

HACKNEY COUNCIL FOR VOLUNTARY SERVICE

(a charity limited by guarantee)

Company Number: 3365292

Charity Number: 1069736

CONSOLIDATED TRUSTEES' REPORT & FINANCIAL STATEMENTS

FOR THE YEAR ENDED

31ST MARCH 2019

Hackney Council for Voluntary Service
Legal and Administration

Board of Trustees:

Angela Spence – joined 21 January 2019
Benjamin Mak
Caroline Nelson
Charles Middleton (Chair)
Daniel Francis
Jack Griffin
Jessica Mullen – joined 21 January 2019
Lisa Hashemi (maternity leave during 2018/19)
Olatinuke Opoosun – resigned 23 January 2019
Timothy Vaughan (Treasurer)

**Executive Director and
Company Secretary:**

Jake Ferguson

Registered Office:

24 – 30 Dalston Lane
London
E8 3AZ

Auditors:

Moore Kingston Smith LLP
Chartered Accountants
Devonshire House
60 Goswell Road
London
EC1M 7AD

Bankers:

Unity Trust Bank plc
Nine Brindleyplace
Birmingham
B1 2HB

Solicitors:

Russell-Cooke LLP
2 Putney Hill
London
SW15 6AB

Interface Legal Advisory Service
40 Wykeham Road
London
NW4 2SU

Bates Wells & Braithwaite London LLP
2 – 6 Cannon Street
London
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Hackney CVS Trustees Report 2018/19

Structure, Governance and Management

Hackney Council for Voluntary Service was incorporated on the 6th May 1997 with the company number **3365292**, and registered as a charity on 27th May 1998, with the charity number **1069736**. The company's governing instrument is its Articles of Association. Hackney Council for Voluntary Service is a company limited by guarantee and has no share capital. The liability of each member is limited to £1 per member.

The Board of Trustees administers the charity. They act as Trustees of the Charity, Directors of the Company and are the company law members. They are elected through ordinary motion or co-opted by the Board.

The Board of Trustees meets at a minimum every quarter. Board of Trustees meetings are closed and attended by the Trustees and the Executive Team (Senior Managers) who report on progress and provide administrative support. Meetings are generally two to three hours in length.

Trustees retire by rotation with a minimum of one third of the Trustees stepping down every year. The decision on which Trustees are to step down is made by length of service. Trustees who are required to stand down may stand for re-election.

In this year the following people acted as Trustees:

- Angela Spence – joined 21 January 2019
- Benjamin Mak
- Caroline Nelson
- Charles Middleton (Chair)
- Dan Francis
- Jack Griffin
- Jessica Mullen – 21 January 2019
- Lisa Hashemi (maternity leave during 2018/19)
- Ola Opoosun – resigned 23 January 2019
- Timothy Vaughan (Treasurer)

In addition to formal company law membership, Hackney CVS operates an associate membership scheme for organisations. Hackney CVS Associate membership is free to all voluntary and community sector organisations operating in Hackney and provides the following membership benefits:

- access to resource area (computers and printing facilities);
- up to 3 hours a week of the small meeting room for free (subject to availability);
- access to free printing facility* (*30 black & white A4 pages) at our reception;
- discounted rates on our room hire (members rate);
- priority booking to our training sessions and events (some training sessions will be exclusive to associate members); and
- access to a wealth of resources and knowledge base in Health and Social Care sector.

To find out more about our Trustees please visit here <http://hcvs.org.uk/meet-the-trustees/> or to meet the staff team visit here <http://hcvs.org.uk/meet-the-team/>

Good Governance

Hackney CVS was an early adopter of the latest version of the [Charity Good Governance](#). The Board undertook a full review against the practice set out in the Code at the beginning of 2018. This informed a good governance implementation plan which is reviewed by the Board at every meeting. Below we offer a brief overview of progress on governance implementation plan over the last year and the Board's objectives for the year ahead.

Strategic objectives and monitoring outcomes and impact:

- In the last year the Board established a working group to review the 2016-2019 strategy and the risks and opportunities faced by the organisation. This led to the development of a new theory of change and set of strategic goals.
- In the year ahead the Trustees intend to launch and embed the new strategy. The Board has nominated Trustee Leads for each of its strategic areas, to provide a link between delivery and Board oversight of outcomes and impact.

Developing openness and transparency throughout our governance processes:

- In the last year a group of Trustees attended and participated in the all staff meeting which explored the opportunities and barriers staff faced through their work. The Board undertook a review of membership as well as the function and purpose of AGMs. This review led to the decision to change the membership structure and implement a new associate membership for organisations. Hackney CVS also made significant investment in a new brand identity and website which allows stakeholders to better understand the organisation's work
- Our website shows how the organisation is governed and how the Board can be held to account.

Reviewing and updating some core policies and procedures:

- In the last year the Board has implemented and monitored a schedule of policies, reviewing and agreeing updates on a regular basis. In response to sector-wide challenges on safeguarding, Trustees received an update on Hackney CVS approach and support to the local sector. Hackney CVS members voted in favour of amending the governing document through Special Resolution. In addition to updating the articles, this changed company law membership, limiting it to Trustees.
- In the year ahead the Board continue to complete its review of organisational policies and embed the new associate membership. Given trustees commitment to the charity governance code, the Board also intends to undertake a further review using the framework.

How do people become Trustees of Hackney CVS?

Hackney CVS trustees can co-opt, or as members elect by ordinary motion and a general meeting or AGM, suitable people on to the Board. The Board prides itself on a rigorous recruitment process which is informed by organisational values, a skills audit and Hackney CVS' strategic priorities. The process also typically benefits from publicly advertising vacancies and active promotion through associate membership. Candidates are invited to submit CV's and a supporting letter, this is followed by an interview with the Chair and CEO. Eligible candidates are then invited to meet the existing Board of Trustees prior to being put forward for co-option or election to the role.

All Trustees must have knowledge and experience that will benefit the Board of Trustees and the organisation. Whether that is in delivering small scale grassroots projects or larger public/VCS partnership programmes, they must be committed to furthering Hackney CVS's role in supporting the large voluntary and community sector (VCS) in Hackney. On joining the organisation, new Trustees are properly inducted, using a standard induction pack containing key policies, role descriptions etc. They are supported in their role by existing Trustees and senior managers in the organisation. Trustees are offered opportunities for formal training or to top up their existing knowledge. Hackney CVS is committed to ensuring that continuous training and development opportunities are available for its Trustees. Trustees have also reviewed their role and functions, and have adopted a new code of conduct.

All new Trustees are expected to sign a declaration of their appropriateness to act as charity trustees and company directors. Trustees currently can join the Board for a maximum of 3 terms (each term is 3 years) so the longest someone can serve is 9 years.

To know more about the role of a charity trustee please visit the charity commission website <https://www.gov.uk/guidance/charity-trustee-whats-involved>)

Board composition and diversity

Hackney CVS is keen to ensure it has a diverse board. The Board conducts an annual skills audit process to determine if any skills are missing from its composition. In future we intend to undertake a diversity audit and to attract new trustees from local Hackney community and voluntary organisations

How many times does the Board meet?

Hackney CVS Trustees meet as a Board 6 times a year (usually on a Wednesday evening from 6-8pm). They also get involved in other activities such as our annual community awards night, meetings with the local stakeholders, ad hoc working groups and also staff activities such as our organisation's away day.

What is discussed at Board meetings?

There are usually a range of issues discussed at the Board. The Executive Team provides updates about all our programmes using a traffic light rating system – progress of some of our big programmes such as Connect Hackney are discussed at each meeting as separate items in themselves. The CEO and senior staff also update Trustees about any new or emerging risks which may affect the charity's work. New policies and procedures are reviewed and adopted by Trustees. Trustees also consider how well the organisation is meeting its aims and objectives and are involved in setting new strategic aims, our vision and values every 3 years. One of the key functions is to monitor overall income and expenditure through quarterly management accounts and annual budgeting processes to ensure where possible that Hackney CVS does not have an operating deficit or spend money unnecessarily.

What is a conflict of interest and how are these managed?

Trustees have a legal obligation to act in the best interests of Hackney CVS, and in accordance with its governing document, and to avoid situations where there may be a potential conflict of interest. Staff and volunteers have similar obligations from their duties within their terms of employment and under the seven Nolan Principles of Public Life, which Hackney CVS adheres to and promotes.

Conflicts of interests may arise where an individual's personal or family interests and/or loyalties conflict with those of the charity. Such conflicts may create problems; they can:

- inhibit free discussion;
- result in decisions or actions that are not in the interests of the charity; and
- risk the impression that the charity has acted improperly.

Hackney CVS Board of Trustees has a conflict of interest policy, the aim of which is to protect both the organisation and the individuals involved from any appearance of impropriety.

Any Trustee conflicts of interest are registered annually and kept on file. At each Board meeting the Chair asks at the start of the meeting if any Trustees has any current conflicts and these are recorded in the meeting minutes. For instance, if a Hackney CVS Trustee was also a Trustee of another organisation that was benefiting from an existing project of Hackney CVS, then this would be recorded. The same situation would apply to staff who may be part of another local charity that benefits from us. Anyone in this situation would not be able to participate in the relevant conversations at the board or influence any decisions in any way.

Operational Management of Hackney CVS

A Chief Executive Officer (CEO), Jake Ferguson, is mandated by the Trustees to manage the day-to-day operations of the charity. To facilitate effective operations, the CEO has delegated authority for operational matters. The CEO, together with the Senior Managers, forms the Executive Team which is the operational leadership group in the organisation.

Hackney CVS had 88 staff roles in 2018/19 some of which were part time and/or on a sessional basis (for example Talent Scouts on the Talent Match employment programme).

Remuneration of Staff, salary bandings and Chief Executive Officer's pay

Each role at Hackney CVS has a job description and person specification, so that staff are clear about their roles and responsibilities. These help inform potential candidates what knowledge/skills are required for any particular job, allowing a degree of self-selection and thereby improving the pool of applicants. They provide a relatively objective tool for sizing and ranking jobs, which help with salary setting. It can be also helpful in redundancy situations, facilitating job matching and identifying possible alternative employment. Job roles, and therefore salaries, are assessed against a number of criteria including: Strategic scope (senior roles only); Technical knowledge and skills; Mental skills; Interpersonal and communication skills; Initiative and independence; and Responsibilities for people/financial resources.

It is the role of the Board of Trustees to set the salary level for the Chief Executive Officer which is currently £62k. The CEO is responsible for managing the Executive Team members and other senior staff in the organisation.

In line with the latest Charity Commission guidance please find below details of Hackney CVS's pay bandings including the pay of the Chief Executive Officer (based on 2018/19 job descriptions).

- There were a total of 88 roles in the organisation in 2018/19
- Of the 88 roles, 41 were taken by women, 47 by men (HCVS 26 female, 18 male, & youth workers 29 male & 15 female)
- Average salary excluding youth workers was £31,915.04. With youth workers included, it was £25,484.95. 21 % higher for men (excluding youth workers) (2% higher when youth workers are included)
- When you break down the figures by our five different salary bandings women are paid 9% higher at executive level and 5% higher at professional level 3 (Senior manager level) – our two senior manager bandings and also marginally more at professional levels 2 and 1 but less at support level.
- Difference between highest and lowest salary (as a ratio) = 1 to 3.23 (Cleaner to CEO)

Salary Band	No of employees in band
Executive Team: Directors & CEO (£40,000 – 73,500)	7
Level 3: (Senior Professional) (£34,000 – 46,000)	9
Level 2: (Professional) (£28,000 – 33,000)	14
Level 1: (Professional) (£23,000 – 27,000)	3
Support: (Up to £23,000)	55 (including 44 Youth workers who are paid LLW)

Use of volunteers

We continue to benefit from the services of a large number of volunteers, making a favourable impact across many of our projects. Hackney CVS reimburses travel expenses and lunch costs, and at the end of a placement offers support

with job search, CV writing and interview practice. In many cases volunteers have used the impetus of a placement with us as a springboard into paid employment, and on occasions this has been employment within the organisation.

The following people volunteered for Hackney CVS in 2018/19:

Althea Holness	Volunteer Receptionist
Andrea Enisuoh	Health & Social Care Forum
Anthonia Folivi	Volunteer Receptionist
Birsel Ayata Cinar	Volunteer Receptionist
Dhara Shukla	Intern
Didem Bilgili	Volunteer Receptionist
Emily Ehrens	Intern
Harold Rubin	Hackney Senior Volunteer
Katherine Sackie	Health & Social Care Forum
Keely McManamon	Service Learning Volunteer
Jackie Levin	Children & Families Forum
Margaret Smith	Media group volunteer
Michaela Rodney	Youth Engagement Officer
Monika Willzewska	Finance Volunteer
Nancy Kanu	Mapping, YBM Project
Natalie Colangelo	Intern
Nese Erkan	Hackney Refugee Forum
Ngozi Obanye	Project Admin/CAN
Shamima Amin	Volunteer Receptionist
Sharon Marshall	Community Health Champion
Tessa Boyce	Volunteer Receptionist
Tim Head	Police & Community Engagement Research

Membership of wider networks

Hackney CVS is a member of the following associations and networks: NAVCA, Charity Finance Group, CLINKS and the Criminal Justice Alliance.

Public Benefit Statement

The Trustees confirm that they have complied with the duty in section 17 of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit published by the Commission in exercising their powers or duties. We believe that all the charity's activities provide significant benefits to the public as described in detail below.

Objectives, Activities and Achievements of the Charity

The Charity's Objects as set out in our governing document are as follows:

To promote any charitable purpose for the benefit of the residents of the London Borough of Hackney and surrounding areas (hereinafter called the area of benefit) and in particular the advancement of education, the protection of health, the relief of poverty, distress and sickness, and in furtherance of the said purposes but not otherwise, to promote and organize co-operation in the achievement of the same and to that end bring together representatives of voluntary organisations and statutory authorities within the said area of benefit.

Our approach to strategy

Our strategic framework 2016-2019 (a 3-year cycle approach) exists to support us in delivering our charitable objectives.

How well did we deliver our 2016-2019 strategy?

Our last plan set out three core strategic aims. Below is a summary of how we have achieved these. More detail is available in our annual charity returns for the last 3 years which you can see here

<http://beta.charitycommission.gov.uk/charity-details/?regid=1069736&subid=0>

Aim 1 - Local communities and residents will have a stronger voice to influence local services as a result of the opportunities we will provide for dialogue and social action across all sectors.

We have done well to achieve this in the main despite restricted capacity. We have maintained and enhanced many of our provider networks, particularly around health & social care. We have co-hosted many strategies with the public sector which has allowed the VCS to have more voice. We spent much of the last three years preparing the VCS for the new Transformation agenda ensuring VCS reps are in place across most of the strategic boards and task groups. The new neighbourhood pilot provides a real opportunity going forward to demonstrate the value of the VCS to health & social care transformation. We have also worked with schools to influence their agenda around exclusions and helped them engage with the VCS. We have also influenced local and regional criminal justice/community safety agencies around the needs of young people. Networking the sector still has considerable challenges but we have developed or taken on some new networks in response to need/demand such as the Hackney Advice Forum and Supported Employment networks for example. A range of our projects have engaged residents and communities in influencing local strategies using new and innovative ways. The new Older Peoples Committee and Inspirational Young Black Leaders are examples of this as is the work we are doing with refugee and migrant communities.

Aim 2 - The local voluntary and community sector will be better able to find new and improved ways of accessing funding, resources, and support.

We have totally refreshed our Organisational Development approach and ensured a regular quarterly training offer which is well received and responsive to need. We have worked with clusters of the sector to support them e.g. Community African Network to deliver projects with new money. We continued to develop Hackney Giving as a way of bringing new money to local organisations but its future is in the balance as we don't have capacity currently to take it forward.

We have done a lot to support the children & families sector to develop their knowledge and engagement with the public sector, particularly around safeguarding but resourcing this work going forward remains a challenge. We have developed new IT projects which support the local VCS and also implemented our own internal systems for monitoring our development support.

We took over the administration of the BIG Local programme in Hackney Wick which has given local residents more of a voice in how the £1m designated for the area is spent. We have administered small community grants, helped commission youth projects and brought organisations closer together for the benefit of residents in the Hackney Wick area. The Hackney Wick Youth report has had significant influence in the development of young people's services in the borough.

We also led the development of Hackney Women's Haven which has secured resources for local BAME organisations to support women facing violence or abuse.

Aim 3 - Hackney CVS becomes a stronger 'catalyst of change' which results in more local VCS organisations delivering user-led projects which meet the needs of residents.

We have done lots in this area, notably the Connect Hackney, Talentmatch and the One Hackney & City programme which have secured significant resources for local organisations through our leadership and partnership brokerage role. Similarly, we have developed other partnerships which invest in local organisations such as two new ESF Employment projects – Create Your Futures and Rise – which support BME women and refugees into work respectively and benefit from a range of VCS providers. Those organisations taking part will now be able to understand the strict requirements of managing EU monies and therefore will be strengthened as organisations in the future.

Our work to co-develop the Young Black Men's Programme has been significant and could bear fruit in terms of long term investment from the Big Lottery. This programme has been brought to the attention of No. 10 and we are known as a market leader in this area.

Internally we have renewed our board and developed many new policies and procedures which support and protect staff as well as regularly reviewed the risks the organisation faces. We have also created an internal database which is starting to improve how we monitor our interventions.

What are our big challenges going forward?

There are a range of external and internal pressures we face but also opportunities for Hackney CVS which can be summarised as follows:

- Challenge of public sector cuts and its impact on the local VCS – cuts will happen and the sector will expect us to protect them from the impact of these. This will require careful negotiation with commissioners
- Continuing our good practice where it's seen to impact on system change – we are pushing the agenda in many areas, ensuring that the role of the local VCS is valued
- Transformation agenda – using our VCS neighbourhood pilot to raise the profile of VCS's contribution to health & social care transformation will have a longer term impact on the value placed on the VCS
- Working with the Council to agree and implement a VCS strategy which ultimately creates a more favourable commissioning culture around VCS and supports the development of the VCS. Much of the new strategy is focussed on relationships and co working.
- The work we need to do now to support part of the local sector which is at risk – e.g. advice, lunch clubs
- Small groups and their development needs – a continual challenge which means some small groups miss out on funding opportunities because they are not meeting relevant criteria and/or don't have the right capacity and systems in place
- Legacy of big programmes – Connect Hackney, Talentmatch etc. and ensuring the learning creates system change and good practice from these programmes are mainstreamed by the public sector
- Continuing to explore consortia and partnership approaches with Hackney CVS in the lead and also supporting other partnerships to develop at a neighbourhood level.
- Breaking even – ensuring we can achieve this in 12 months and secure core funding in the longer term
- Our building refurbishment offers the chance to increase rental income and make for a happier working environment but we still need long term premises which are sustainable
- Exploring corporate relationships which can generate philanthropy and pro bono support – this is a potential market for us to explore further, especially with corporates we have relationships with already.

Details about our project and programme delivery in 2018/19

All our projects and programmes have wider public benefit and the impact/outcomes we have achieved are detailed below.

Project/Programme name	Hackney Lunch Clubs Network
Name of Staff Lead	Suj Ahmed – Development Coordinator Lunch Clubs
Name of Funder	London Borough of Hackney
Objectives	Delivering a Lunch Clubs Service that decreases social isolation and promotes the Health and Wellbeing of older people living in Hackney
Targets achieved in 2018/19	<ul style="list-style-type: none"> - Setting up the network with regular network meetings for the 14 lunch clubs. - Service level agreements developed and signed by all lunch clubs. - Organisation diagnostic checks completed by all lunch clubs. - New contract management systems in place, including quarterly monitoring requirements and payment system.
Delivery Partners (if applicable)	An Viet Foundation; Chatsworth Road Methodist Church; Hackney Caribbean Elderly Organisation; Hackney Chinese Community Service; Hackney Cypriot Association; Halkevi; Holly Street Lunch club; Nightingale Lunch club ;North London Muslim Community Centre; Salvation Army Cambridge Heath; Salvation Army Hoxton; Centre 151 (formerly VLC) ; Woodberry Down – Lunch up; Hotline Meals Service
How did the sector benefit?	The sector has benefitted by the Hackney Lunch Clubs Network being better organised and through network meetings engaged with other community sector organisations.
How did it help the public sector (if relevant)?	The lunch clubs are playing a key role in informing and developing services by being able to take part in research and consultation projects.
What lessons did we learn?	<p>The lunch clubs all have varying capacity. Some are run by volunteers and others have paid staff. All are struggling to various degrees with funding. Virtually all of them need to be continually chased up because they are so busy. The organisational diagnostic checks have captured the development needs of each club.</p> <ul style="list-style-type: none"> - Over 32,744 lunches are served per annum. - As well as providing lunches the clubs have a range of health awareness sessions, exercise and wellbeing classes, outings locally and to seaside, advice and signposting, community events and much more. <p><i>"I love coming to the club for lunch and socialising. Without the club I would feel isolated."</i> - Holly Street user</p> <p><i>"This Luncheon Club is absolutely marvellous; I am so grateful that I get to have my lunch every day with a really lovely bunch of people. I honestly don't know what I would do without this place."</i> – Other user</p> <p><i>"Easter was amazing as always we had a lovely time"</i> - Nancy.</p> <p><i>"I look forward to coming and having lunch with my friends"</i> - Richard</p> <p><i>"I like having a laugh and joke it makes you feel so much better, we always have a nice time here."</i> - Barbara</p> <p><i>"Thank You For All You Do For Us. Love The Fellowship Of This Place. Thank You For Practical Help. Love Coming Here. Amazing Christmas Parties – Thank You."</i></p> <ul style="list-style-type: none"> - Salvation Army user <i>"The meals are always tasty."</i> - Woodberry Down user

How did it support our strategic plan strategic aims 2016-19?	By engaging with other services providers from community and statutory sector the lunch clubs are actively helping to influence and shape services for their members. Cross referrals are now starting to take place with other community organisations.
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Project/Programme name	Specialist Infrastructure Grant
Name of Staff Lead	Jake Ferguson – Chief Executive Officer
Name of Funder	Hackney Council VCS Grants Programme
Objectives	<ul style="list-style-type: none"> - New groups are accessing support and there is evidence of more sustained impact for groups that have been accessing training over a significant period - We have increased our social media following and increased the profile of the sector locally in media/online; as well as increased sign up to newsletter - User survey shows network members are positive about role Hackney CVS plays in facilitating their involvement and voice - VCS strategy has captured the key findings from the sector and this is reflected in priorities - User survey shows sector positive about role Hackney CVS plays in facilitating their involvement and voice - We developed a new 3-year strategy building on the feedback we received from our members and engagement with key stakeholders. - We also expanded our Board of Trustees with new skills around finance and legal. <p>Over 500 groups have accessed our workshops, training and 1-1 support sessions. Through our most recent satisfaction survey; 86% of respondents fed back that they were able to find the support they requested and are happy with the services they received and that they would recommend us to others. The respondents also informed us about other training needs they required to further support and improve the quality of their work.</p> <p>The Hackney CVS twitter audience grew by 74 to 2,899. The Connect Hackney twitter audience grew by 84 to 1,115. Amongst a wide range of subjects, we have featured young people and employment, the Windrush generation, grants and fundraising, sector news and employment opportunities. The audience for the Hackney CVS newsletters has grown slightly from 1,764 to 1,779 in March 19. 100% of respondents to our annual user survey stated that they find the newsletter helpful. Our YouTube films successfully reach an audience: 315 have watched our film on the Senior Media group for local older residents, whilst 227 have watched our film on Mindfulness. https://hcvs.org.uk/films/ Our latest film, published March 2019, is on our Community Awards evening - promoting the work and impact of the sector: https://hcvs.org.uk/hackney-cvs-awards-night-2019/</p> <p>We secured external media coverage. For example, our Youth Leadership Manager spoke at City Hall about stop and search which was covered by Hackney Gazette: https://www.hackneygazette.co.uk/news/crime-court/stop-and-search-changes-have-done-little-1-5874190 and our CEO wrote a blog for LondonPlus on tackling Youth Violence: https://londonplus.org/blog/london-local-infrastructure-tackling-youth-violence</p>
Targets achieved in 2018/19	87 one to one capacity building sessions with local groups (target 80) 43 training sessions (target 20)

	<p>11 Meet the Funder events (target 4)</p> <p>1 network refresh</p> <p>£789,063 funding raised for VCS (target £1m)</p>
Delivery Partners (if applicable)	N/A
How did the sector benefit?	<p>Network refresh - Following the feedback from the local sector that there are 'too many meetings of our networks', we amalgamated the Health & Social Care Network Forum and Special Interest Groups to happen on one day every quarter which has made it simpler and easier for people to get involved. Feedback we have received from network members suggests that this makes their input more workable and allows them to understand the broader issues across other networks outside their area of interest. Streamlining the networks will continue to be an area we will work on in year 2.</p> <p>VCS Strategy – The new strategy has become a useful tool to address challenges faced by local VCS in being heard and valued by the Transformation Board and wider public sector. It has given more strategic weight to the sector around table and provided a focus for discussion around the culture and behaviour of the public sector towards the VCS. We have also used it as a tool to promote coproduction more widely. In the longer term this will help increase the value placed on the VCS as providers in the local neighbourhood approaches.</p> <p>Fundraising – we have diversified the number of potential income sources for the local sector by engaging new commissioners and funders. We have been particularly successful in engaging the CCG around them investing in BAMER organisations who can help reduce mental ill health in African Heritage Communities. This required lots of dialogue with the commissioners and orientating them with the contribution and reach that these small organisations have with local communities. This lead to a partnership bid (Mind the Gap) led by OffCentre/Family Action and Hackney CVS in partnership with local African heritage organisations which has raised £900k over the next 3 years.</p>
How did it help the public sector (if relevant)?	<p>Still significant challenges to influence the transformation agenda and integrated care system despite the VCS playing a role in many of the strategic meetings. The role that the VCS Transformation reps play is crucial but is not being invested in as yet which is something we want to turn round. We presented a paper alongside the VCS Strategy to the Transformation Board which has started to address this. However, the pace of change is significant so it's important that the sector is not impacted by cuts to public health budgets amongst others and that they can play a role at a neighbourhood level in local arrangements. Our neighbourhood pilot will help to demonstrate that this is possible.</p>
What lessons did we learn?	<p>Fundraising continues to be a real challenge in that there are fewer opportunities to lead partnerships of significant size which can secure resources for the local VCS. However, we are now becoming more proactive in our approach to funders rather than waiting for funding opportunities to bid for. This means pulling together convincing business cases for investment and facilitating dialogue between providers and commissioners. We continue to focus on securing significant investment from the National Lottery to support local BAME organisations to be part of the YBM Strategic Programme and</p>

	developing new funder relationships with City Hall, Lankelly Chase Foundation and others.
How did it support our strategic plan strategic aims 2016-19?	<p>Addressing inequality & sector voice – the VCS is an unequal player in transformation so our work to give them a voice around the table is starting to address this. The neighbourhood pilot will be an opportunity to demonstrate the social economic value of the VCS at a local level.</p> <p>Poverty - We have held a number of events which have focussed on poverty. This has allowed the sector to discuss with each other their work in addressing poverty and be updated around what evidence exists. The work we have done with young people and the community safety partnership has reinforced the role of poverty as a key factor in serious violence. The work in establishing the Supported Employment Network has helped to bring key agencies together to improve the employment chances of those with support needs who often are disproportionately impacted by poverty.</p> <p>We have created new relationships with funders such as the CCG Mental Health Commissioners which has borne fruit for the local sector</p>

Project/Programme name	Mindfulness
Name of Staff Lead	Beth Bolitho – Head of Youth Programmes
Name of Funder	Oxford Mindfulness Centre
What objective/s did you achieve? Also what didn't you achieve?	<p>The project aimed to bring focused mindfulness practice to disadvantaged young people age 18-24, who face a number of barriers to achieving their potential. By delivering mindfulness training we aimed to:</p> <ul style="list-style-type: none"> • Support young people to develop skills improving good mental health to protect against the development of more serious difficulties in the future. • Demystify mindfulness practice among young leaders, who in their role, will become ambassadors of mindfulness among their peers.
What targets did you achieve?	<p>In total we engaged 21 young leaders in mindfulness practice and delivered a peer-facilitated mindfulness course to 15 young people age 10-15.</p> <ul style="list-style-type: none"> • 75% of participant youth leaders found the Mindfulness sessions useful • 75% reported improved mental health and well-being • 50% felt that Mindfulness had impacted on their everyday life <i>"I'm just a lot more open minded than before"</i> • 50% reported understanding themselves better <i>"It causes me to look inward and discover things about myself"</i>. • 25% felt that Mindfulness had impacted positively on their relationships with family and friends. <i>"I'm realising how little I've actually been listening to my loved ones while having conversations with them"</i>. • 75% reported they would practice Mindfulness in everyday life
Delivery Partners (if applicable)	N/A

How did the sector benefit?	Demonstrated that peer-led work breaks down barriers and promotes participation as much for peer leaders as for young people.
How did it help the public sector (if relevant)?	Helped to promote the concept of youth leadership to other agencies in Hackney
What lessons did you learn? Did you collect any research evidence of your impact (if relevant)?	When working with young people age 18-24 from disadvantaged backgrounds, training them to take part in facilitating mindfulness sessions for younger peers promotes their own engagement. This makes them feel more valued instead of just being a "participant". They feel very vulnerable, and given their backgrounds and life stories it is understandable that they may not feel able to fully engage with Mindfulness because it involves making yourself vulnerable. If they had the added incentive of leading others, this could offset this barrier.
How did it support our strategic plan strategic aims 2016-19?	Promotes the effectiveness of community-based mental health work.

Project/Programme name	Opportunity Knocks
Name of Staff Lead	Beth Bolitho – Head of Youth Programmes
Name of Funder	LBH/DWP Flexible Support Fund
Objectives	The project provides employability support to 18+ BAME young people who are in receipt of out of work benefits.
Targets achieved in 2018/19	In 2018/19 we enrolled 39 participants, with 27 gaining a progression outcome and 3 moving into employment.
Delivery Partners (if applicable)	N/A
How did the sector benefit?	Continued provision of holistic employability offer for BAME young people 18+.
How did it help the public sector (if relevant)?	We are providing employability support to a group of young people that do not readily engage with services.
What lessons did we learn?	A youth work approach continues to help young people to build their confidence to find work
How did it support our strategic plan strategic aims 2016-19?	Aim 2: This project has provided continued funding for some of our Talent Match partners.

Project/Programme name	Inside Out
Name of Staff Lead	Beth Bolitho – Head of Youth Programmes
Name of Funder	Postcode Lottery
Objectives	Recruiting youth leaders age 18-24 to design and deliver well-being projects to their younger peers
Targets achieved in 2018/19	<p>13 youth leaders recruited to design and deliver wellbeing workshops in schools and youth clubs, with a core group of 6 delivering the bulk of the sessions</p> <p>52 well-being sessions delivered in four youth clubs and one school:</p> <ul style="list-style-type: none"> • Evelyn Court, Dance, 2 sessions, 6 young persons (yp) • Hackney Quest, Well-being, 12 sessions, 65 yp • Hackney Quest, Arts and Crafts, 1 session, 10 yp • Morningside/Gascoyne Youth Club, Drama, 18 sessions, 120 yp • Stormont House, Well-being, 6 sessions, 27 yp • Pembury, Arts and Crafts, 12 sessions, 25 yp • Pembury, Dance, 1 session, 8 yp

	<p>2 events:</p> <ul style="list-style-type: none"> • It's Okay Event, 23 March 2018, 33 yp • Connect We Give You Learn Event, 28 January 2019, 30 yp
Delivery Partners (if applicable)	N/A
How did the sector benefit?	<p>The use of the peer-to-peer methodology to deliver well-being workshops was deemed very effective, and workshops were really well received by young people and staff alike. Feedback from the youth clubs noted that:</p> <ul style="list-style-type: none"> • Young people really connected with the peer leaders. The young people felt the peer leaders could relate to their own lives and experiences in a way that sometimes they feel older staff members do not. The peer leaders had a way of delivering sessions that gripped the young people's attention and really got them engaged. Young people over a few sessions built a positives relationship with the peer leaders in which the young people then became more confident within the sessions and really started to open up. • Young people were better able to reflect the choices they are making in their lives and guiding them to make positive choices. Hearing about the lives of the peer leaders and how their choices affected their lives gave insight in to the young people about what the realities are and how one negative choice can have a big negative spiralling affect.
How did it help the public sector (if relevant)?	We are demonstrating the effectiveness of taking peer to peer led approaches to engage young people
What lessons did we learn?	<p>The youth clubs can be rather challenging in terms of keeping sessions interesting for a wide-range of age groups and youth leaders need to stay adaptable.</p> <p>Monitoring and evaluation was also a challenge because our youth leaders were not the best at remembering to do baselines and final evaluations. We have found using google forms to be really helpful, along with the tablets purchased on the project. As a result, we were able to get a really good overview of how young people felt about the final event.</p>
How did it support our strategic plan strategic aims 2016-19?	Aim 3 - Showing that developing young people as peer leaders is very helpful in terms of delivering community-based mental health work

Project/Programme name	Talent Match London
Name of Staff Lead	Beth Bolitho – Head of Youth Programmes
Name of Funder	National Lottery Community Fund (Previously Big Lottery Fund)
Objectives	Supported young people ages 18-24 who were long-term unemployed in a youth-led employability programme in partnership with six other Hackney youth organisations: Immediate Theatre, Off Centre, Shoreditch Trust, Skyway, Street League and St Giles Trust. Programme ended in March 2018/19
Targets achieved in 2018/19	580 young people engaged over five years 50% moved into employment, with 25% sustained
Delivery Partners (if applicable)	
How did the sector benefit?	Creation of a Hackney-wide holistic employability offer for young people age 18-24. The youth work approach to getting young people into work proved effective for this age group. It also demonstrated that the Hackney CVS youth

	leadership model was particularly effective in engaging disengaged young people and moving them into positive outcomes.
How did it help the public sector (if relevant)?	It provided evidence of the youth work approach to getting young people into work and as a result, Hackney CVS, Immediate Theatre and Skyway are currently delivering a similar programme to 18-30 year olds who are on benefits.
What lessons did we learn?	The ability to be flexible in terms of our offer was very helpful. Provision of mental health support in the form of group work was also useful in building resilience in Hackney young people.
How did it support our strategic plan strategic aims 2016-19?	Aim 3: Talent Match London was a youth-led employability project

Project/Programme name	Hackney-Islington Young Londoners Fund Network
Name of Staff Lead	Beth Bolitho – Head of Youth Programmes
Name of Funder	Greater London Authority (GLA)
Objectives	Provision of Young Londoners Fund Network for organisations in Hackney and Islington. Project started in late 2018/19
Targets achieved in 2018/19	46 organisations supported to date: <ul style="list-style-type: none"> Disseminated information on Young Londoners Fund Round 2 commissioning Delivered YLF information session in conjunction with the GLA Recruited HI-YLF youth leaders Launched the YLF network Provided organisational support to network and non-network members Provided ongoing one-to-one development support Conducted needs analysis of youth sector
Delivery Partners (if applicable)	46 youth organisations across Hackney & Islington
How did the sector benefit?	The youth sector has benefited from the coordination of the YLF network in that we are able to disseminate information quickly to our members, collate information from them regarding important developments in the sector and to support them to apply for funding.
How did it help the public sector (if relevant)?	It helps the GLA to disseminate information quickly to youth organisations and to gather important information from them that can influence policy
What lessons did we learn?	As the project has just started there are few lessons at this stage but the network will be useful in influencing the work of the Violence Reduction Unit.
How did it support our strategic plan strategic aims 2016-19?	Contributed to aims 1,2 and 3

Project/Programme name	Information and Signposting Project
Name of Staff Lead	Ali Aksoy – Refugee Development Worker and Oladapo Awosokanre – ESOL Coordinator
Name of Funder	City & Hackney CCG
Objectives	1. To provide organisational development and support for refugee and migrant groups to help them support the needs of their communities in accessing health services

	2. To increase the number of migrant and refugee clients who are enabled to appropriately access the health services
Targets achieved in 2018/19	Both of the above objectives were achieved. The project reached 3360 people from various BAME communities (African Francophone, Turkish/Kurdish and Vietnamese), provided them with information about how to access appropriate support and gathered data about their knowledge and confidence in using health services
Delivery Partners (if applicable)	N/A
How did the sector benefit?	6 Community sector organisations received ongoing training, laptops, support collecting data. There was greater evidence of the reach of BAMER community organisations
How did it help the public sector (if relevant)?	Saved public sector funding by supporting: <ul style="list-style-type: none"> • 166 residents were registered with a GP for the first time • Support to make (185) or cancel (74) GP appointments • Supporting people to register with Patient online: (98 people registered, 371 people informed of service and how to register) • 204 translations of hospital letters • 36 people accompanied to hospital appointments • 44 hospital interpreters booked • Evidence of residents understanding of and confidence in health services by ethnicity
What lessons did we learn?	<ol style="list-style-type: none"> 1. More investment in community organisations as bridges into communities who have barriers to accessing health services – on a neighbourhood basis 2. More training for NHS staff on the value of these organisations 3. More long term development support for community organisations to build their capacity and to help them understand the requirements of professional health services 4. More interpreting services locally which partner with or are provided by embedded community organisations 5. More awareness raising in local communities about the services that are available to them which will also build trust and community resilience 6. To maximise effectiveness, it would be desirable to take a whole system investment approach (potentially on a neighbourhood level rather than borough wide) to developing the community sector.
How did it support our strategic plan strategic aims 2016-19?	This programme supported aims 2 and 3

Project/Programme name	London CVS Directors Network
Name of Staff Lead	Jake Ferguson – Chief Executive Officer and Chair of CVS Directors Network
Name of Funder	City Bridge Trust (led by London Plus)
What objective/s did you achieve? Also what didn't you achieve?	Hackney CVS has chaired the London CVS Directors network for the last 2 years. Through our leadership this network now has a new brand and image, captured in a CVS introductory video. A new culture of cooperation has been established with CVSs working together on social prescribing and health transformation as

	well as other key policy areas. The network has agreed its working principles and definitions. It has met with various senior leaders to promote the value of the sector and responded to the government's civil society strategy. It successfully moved from its historic home at LVSC to London Plus. A number of new organisations joined the network and now 29 boroughs are covered by a CVS or infrastructure organisation.
What targets did you achieve?	Created refreshed terms of reference Branding video for CVSs Joint Responses to various strategies Cross borough working – YLF Networks, Health Transformation Peer to peer cooperation and support
Delivery Partners (if applicable)	London Plus and 29 local infrastructure organisations (incl. Hackney CVS)
How did the sector benefit?	Joint work around Young Londoners Fund, social prescribing and health transformation means good practice can be shared and CVSs can work together across borders to benefit their local areas.
How did it help the public sector (if relevant)?	It has supported the delivery of the Way Ahead strategy for Hackney and built closer links between CVSs and City Hall/GLA. It has also helped to manage various local infrastructure issues
What lessons did you learn? Did you collect any research evidence of your impact (if relevant)?	The network peer to peer aspect is crucial when infrastructure is increasingly under great from lack of funding and local tendering uncertainty/instability
How did it support our strategic plan strategic aims 2016-19?	Aim 1 – has helped to represent VCS issues to City Hall/GLA

Project/Programme name	Improving awareness of bowel cancer screening and uptake in the older African community in Hackney
Name of Staff Lead	Oladapo Awosokanre – Project Coordinator Community African Network
Name of Funder	Healthier City and Hackney Fund
What objective/s did you achieve? Also what didn't you achieve?	<ol style="list-style-type: none"> 1. Increased awareness amongst the black African community living in Hackney of Bowel Cancer Awareness 2. Increased awareness amongst the black African community living in Hackney of the Bowel Cancer Screening Programme. 3. Increased understanding and de-stigmatisation of the process 4. Improved uptake of Bowel Cancer Screening Programme 5. Understanding of how to reduce the risk of bowel cancer via lifestyle factors 6. Improved advocacy and support for older black African community in Hackney 7. Strengthen Community African Networks ability to be a delivery agent of peer and community led health information and support <p>All objectives were achieved</p>
What targets did you achieve?	The project reached 2918 black African and Caribbean people. They were reached through community workshops, outreach events and patient engagement through GP surgeries. Information about signs and symptoms, stages of bowel cancer, changes in lifestyle and how to use the screening kit.
Delivery Partners (if applicable)	CAN members are as follows: Rise Community Action; Central Africa's Rights & AIDS (CARA) Society; African Support & Project Centre; International Youth

	Centre; Undugu Community Association; NSEF - Nenita Sa Engineering Foundation; African Art Project; African Community School; Safa Marwa Foundation (Hackney Somali Community)																														
How did the sector benefit?	15 Community sector organisations were engaged, clients from 11 organisations received bowel cancer training and information leaflets, patients from 1 GP surgery were engaged and workers and volunteers from 3 organisation received training and support. Evidence of reach of community organisations																														
How did it help the public sector (if relevant)?	<div>Saved public sector funding by supporting people to get help earlier.</div> <table><tr><th>Type of contact</th><th>No of sessions</th><th>Total contacts</th><th>Male n (%)</th><th>Females n (%)</th></tr><tr><td>Workshop – specific</td><td>10</td><td>258</td><td>87 (34%)</td><td>171 (66%)</td></tr><tr><td>Workshop – general</td><td>3</td><td>102</td><td>40 (39%)</td><td>62 (61%)</td></tr><tr><td>Outreach</td><td>30 (days)</td><td>2415</td><td>903 (37%)</td><td>1512 (63%)</td></tr><tr><td>Phone conversation – GP surgery</td><td>11</td><td>143</td><td>78 (55%)</td><td>65 (45%)</td></tr><tr><td>Total</td><td></td><td>2918</td><td></td><td></td></tr></table> <div>Evidence of residents understanding of bowel cancer and confidence in doing bowel cancer screening.</div>	Type of contact	No of sessions	Total contacts	Male n (%)	Females n (%)	Workshop – specific	10	258	87 (34%)	171 (66%)	Workshop – general	3	102	40 (39%)	62 (61%)	Outreach	30 (days)	2415	903 (37%)	1512 (63%)	Phone conversation – GP surgery	11	143	78 (55%)	65 (45%)	Total		2918		
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What lessons did you learn? Did you collect any research evidence of your impact (if relevant)?	<div>Recommendations arising from evaluation:</div> <ul style="list-style-type: none">• Future outreach work should target men as they are less likely to be informed about health issues.• Further work with faith leaders is recommended to work with them to try and ensure that religious belief is not a barrier to screening.• Lack of ethnicity data in the Screening Hub dataset prevents systematic examination of uptake by ethnicity. It is recommended that this be included in the dataset.• The project highlighted that it was very difficult for people to get replacement kits and this will hinder screening uptake. It is recommended that this process be more streamlined to facilitate this.• Interactions by trained volunteers to support GP work has a lot of potential, particularly in integrated models of care and particularly for communities who may not respond to traditional forms of communication. The practical barriers to this need to be well thought through to ensure that potential is realised.																														
How did it support our strategic plan strategic aims 2016-19?	This programme supported aims 2 and 3																														

Project/Programme name	ACCOUNT/ Youth IAG
Name of Staff Lead	Deji Adeosun – Youth Leadership Manager
Name of Funder	MOPAC and Met Police

What objective/s did you achieve? Also what didn't you achieve?	<p>The ACCOUNT group undertook research into the structural drivers of youth violence and aim to have a presentation of their findings by the end of October 19. At the same time the group developed community engagement events with the police.</p> <p>Members of Account group have been involved in dip sampling of body worn camera footage and members have been involved in ride-alongs with police patrol cars.</p> <p>So far 13 young people are involved in the group.</p> <p>A website and social media pages for the group is currently in development.</p>
What targets did you achieve?	<p>We over exceeded on our recruitment target of 5 by recruiting 13 young people.</p> <p>We met our training target of 6 sessions</p> <p>We exceeded our target in the development of social media and website.</p> <p>We achieved our target of having young people do ride-alongs with the police.</p>
Delivery Partners (if applicable) please list them	Met Police
How did the sector benefit?	<p>The sector has benefitted from the work were doing in the Account project in the following ways:</p> <ul style="list-style-type: none"> • Employed on a sessional basis 13 local young people. • Trained and upskilled 13 young people in Know Your Rights and presentation skills. • Members of Account able gave examples of their negative experiences to police to better improve engagement. • The group are about to embark on a series of community engagement events aimed at bridging the gap between young people and police.
How did it help the public sector (if relevant)?	Public sector are keen to see that local police are engaging with communities as trust and confidence is a local priority
What lessons did you learn? Did you collect any research evidence of your impact (if relevant)?	The group is currently undertaking their research work and we will have findings by the end of October.
How did it support our strategic plan strategic aims 2016-19?	<p>ACCOUNT group is directly related to our first strategic objective namely to give local communities a stronger voice. The young people have the opportunity to hold the police to account with policing whilst also shaping the way they interact with young people in the borough. The young people in the group have taken upon themselves to gain a wider perspective of the views of young people about the police and they will report these findings back to the police.</p> <p>The Build Up community engagement events will be an opportunity for police to gain a better understanding of the communities they police, whilst bridging the gap.</p>

Project/Programme name	Peer Support Grants
Name of Staff Lead	Maxine Collins – Peer Support Coordinator
Name of Funder	City & Hackney CCG
What objective/s did you achieve? Also what didn't you achieve?	<p>The Peer Support Programme's aims were:</p> <ul style="list-style-type: none"> • To test the theory that people can be supported to manage their long-term health conditions and make healthy lifestyle changes, through group support facilitated by non-medical peers who share their cultural

	<p>background and, where appropriate, deliver sessions in participants' first language.</p> <ul style="list-style-type: none"> To upskill community organisations in different health conditions, leaving expertise within the communities on long-term health conditions. <p>Key findings: For individuals</p> <p>The data from this programme has shown that peer support can lead to more informed, less isolated patients who are more motivated to manage their long-term conditions. Participants reported improved sleep, positive changes in diet and exercise, increased confidence and reduced stress.</p> <p>These benefits appeared to be associated with the peer support approach itself, a supportive course environment and the role played by VCS organisations who provide a 'bridging' function between participants who are less likely to engage with more formal medical professionals and institutions.</p>
What targets did you achieve?	<p>In 2018/19, the programme delivered 15 courses to a total of 168 participants. Grants were awarded to 13 organisations</p>
How did the sector benefit?	<p>Key Findings – For organisations</p> <ul style="list-style-type: none"> Funded organisations have added to their local networks of people, communities and provider organisations that they can involve in their work. The staff and volunteers have reflected on their practice, adapted their work to people with long-term health conditions and will take that into future projects. While the process of applying for and then reporting on the grant had been challenging for some, they had learned from the experience and several had already used what they'd learned in subsequent, successful funding applications. <p>The evaluation of the programme showed that peer support in VCS settings is of benefit to residents. It also showed that VCS organisations may be providing a 'bridging' function between participants who are less likely or find it difficult to engage with more formal medical professionals and institutions. Participants and staff spoke about how community organisations helped participants to increase their confidence in dealing with professionals and also were able to signpost and advise participants in relation to their long-term conditions and accessing services and activities. However, it was acknowledged that this is an area that is particularly challenging to measure.</p>
How did it help the public sector (if relevant)?	<p>The Peer Support Programme has provided evidence that the VCS can provide programmes that support the ICS agenda of patient 'self-care' and encouraging lifestyle changes and that</p> <p><i>'To some extent Hackney CVS has been a bridge between medical and community models/ways of thinking. In our recommendations, we suggest that the findings of this programme offer an opportunity to do some work together</i></p>

	<p><i>on these tensions that could inform the governance of future similar programmes.</i> Programme Evaluator</p>
<p>What lessons did you learn? Did you collect any research evidence of your impact (if relevant)?</p>	<p>A full evaluation report is available https://hcv.org.uk/wp-content/uploads/2017/08/HCVS-Peer-Support-Programme-Evaluation-Report-2nd-July.pdf</p> <p>Recommendations are:</p> <p>Investing in small, local VCS organisations</p> <ul style="list-style-type: none"> • Rather than working through a grant application process, which in itself is onerous to implement and monitor, it would be more ideal if in future programmes Hackney CVS could take a more holistic approach to working with voluntary and community groups to support them to deliver high quality interventions to support people with long-term health conditions. • There was a strong interest in ensuring that there was funding for the voluntary and community sector to support smaller groups to plan more effectively in relation to supporting community members with long-term health conditions. • The approach to future investment should include upskilling voluntary and community organisations involved about common health conditions and local health services. <p>Programme governance and future design</p> <ul style="list-style-type: none"> • To some extent Hackney CVS has been a bridge between medical and community models/ways of thinking. In our recommendations, we suggest that the findings of this programme offer an opportunity to do some work together on these tensions that could inform the governance of future similar programmes. • The findings suggest looking again at how the programme is structured and considering ways to fund organisations over a longer period of time (in line with social prescribing). Upskilling about health conditions and services as well as measurement could be built in from the start. • By funding organisations over a longer period and moving away from an application process, funded organisations would have more scope to try out targeting different groups and testing different ways of working including outreach where appropriate to build relationships with and reach specific groups. <p>Co-design measures that work for everybody</p> <ul style="list-style-type: none"> • Finding ways to measure change that works for everybody involved with the programme has been a challenge. In part, this has to do with the different assumptions, expectations and cultures that the clinical and community organisations involved bring to the programme. Future programmes might want to bring together the experience of some of the organisations that have been through this programme together with the kinds of knowledge that clinical organisations are looking for. By co-designing the measures, all those involved can arrive at a series

	<p>of tests about what a meaningful, appropriate and realistic measure looks like. Sleep, for example, might be regarded as a proxy for other measures less easy to access.</p> <p>Practical advice for future peer support provision</p> <ul style="list-style-type: none"> • There was a range of feedback about the length of the peer support courses which were in general 12 sessions run weekly. Given the varied feedback it is hard to draw a conclusion; the majority of feedback from the data indicates that organisations and participants felt that 12 weeks was too short but one group suggested that for their participants a shorter timeframe may work better. It may well be that building in more flexibility in programme design to account for different needs or groups would be advisable for any future similar programmes. • It was suggested that a workshop on peer support might have been helpful for funded organisations, especially for those that had not thought about their work in this way before. This would ensure a shared understanding of peer support across the programme and could be incorporated into any future programmes. • Future provision should build on the ways that the organisations in this programme managed to maintain contact with participants and/or to help participants to stay in touch with one another after courses have come to an end.
How did it support our strategic plan strategic aims 2016-19?	This programme supported aims 2 and 3

Project/Programme name	City & Hackney Health & Social Care Forum					
Name of Staff Lead	Jackie Brett – Director of Programmes & VCS Strategy					
Name of Funder	London Borough of Hackney Public Health and City & Hackney CCG					
What objective/s did you achieve? Also what didn't you achieve?	<p>HSCF exists to ensure:</p> <ul style="list-style-type: none">• the Voluntary and Community Sector (VCS) perspective is heard in the Health and Social Care planning and commissioning of services in City and Hackney• that we have accountable and supported VCS representatives in Health and Social Care planning and commissioning meetings in City and Hackney• that Health and Social Care VCS groups have opportunities to network and to share good practice in City and Hackney• that Health and Social Care VCS groups have access to quality information on local & national policy, planning, funding that will assist them to deliver quality services to Hackney residents. <p>In the last year the HSCF held:</p> <table><tr><td>3 Forums – April – Large event themed on neighbourhoods</td><td>39 people attended</td><td>Forums April Introduction to neighbourhoods and how the model might</td></tr></table>			3 Forums – April – Large event themed on neighbourhoods	39 people attended	Forums April Introduction to neighbourhoods and how the model might
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	<p>September – Social Value Conference – Unlocking Social Value</p> <p>March 2019 – Theme neighbourhood Pilot</p> <p>Sexual Health Forum:</p> <p>28/06/2018 09/08/2018</p> <p>Hackney Advice Forum:</p> <ul style="list-style-type: none"> 11/04/2018 26/06/2018 - 20/09/2018 13/12/2018 - <p>Community Navigation Care System Design Group:</p> <ul style="list-style-type: none"> 30/07/2018 04/09/2018 11/03/2019 <p>Discharge Co-Production Pilot Discussion:</p> <ul style="list-style-type: none"> 04/12/2019 	<p>97 people attended on Social Value March 2019 40 attendances</p> <p>Attendance:</p> <p>10 people 6 people</p> <p>Attendance:</p> <p>25 people 31 people 31 people 27 people</p> <p>Attendance:</p> <p>19 people 18 people 17 people</p> <p>28 people attended</p>	<p>work – an ask for orgs to consider how they fit into the model – i.e. core neighbourhood provision or secondary cross borough provision.</p> <p>Event for VCSE and commissioners to discuss how we could make better use of the social value act. Recommendations shared with LBH procurement team</p> <p>Neighbourhoods – to introduce the neighbourhood pilot and explain the purpose and rationale</p> <p>See below for summaries of other meetings</p>
	<ul style="list-style-type: none"> Supported 13 representatives in the Integrated Commissioning System Submitted a business case for additional resource that was not considered by the system Submitted a paper to Transformation Board on the role of the VCSE – no response Overall despite putting considerable resources and time into ensuring VCSE representation in the Integrated Care System, the system is not valuing the VCSE knowledge of, and contribution to residents health and care as much as it should 		
What targets did you achieve?	3 quarterly forums including conference on social value Attendance at all meetings required by contract plus many more		
Delivery Partners (if applicable)	None		

How did the sector benefit?	Development and agreement of funding of VCSE led neighbourhood pilot Funding agreed for digital referral project to help evidence the work of the VCSE to the ICS Work on Community Navigation in conjunction with Prevention and neighbourhoods workstreams to ensure that gateway roles know and refer to the breadth of the VCSE
How did it help the public sector (if relevant)?	All the above supports the public sector, Hackney CVS also made a considerable contribution to the DOS project sharing the work we did on iCare and the recommendation for a shared data set that is now the basis for the DOS work
What lessons did you learn? Did you collect any research evidence of your impact (if relevant)?	Our impact on the system thinking has been negligible, workstream directors do not understand the VCSE and the VCSE is not a priority to the Integrated Care System
How did it support our strategic plan strategic aims 2016-19?	Supports Aim 2 and Aim 3

Project/Programme name	Improving Outcomes for Young Black Men Programme
Name of Staff Lead	Jake Ferguson – Chief Executive Officer
Name of Funder	National Lottery Community Fund – Development Grant
What objective/s did you achieve? Also what didn't you achieve?	<p>The Improving Outcomes for Young Black Men Programme (YBM) is an ambitious programme to tackle inequalities for black boys and young black men in Hackney. 2018/19 was the third full year of a ten-year partnership programme. Outcomes data, stakeholder views and community insights were synthesised to develop and agree a high level theory of change back in December 2015.</p> <p>At the heart of the programme are a group of Inspirational Leaders, a group of young black men, who have been trained and supported by Hackney CVS as community leaders to engage and inspire other young black men, and who help co-produce solutions.</p> <p>Our YBM Inspirational Leaders have been consulting with young people in local youth organisations to get an understanding of what they see are the strengths and challenges within their community. The theme that is emerging is the level of fear that exists within and between community members along generational lines. This fear engenders a lack of trust and a feeling that there are very few community members that young people can turn to. This seems to underline the need for more intergenerational work. Young people are also saying that they want a platform to broadcast a positive movement of change to their peers as well as to the wider community.</p> <p>YBM leaders have also been running five-week Inspirational workshop series for younger peers at local schools.</p> <p>One of the key priorities in 2018/19 was developing a business plan to the Lottery for investment in the community infrastructure needed to support the overall programme. This involved lots of meetings with our community partners, YBM and the Council. After 18 months of development this business plan was rejected by the Lottery on the basis that young people and communities were not embedded enough in the approach. In response we re-</p>

	considered the approach we were taking and started to relook at the governance structure of the programme. We received a small development grant from the Lottery to support this. In 2019/20 we will be developing new guiding principles and creating a movement for change which brings all stakeholders together in supporting YBM to be in the lead and going back to the Lottery with a revised ask
What targets did you achieve?	As a partnership we now have a far more informed idea of the issues that are driving inequalities for young black men and of what solutions are needed. The Council developed a new plan which sets out the new strategic direction for the next four years from 2018-22. We created a new partnership of community partners interested in pursuing the concept of a movement.
Delivery Partners (if applicable) please list them	Public sector partners through YBM Partnership Board which includes YBM and VCS organisations. Community partners include: Coffee Afrique; Father2Father; Badu CIC; Access UK; Shoreditch Trust; The Crib; African Community School; Claudia Jones Organisation; Immediate Theatre; Hackney Play Association; Skyway; Voyage Youth; Black Parents Community Forum; VitalEET; Leyton Orient Trust; Peabody; Blaksox; Gascoyne & Morningside Youth Club; Hackney Quest
How did the sector benefit?	Community organisations have been able to use the data and insight gathered to inform their own work. Some have formed partnerships themselves through their engagement with the programme. Although funding has not yet been secure if it is it will be shared with community partners as part of the business plan to the Lottery
How did it help the public sector (if relevant)?	Public sector are keen to see that local police are engaging with communities as trust and confidence is a local priority
What lessons did you learn? Did you collect any research evidence of your impact (if relevant)?	The main lesson was around the interpretation and implementation of supporting YBM to be in the lead. What this means in practice – actually listening and being driven by YBM is the goal which is harder to do than we first imagined given the level of mistrust felt by many young people regarding their engagement with the state. We have learnt how to put people in the lead by genuinely looking to share power and to shift statutory structures so that the power triangle is inverted and local people have a greater sense of empowerment.
How did it support our strategic plan strategic aims 2016-19?	Developed partnerships of local organisations Developed business cases for investment in the local community Gather community insight to create system change

Project/Programme name	Connect Hackney
Name of Staff Lead	Tony Wong – Connect Hackney Programme Director
Name of Funder	The National Lottery Community Fund – Ageing Better Programme
What objective/s did you achieve? Also what didn't you achieve?	What we achieved <ul style="list-style-type: none"> Commissioned digital inclusion, community activities, learning disabilities, and men focussed projects to tackle social isolation and loneliness Commissioned Community Connectors project, to deliver a community navigation service to connect socially isolated older people Commissioned UEL to conduct a programme wide local evaluation

	<ul style="list-style-type: none">Delivered our Windrush project, to showcase the wealth of stories from the Hackney Windrush population <p>What we didn't achieve</p> <ul style="list-style-type: none">We were delayed in commissioning our complex needs and BAME projects, which were instead commissioned in 2019/20																																				
What targets did you achieve?	<table><tr><td></td><td>2019</td></tr><tr><td>Number of participants overall</td><td>2763</td></tr><tr><td>Number of volunteers</td><td>569</td></tr><tr><td>Number of participants CH hold demographic and/or outcomes data on</td><td>1238</td></tr></table> <table><tr><td></td><td colspan="2">Participants that improved</td><td colspan="2">Participants that had no change</td><td colspan="2">Participants that deteriorated</td></tr><tr><td>Of the 401 participants that we hold outcomes data on re. Social Isolation and Loneliness (De Jong) – 72% either improved stayed the same</td><td>152</td><td>38%</td><td>138</td><td>34%</td><td>111</td><td>28%</td></tr><tr><td>Of the 397 participants that we hold outcome data on re. Wellbeing (Warwick Edinburgh) – 66% either improved or stayed the same, with 53% reporting that their wellbeing has improved.</td><td>211</td><td>53%</td><td>52</td><td>13%</td><td>134</td><td>34%</td></tr><tr><td>Of the 395 participants that we hold outcomes data on re. Health (EQVAS) – 71% either improved or stayed the same, with 55% reporting that they felt that their state of health had improved</td><td>217</td><td>55%</td><td>64</td><td>16%</td><td>114</td><td>29%</td></tr></table> <ul style="list-style-type: none">See Communications update for Hackney Senior distribution figures.		2019	Number of participants overall	2763	Number of volunteers	569	Number of participants CH hold demographic and/or outcomes data on	1238		Participants that improved		Participants that had no change		Participants that deteriorated		Of the 401 participants that we hold outcomes data on re. Social Isolation and Loneliness (De Jong) – 72% either improved stayed the same	152	38%	138	34%	111	28%	Of the 397 participants that we hold outcome data on re. Wellbeing (Warwick Edinburgh) – 66% either improved or stayed the same, with 53% reporting that their wellbeing has improved.	211	53%	52	13%	134	34%	Of the 395 participants that we hold outcomes data on re. Health (EQVAS) – 71% either improved or stayed the same, with 55% reporting that they felt that their state of health had improved	217	55%	64	16%	114	29%
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Delivery Partners (if applicable) please list them	<p>Learning Disabilities</p> <ul style="list-style-type: none">Peter Bedford Housing AssociationSt. Mary's Secret Garden Ltd <p>Men</p> <ul style="list-style-type: none">Action on Hearing LossCity and Hackney Carers CentreMRS Independent LivingHackney Co-operative Developments <p>Community Connectors</p> <ul style="list-style-type: none">Shoreditch Trust <p>Digital Inclusion</p>																																				

	<ul style="list-style-type: none"> • Groundwork London • Newham New Deal Partnership • MRS Independent Living <p>Community Activities</p> <ul style="list-style-type: none"> • Core Clapton • Friends of Woodberry Down • Building Exploratory (now ceased operating) • Duckie Ltd • Immediate Theatre • Mind City & Hackney and Waltham Forest
How did the sector benefit?	During 18/19, based on the projects commissioned during that period, and the amount of funding paid, a total of £272,715 was invested in the sector. This provided funds to deliver a range of activities to reduce and/or prevent loneliness and social isolation amongst older people in Hackney. Each of the delivery partners, through receiving Connect Hackney funding, become members of the Connect Hackney Learning Network, which provides an opportunity to develop new relationships, and work collaboratively to solve challenges they may be facing, as well as gaining access to key programme knowledge, insights and support to aid their delivery.
How did it help the public sector (if relevant)?	Connect Hackney's work on tackling loneliness and isolation, contributes towards LBH's targets as part of the Prevention and Unplanned Care workstreams. It will also help shape the new Older Peoples Strategy for the Council.
What lessons did you learn? Did you collect any research evidence of your impact (if relevant)?	<ul style="list-style-type: none"> • Ageism – remains a key challenge when tackling loneliness and isolation, with the needs of older people primarily focused on social care needs, which results in limited opportunities being made available/funded for older people to socialise, and develop/maintain social connections • Transport – the issue of transport means different things to different people, and therefore requires a holistic approach to tackling the issue, as for many older hackney residents living in poverty and/or with health conditions, are limited in being able to socialise without access to reliable, and affordable transport. • Space to socialise – Providing activities alone doesn't necessarily result in new social connections being formed, time and space needs to be allocated to unstructured 'social-time' for friendships to organically develop, which can then be expanded beyond the scope of the planned activities
How did it support our strategic plan strategic aims 2016-19?	<ul style="list-style-type: none"> • As part of the governance structure for Connect Hackney, we facilitate an Older People's Committee – this provides a voice for older people to influence what the programme funds to tackle SI in Hackney. The OPC also represent the programme at wider activities e.g. Winter Warmer, Windrush event, and showcase the value older people bring to the Borough. (AIM 1) • Via the Connect Hackney Learning Network, delivery partners are provided with learning, insights, and support in delivering, and improving service design. As part of the contractual monitoring requirements, they are also gathering data which will provide robust evidence to support future funding applications. (AIM 2)

	<ul style="list-style-type: none"> Connect Hackney funds activities based on the specific needs of older Hackney residents. As part of the assessment criteria, projects must be co-produced with older people, in both their design and delivery (where possible). As part of the governance structure, we facilitate an Older People's Committee, who co-produce the work of the programme (AIM 3)
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Project/Programme name	Children and Families Forum (formerly the Children & Young Peoples Providers Forum)
Name of Staff Lead	Kristine Wellington - Head of Safeguarding, Children & Families
Name of Funder	Funded as part of the LB Hackney Specialist Infrastructure Grant
What objective/s did you achieve? Also what didn't you achieve?	<p>To increase representation of the Children's Sector at Social Policy Level</p> <p>The forum is made up of over 300 organisations, ranging from small frontline organisations to larger commissioned providers. Together the Children and families sector informs influences and represents the diversity of the voluntary sector at public sector level. Key areas of work are around health, education, and housing and employment and support for parents.</p> <p>There are a number of key concerns for the sector, the rising level of children's mental health, the need to address healthy weight and reduce obesity, high levels of exclusion and low rate of immunisation.</p> <p>What did not go so well</p> <ul style="list-style-type: none"> We still do not have a comprehensive directory / listing of the forum Although there is an appreciation of a need to adopt a <i>Community InReach approach</i> public sector and schools lack funds to pay for 1-1 services
What targets did you achieve?	<p>There are 7 VCS representatives of the Forum. The sector has been invited to represent the sector at the Children & Young People's Maternity (CYPM) service strategy meetings.</p> <p>During this year we have had more time with fewer VCS organisations this year and have connected with 185 contacts</p> <ul style="list-style-type: none"> The forum was refreshed now named the Children and Families Forum 2 representatives attend the Child and Adolescent group meetings and recommend we need more time to gather input from the sector to really inform the public sector about the role of the VCS A new directory with a listing of 17 VCS organisations that have a focus on Emotional health and wellbeing was created 2 representatives from faith communities regularly improve public sector colleagues' insights to work with diverse children and families Young people and VCS groups contributed to the Obesity Reflection session Fresh Connection Events more than 50 schools were introduced to Children's sector organisations that contribute to their aims to better connect to black communities Fresh Connections and Building Trust Between Parents and the Statutory Sector' and to understand the hidden barriers for parent of YBM 47 members of the workforce attended our in-house safeguarding children training

	<ul style="list-style-type: none"> • Hackney CVS delivers training as a member of the CHSCB • Regularly represents the needs of disabled children on the safeguarding children board • Supported organisations to increase their understanding of how to meet contextual safeguarding requirements
Delivery Partners (if applicable) please list them	The CYP and families sector comprise of local VCS organisations that focus on: Early years, school aged children, communities of interest such as disabled children and cultural networks such as Community African Network (CAN).
How did the sector benefit?	Hackney CVS hosted several meetings so that the VCS can meet schools and NHS staff. This has raised the role and profile of the children's sector. The CCG often fund the VCS through recommendations of NHS staff. We are now in a better position to connect VCS groups that are less well known
How did it help the public sector (if relevant)?	<p>Insights how to support parents of Children with Additional need</p> <p>Public sector wants quick access to service users to check out the feasibility of new project. We have recently supported HUH to conduct a focus group to ascertain how to support parents of children with disabilities. Users shared their experience.</p> <p>Big Wins</p> <p>Public sector organisations considered new approaches to address challenges such as safeguarding on the street and the over representation of mental health. 24 colleagues accessed NHS specialist training in community settings</p>
What lessons did you learn? Did you collect any research evidence of your impact (if relevant)?	Two representatives fed into the HSCF transformation meeting. It is important to spend more time in reflection meetings with the VCS representatives so that we can address more
How did it support our strategic plan strategic aims 2016-19? 1.	<p>As a result of the Children and Families Forum meetings the sector had increased engagement with public sector. VCS views and voice were heard by a range of senior policy makers. For example, the term mental health is a clinical term used by NHS and other professionals. Within the community there is a stigma attached to the use of this word which disengages the people and communities that need to be reached. The VCS reps recommended the use of the <i>emotional wellbeing</i> instead of mental health. The result CYPM strategies now reflect this language.</p> <p>There is an appetite to fund the children's sector that work on mental health in new ways. There is an opportunity to support the sector to outline community based mental health proposals that can be pitched to NHS Colleagues to address mental health. The Forum representatives have more contact with NHS and public sector policy leaders both in and out of meetings. This increases funding prospects.</p> <p>Hackney CVS is a catalyst for change. The aforementioned service users focus group investigating the needs of parents of children with disabilities highlighted unacceptable behaviour from professionals and was raised as a workforce issue for partner agencies at the Children's safeguarding board level</p>

Project/Programme name	Reach and Resilience – Parents Understanding of children's mental Health
Name of Staff Lead	Kristine Wellington - Head of Safeguarding, Children & Families
Name of Funder	CCG
What objective/s did you achieve? Also what didn't you achieve?	Hackney CVS, local VCS organisations and members of the CAMHS Alliance worked together to address the hidden barriers that can lead to mental health or trauma amongst African and Caribbean heritage school aged pupils.

Save NHS funds through the creation of more joint work. NHS staff work out of their NHS settings.	<p>Context</p> <p>We all know our much needed NHS is at crisis point with their funding pressures. Within the children's sector there is high demand on NHS children's mental health services partly because service users enter the system too late. At community level there is such an over representation amongst BAMER communities that there is much mistrust of the system. Potential beneficiaries do not access the right support early on and therefore emotional health and wellbeing disproportionately affects children and young people from BAMER communities. We looked at 3 key areas:</p> <ol style="list-style-type: none"> 1. Ensure the workforce reflects the communities it needs to reach. 2. Create trusted connections between frontline community groups from the African and Caribbean heritage community and host more NHS staff in community settings 3. At parent level - break the community taboos and normalise the conversation about wellbeing and emotional health
<p>What targets did you achieve?</p> <p>As a result of this work we have supported the sector to create raise funding for 3 years</p> <p>End of Year outcome</p> <p>The Department of Health and Social Care has supported the sector to roll out the Community In Reach approach</p>	<p>Hackney CVS has worked with East London Foundation Trust (ELFT) to deliver the Martin Luther King-inspired Non Violence Resistance Training (NVRT).</p> <p>Taster Session</p> <ul style="list-style-type: none"> • From June to October 2018, 32 participants attended the NVRT taster sessions held in the day, evening and weekends. • The course was then moderated to ensure it reflected the images and content was relevant to the current issues of street violence and Hackney's African and Caribbean heritage audience (ACH) <p>Entry level NVRT Training</p> <p>There was a high demand for the programme from the African and Caribbean heritage community.</p> <ul style="list-style-type: none"> • In February 2019 Hackney CVS hosted the entry level 4 day NVRT Facilitators course. • 24 out of 30 participants were members of the VCS that attended the level 1 training • 9 have been selected for further training to deliver the 12-week support programme to Hackney parents. <p>East London Foundation Trust (ELFT) secured further funds to train 9 community based facilitators from the African heritage community. Participants will achieve the NVRT Facilitators qualification in 2019.</p> <p>Hackney CVS partnered with Family Action to secure £900K over 3 years to develop Community In Reach approach. Central Government have funded the delivery of a 3-year programme to address mental health needs in the African and Caribbean community. Because of the relationship with mental health commissioners half of the funding was matched by the CCG.</p>
Delivery Partners (if applicable) please list them	ELFT and HCVS
How did the sector benefit?	Hackney CVS represented the VCS at social policy meetings and built a case for a new approach based on the VCS assets. Family Action is the lead partner and host Off Centre who provide Counselling services. The partnership includes 3 community organisations:

	<ul style="list-style-type: none"> • African Community School, • Father 2 Father and • Black Parent Community Forum <p>These three frontline African and Caribbean organisations will benefit from 3 years of funding to support parents to have a better understanding of their children's mental health</p>
How did it help the public sector (if relevant)?	This initiative helped the public sector address the gap in culturally appropriate provision
What lessons did you learn? Did you collect any research evidence of your impact (if relevant)?	<p>The community are generally user-led. Hackney CVS recognised that grass roots organisations have the reach and trusted relationships with residents. NHS CAMHS staff had the professional <i>know how</i>. With further joint work we could all learn more to meet the needs of ACH service users</p> <p>The NHS team and schools agree with the notion of the Community InReach approach however the funding system does not allow a budget to pay for community facilities, rent, workers to engage to bridge this gap in need and address early intervention</p>
How did it support our strategic plan strategic aims 2016-19?	<p>To date the children's mental health agenda seems to be seen as a clinical problem. Education is key. We have supported policy makers to consider new ways to address the early intervention challenges.</p> <p>Our groups have secured funds to deliver the 12-week programme and support schools to improve engagement</p> <p>We work with boroughs with a similar foot print to echo and share community involvement to children's mental health</p>

Project/Programme name	Digital Social Prescribing Project (formerly IT Enablers)
Name of Staff Lead	Mohammed Mansour – VCS Development Manager
Name of Funder	Homerton Hospital (IT Enablers Board, ICB)
What objective/s did you achieve? Also what didn't you achieve?	<p>The task (and our vision) is to deliver a locally managed platform that strengthens community navigation to direct residents to a range of non-clinical programmes, services and activities within the local community.</p> <p>Following a successful connectivity pilot and a full evaluation report to the IT Enablers board, we were advised to de-scope the project to start with a small implementation pilot to minimise the risk for the system integration. Funding agreed to be extended to September 2020 with ongoing integration with other IT projects.</p>
What targets did you achieve?	<ul style="list-style-type: none"> • Successful stakeholder engagement with multiple groups including (Public Health, Local Council, GP IT Steering group, Social Prescribing Steering group, Local Medical Council, GP Confederation, Patients, and Voluntary and Community Sector organisations) • Successful implementation of a connectivity pilot which proved system integration is possible and has no risks on local GP practice systems. • Funding secured for a secondment place from the local authority to support moving the work forward.
Delivery Partners (if applicable) please list them	<ul style="list-style-type: none"> • Project backed by the prevention workstream

	<ul style="list-style-type: none"> • Social prescribing steering group (Includes GP lead, prevention workstream, City and Hackney CCG and Family Action)
How did the sector benefit?	<p>The sector has yet to benefit from the project as most of the work has been focused on engaging the sector and building a business case for support to invest in the project moving forward.</p> <p>Anticipated benefits for the sector: -</p> <ul style="list-style-type: none"> • Ability to demonstrate the impact of the social prescribing service and other local community navigation programmes and services - reaching their aim of achieving long-term or systemic change • Have the infrastructure, training and data governance to provide analytics that informs and enables the system to make data driven decisions around commissioning localised and personalised health and care services • Reduced admin duties thus increasing resource for employees to perform frontline activities
How did it help the public sector (if relevant)?	<p>The public sector is also yet to benefit from the project. However, there is now a much better understanding for the need for such a project that will improve outcomes for working in partnership with the voluntary and community sector.</p> <p>Anticipated benefits:</p> <ul style="list-style-type: none"> • Improve the performance of the social prescribing service and subsequently reducing the reliance on the over-stretched NHS and other statutory services that support the wider needs of patients <p>GPs:</p> <ul style="list-style-type: none"> • Able to track outcomes for referrals to the social prescribing service - currently have access to the service but no way of consistently and automatically tracking the value of the service and/or benefit to the resident • Have more time to spend on residents' health and care needs
What lessons did you learn? Did you collect any research evidence of your impact (if relevant)?	<p>Key findings from stakeholder engagement events:</p> <ol style="list-style-type: none"> 1. Strong support from the majority of stakeholders to adopt the digital platform 2. Difficulty to navigate local services due to lack of reliable information 3. Project design should build on existing processes 4. The digital platform should provide a gateway to Social prescribers and VCSE workforce require support to adopt the new digital platform. Moreover, to ensure the quality of services and data entered on the digital platform 5. Platform integration with EMIS is fully functional and did not encounter any IT issues during the short-term pilot 6. It has been challenging to get buy-in from organisations with a short period of time to use the digital platform <ol style="list-style-type: none"> 1. Service users may be reluctant to consent to share their information
How did it support our strategic plan strategic aims 2016-19?	<p>The project directly supported our strategic plan aims for 2016-19 as it introduced a new project concept enabling Hackney CVS to be a 'catalyst of change' on system thinking and innovation. Also highlighted the importance of how cross-sector integration should become a priority and should be invested in. Having a longer-term vision to create and evidence base of the contribution of the voluntary sector interventions in improving local residents health and wellbeing which will build the case for support to create more resources for the sector to keep providing the services needed to bridge the gap.</p>

Project/Programme name	Create Your Future																				
Name of Staff Lead	Maxine Collins																				
Name of Funder	The National Lottery Community Fund / European Social Fund																				
What objective/s did you achieve? Also what didn't you achieve?	<p>Our programme aims to promote social inclusion and support women in Hackney to overcome barriers to employment, learn new skills and be sustained in meaningful work. We have been supporting long-term unemployed and economically inactive Black, Asian and Minority Ethnic (BAME) women by improving their confidence, aspirations and networks in preparation for the employment environment. The participants have engaged with a range of experiences from creative workshops, 1:1 coaching, social events to accredited courses.</p> <p>Despite many efforts, unfortunately we have not made any direct links to local employers. However, we started working in partnership with Hackney Works who have access to local job opportunities therefore have been able to refer participants who are more job-ready.</p>																				
What targets did you achieve?	<div><div><p>NB: The 'Actual' figures are from the end of last quarter and do not reflect the real number of women that have engaged with the programme. This is due to a number of reasons, including limited resources and ever-changing requirements from the lead partner. We are currently devising a plan to ensure as many the participants as possible who have attended courses are uploaded to the funders' MIS system which will accurately reflect the targets we have achieved.</p></div><table><tr><th>HCVS</th><th>Profile</th><th>Actual</th></tr><tr><td>Total number of participants</td><td>130</td><td>77</td></tr><tr><td>Number who move into education or training on leaving</td><td>29</td><td>3</td></tr><tr><td>Number who move into employment, including self-employment, on leaving</td><td>45</td><td>0</td></tr><tr><td>Number that were economically inactive move into job-searching on leaving</td><td>42</td><td>1</td></tr><tr><td>(Projects based in London only) Number of participants who move into employment, including self-employment, on leaving who sustain work for 26 out of 32 weeks after entering the project</td><td>30</td><td>0</td></tr></table></div>			HCVS	Profile	Actual	Total number of participants	130	77	Number who move into education or training on leaving	29	3	Number who move into employment, including self-employment, on leaving	45	0	Number that were economically inactive move into job-searching on leaving	42	1	(Projects based in London only) Number of participants who move into employment, including self-employment, on leaving who sustain work for 26 out of 32 weeks after entering the project	30	0
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Delivery Partners (if applicable) please list them	Hackney Marsh Partnership Peter Bedford Housing Association Hackney Play Association African Community School Creative Lifestyle CIC																				

	<p>Life Formulas CIC</p> <p>T D Seminary</p> <p>Cordwainers Grow</p> <p>Immediate Theatre</p> <p>Skillspool Training</p> <p>Hackney Cooperative Development</p>
How did the sector benefit?	The sector benefited through project funding to run programmes of pre-employment support for BAMER women.
How did it help the public sector (if relevant)?	This programme supports the Hackney Mayor's priority - 'Employment, skills and education are also a key priority for the Mayor;that all residents, whatever their age, have the skills and support they need to get into employment, return to work or start a business - all contributing towards his agenda to bridge the gap between Hackney's residents and their growing local economy'.
What lessons did you learn? Did you collect any research evidence of your impact (if relevant)?	<p>We recognise that before even contemplating going back to work, many of our participants require intensive support to address personal issues such as homelessness, domestic abuse and mental health issues. In doing so, we brokered partnerships with Crisis, Hestia Women's Aid and Mind in the City & Hackney in order to sign post and offer specialist support.</p> <p>Throughout the programme we have received feedback that participants feel more confident and enjoy being in a peer group and doing activities they would not usually do.</p> <p>We have found the administration of the programme to be challenging. Although we have achieved outcomes these aren't being recognised because of the demanding paperwork – the participants themselves find the form filling a barrier as we are reaching into communities that lack trust in the system and are suspicious of sharing information. The 'hostile environment' to immigration the government has pursued whilst this project has been operating has heightened these difficulties in collecting required evidence.</p> <p>We have continued to build rapport and trust through working with community partners and the recent partnership with Hestia women's aid is an example of how we can use this to reach those furthest from mainstream services.</p>
How did it support our strategic plan strategic aims 2016-19?	This supported aim 2 as we secured funding for organisations that they would not have otherwise had access to.

Risk Management

Hackney CVS's Trustees have assessed the risks the organisation faces and have drawn up an organisation-wide risk register which identifies the major risks. These risks have been categorised as governance, operational, financial, environmental and compliance. The likelihood and the impact of these risks have been assessed both by the Board of Trustees and Senior Managers, with measures put in place to mitigate these risks, where appropriate. The Trustees review the risk register annually and are satisfied that systems are in place, or arrangements are in hand, to manage the risks that have been identified. In particular, insurance cover is in place and the finances of the organisation are regularly reviewed.

Risks are also monitored by project leads along with their line managers and separate Project Board where applicable, for example, Connect Hackney Strategic Partnership Board. The focus tends to be in terms of project delivery, finance and other relevant aspects. Mitigation actions are then agreed and taken to minimise those risks as far as practicable, taking cognisance of value for money.

In common with similar charities, one of Hackney CVS key risk relates to a decrease in funding. In order to mitigate that risk, plans are continuously developed and implemented to broaden its funding base, which includes tapping into the corporate sector and more actively approaching funders, instead of mainly waiting on funders to offer opportunities. The production of evidence based business cases along with the appointment of a Voluntary and Community Sector Manager with a fundraising remit, are part of our response strategy.

Financial Review

In terms of the financial performance of unrestricted funds (excluding designated funds) we ended the year with an operational loss/net expenditure of £93k compared to a planned loss of £85k. Designated funds benefitted from a gain of £29k in the value of our investment, resulting in net income of £29k in the year, 2018/19.

Our fully-owned trading subsidiary, City and Hackney Together, broke even in 2018/19 and therefore generated neither a profit or a loss, compared to a profit of £9k in the previous year.

Restricted funds had an in-year net expenditure of £501k which was financed by brought forward funds of £894k relating to programmes that were in progress in the previous year.

Income overall, decreased by approximately 39%, from £2,730k in 2017/18 to £1,657k in 2018/19, whilst total operating expenditure decreased by 20%, from £2,829k to £2,251k.

The consolidated balance sheet at year-end shows a reasonably strong financial position with net assets of £1,323k. The reserves, which totals £1,323k, are made up of restricted funds (£382k) for ongoing projects; designated funds (£693k) mainly for premises costs; and general funds (£248k).

Reserves Policy

The Trustees have reviewed the general reserves that Hackney CVS requires after assessing the risks faced by the organisation, agreed to increase the target general reserves from £240k to £280k. This is equivalent to approximately three months' unrestricted expenditure plus closure costs. This will provide sufficient funds to underpin the organisation's work for three months in case of a lack of funding and to fund closure costs, should such a scenario materialise. At the end of the financial year 2018/19, general reserves were £248k, however £240k have already been committed to finance the amortisation costs of the major improvement made to our leased offices in 2018/19, leaving potentially only £8k as 'free reserves'. Therefore, the aim of the Board is to identify and implement, insofar as practical, means to eliminate the shortfall in general reserves against the preferred level, over the next four years.

Investment Policy

Hackney CVS reviewed its policy on investment in November 2018 and as a result updated its policy with an overall objective to produce the best financial return within an acceptable level of risk. The investment objective is to generate a return in excess of inflation over the long term whilst generating income to support the on-going activities. On the other hand, for the short term investments the objective is to preserve the capital value with a minimum level of risk with the investment to be readily available to meet unanticipated cash flow requirements.

Trustees have been updated on our investment and the environment in which it is placed by a representative from our fund managers.

Recently, the Board of Trustees has given delegated authority to its Chair, Treasurer, Chief Executive Officer and Director of Finance and Resources, so that they can make swift reinvestment decisions. This was in response to another recent decision to sell all but £1k of the investment.

Statement of Trustees' Responsibilities

The trustees (who are also directors of Hackney Council for Voluntary Service for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires trustees to prepare financial statements for each financial year which give a true and fair view of the state of the 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 have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper 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 2006. 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; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the 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 the financial statements may differ from legislation in other jurisdictions.

The Trustees report has been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

This report was approved by the Board on 18 December 2019.

And signed on its behalf by:



Mr Timothy Vaughan
Trustee

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF Hackney Council for Voluntary Service

Opinion

We have audited the financial statements of Hackney Council for Voluntary Service ('the company') for the year ended 31 March 2019 which comprise the Group Statement of Financial Activities, the Group and Parent Balance Sheets, the Group Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 'The Financial Reporting Standard Applicable in the UK and Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and the parent charitable company's affairs as at 31 March 2019 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs(UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the audit of 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

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the group's and parent charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge

obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

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 for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' annual 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 group and parent charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' annual report.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- the parent charitable company has not kept adequate accounting records, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company's 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; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemption in preparing the trustees' annual report and from preparing a strategic report.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 36, 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 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 group and parent 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 group or 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 aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

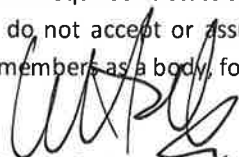
As part of an audit in accordance with ISAs (UK) we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purposes of expressing an opinion on the effectiveness of the group and parent charitable company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the group and parent charitable company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the group or parent charitable company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

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 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 any party other than the charitable company and charitable company's members, as a body, for our audit work, for this report, or for the opinions we have formed.


Luke Holt (Senior Statutory Auditor)

for and on behalf of Moore Kingston Smith LLP, Statutory Auditor

Devonshire House
60 Goswell Road
London EC1M 7AD
Date: 18/12/19

Hackney Council for Voluntary Service

Consolidated Statement of Financial Activities

(Incorporating an Income and Expenditure Account)

For the year ended 31st March 2019

	Notes	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Total 2019 £	Total 2018 £
Income from:						
Donations and legacies		19,809	-	9,480	29,289	25,053
Other trading activities		77,831	-	-	77,831	73,725
Investment income		16,499	-	-	16,499	18,404
Charitable activities		-	-	1,501,797	1,501,797	2,552,608
Income from Subsidiary		31,800	-	-	31,800	59,773
Total operating income		145,939	-	1,511,277	1,657,216	2,729,563
Expenditure on:						
Raising funds		47,967	-	-	47,967	53,460
Charitable activities	6	190,599	-	2,012,227	2,202,826	2,775,163
Total operating expenditure		238,566	-	2,012,227	2,250,793	2,828,623
Net Gain/(Loss) on investments	9	-	29,071	-	29,071	25,012
Net Income/ (Expenditure) before transfers		(92,627)	29,071	(500,950)	(564,506)	(74,048)
Transfers between funds	13	253,360	(253,360)	-	-	-
Net Movement in Funds		160,733	(224,289)	(500,950)	(564,506)	(74,048)
Reconciliation of Funds						
Fund balances brought forward at 1st April 2018		87,622	916,810	893,690	1,898,122	1,972,170
Fund balances carried forward at 31st March 2019	12, 13	248,355	692,521	392,740	1,333,616	1,898,122

All transactions are derived from continuing activities.

All recognised gains and losses are included in the Statement of Financial Activities.

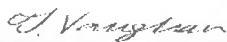
Total income attributable to Hackney Council for Voluntary Service only was £1,625,416 and the financial result for the year for the charity only was (£564,506)

Hackney Council for Voluntary Service

Consolidated Balance Sheet at 31st March 2019

	Notes	2019 £	2019 £	2018 £	2018 £
Fixed Assets					
Tangible assets	8		239,614		5,625
Investments	9		397,488		368,416
			<u>637,102</u>		<u>374,041</u>
Current Assets					
Debtors and prepayments	10	471,723		361,016	
Cash at bank and in hand		<u>515,432</u>		<u>1,452,424</u>	
		987,155		1,813,440	
Creditors: Amounts falling due within one year	11	<u>(290,641)</u>		<u>(289,359)</u>	
Net Current Assets			<u>696,514</u>		<u>1,524,081</u>
Net Assets			<u><u>1,333,616</u></u>		<u><u>1,898,122</u></u>
Funds					
Restricted funds	12		392,740		893,690
General funds	13		248,355		87,622
Designated funds	13		692,521		916,810
			<u><u>1,333,616</u></u>		<u><u>1,898,122</u></u>

Approved by the board and authorised for issue on 18 December 2019



Timothy Vaughan
Trustee


Company Registration Number: 03365292

Hackney Council for Voluntary Service

Balance Sheet at 31st March 2019

	Notes	2019 £	2019 £	2018 £	2018 £
Fixed Assets					
Tangible assets	8		239,614		5,624
Investments	9		<u>397,488</u>		<u>368,416</u>
			637,102		374,040
Current Assets					
Debtors and prepayments	10	498,517		522,355	
Cash at bank and in hand		<u>482,672</u>		<u>1,290,690</u>	
		981,189		1,813,045	
Creditors: Amounts falling due within one year	11	<u>(284,675)</u>		<u>(288,964)</u>	
Net Current Assets			<u>696,514</u>		<u>1,524,081</u>
Net Assets			<u><u>1,333,616</u></u>		<u><u>1,898,121</u></u>
Funds					
Restricted funds	12		392,740		893,690
General funds	13		248,355		87,621
Designated funds	13		692,521		916,810
			<u><u>1,333,616</u></u>		<u><u>1,898,121</u></u>

Approved by the board and authorised for issue on 18 December 2019



Timothy Vaughan
Trustee

Company Registration Number: 03365292

Hackney Council for Voluntary Service

Consolidated Cash Flow Statement

For the year ended 31 March 2019

	2019 £	2018 £
Cashflow/(outflow) from operating activities		
Net cash (used in)/ provided by operating activities	<u>(705,762)</u>	<u>(47,481)</u>
Cashflows from investing activities		
Investment income and interest received	16,499	18,404
Payments to acquire tangible fixed assets	(247,729)	-
Proceeds from disposal of investment	-	500,000
	<u>(231,230)</u>	<u>518,404</u>
Net increase in cash and cash equivalents	(936,992)	470,923
Cash and cash equivalents at beginning of year	1,452,424	981,501
Cash and cash equivalents at end of year	<u>515,432</u>	<u>1,452,424</u>

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

	2019 £	2018 £
Net income	(564,506)	(74,048)
Adjustments for:		
Depreciation charges	13,740	6,762
(Gains)/ losses on investments	(29,071)	(25,012)
Investment income	(16,499)	(18,404)
Decrease/ (increase) in debtors	(110,706)	266,002
Increase /(decrease) in creditors	1,280	(202,780)
Net cash (used in)/ provided by operating activities	<u>(705,762)</u>	<u>(47,481)</u>

Hackney Council For Voluntary Service

Notes to the Financial Statements

For the year ended 31st March 2019

1 Accounting Policies

Company status

Hackney Council for Voluntary Service is a private company limited by guarantee and has no share capital. The liability of each member is limited to £1 per member. It is registered in England and Wales and its registered office is 24-30 Dalston Lane, London, E8 3AZ.

Basis of preparation of financial statements

These notes have been prepared on a going concern basis, under the historical cost convention subject to valuation of investments at fair value.

The financial statements of the charity and its subsidiary have been prepared in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102). The charitable company and its subsidiary are a public benefit group for the purposes of FRS102 and therefore the Charity also prepared its financial statements in accordance with the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Accounting and Reporting by Charities: Financial Reporting Standard applicable in the UK and Republic of Ireland published on 16 July 2014 (The FRS102 Charities SORP), the Companies Act 2006 and the Charities Act 2011.

The trustees have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the charitable group to continue as a going concern. The trustees have made this assessment for a period of at least one year from the date of approval of the financial statements. In particular the trustees have considered the charitable group's forecasts and projections and have taken account of pressures on income. After making enquiries the trustees have concluded that there is a reasonable expectation that the charitable group has adequate resources to continue in operational existence for the foreseeable future. The charitable group therefore continues to adopt the going concern basis in preparing its financial statements.

The financial statements are prepared in sterling, which is the functional currency of the company. Monetary amounts in these financial statements are rounded to the nearest pound.

The principal accounting policies adopted in the preparation of the financial statements are set out below:

Consolidation

The Statement of Financial Activities and Balance Sheet consolidate the financial statements of the charitable company and its subsidiary undertaking. The results of the subsidiary are consolidated on a line by line basis. The charitable company has taken advantage of the exemption from preparing its unconsolidated income and expenditure account available under Section 408 of the Companies Act 2006.

Fund accounting

Unrestricted funds comprise accumulated surpluses and deficits on general funds. They are available to spend on activities that further any of the purposes of the charity.

Designated funds are amounts which the Executive Committee have decided at their discretion to set aside for use for a specific purpose.

Restricted funds are funds that are to be used in accordance with specific restrictions imposed by the donors or which have been raised by the charity for specific purpose. The cost of raising and administering such funds is charged against the specific fund.

Further explanation of the aim and purpose of each fund is included in the notes to the financial statements.

Hackney Council For Voluntary Service

Notes to the Financial Statements

For the year ended 31st March 2019 (Continued)

1 Accounting Policies (continued)

Income

Income represents the total income receivable during the year comprising grants, donations and gifts, merchandise and publications, and investment income. All income is recognised when there is entitlement to the funds, the receipt is probable and the amount can be reliably measured.

Donations, grants and gifts are recognised when receivable. In the event that a donation is subject to fulfilling performance conditions before the charity is entitled to the funds, the income is deferred and not recognised until it is probable that those conditions will be fulfilled in the reporting period.

Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that a settlement is required and the amount of the obligation can be measured reliably. All expenditure is accounted for on an accruals basis. Expenditure includes VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates.

Costs of raising funds comprise the fundraising costs and publicity activities incurred in seeking donations and grants for the charity and their associated support costs.

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activity. It includes grants made to organisations and costs incurred in the operation of projects and programmes together with their associated support costs.

Grants payable are payments made to third parties that further the charitable objectives of the charity. The grants are accounted for where the charity has agreed to pay the grant without condition and the recipient has a reasonable expectation of its receipt.

Support costs comprise those costs which are incurred directly in support of expenditure on the objects of the charity and include governance, premises, marketing and general office costs. Governance costs, which are included within support costs, are those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fees and costs linked to the strategic management of the charity.

Support costs are allocated to each of the activities on one of the following basis: either floor area, staff time or usage depending on the nature of the support costs, to best allocate the costs to each attributable heading. More detail on the analysis and basis of allocated costs is given in note 5 to the financial statements.

Pension Costs

The charity makes payments to personal pension plans of certain employees. The costs are charged to the Statement of Financial Activities for the period to which they relate.

Employee Benefits

The cost of short-term employee benefits are recognised as a liability and an expense. The cost of any material unused holiday entitlement is recognised in the period in which the employee's services are received.

Tangible fixed assets and depreciation

All assets costing more than £5,000 are capitalised.

Depreciation is calculated to write off the cost of fixed assets over their estimated useful lives using the following rates:

Office equipment and fittings	25% per annum straight line
Leasehold improvements	20% per annum straight line
Residual lives and impairment losses are assessed annually.	

Leases

Rentals under operating leases are charged to the Statement of Financial Activities as they fall due.

Hackney Council For Voluntary Service

Notes to the Financial Statements

For the year ended 31st March 2019 (Continued)

1 Accounting Policies (continued)

Financial Instruments

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. The Statement of Financial Activities includes the net gains and losses arising on revaluation and disposals throughout the year.

Cash and cash equivalents

Cash and cash equivalents include cash at bank and in hand and short term deposits with a maturity date of three months or less.

Debtors and creditors

Debtors and creditors receivable or payable within one year of the reporting date are carried at their transaction price. Debtors and creditors that are receivable or payable in more than one year and not subject to a market rate of interest are measured at the represent value of the expected future receipts or payment discounted as a market rate of interest.

Critical accounting estimates and areas of judgement

In preparing financial statements it is necessary to make certain judgements, estimates and assumptions that affect the amounts recognised in the financial statements.

In the view of the trustees in applying the accounting policies adopted, no judgements were required that have a significant effect on the amounts recognised in the financial statements nor do any estimates or assumptions made carry a significant risk of material adjustment in the next financial year.

2 Net Movement in Funds

	2019 £	2018 £
The net movement in funds is stated after charging:		
Depreciation	13,740	6,762
Auditors' remuneration - statutory audit	8,017	7,980
- prior year underprovision	-	804

3 Employees and Staff Costs

	2019 Number	2018 Number
In aggregate the number of full and part time persons employed during the year was:		
Staff members	88	91
Staff costs were as follows:		
Salaries and wages	£ 887,785	£ 975,628
National insurance	82,980	90,146
Pension scheme	46,242	50,125
	<u>1,017,007</u>	<u>1,115,899</u>

One employee received between £60,000 - £70,000 (including benefits in kind) during the year (2018- None). The pension contributions relating to the higher paid employee amounted to £3,606 (2018- £3,592).

The charity considers that the key management personnel comprise of the trustees, who are not remunerated, and the chief executive. The total employee benefits including pension costs of the key management personnel of the charity and group were £70,828 (2018: £69,222).

The charity had an average of 22 volunteers during the year (2018:46), making a favourable impact across many of our projects.

4 Executive Committee Remuneration and Reimbursed Expenses

No members of the Executive Committee received remuneration for their services during the year (2018 - £Nil).

One member of the Executive Committee received expenses totalling £47 for travel during the year (2018 - £43 for travel and £100 for other expenses).

Hackney Council For Voluntary Service

Notes to the Financial Statements

For the year ended 31st March 2019 (Continued)

5 Allocation of Support costs

Support costs are allocated on a basis consistent with the use of resources.

For year ended 31 March 2019	Premises £ Floor Area	Marketing & publication £ Usage	Depreciation £ Usage	General office costs £ Staff time	Governance Costs £ Staff time	Totals £
Basis of allocation						
Consortia work	16,156	3,230	3,023	331,977	11,708	366,094
Communications	3,343	538	1,374	48,820	576	54,651
Organisation and Workforce Development	5,014	942	1,374	68,348	768	76,446
Community Empowerment & Engagement						
Grants, fundraising and philanthropy	8,914	4,037	1,374	224,573	2,495	241,393
Assets for the sector	3,343	673	962	39,056	384	44,418
Compact	2,229	269	1,374	39,056	384	43,312
Policy and leadership	3,343	269	962	39,056	384	44,014
Youth Programme	4,457	673	962	48,820	576	55,488
Refugee Programmes	6,686	2,691	1,374	117,168	1,727	129,646
	2,229	135	961	19,528	191	23,044
TOTALS	55,714	13,457	13,740	976,402	19,193	1,078,506

Hackney Council For Voluntary Service

Notes to the Financial Statements

For the year ended 31st March 2019 (Continued)

5 Allocation of Support costs (continued)

Support costs are allocated on a basis consistent with the use of resources.

For year ended 31 March 2018	Premises £	Marketing & publication £	Depreciation £	General office costs £	Governance Costs £	Totals £
Basis of allocation	Floor Area	Usage	Usage	Staff time	Staff time	
Consortia work	23,287	7,232	1,488	376,321	13,291	421,619
Communications	4,818	1,205	676	55,341	654	62,694
Organisation and Workforce Development	7,227	2,109	676	77,478	872	88,362
Community Empowerment & Engagement	12,848	9,040	676	254,570	2,833	279,967
Grants, fundraising and philanthropy	4,818	1,507	473	44,273	436	51,507
Assets for the sector	3,212	603	676	44,273	436	49,200
Compact	4,818	603	473	44,273	436	50,603
Policy and leadership	6,424	1,507	473	55,341	654	64,399
Youth Programme	9,636	6,026	676	132,819	1,961	151,118
Refugee Programmes	3,212	301	473	22,136	218	26,340
TOTALS	80,300	30,133	6,760	1,106,825	21,791	1,245,809

5b) Governance costs comprise of the following:

	2019 £	2018 £
Insurance		5,639
Audit and accountancy	4,975	8,049
Professional fees	8,017	5,699
Other	4,279	2,403
City & Hackney Together	6,897	-
	-	-
	<u>24,168</u>	<u>21,790</u>

Hackney Council For Voluntary Service

Notes to the Financial Statements

For the year ended 31st March 2019 (Continued)

6 Analysis of charitable expenditure

For year ended 31 March 2019

	Grants awarded £	Direct costs £	Subsidiary costs £	Support costs £	2019 Total £	2018 Total £
Consortia work	94,345	708,704	31,800	366,094	1,200,943	1,591,269
Communications	-	9,982	-	54,651	64,633	75,098
Organisation and Workforce Development	-	29,945	-	76,446	106,391	125,573
Community Empowerment & Engagement	-	69,872	-	241,393	311,265	366,791
Grants, fundraising and philanthropy	-	7,985	-	44,418	52,403	61,430
Assets for the sector	-	3,993	-	43,312	47,305	54,161
Compact	-	3,993	-	44,014	48,007	55,564
Policy and leadership	-	2,995	-	55,488	58,483	68,120
Youth Programme	-	159,708	-	129,646	289,354	349,576
Refugee Programmes	-	998	-	23,044	24,042	27,581
TOTALS	94,345	998,175	31,800	1,078,506	2,202,826	2,775,163

(note 7)

(note 5)

Hackney Council For Voluntary Service

Notes to the Financial Statements

For the year ended 31st March 2019 (Continued)

6 Analysis of charitable expenditure (continued)

For year ended 31 March 2018

	Grants awarded £	Direct costs £	Subsidiary costs £	Support costs £	2018 Total £
Consortia work	238,077	880,653	50,921	421,618	1,591,269
Communications	-	12,404	-	62,694	75,098
Organisation and Workforce Development	-	37,211	-	88,362	125,573
Community Empowerment & Engagement	-	86,825	-	279,966	366,791
Grants, fundraising and philanthropy	-	9,923	-	51,507	61,430
Assets for the sector	-	4,961	-	49,200	54,161
Compact	-	4,961	-	50,603	55,564
Policy and leadership	-	3,721	-	64,399	68,120
Youth Programme	-	198,457	-	151,119	349,576
Refugee Programmes	-	1,240	-	26,341	27,581
TOTALS	238,077	1,240,356	50,921	1,245,809	2,775,163

(note 7)

(note 5)

Hackney Council For Voluntary Service

Notes to the Financial Statements

For the year ended 31st March 2019 (Continued)

7 Analysis of grants made to institutions

	2019 £	2018 £
Information and Signposting	33,207	41,607
Wick Award	1,923	65,698
Diabetes Peer Support	-	3,125
L/T Condns Peer Support	59,215	77,323
Children & Young People Mental Health		
Gary Memorial Fund	-	1,750
Community Links	-	16,471
Digital Inclusion	-	32,104
Getting Hackney Healthy		
	<u>94,345</u>	<u>238,078</u>

Number of grants awarded 76 (2018 - 121).

8 Tangible Assets Group and Company

	Leasehold Improvements £	Office Equipment and Fittings £	Totals £
Cost			
At 1st April 2018	-	48,707	48,707
Additions	247,729	-	247,729
Disposals	-	(46,997)	(46,997)
	<u>247,729</u>	<u>1,710</u>	<u>249,439</u>
At 31st March 2019			
	<u>247,729</u>	<u>1,710</u>	<u>249,439</u>
Depreciation			
At 1st April 2018	-	43,082	43,082
Disposals	-	(46,997)	(46,997)
Charge for the year	8,258	5,483	13,741
	<u>8,258</u>	<u>1,568</u>	<u>9,826</u>
At 31st March 2019			
	<u>8,258</u>	<u>1,568</u>	<u>9,826</u>
Net Book Value			
At 31st March 2019	<u>239,471</u>	<u>142</u>	<u>239,613</u>
At 31st March 2018	<u>-</u>	<u>12,387</u>	<u>12,387</u>

Hackney Council For Voluntary Service

Notes to the Financial Statements

For the year ended 31st March 2019

9 Investments Group and Company	2019	2018
	£	£
CCLA COIF Charities Investment Units		
Market value at 1 April 2018	368,416	843,404
Disposals	-	(500,000)
Unrealised gain/(loss) on investments	29,071	25,012
	<u>397,487</u>	<u>368,416</u>
At 31 March 2019	<u>397,487</u>	<u>368,416</u>

The historical cost of the investments is £311,859 (2018: £311,859). All investments are held in the UK.

Hackney Council for Voluntary Services is the sole member of City and Hackney Together, a company limited by guarantee. Therefore this entity is treated as a 100% subsidiary. The results of City and Hackney Together are shown in note 18.

	Group		Company	
10 Debtors	2019	2018	2019	2018
	£	£	£	£
Grant debtors	319,825	268,220	310,525	268,220
Prepayments and accrued income	118,192	75,247	114,231	71,287
Other debtors	33,706	17,549	26,038	17,549
Amounts due from group company	-	-	47,723	165,299
	<u>471,723</u>	<u>361,016</u>	<u>498,517</u>	<u>522,355</u>

Financial instruments included in above debtor balances are £356,281 (2018- £361,016).

	Group		Company	
11 Creditors: Amounts falling due within one year	2019	2018	2019	2018
	£	£	£	£
Trade creditors	160,576	208,054	160,576	212,494
Taxation and social security	34,779	21,538	33,233	24,673
Accruals and deferred income	95,286	59,767	90,865	51,797
	<u>290,641</u>	<u>289,359</u>	<u>284,675</u>	<u>288,964</u>

Financial instruments included in above creditor balances are £225,820 (2018- £244,604).

Hackney Council For Voluntary Service

Notes to the Financial Statements

For the year ended 31st March 2019 (Continued)

12 Analysis of Restricted Funds

Group and Company	Balance at 1st April 2018 £	Income £	Expenditure £	Transfers £	Balance at 31st March 2019 £
Year ended 31 March 2019					
Big Lottery Fund					
Improving Futures - Families First	19,882		(6,139)	-	13,743
Hackney Women's Haven	304	15,421	(15,725)	-	0
Connect Hackney	708,258	245,719	(807,711)	-	146,265
Clinical Commissioning Group					
C&Y P Mental Health	12,626		(12,626)	-	-
Bowel Cancer		59,452	(53,889)	-	5,563
Neighbourhoods		35,000	(28,723)	-	6,277
Migrant Support Network		62,400		-	62,400
Devolution Project	4,347		(323)	-	4,024
Digital Inclusion	12,896			-	12,896
Information & Signposting		58,594	(46,806)	-	11,788
Peer Support long term conditions	44,955	98,749	(110,214)	-	33,490
Reach & Resilience	12,671	16,589	(29,260)	-	(1)
Team Hackney / LBH					
Team Hackney Infrastructure Support	-	150,000	(150,000)	-	-
Health & Social Care Forum	-	54,713	(54,713)	-	-
Erasmus	-	3,500	(2,897)	-	603
LD Pre-employment	19,394			-	19,394
Integrated Communities	(599)	8,986	(8,387)	-	-
Lunch Clubs	46,230	214,578	(260,808)	-	0
Flexible Support Fund *	-		(100)	-	(100)
Oswald Street Project *	-		(1,098)	-	(1,098)
MOPAC	6,390	73,000	(42,006)	-	37,384
Getting Hackney Healthy	100			-	100
Groundwork					
CVS Campaign	2,040			-	2,040
HealthWatch Hackney	-	20,177	(20,177)	-	-
Trust for London					
Young Black Men	6,795		(6,795)	-	(0)
Community Links					
Create Your Future *	(11,022)	69,301	(86,060)	-	(27,782)
Big Lottery Fund / London Youth					
Talent Match Project	(9,656)	190,932	(181,276)	-	(0)
Gary Memorial Fund	964		(964)	-	(0)
Balance c/fwd	876,573	1,377,111	(1,926,697)	-	326,986

Hackney Council For Voluntary Service

Notes to the Financial Statements

For the year ended 31st March 2019 (Continued)

12 Analysis of Restricted Funds (continued)

Group and Company	Balance at 1st April 2018 £	Income £	Expenditure £	Transfers £	Balance at 31st March 2019 £
Year ended 31 March 2019					
Balance b/fwd	876,573	1,377,111	(1,926,697)	-	326,987
Cornerston Fund	-	-	-	-	-
Health & Wellbeing	-	1,089	-	-	1,089
Greater London Authority	-	-	-	-	-
Young Londoners Fund	-	29,400	(4,416)	-	24,984
Post Code Community Trust	-	-	-	-	-
Inside Out Wellbeing	9,060	-	(9,060)	-	-
Oxford Mindfulness *	3,439	4,050	(7,939)	-	(450)
Supported Employment Network	-	41,447	(6,848)	-	34,599
GEA Coop Sociale	(200)	5,980	(5,780)	-	-
User-Led Programme	-	-	-	-	-
Hencel & CEPN	3,500	-	-	-	3,500
The Hospital Saturday Fund	2,000	-	-	-	2,000
Psychological Therapies Alliance	-	-	-	-	-
Big Local Trust	(713)	52,200	(51,487)	-	-
Olympic Torch Fund	32	-	-	-	32
	<u>893,690</u>	<u>1,511,277</u>	<u>(2,012,227)</u>	<u>-</u>	<u>392,740</u>

* The deficits on Flexible Support Fund, Oswald Street, Creat Your Future and Oxford Mindfulness at the year end were funded through the grants received after the year-end.

Hackney Council For Voluntary Service

Notes to the Financial Statements

For the year ended 31st March 2019 (Continued)

12 Analysis of Restricted Funds (continued)

Group and Company	Balance at 1st April 2017 £	Income £	Expenditure £	Transfers £	Balance at 31st March 2018 £
Year ended 31 March 2018					
Fixed Asset Fund	844		(844)	-	-
Big Lottery Fund					
Improving Futures - Families First	32,792		(12,910)	-	19,882
Hackney Women's Haven	(1,760)	21,815	(19,751)	-	304
Connect Hackney	645,185	982,653	(919,581)	-	708,258
Heritage Lottery Fund	7,221		(7,221)	-	-
Clinical Commissioning Group					
C&Y P Mental Health	36,318		(23,693)	-	12,625
Devolution Project	17,524		(13,177)	-	4,347
Diabetes Peer Support Programme	12,419		(12,420)	-	(1)
Digital Inclusion		50,274	(37,378)		12,896
Information & Signposting	32,266	28,035	(60,301)	-	(0)
Peer Support Long Term Conditions	(198)	163,958	(118,805)	-	44,955
Reach & Resilience	9,175	17,178	(13,682)	-	12,671
Team Hackney / LBH					
Team Hackney CORE Contract	-	150,000	(150,000)	-	-
Health & Social Care Forum	-	60,000	(60,000)	-	-
iCare	-	6,032	(6,032)	-	-
LD Pre-employment	19,769	40,444	(40,819)	-	19,394
Integrated Communities	-	5,991	(6,590)	-	(599)
Lunch Clubs	-	225,631	(179,401)	-	46,230
Oswald Street Project	-	15,331	(15,331)	-	-
MOPAC	7,944	40,000	(41,554)	-	6,390
Getting Hackney Healthy	15,311		(15,211)	-	100
Groundwork					
CVS Campaign	4,040		(2,000)	-	2,040
HealthWatch Hackney	-	28,800	(28,800)	-	-
Trust for London					
Young Black Men	8,843	49,645	(51,693)	-	6,795
Community Links					
Create Your Future	11,519	39,334	(61,876)	-	(11,022)
Big Lottery Fund / London Youth					
Talent Match Project	(16,780)	316,255	(309,132)	-	(9,656)
One Hackney & City					
Main Grant	-	155,956	(155,956)	-	-
CH Dementia Alliance	-	3,600	(3,600)	-	-
City Bridge Trust					
Delivering Change	23,088	13,250	(36,338)	-	-
Social Investment					
Big Potential	-	2,000	(2,000)	-	-
Gary Memorial Fund	1,214	1,500	(1,750)	-	964
Balance c/fwd	866,733	2,417,682	(2,407,844)	-	876,569

Hackney Council For Voluntary Service

Notes to the Financial Statements

For the year ended 31st March 2019 (Continued)

12 Analysis of Restricted Funds (continued)

Group and Company	Balance at 1st April				Balance at 31st March
Year ended 31 March 2018	2017	Income	Expenditure	Transfers	2018
	£	£	£	£	£
Balance b/fwd	866,733	2,417,682	(2,407,844)	-	876,569
Skyway					
Mental Health	-	646	(646)	-	-
Renaissi					
RISE	-	10,093	(10,093)	-	-
Post Code Community Trust					
Inside Out Wellbeing	-	9,990	(928)	-	9,062
Oxford Mindfulness	-	5,434	(1,995)	-	3,439
Organisational Development	-	3,000	(3,000)	-	-
GEA Coop Sociale		-	(200)	-	(200)
Empowering Carers		28,000	(28,000)	-	-
User-Led Programme	-				-
Hencel & CEPN	10,036	-	(6,536)	-	3,500
The Hospital Saturday Fund	2,000	-	-	-	2,000
Mercers	25,680	375	(26,055)	-	-
Psychological Therapies Alliance	1,354		(1,354)	-	-
Big Local Trust	11,662	98,219	(110,594)		(713)
Olympic Torch Fund	32	-	-	-	32
	<u>917,497</u>	<u>2,573,439</u>	<u>(2,597,246)</u>	<u>-</u>	<u>893,690</u>

Hackney Council For Voluntary Service

Notes to the Financial Statements

For the year ended 31st March 2019 (Continued)

Group Charity

13 General Funds Charity Only
Year ended 31 March 2019

	Balance at 1st April 2018 £	Surplus / (Deficit) for the year £	Transfers £	Utilised/ Unrealised £	Balance at 31st March 2019 £
Unrestricted funds	87,621	(78,887)	253,360	(13,740)	248,354
Staff fund	29,942	-	-	-	29,942
Premises Fund	881,237	-	(247,729)	29,071	662,579
Fixed assets	5,631	-	(5,631)	-	-
Designated funds	916,810	-	(253,360)	29,071	692,521
General funds	1,004,431	(78,887)	-	15,331	940,875

Of the total funds of £940,875, £NIL relate to the subsidiary, City & Hackney Together.

Year ended 31 March 2018	Balance at 1st April 2017 £	Surplus / (Deficit) for the year £	Transfers £	Utilised/ Unrealised £	Balance at 31st March 2016 £
Unrestricted funds	156,957	(69,336)	-	-	87,621
Staff fund	29,942	-	-	-	29,942
Premises Fund	856,225	-	-	25,012	881,237
Fixed assets	11,549	-	-	(5,918)	5,631
Designated funds	897,716	-	-	19,094	916,810
General funds	1,054,673	(69,336)	-	19,094	1,004,431

The staff commitment fund recognises the company's responsibilities to make reasonable provision to meet legal and moral obligations especially in the light of continuing uncertainty among funders and is estimated based on the forecasted budget for next financial year. The Staff Fund will be utilised when staff are to receive sick pay in line with their contract of employment and where funds are not available from restricted funds.

The fixed asset fund represents the net book value of the fixed assets - excluding those reflected in the Restricted Funds. The movement in the year reflects the depreciation on the fixed assets held under unrestricted funds.

The net decrease/reduction in the charity's own funds for the year was £564,506 (2018: £82,902)

Hackney Council For Voluntary Service

Notes to the Financial Statements

For the year ended 31st March 2019 (Continued)

14 Analysis of group Net Assets between Funds

	Designated Funds £	Unrestricted Funds £	Restricted Funds £	Total Funds £
Year ended 31 March 2019				
Tangible assets	239,614	-	-	239,614
Investments	397,488	-	-	397,488
Net Current assets	55,420	248,355	382,479	686,254
Total net assets	692,522	248,355	382,479	1,323,356

	Designated Funds £	Unrestricted Funds £	Restricted Funds £	Total Funds £
Year ended 31 March 2018				
Tangible assets	5,625	-	-	5,625
Investments	368,416	-	-	368,416
Net Current assets	542,769	87,622	893,691	1,524,082
Total net assets	916,810	87,622	893,691	1,898,123

15 Future Financial Commitments

At 31 March 2019, the group had the following future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2019 £	2018 £
a) Land and building		
within one year	-	-
in 2 to 5 years	-	-
Over 5 years	-	-
	<u>-</u>	<u>-</u>

16 Related Party Transactions

During the year 2018/19, Hackney CVS gave no grants (2018 -£5,627 - Hands Inc - £4125 and MRS Independent Leaving - £1,502) and bought services to the value of £659.00 (2018-£43,841 - Peter Bedford Housing Association Ltd - £41,193, Hands Inc - £710, NCVO- £1,113 and Choice in Hackney - £525) from the following organisations where its Trustees are involved: 1)NCVO –Services of £659.00 (2018 - Services of £1,113).

None of the Trustees sat on any meetings where decisions were made

17 Financial Activities of the Charity

The charitable company has taken advantage of the exemption from preparing its unconsolidated income and expenditure account available under Section 408 of the Companies Act 2006.

The net reduction in the charity's own funds for the year was £564,506 (2018: -£82,902)

Hackney Council For Voluntary Service

Notes to the Financial Statements

For the year ended 31st March 2019 (Continued)

18 Investment in the Subsidiary Undertaking City and Hackney Together

	2019 £	2018 £
Turnover	31,800	59,773
Cost of sales and administrative expenses	<u>(31,800)</u>	<u>(50,921)</u>
Operating Profit	-	8,852
Net (loss)/profit retained in the subsidiary	<u>-</u>	<u>8,852</u>
The assets and liabilities of the subsidiary were:	£	£
Net Current Liabilities	<u>-</u>	<u>8,852</u>
Aggregate reserves in deficit	<u>-</u>	<u>-</u>

The wholly owned subsidiary which is incorporated in England and Wales, pays profits to the charitable company by way of gift aid. The company is limited by guarantee, without share capital. Hackney Council for Voluntary Service is the sole member of City and Hackney Together (company number: 8141065), which is registered at 24-30 Dalston Lane, London, E8 3AZ, and by virtue of this City and Hackney Together is treated as a wholly owned subsidiary of Hackney Council for Voluntary Service.

19 Limited Liability

Hackney Council for Voluntary Service is a company limited by guarantee and as such does not have a share capital. In the event a winding up the liability of each member is limited to £1.