>The links with the Diocesan safeguarding Lead strengthened and she presented to the Children, Families and Communities’ subcommittee and has been invited to present to other key groups.</p> <p>The risk has been increased to moderate, 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.</p> <p>The loss of the previously available ‘Educare’ training, which was used regularly for volunteers in the community projects places a responsibility on FHC to replace this. The Board identified the increased safeguarding pressures being placed upon projects such as Brushstrokes at the same time as statutory support safeguarding has either reduced, or not kept pace with new risks</p> <p>The four Community Sponsorship schemes Safeguarding Leads continued to receive support from the FHC Children’s safeguarding SMT Lead. These government initiated schemes will soon have been completed.</p>	<p>Low/Moderate</p>	<p>Moderate</p>

Risk Review 2023–2024	Risk at the start of year	Risk at the end of year
Financial management –income generation and expenditure control		
<p>During the year the Chair of the Finance, Land and Support services subcommittee retired, and a new Chair was appointed, ensuring a smooth transition.</p> <p>The Board decided to bring forward the budgeting process for the following year, asking the Finance department, CEO and senior managers to produce a draft budget by the end of October, rather than at the February budget meeting. This proved to be very successful and enabled the Trustees and senior managers to focus on those areas where income was more unpredictable and fee income had to be challenged/changed. They decided to retain the February meeting also in order to focus more on these particular areas.</p> <p>In addition, the Board decided to hold two strategy sessions, one in November 2023 and one in January 2024 to agree future plans and any necessary financial underpinning. Again, greater clarity was achieved.</p> <p>To provide greater governance risk management to the Brushstrokes project , in the light of its substantial growth, the Board appointed the Chair of the F,L & SS subcommittee to monitor income and expenditure on a regular basis</p>	Moderate /High	Moderate
Particular services		
<p>St Joseph's – had increased the occupancy in the previous year to an average 52/53 and during this financial year achieved an average occupancy of 55. This was a great achievement .However, it became clear to the Board that financially it would be necessary to continue to increase the fees every six months in order to just break even. This is due to the increasing staffing and other costs. Because the Board has made this decision it has changed the risk to Low.</p>	Low/Moderate	Low
<p>Dayservice – this too has increased its number of service users and financially has covered its costs. Nevertheless, the risk factor has been raised in order to take account of the external environment, where various Local Authorities may reconsider their commitment to this vital service. The period during COVID demonstrated how vital day opportunities are for individuals living with complex needs and their families.</p>	Low	Low /Moderate

Risk Review 2023–2024	Risk at the start of year	Risk at the end of year
<p>St Catherine's—Staffing and recruitment remain key factors in raising the risk assessment. Whilst the Adult care subcommittee has given great attention to ensuring this service receives all the resource and support it needs, it has been decided to increase the risk factor until it is sure the desired outcome is achieved.</p>	Moderate	Moderate /High
<p>New Routes – the concerns of the previous year regarding the challenge of recruiting new team members and more foster carer households has diminished. Successful recruitment has ensured that the full team is in place and three new foster carer households are being assessed. Financially the Trustees expect the service to receive sufficient statutory funding to break even. In the transition to this the Board continues to support the service, which meets a very important need.</p>	Moderate	Low
<p>Family Support in Schools' Service – the service continues to be well valued by the schools who use it. The short-term nature of the contracts with schools makes retaining the excellent staff a real challenge, however with the Team manager's endeavor and extra funding from Father Hudson's a strong staff team is in place. Much work on the contracts with schools and the successful appointment of a new manager and deputy has placed the team in a position where it is possible to reduce the risk factor. Increasing liaison with MACs in the Archdiocese is also a positive factor in this regard.</p>	Moderate/High	Moderate/Low

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Risk Review 2023–2024	Risk at the start of year	Risk at the end of year
<p>Tabor Living – last year consideration was given to raising the risk assessment to Moderate, because an ambitious development of the service was in process requiring the securing of very large amounts of capital and revenue funding, doubling of service provision, and moving to a new site. However, the transition was very well managed and financial support for the service was retained and enhanced. This makes it possible to reduce the assessment to Low/Moderate.</p>	Moderate	Low/Moderate
<p>Brushstrokes – this community service has grown so much in recent years that it now features as both one of Father Hudson’s most important services in terms of mission, and also one that carries very significant risks. It has nearly 50 staff, a large group of volunteers, a lease on a community centre and an increasing number of service users, whose lives are affected by trauma, poverty and other factors. For this reason, the assessment places the project as having a moderate to high risk. Meticulous planning is in place on the part of the project management team, FHC support services (Finance & HR), its own Management committee, the Children, Families and Communities subcommittee and the Board.</p>	New	Moderate/High
<p>Staff recruitment and retention The Trustees of Father Hudson’s and associated charities (where FHC employs the staff) have demonstrated foresight in anticipating necessary increased staff remuneration. Whilst this is unlikely to be equal to the commercial or statutory sector there is a recognition at governance level that what can be done has to be done in a timely way, proactively not reactively. Every effort is made to retain excellent staff. The HR Department in particular has developed new ways of identifying staff views on why they choose this employment, why they remain in it and why on occasion they leave. They have also worked very well interdepartmentally to develop more ways of recruiting, including recruitment fairs, and value-based recruitment. The Trustees again agreed an inflationary increase, (4.23%) for 2024–25, which added to those of the last two years has been appreciated by staff.</p>	Moderate	Moderate

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<p>The Board also agreed improved sickness terms and conditions following benchmarking exercises.</p>		
<p>Pension Fund liability—movement within the markets has reduced some of the pressure connected with the liabilities and the scale of the requirement of FHC to contribute to the Pension fund. The risk level has been maintained.</p>	<p>Low/Moderate</p>	<p>Low/Moderate</p>
<p>Data security, including cyber attacks As noted previously, FHC for some years has taken the decision to invest in data security provided via its IT partner, TSG. The risk remains, but the risk level has been reduced to take account of the absence of any successful cyber-attacks this year and the introduction of MFA (Multi Factor Authentication).</p>	<p>Moderate</p>	<p>Low/Moderate</p>
<p>Health and safety The new Estates manager and second member of staff were asked to give a greater focus to Health and safety, and they have given priority to ensuring any subcontractors working on site comply with strict H& S requirements, and this factor also carries considerable weight in the awarding of contracts. He has also focused attention on the Charity's vehicles and their use in terms of risk management procedures.</p>	<p>Moderate</p>	<p>Moderate</p>

Strategic Risk management 2024/2025

The following management actions are in place:

Safeguarding

In the Risk management review safeguarding was highlighted as an area to be prioritised in the coming year due to the growth of services and increased activity, particularly in community projects, where statutory support has been reduced or not kept pace with increased risks. The Trustees and SMT Leads' group is reviewing its Adult and Children's safeguarding policies and has secured the support of two external consultants to aid this process. The Board has agreed extra financial support for community projects (these are mainly funded by external grants that only cover running costs and staff salaries – not training) to ensure safeguarding training is prioritised.

In the light of Educare safeguarding training no longer being available the Head of Community projects will prioritise volunteer training for this particular group. They will also liaise regularly with the Diocesan safeguarding Lead officer on safeguarding matters.

The Board agreed to have an external review of one non inspected service in 2024–25.

Brushstrokes

This community project is a substantial service with multiple funding streams, a staff team of nearly 50 members and an even larger team of volunteers, with responsibility for a large Centre. The Board recognises that this work is vital to the mission of Father Hudson's and has both a national and regional reputation as a successful and proactive service, able to respond to new needs effectively and efficiently.

Although the Trust fundraising, LA and Health contracting and other forms of income generation are remarkably successful and diverse, the Board has needed to use its annual unrestricted fundraising not only to cover all the support costs, but also to use some of its assets to ensure break even for such a large and complex project. Therefore, the Chair of the Finance committee is working with the Head of community projects, the Project service manager and the FHC Finance team to monitor income and expenditure on a monthly basis. Another member of the Board has joined the Brushstrokes management committee in recognition of the growth of this particular project.

St Catherine's – Local Authorities and Health will continue to be challenged with the help of ASC (legal advice support Charity) working with FHC staff and client families to achieve fair fee income.

Following the action plan agreed in the autumn of 2023 a thorough review will be completed by June 2024 to ensure the changes detailed in the action plan are fully embedded. The new Deputy Manager role was created and appointed to, and new recruitment approaches implemented, including Temp to Perm, resulting in better recruitment.

Family Support in Schools' Service – as noted above, the Family support service has restructured with a new manager and deputy. There is a greater focus on financial sustainability and management whilst at the same time marketing the service to other schools and MACs, based upon the high regard it is held in by those schools already involved.

Financial management – the Board took the strategic decision when setting the budget that the Adult care department would break even. In order to support this, it agreed to retain the services of ASC, as FHC continues to negotiate with Local authorities and Health regarding primarily its disability services, especially St Catherine's, but also LA residential fees for St Joseph's.

In addition, services that are statutory funded, such as fostering, are expected to reach break-even within an agreed timescale. Contracts with schools were reviewed in the last financial year to ensure that the charitable subsidy towards the service is controlled and the high inflation of the last few years is taken account of.

Property Management – the focus on Health and Safety remains a key objective. Full staffing in the team will enable the expertise of the manager to be helpful not only on site in Coleshill but also in the various community projects where buildings are leased or rented.

Fundraising – the Fundraising team is aware of the need for increased income in order to sustain particularly the community projects, support funding for the children and families services, and for Origins. Closer links with schools, particularly the MACs, that were created in the previous year, are predicted to result in greater income which will enable the work around the region to be sustained and grow. The department is making more contacts with companies, which is expected to bear fruit in the coming year.

Associated charities – the community projects department has restructured in order to be able to continue to give associated charities support, and substantially increase support for local community groups across the region. This follows a strategic decision by the Board.

The Archdiocese and Father Hudson's – as noted in the previous paragraph the Board has taken a strategic decision to focus on sustaining the large community projects that it has and work on quality standards in these, and at the same time to focus on providing greater support for local communities, through volunteer led local social action. The Community projects Department has restructured in order to support this.

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.

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

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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 18 June 2024 and signed on their behalf by

Fionnuala Hegarty
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 2024 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 2024 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)
02 July 2024
for and on behalf of Sayer Vincent LLP, Statutory Auditor
110 Golden Lane, LONDON, EC1Y 0TG

Father Hudson's Society

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

For the year ended 31 March 2024

	Note	Endowment £	Restricted £	Unrestricted £	2024 Total £	Endowment £	Restricted £	Unrestricted £	2023 Total £
Income from:									
Donations and legacies	2	-	311,020	286,697	597,717	-	398,141	356,953	755,094
Charitable activities									
Adult Care	3	-	28,747	6,704,145	6,732,892	-	6,591	5,808,416	5,815,007
Family Placement	3	-	-	684,589	684,589	-	-	805,813	805,813
Community projects	3	-	1,922,920	240,181	2,163,101	-	1,710,112	199,485	1,909,597
Other activities	4	-	-	91,526	91,526	-	-	14,306	14,306
Investments	5	73,658	-	262,225	335,883	69,148	-	205,004	274,152
Total income		73,658	2,262,687	8,269,363	10,605,708	69,148	2,114,844	7,389,977	9,573,969
Expenditure on:									
Raising funds	6	-	-	285,332	285,332	-	-	214,378	214,378
Charitable activities									
Adult Care	6	-	60,622	6,772,802	6,833,424	-	69,750	6,179,722	6,249,472
Family Placement	6	-	2,668	947,700	950,368	-	457	979,866	980,323
Community Projects	6	-	2,050,643	699,367	2,750,010	-	1,622,188	518,655	2,140,843
Total expenditure		-	2,113,933	8,705,201	10,819,134	-	1,692,395	7,892,621	9,585,016
Net income /(expenditure) before net gains/(losses) on investments		73,658	148,754	(435,838)	(213,426)	69,148	422,449	(502,644)	(11,047)
Net gains on investment properties	14	-	-	15,000	15,000	-	-	-	-
Net gains/(losses) on investments	15	137,365	-	143,391	280,756	(126,093)	-	(291,687)	(417,780)
Net income/(expenditure) for the year	8	211,023	148,754	(277,447)	82,330	(56,945)	422,449	(794,331)	(428,827)
Transfers between funds	21a	(73,658)	-	73,658	-	(69,148)	-	69,148	-
Net income/(expenditure) before other recognised gains and losses		137,365	148,754	(203,789)	82,330	(126,093)	422,449	(725,183)	(428,827)
Actuarial gains (losses) on defined benefit pension schemes	18	-	-	-	-	-	-	1,703,000	1,703,000
Net movement in funds		137,365	148,754	(203,789)	82,330	(126,093)	422,449	977,817	1,274,173
Reconciliation of funds:									
Total funds brought forward		5,943,858	2,025,309	3,896,657	11,865,824	6,069,951	1,602,860	2,918,840	10,591,651
Total funds carried forward		6,081,223	2,174,063	3,692,868	11,948,154	5,943,858	2,025,309	3,896,657	11,865,824

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 2024

	Note	£	2024 £	£	2023 £
Fixed assets:					
Tangible assets	13		4,696,451		4,978,738
Investment properties	14		794,000		779,000
Investments	15		5,555,594		5,288,955
			<u>11,046,045</u>		<u>11,046,693</u>
Current assets:					
Debtors	16	552,011		716,249	
Cash at bank and in hand		1,046,537		797,287	
		<u>1,598,548</u>		<u>1,513,536</u>	
Liabilities:					
Creditors: amounts falling due within one year	17	(696,439)		(637,905)	
Net current assets			<u>902,109</u>		<u>875,631</u>
Net assets excluding pension liability			<u>11,948,154</u>		<u>11,922,324</u>
Defined benefit pension scheme liability	18		-		(56,500)
Total net assets			<u><u>11,948,154</u></u>		<u><u>11,865,824</u></u>
The funds of the charity:					
Expendable Endowment	21		6,081,223		5,943,858
Restricted funds			2,174,063		2,025,309
Unrestricted income funds:					
Designated funds		2,210,525		2,324,739	
Fair value reserve		419,968		321,552	
Revaluation reserve		710,776		695,776	
General funds		351,599		611,090	
Pension reserve		-		(56,500)	
Total unrestricted funds			<u>3,692,868</u>		<u>3,896,657</u>
Total charity funds			<u><u>11,948,154</u></u>		<u><u>11,865,824</u></u>

Approved by the trustees on 18 June 2024 and signed on their behalf by

Fionnuala Hegarty
Trustee

Father Hudson's Society

Statement of cash flows

For the year ended 31 March 2024

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

	2024 £	2023 £
Net income for the reporting period (as per the statement of financial activities)	82,330	1,274,173
Dividends, interest and rent from investments	(335,883)	(274,152)
Depreciation charges	414,126	370,383
(Gains) / Losses on investments	(295,756)	417,780
(Profit) on the disposal of fixed assets	(3,754)	-
FRS102 Pension adjustments (non cash)	12,500	48,000
Actuarial (gains)/losses on investments	-	(1,703,000)
Pension scheme deficit payments	(69,000)	(72,500)
Decrease) in debtors	164,238	12,303
Increase/ (decrease) in creditors	58,534	(12,262)
Net cash provided by operating activities	27,335	60,725

	Note	2024 £	2023 £
Cash flows from operating activities			
Net cash used in operating activities		27,335	60,725
Cash flows from investing activities:			
Dividends, interest and rents from investments	335,883	322,152	
Proceeds from the sale of fixed assets	19,500	-	
Purchase of fixed assets	(147,585)	(581,135)	
Proceeds from sale of investments	390,910	329,822	
Purchase of investments	(455,328)	(497,367)	
Decrease in cash held in listed investments portfolio	78,535	188,907	
Net return on pension scheme	-	(48,000)	
Net cash provided by / (used in) investing activities		221,915	(285,621)
Change in cash and cash equivalents in the year		249,250	(224,896)
Cash and cash equivalents at the beginning of the year		797,287	1,022,183
Cash and cash equivalents at the end of the year		1,046,537	797,287

Analysis of cash and cash equivalents

	At 1 April 2023 £	Cash flows £	Other changes £	At 31 March 2024 £
Cash at bank and in hand	797,287	249,250	-	1,046,537
Total cash and cash equivalents	797,287	249,250	-	1,046,537

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%

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** 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%	
● Leasehold improvements	6.67%	(life of lease)
● 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.

Notes to the financial statements

For the year ended 31 March 2024

2 Income from donations and legacies

	Restricted £	Unrestricted £	2024 Total £	Restricted £	Unrestricted £	2023 Total £
Restricted donations	303,101	-	303,101	392,451	-	392,451
Legacies	-	84,453	84,453	-	43,818	43,818
Schools	-	33,618	33,618	-	42,755	42,755
Parishes	-	47,074	47,074	-	39,573	39,573
Other Donations	-	113,892	113,892	-	218,895	218,895
Tax Recoverable	7,919	7,660	15,579	5,690	11,912	17,602
	<u>311,020</u>	<u>286,697</u>	<u>597,717</u>	<u>398,141</u>	<u>356,953</u>	<u>755,094</u>

3 Income from charitable activities

	Restricted £	Unrestricted £	2024 Total £	Restricted £	Unrestricted £	2023 Total £
Local Authority	-	4,364,277	4,364,277	-	3,972,745	3,972,745
Private	28,747	2,339,868	2,368,615	6,591	1,835,671	1,842,262
Sub-total for Adult Care	<u>28,747</u>	<u>6,704,145</u>	<u>6,732,892</u>	<u>6,591</u>	<u>5,808,416</u>	<u>5,815,007</u>
Local Authority	-	684,589	684,589	-	805,813	805,813
Sub-total for Family Placement	<u>-</u>	<u>684,589</u>	<u>684,589</u>	<u>-</u>	<u>805,813</u>	<u>805,813</u>
Other Charities	236,794	27,072	263,866	188,868	25,000	213,868
Grants	1,686,126	-	1,686,126	1,521,244	-	1,521,244
Schools	-	213,109	213,109	-	174,485	174,485
Sub-total for Community Based Projects	<u>1,922,920</u>	<u>240,181</u>	<u>2,163,101</u>	<u>1,710,112</u>	<u>199,485</u>	<u>1,909,597</u>
Total income from charitable activities	<u>1,951,667</u>	<u>7,628,915</u>	<u>9,580,582</u>	<u>1,716,703</u>	<u>6,813,714</u>	<u>8,530,417</u>

4 Income from other activities

	Restricted £	Unrestricted £	2024 Total £	Restricted £	Unrestricted £	2023 Total £
● Costs of generating voluntary income						
Land option fee	-	61,196	61,196	-	-	-
Administration Charges	-	26,576	26,576	-	14,306	14,306
	-	3,754	3,754	-	-	-
Total income from other activities	<u>-</u>	<u>91,526</u>	<u>91,526</u>	<u>-</u>	<u>14,306</u>	<u>14,306</u>

5 Income from investments

	Endowment £	Unrestricted £	2024 Total £	Endowment £	Unrestricted £	2023 Total £
Income from UK listed Investments	73,658	125,247	198,905	69,148	122,003	191,151
Interest receivable	-	12,184	12,184	-	2,216	2,216
Net return on pension scheme	-	-	-	-	(48,000)	(48,000)
Rental Income	-	124,794	124,794	-	128,785	128,785
Total income from investments	<u>73,658</u>	<u>262,225</u>	<u>335,883</u>	<u>69,148</u>	<u>205,004</u>	<u>274,152</u>

6a Analysis of expenditure (current year)

	Charitable activities						2024 Total £	2023 Total £
	Cost of raising funds £	Adult Care £	Family Placement £	Community Based Projects £	Support Costs £	Governance Costs £		
Staff costs (Note 9)	144,507	3,909,461	277,259	1,827,934	700,153	-	6,859,314	6,068,613
Client Costs	73	343,654	378,899	231,950	4,682	-	959,258	870,515
Property Costs	33,208	680,316	33,101	242,955	142,957	-	1,132,537	1,072,722
Publicity Costs	25,898	2,837	930	813	12	-	30,490	17,438
Agency Costs		625,587	6,864	537	11,395	-	644,383	455,060
Travel Costs	4,597	51,337	7,332	23,731	6,490	-	93,487	85,085
Professional Fees	582	73,124	6,072	67,956	71,108	17,911	236,753	195,573
Other Direct Costs	15,786	166,589	26,169	105,318	113,130	6,785	433,777	435,128
Depreciation	-	325,177	7,304	32,491	48,643	-	413,615	370,382
Audit Fee	-	-	-	-	-	15,520	15,520	14,500
	224,651	6,178,082	743,930	2,533,685	1,098,570	40,216	10,819,134	9,585,016
Support costs	52,731	581,144	181,264	191,151	(1,098,570)	92,280	-	-
Governance costs	7,950	74,198	25,174	25,174	-	(132,496)	-	-
Total expenditure 2024	285,332	6,833,424	950,368	2,750,010	-	-	10,819,134	-
Total expenditure 2023	214,378	6,249,472	980,323	2,140,843	-	-	9,585,016	

6b Analysis of expenditure (prior year)

	Charitable activities						2023 Total £
	Cost of raising funds £	Adult Care £	Family Placement £	Community Based Projects £	Support Costs £	Governance Costs £	
Staff costs (Note 9)	103,582	3,715,040	260,535	1,428,797	560,659	-	6,068,613
Client Costs	142	281,205	439,463	146,237	3,468	-	870,515
Property Costs	27,428	669,350	33,026	175,629	167,289	-	1,072,722
Publicity Costs	13,435	3,454	299	250	-	-	17,438
Agency Costs	-	437,772	11,202	4,175	1,911	-	455,060
Travel Costs	2,281	43,534	9,660	20,211	9,399	-	85,085
Professional Fees	30	33,437	5,426	72,697	62,550	21,433	195,573
Other Direct Costs	13,556	164,960	32,478	100,793	116,556	6,785	435,128
Depreciation	-	319,019	4,894	-	46,469	-	370,382
Audit Fee	-	-	-	-	-	14,500	14,500
	160,454	5,667,771	796,983	1,948,789	968,301	42,718	9,585,016
Support costs	46,479	512,231	159,770	168,484	(968,301)	81,337	-
Governance costs	7,445	69,470	23,570	23,570	-	(124,055)	-
Total expenditure 2023	214,378	6,249,472	980,323	2,140,843	-	-	9,585,016

Notes to the financial statements

For the year ended 31 March 2024

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

	Support costs £	2024 £
Cost		
Hope Community Project	30,790	30,790
Sanctuary	30,017	30,017
Maryvale	21,888	21,888
Total gift in kind in the year	<u>82,695</u>	<u>82,695</u>

£nil cash grants were made in the year (2023: £nil). The gift in kind comprises allocated support costs.

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

	Support costs £	2023 £
Cost		
Hope Community Project	27,594	27,594
Sanctuary	15,954	15,954
Maryvale	17,997	17,997
Total gift in kind in the year	<u>61,545</u>	<u>61,545</u>

8 Net income / (expenditure) for the year

This is stated after charging / (crediting):

	2024 £	2023 £
Depreciation	414,126	370,383
Profit on disposal of fixed assets	3,754	-
Operating lease rentals:		
• Other	98,683	46,666
Auditor's remuneration (excluding VAT):		96,380
Audit	<u>15,520</u>	<u>14,500</u>

Notes to the financial statements

For the year ended 31 March 2024

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

Staff costs were as follows:

	2024 £	2023 £
Salaries and wages	6,080,975	5,404,173
Redundancy and termination costs	10,986	-
Social security costs	456,867	407,009
Employer's contribution to defined contribution pension scheme	297,986	257,431
Employer's contribution to defined benefit pension scheme	12,500	-
	<u>6,859,314</u>	<u>6,068,613</u>

Redundancy and termination costs paid and settled in the year were £10,986 (2023: £nil). The redundancy and termination costs accrued at the balance sheet date were £nil (2023: £nil).

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

	2024 No.	2023 No.
£80,000 – £89,999	1	-
£70,000 – £79,999	-	1
	<u>1</u>	<u>1</u>

The total employee benefits including employer's national insurance and pension contributions of the key management personnel were £484,376 (2023: £431,595).

The charity trustees were not paid nor received any other benefits from employment with the charity in the year (2023: £nil). No charity trustee received payment for professional or other services supplied to the charity (2023: £nil).

Trustees' expenses represents the payment or reimbursement of travel and subsistence costs totalling £99 (2023: £nil).

10 Staff numbers

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

	2024 No.	2023 No.
Raising funds	6	4
Adult Care	210	209
Family Placement	7	7
Community projects including schools	83	70
Support	19	17
Governance	2	2
	<u>327</u>	<u>309</u>

Notes to the financial statements

For the year ended 31 March 2024

11 Related party transactions

Aggregate donations from related parties were £49,000 all of which was received from Birmingham Diocesan Trust (2023: £70,429). The Trust also gave a capital grant of £nil (2023 £70,429) in support of the Tabor Living 2 project.

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 £132,824 (2023: £110,660). The balance at the year end was £nil (2023: £nil) due to the Society.

Mrs Joanne Watters, Chief Executive, is a trustee of Hope Community Project (registered charity number 1139362). During the year the Society made a donation of £nil (2023: £nil) to the Project and provided support services in kind to the value of £30,790 (2023: £29,594) for which payment of £6,000 was received (2023: £2,000). The balance at the year end was £nil (2023: £8,726).

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 £21,888 (2023: £17,997). The balance at the year end was £12,007 (2023: £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 £	Leasehold improvements £	Fixtures and Fittings £	Computer equipment £	Motor vehicles £	Total £
Cost							
At the start of the year	7,066,464	151,716	487,366	1,076,491	111,777	294,260	9,188,074
Additions in year	105,577	-	-	18,180	11,328	12,500	147,585
Disposals in year	-	-	-	(4,146)	-	(28,995)	(33,141)
At the end of the year	<u>7,172,041</u>	<u>151,716</u>	<u>487,366</u>	<u>1,090,525</u>	<u>123,105</u>	<u>277,765</u>	9,302,518
Depreciation							
At the start of the year	3,429,712	15,552	-	548,815	70,724	144,533	4,209,336
Charge for the year	211,903	4,552	32,491	108,165	25,313	31,702	414,126
Eliminated on disposal	-	-	-	(4,146)	-	(13,249)	(17,395)
At the end of the year	<u>3,641,615</u>	<u>20,104</u>	<u>32,491</u>	<u>652,834</u>	<u>96,037</u>	<u>162,986</u>	4,606,067
Net book value							
At the end of the year	<u>3,530,426</u>	<u>131,612</u>	<u>454,875</u>	<u>437,691</u>	<u>27,068</u>	<u>114,779</u>	4,696,451
At the start of the year	<u>3,636,752</u>	<u>136,164</u>	<u>487,366</u>	<u>527,676</u>	<u>41,053</u>	<u>149,727</u>	4,978,738

Land with a value of £31,000 (2023: £31,000) is included within freehold property and not depreciated.

All of the above assets are used for charitable purposes.

Notes to the financial statements

For the year ended 31 March 2024

14 Investment properties

	2024 £	2023 £
Fair value at the start of the year	779,000	779,000
Revaluation during the year	15,000	-
Fair value at the end of the year	<u>794,000</u>	<u>779,000</u>

The investment properties were last valued on an open market (assuming vacant possession) or investment basis by ehB Reeves Chartered Surveyors as at 31 March 2024. The trustees have reviewed the ehB Reeves valuation and are of the opinion that this represents fair value as at 31 March 2024.

15 Listed investments

	2024 £	2023 £
Fair value at the start of the year	5,157,168	5,407,403
Additions at cost	455,328	497,367
Disposal proceeds	(390,910)	(329,822)
Net gain / (loss) on change in fair value	280,756	(417,780)
	<u>5,502,342</u>	<u>5,157,168</u>
Cash held by investment broker pending reinvestment	53,250	131,785
Fair value at the end of the year	<u>5,555,592</u>	<u>5,288,953</u>

Investments comprise:

	2024 £	2023 £
UK Collective Funds	1,778,903	1,624,227
Shares listed on the London Stock Exchange	2,301,327	2,366,230
Fixed Interest	608,581	407,259
Property Funds	202,272	216,252
Overseas equities	611,259	543,200
Cash	53,250	131,785
	<u>5,555,592</u>	<u>5,288,953</u>

Shares in group undertaking

	2024 £	2023 £
Cost at 1 April 2023 and 31 March 2024	<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

	2024 £	2023 £
Trade debtors	421,780	370,924
Accrued income	36,237	228,936
Prepayments	93,994	116,389
	<u>552,011</u>	<u>716,249</u>

Notes to the financial statements

For the year ended 31 March 2024

17 Creditors: amounts falling due within one year

	2024 £	2023 £
Trade creditors	299,760	212,330
Taxation and social security	106,513	97,208
Accruals	290,166	328,367
	<u>696,439</u>	<u>637,905</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 2022 by a qualified independent actuary. The actuarial value (using the Statutory Funding Objective) amounted to £6,227,000 at that date. Scheme assets were 90% of that figure. The Scheme trustees and the Society have agreed a Recovery Plan which targets the funding shortfall at its date of signing, 25 May 2023. At this date the Scheme's funding position had improved and the deficit had reduced to £69,000. The Recovery Plan aims to clear the deficit with a single payment of £69,000 by 30 June 2023.

At the year end 31 March 2024, the Society's defined benefit pension scheme was valued for accounting purposes as an asset with a value of £102,000. The Society follows accounting standard FRS102. By virtue of this accounting standard, an entity should recognise an asset in a defined benefit pension scheme only to the extent that it is able to recover the surplus either through reduced contributions in the future or through refunds from the Scheme. Any potential reduction in contributions to the Scheme is not likely until the next triennial valuation as at 01 August 2025 and no refund of contributions can be considered until the Scheme is wound up. As such the valuation of the Scheme asset has been capped at £nil.

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 4.70% (4.75%) p.a.
- The rate of return appropriate for determining the cost of pensions once in payment will be 4.70% (2.85%) p.a.
- The rate of future pensionable salary increases (both from inflation and promotion) will be 3.2% (3.35%) 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 3.20% (3.35%) p.a.
- Members will commute 25% (25%) of their pension at retirement.

The employer's contribution for the period was £114,000 (including deficit contributions of £69,000 (2023: £117,545 including deficit contributions £72,500)).

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

	2024 £'000	2023 £'000
Present value of funded obligations	(5,416)	(5,252)
Fair value of plan assets	5,518	5,195
	<u>102</u>	<u>(57)</u>

18 Pension Scheme (continued)

Amounts in the balance sheet

	2024 £'000	2023 £'000
Liabilities	(5,416)	(5,252)
Assets	5,518	5,195
Movement in irrecoverable surplus	(102)	-
Net asset/(Liability)	-	(57)

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

	2024 £'000	2023 £'000
Current service cost	-	-
Interest on obligation	(247)	(209)
Expected return on plan assets	246	161
Total	(1)	(48)
Actual return on plan assets	358	607

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

	2024 £'000	2023 £'000
Opening defined benefit obligation	5,252	7,658
Interest cost	247	209
Actuarial gains	21	(2,471)
Benefits paid	(104)	(144)
Closing defined benefit obligation	5,416	5,252

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

	2024 £'000	2023 £'000
Opening fair value of plan assets	5,195	5,874
Expected return	246	161
Actuarial gains	112	(768)
Employer contributions	69	72
Benefits paid	(104)	(144)
	5,518	5,195

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

	2024 %	2023 %
Equities	55	51
Bonds	41	44
Property	2	4
Cash	2	1

18 Pension Scheme (continued)

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

	2024	2023
Discount rate at the end of the year	4.70%	4.75%
Expected return on plan assets at the end of the year	4.70%	4.90%
Future salary increases	0.00%	0.00%
Future pension increases	3.20%	3.35%

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

	2024 £'000	2023 £'000	2022 £'000	2021 £'000	2020 £'000
Defined benefit obligation	(5,416)	(5,252)	(7,658)	(8,212)	(6,872)
Plan assets	5,518	5,195	5,874	5,503	4,573
Surplus/(Deficit)	102	(57)	(1,784)	(2,709)	-
Experience adjustments on plan liabilities	(132)	210	(69)	39	33
Experience adjustments on plan assets	112	(768)	308	899	(682)

19 Financial instruments

	2024 £	2023 £
Financial assets measured at fair value through profit and loss		
Investments	5,502,342	5,157,168
Financial liabilities measured at fair value through profit or loss		
Defined pension scheme liability	-	56,500

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

	Endowment funds £	Restricted funds £	Unrestricted funds £	Total funds £
Tangible fixed assets	3,610,524	1,085,927	-	4,696,451
Investment properties	-	-	794,000	794,000
Investments	2,462,601	-	3,092,993	5,555,594
Net current assets	8,098	1,088,136	(194,125)	902,109
Defined benefit pension liability	-	-	-	-
Net assets at 31 March 2024	6,081,223	2,174,063	3,692,868	11,948,154

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

	Endowment funds £	Restricted funds £	Unrestricted funds £	Total funds £
Tangible fixed assets	3,621,665	1,175,742	181,331	4,978,738
Investment properties	-	-	779,000	779,000
Investments	2,322,193	-	2,966,762	5,288,955
Net current assets	-	849,567	26,064	875,631
Defined benefit pension liability	-	-	(56,500)	(56,500)
Net assets at 1 April 2023	5,943,858	2,025,309	3,896,657	11,865,824

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	5,943,858	211,023	-	(73,658)	6,081,223
Restricted funds:					
Capital					
St Joseph's Care Home	688,376	-	(57,324)	-	631,052
Ishelter/ Tabor 2	487,366	-	(32,491)	-	454,875
Income					
Hope Community project	-	108,080	(108,080)	-	-
Brushstrokes	508,246	1,309,760	(1,177,752)	-	640,254
Brushstrokes – Lottery	56,884	122,643	(120,523)	-	59,004
Day Service	14,838	-	(2,887)	-	11,951
Fatima House	27,015	36,771	(37,697)	-	26,089
Tabor House	20,040	432,262	(303,478)	-	148,824
North Staffs YAH	115,475	93,306	(93,651)	-	115,130
Ukraine	25,423	-	(18,647)	-	6,776
The Sanctuary	-	108,586	(108,586)	-	-
Maryvale	-	20,128	(20,128)	-	-
Other	81,646	31,151	(32,689)	-	80,108
Total restricted funds	2,025,309	2,262,687	(2,113,933)	-	2,174,063
Unrestricted funds:					
Designated funds					
Capital Funds					
Property Fund	2,222,555	-	-	(72,851)	2,149,704
Income Funds					
Helena Woolley Fund	102,184	-	(41,363)	-	60,821
Total designated funds	2,324,739	-	(41,363)	(72,851)	2,210,525
Fair value reserve	321,552	-	-	98,416	419,968
Revaluation reserve	695,776	-	-	15,000	710,776
General funds	611,090	8,427,754	(8,663,838)	(23,407)	351,599
Total unrestricted funds	3,953,157	8,427,754	(8,705,201)	17,158	3,692,868
Pension reserve	(56,500)	-	-	56,500	-
Total funds including pension fund	11,865,824	10,901,464	(10,819,134)	-	11,948,154

Transfers

Expendable Endowment

The transfer of £73,658 (2023: £69,148) to general funds comprises income arising on Expendable Endowment listed investments.

Property Fund

The transfer (out of) 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.

Fair Value Reserve

The transfer (out of) into the fund is the amount required so that the balance at the end of the year equals the value of unrealised gains in the portfolio of listed investments.

Pension Reserve

The transfer of £56,500 (2023: £72,500) 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	6,069,951	69,148	(126,093)	(69,148)	5,943,858
Restricted funds:					
Capital					
St Joseph's Care Home	745,700	-	(57,324)	-	688,376
Ishelter/ Tabor 2	-	487,366	-	-	487,366
Income					
Hope Community project	-	85,735	(85,735)	-	0
Brushstrokes	487,741	945,546	(925,041)	-	508,246
Brushstrokes – Lottery	56,899	124,806	(124,821)	-	56,884
Day Service	17,988	-	(3,150)	-	14,838
Fatima House	48,009	18,877	(39,871)	-	27,015
Tabor House	57,991	192,575	(230,526)	-	20,040
North Staffs YAH	79,811	101,037	(65,373)	-	115,475
Ukraine	9,661	41,343	(25,581)	-	25,423
The Sanctuary	-	92,272	(92,272)	-	-
Maryvale	-	18,276	(18,276)	-	-
Other	99,060	7,011	(24,425)	-	81,646
Total restricted funds	1,602,860	2,114,845	(1,692,395)	-	2,025,308
Unrestricted funds:					
Designated funds					
Capital Funds					
Property Fund	2,386,283	-	-	(163,728)	2,222,555
Income Funds					
Helena Woolley Fund	152,607	-	(50,423)	-	102,184
Total designated funds	2,538,890	-	(50,423)	(163,728)	2,324,739
Fair value reserve	629,428	-	-	(307,876)	321,552
Revaluation reserve	695,776	-	-	-	695,776
General funds	838,746	7,389,977	(8,085,885)	468,252	611,090
Total unrestricted funds	4,702,840	7,389,977	(8,136,308)	160,376	3,953,157
Pension reserve	(1,784,000)	1,703,000	(48,000)	72,500	(56,500)
Total funds including pension fund	10,591,651	11,276,970	(10,002,797)	-	11,865,823

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.

21b 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 2024 costs of £3,318,826 (2023: £3,318,826) have been incurred and capitalised.

IShelter / Tabor 2

This fund represents grants and donations towards the costs of converting St Catherine's of Sienna Church for the Tabor Living 2 project. At 31 March 2024 costs of £487,366 (2023: £487,366) 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

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	
	2024	2023	2024	2023
	£	£	£	£
Less than one year	75,135	46,667	91,237	98,683
One to six years	311,878	41,667	-	98,683
	387,013	88,334	91,237	197,366

23 Capital commitments

At 31 March 2024, approved and contracted capital commitments amounted to £nil (2023: £100,000) which was funded from a combination of restricted and general funds

24 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.