



Support and friendship
for families

Annual Report 2015/16 Home-Start Cotswolds Limited

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Home-Start Cotswolds

Company no. 5468592

Charity no. 1110632



What does Home-Start do?

Home-Start is a national family support charity that helps parents to build better lives for their children. Each year trained volunteers provide support and friendship to more than 33,000 families and 70,000 children across the UK.

Home-Start Cotswolds is one of more than 280 local Home-Start schemes. Our scheme supports families with children under the age of 5 throughout the Cotswolds from our office in Cirencester. Volunteers work alongside parents in their own homes to improve parenting skills, boost confidence and well-being, help with family management and establish social networks.

Home-Start's monitoring and evaluation system (MESH) captures families' needs at the beginning of support and then every 3 months until support ends, measuring the impact of how Home-Start has helped in specific areas.

With Home-Start a family can be sure of support that is non-judgemental and confidential. There is no stigma attached to Home-Start's help which is why so many referrers and parents contact us to ask for support. Once contact has been made, families meet a Home-Start Co-ordinator who will carefully match them with a trained volunteer and oversee the support.

MISSION STATEMENT

Our mission is to offer friendship and home support to parents of young children in the Cotswolds

OUR VISION

Home-Start wants to see that every parent in the Cotswolds has the support they need to give their children the best start in life

"We are all pre-disposed to be connected to others, it is what keeps us well and helps us to feel safe but many families don't have this for a range of reasons. Having a Home-Start volunteer offers that vital connection and experience of being in a 'good relationship' for both the parent and the children, it is truly invaluable and of lasting benefit to them."

Jane Evans, Trauma Parenting & Early Childhood Speaker, Trainer and Author 2016

STRUCTURE and ORGANISATION

Trustee Directors:

Phil Tubbs	Chair	Carolyn Ford
Antony Jones	Company Secretary	Katrina Harrison
Tracey Seville	Treasurer (until Dec 2015)	Kate Hicks Beach
Joanne Verey	Treasurer (co-opted Jan 2015)	Hilary Morris
Christine Hall	Minutes Secretary	Katie Tampkins (Co-opted Mar 2016)
Clare Baker	Safeguarding Adviser	

Advisers

Sarah Smithson	Health Visitor
Lisa Mace	Family Representative (from July 2015)
Trish Dodridge	Volunteer Representative (from November 2015)

Staff:

Janice Gibson	Senior Coordinator, Cirencester	Sally Mason	Administrator
Katharine Campbell	Senior Coordinator, Cirencester	Katharine Rhodes	Administrator
Lynn Hurley	Coordinator, North Cotswolds		



Staff & Trustees
Home-Start Walk 2016

The Trustees are responsible for governance, financial and strategic planning: the staff are responsible for running the day-to-day operation of the scheme and report to the Trustees on a regular basis.

Trustees are unpaid volunteers from a variety of backgrounds. The Trustees meet bi-monthly with advisers and they form the Management Committee; Personnel, PR and Fundraising sub-committees meet regularly and report back to the full committee. It is Home-Start policy that a Trustee should only serve in any one post for a maximum of three years before being subject to an election.

Office address: Home-Start Cotswolds: 33 Coxwell Street, Cirencester, GL7 2BT

Registered Office: 203 Alexander Drive, Cirencester, GL7 1UH

Bank: NatWest, Market Place, Cirencester, GL7 2NU

Accounts: Independently examined by Owen Accountants, 31 Fretherne Road, Gloucester GL4 0LU
Home-Start Cotswolds is a Registered Charity (since July 2005) and a Company limited by guarantee. Charity Registration number: 1110632; Company Registration number: 5468592. As an independent charity we work under the umbrella of Home-Start UK.

Home-Start Cotswolds provides public benefit by offering a free support service to families in need with children under five, without restriction, within the area covered by the charity.

Trustee and Management Committee Changes

Tracey Seville stepped down as Treasurer at the end of 2015. The Trustees are very grateful for her commitment and time over the last four years.

The Trustees were delighted to welcome two new Trustees to complement the Trustee Board: Joanne Verey was co-opted in September 2015 and took over the role of Treasurer in January 2016; Jo runs her own business and has a wealth of finance and marketing experience. Katie Tampkins was co-opted in March; she has wide experience of family support work and is a Trustee of the Cirencester Foodbank.

The Trustees were pleased to appoint Trish Dodridge (Volunteer Representative) and Lisa Mace (Family Representative) onto the Management Committee.

Raising a young family is hard work and I believe supporting parents in their vital role can have lasting implications for the whole family.

- Katie Tampkins, Trustee

"Having experienced the challenges and stresses of parenting, I understand how important and valuable the support of Home-Start is"

- Jo Verey, Trustee

SUMMARY OF 2015 - 2016

VOLUNTEERS

We have successfully recruited, trained and supported volunteers throughout the year as well as retaining the majority of our current volunteers. The volunteers have been matched with families who they visited on a weekly basis providing much needed support and encouragement.

"Coming to the course has helped me understand the skills I already have that I can use to help others." Volunteer feedback 2016

Our volunteers, who come from every walk of life and bring a wide range of experience, are prepared for the family support role with 40 hours of training. The trained volunteer is then matched to a family, visiting them in the

"I found the role fulfilling, the staff team embrace volunteers 'like a family'. I enjoy the additional training sessions." Volunteer feedback 2015

family home for up to 3 hours once a week for between three months and a year, offering non-judgemental, confidential practical and emotional support.

Currently we have 55 trained volunteers; 17 of these volunteers completed the preparation training course at the beginning of 2016. Volunteers are supported through regular one to one supervision with a Co-ordinator as well as receiving ongoing training at regular support group meetings. This year training has included: Bereavement by Cruse; Maternal Mental Health by the Health Visiting Team and Parenting Through Trauma by Jane Evans, a trauma, parenting and behaviour specialist.



Jane Evans training our volunteers on Parenting through trauma - February 2016



CRUSE Training our volunteers on Bereavement - April 2015

Our volunteers are at the core of our service and the Trustees are extremely grateful to them for their time and commitment supporting families to build confidence and skills to enable them to cope better. We know that for many families Home-Start volunteers are a lifeline.

FAMILIES

Home-Start Cotswolds supported 54 families helping 123 children in their homes during this financial year.

Of these 54 families:

- 17 were lone parents
- 49 had issues around parent's mental health
- 17 had diagnosed mental health issues
- 6 had experienced situations of domestic abuse
- 5 had issues with substance abuse
- 5 had a child with health issues
- 8 children were on a Child Protection Plan

We receive referrals from professionals including Health Visitors, Social Care, Children's Centre, P3 and Education as well as families who have self-referred. Our Co-ordinators are very active, networking and building links with referral agencies and other groups in the community to

ensure the effectiveness of our service. We work closely with other professionals, community groups and local schools and signpost families to other agencies where necessary.

"My volunteer helped me get my independence back. She has guided me to take some courses and given me the confidence to do it"
Family feedback 2015

"Support has made a massive difference. I don't think I would be half the person I am now without Home-Start Cotswolds"
Family feedback 2016

In addition to providing individual weekly volunteer support in families' homes, the staff arrange a variety of events throughout the year for families and their volunteers to attend together. We have held three Coffee and Cake events for families and a Summer Family Fun Day.



Photos from family events in 2015-16



NEWSLETTER

Regular newsletters are sent out to our funders, supporters, volunteers, referrers and families to keep them informed about all we do in the scheme.

QUALITY ASSURANCE REVIEW

Every 3 years the quality of all Home-Start schemes' practice is assessed under the Home-Start Quality Assurance System. This is a robust, bespoke system developed in collaboration with Charities Evaluation Service. It is based on a programme of self-assessment against Home-Start's nationwide quality standards. The ongoing development of our services is looked at, as well as the continuous improvement of all our practice areas relating to governance, management and service delivery. Home-Start Cotswolds is in the process of completing this assessment and the final report will be available in June 2016.

HOW IS HOME-START COTSWOLDS FUNDED?

Home-Start Cotswolds is funded mainly by grants from charitable trusts, local fundraising and donations from businesses and private individuals; the scheme received no statutory funding.

This financial year our expenditure was £72,001.77, (the scheme's main outgoings are staff salaries - 74.3%). Income was £66,926.42. The deficit was therefore £5,075.35.

We are a not-for-profit organisation and our Directors, Trustees and Volunteers are all unpaid, although volunteers are able to be reimbursed for their travel expenses.

During this financial year we have benefited from support from the following organisations and individuals. The Trustees are extremely grateful for their support which enables our work in the community to continue.

Peter Lang Children's Trust
John Armitage Trust
Steppes Travel
Notgrove Trust
The Barnwood Trust
Bridget Plant
Rind Foundation
The Community Awareness Group

Toro Lounge
Daisy Knights Jewellery
Rotary Club of the North Cotswolds
Northleach Church
Strutt and Parker
Bibury with Winson PCC
Essex Trust
Coln Cinema

Various local events and initiatives have helped to raise funds for, and awareness of, Home-Start Cotswolds during the year including: The Strictly Ball, Westonbirt Fair, Dobbies Collection, Coffee Morning organised by Sally Scanlon, Ashton Keynes Village donation. We would also like to thank the family and friends of Eleanor Benson, a former volunteer, who made a donation in her memory to the work of Home-Start.

Our thanks to all those who supported our two main fund raising events this year. The annual 10km Hike raised over £3,000. Particular thanks to Cripps Barn for their generous sponsorship and to Kate and David Hicks Beach for organising the event. The Christmas Concert in St Mary's Church, Bibury raised £2,500. Our thanks to the readers, Coln Choir and the Hicks Beaches for a wonderful evening. We are also very grateful to Tim Hastie-Smith and Jackie Colburn for their support and to Strutt and Parker for their sponsorship.



Hike for Home-Start started by Jon Gardiner and Michelle Bond, landlords of the Keepers Arms, Quenington



Home-Start Christmas Carol concert at Bibury Church

Many volunteers generously donate back the expenses that they were able to claim, bringing in a sum of £3,039.79.

The Trustees would like to extend their thanks and gratitude to all those who have made a contribution both financial, or in kind, to Home-Start Cotswolds.

A copy of the audited Annual Accounts for 2015-16 is attached to this Annual Report. It is the policy of Home-Start Cotswolds to seek to maintain a reserves balance of at least 75% of the annual running costs.

LOOKING AHEAD TO THE COMING YEAR

During 2016 we celebrate our 10th anniversary and we will be holding various events for families, volunteers, trustees, staff and funders who involved with the scheme over the past 10 years.

- Our Trustees have undertaken a skills audit which will inform our future Trustee recruitment process. The results of this were presented at our annual Away Day in April.
- At the AGM in 2016 Phil Tubbs, our Chairman, will be standing down after 4 years and Christine Hall a current Trustee will be appointed as Chair. The Board are delighted that Phil Tubbs will continue as a Trustee.
- In December 2016 Home-Start Cotswolds will move to new offices in Cirencester. Our landlord, the Baptist Church, has sold our current premises and we will move with them into purpose built offices incorporated into their new church building.
- A preparation training course for new volunteers will be run in January 2017.
- We will continue to research and approach charitable trusts and businesses to build a varied range of funding, alongside running community fundraising events including our annual Hike and the Christmas Concert.

Over the past ten years, the Trustees are pleased to have been able to deliver a high quality, cost effective service and make a difference to around 400 families who have turned to us for support. The Trustees will continue to support our staff to deliver the high level of service for which Home-Start Cotswolds has become known. Home-Start Cotswolds depends on the valuable support of all our volunteers, staff, funders and others who generously give their time and support in different ways. The Trustees are very grateful to all our supporters who enable our scheme to thrive.



Phil Tubbs
Chair of Trustees
For and on behalf of the Trustees
21st June 2016