THE RED HEN PROJECT

supporting our community to raise happy, healthy, and independent children – working directly with families, promoting positive, confident parenting and cooperative relationships between schools and families



Annual Report & Accounts 2022-23

About Red Hen

Legal Status/Registration

Charity Registration Number:
1183845 (previously 1072190, formed 1998)

Registered Address:
51 Cambridge Road, Milton, Cambridge, CB4 6AW

Trustees

Lesley Ford (Chair)
Sara Garnham (Vice Chair)
Kirsty Cooke (Secretary)
Bobby Ford
Helen Skaer
Miranda Gomperts
Sophie Evans

CEO

Sarah Crick

Independent Examiner

Lisa King – Burdett King Accountancy Ltd
8 The Hamiltons, Newmarket, CB8 0NF

Bankers

Lloyds Bank, 125 Chesterton Rd, Cambridge, CB4 3AU

Structure and Governance

The charity is governed by a constitution adopted on May 2019

The charity became a Charitable Incorporated Organisation (CIO) on 1st April 2020

Contents

- Our 2022-23 Impact Report
- Our Vision, Values and Outcomes
- Our Theory of Change
- Our Achievements & Highlights
- Our Thanks
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Other Relevant Information

Independent External Evaluation

Strategic Plan 2022-25

2022-23 IMPACT

Our skilled, experienced and trusted family workers worked 121 with families to

intensively support

177 children

in **79** families



for on average

8 months

100%

- **feel more confident in finding and getting support for themselves and their family**
- **would seek support from Red Hen in the future if needed**
- **recommend other families getting support from Red Hen**

96%

- confidence in parenting their children is better, or much better
- feel less isolated and have more links in their community
- feel more able to cope when/if things go wrong



* every comment from 2022-23 parent feedback

Really Good

Excellent

Wonderful

Really good and would love to have continued if we didn't move

Amazing

Very good, they are very friendly and helpful

Really Good

Brilliant - 10 out of 10

Excellent! My family worker makes meetings fun and enjoyable

Perfect

Amazing!

Delightful

Wonderful

Brilliant

Good

Would have been lost without it, so 100% wonderful

Very supportive to me any my family

Excellent. Very clear about what was doable, happy to roll up sleeves and help with specific things I needed

Very good

Amazing, my family worker is very helpful, kind, patient and friendly person. I also trusted her with my problems and never felt judged.

Brilliant

My worker helped me and supported me and my daughters in a very difficult time (lost father and husband)

Exceptional

Our four drop-ins across CB4 provided

116 drop-in sessions **232** hours of support

1162 individual visits to drop-in

18 volunteers delivered **275** hours of support

we have provided over **1128 support activities** through our outreach programs

parents/carers report improvement in

- **82%** behaviour at home & confidence
- **81%** attitude to school
- **77%** emotional resilience

91%

- report improvement in general confidence and wellbeing
- doing more together as a family

SCHOOLS REPORT

100% report improved relations with teachers by child and family

100% of children have **improved**

- confidence
- attendance & punctuality
- emotional & physical wellbeing

How Red Hen has helped...

...has helped changed our family into a positive family who are all happy and content now. I felt very lost and unsure what to do before her help.

Gave me the confidence to admit I am in an abusive and destructive relationship

[My family worker] helped with a number of things within our family, we completed the parenting course together, took part in a few activities, she helped me gain confidence to go for a job I'd of never even applied for before & the main point I want to make is she was there for us as someone to talk to which we appreciate so much!

Help with school problems - Help us manage our money

Helped me resolve my problems, be more organised, better educated, more productive, motivated and confident

[My Red Hen famuily worker] has helped us so much, not only with emotional and parenting support, but with financial too. She was able to get funding for a few things we were struggling with, including a bed for our daughter when hers broke and we couldn't afford a new one, and Red Hen has also funded some dance classes for her, which has really boosted her confidence... .Without [her] and Red Hen, this last year or two, would have been a whole different world for us. We were at breaking point, and the wonderful [family worker] stepped in and fixed the broken pieces, renewed our confidence as parents, and got us back on track with life in general. So many positive changes have happened, and we are forever grateful for the kindness and support we've received.
We're looking forward to volunteering our time to Red Hen too, to give back to a fantastic team of people, making a huge difference to Cambridge families! Thank you all, so very much.

She helped me discover new ways to help my son with his daily struggles and make his days a lot more structured

Supported me where needed, gave me confidence to handle things the right way, gave me hope. I am now in a much better place and feel a lot happier in myself

Our school partners...

This was a complex case with multiple intrinsic layers.
[Red Hen] worked successfully in building the relationship with the family. A referral was made to Young carers.....and a project worker has visited him in school. Both [children] attended after-school clubs - liaising with another parent to bring the boys home after clubs. {Stepfather} has been attending the Red Hen Raising Children Course, which has been a huge step forward. {Mother} enjoyed the visits; she is progressing at her own pace. [She] is aware that she can call/text any time if she needs further advice/support. Thank You for all the work with this family.

[Red Hen] supported this family with managing children's behaviours, rewards and toileting issues. [The family worker] worked really hard at gaining [mother's] trust and worked hard to support her accessing MH support..... [Red Hen]'s support with this family has been invaluable, as [mum's] relationship with school had broken down.
Through Red Hen's support, [her] self-esteem and self-confidence grew. This resulted in her feeling empowered and enabled her to make a huge decision for herself and her children.
We are very thankful that Red Hen built up this supportive, trusting relationship with this family, as it has literally been life-changing for them! Thank you!

Our Vision, Mission, Values and Outcomes

OUR VISION

A welcoming community where **families are supported and empowered to raise happy, healthy and independent children** who grow up to fulfil their lives and engage fully with society.

To achieve this vision, we support children aged 3-11, their families and communities in North Cambridge, **focusing** our attention on those **experiencing challenges** in their lives. We **promote** and **enable positive**, **confident parenting** and **cooperative relationships** between **schools** and **families**.

OUR VALUES

- We are **non-judgemental** and **respectful**
- We are **committed** for the **long term**
- We **value** our local **community**
- We are **kind** and **trustworthy**

For **children** and their **families,** this means we:

- are **warm** and **welcoming**
- don't judge and are **honest**
- **empower**, and help families **connect**
- stay with families **as long as needed**

For our local **communities** and **partners,** this means we:

- work in **partnership**
- are **honest** about what we can and can't do
- **value** and **protect** the **assets** in our communities

For our **staff** and **volunteers,** this means we:

- **listen** to one another and **share** ideas
- **value** teamwork and **invest** in our team
- are **inclusive** and strive for **diversity**
- **collaborate** within and outside the Red Hen Project

OUR SHORT & LONG TERM OUTCOMES

Children affected by poor wellbeing and engagement with learning and school, are **happier**, more **confident** and have **better wellbeing**. This, in turn, creates increased **emotional resilience** and **better mental health,** and **improved school attendance** and **engagement with education**

Families affected by poverty, stressed family relationships, isolation, and poor access to opportunities have **improved family relationships**, feel **less isolated**, access more **opportunities** and **resources** and are better **linked** to and **able to seek help**. This, in turn, leads to **fewer crises** and families receiving the **right support** - including meeting additional needs. **Family life is better.**

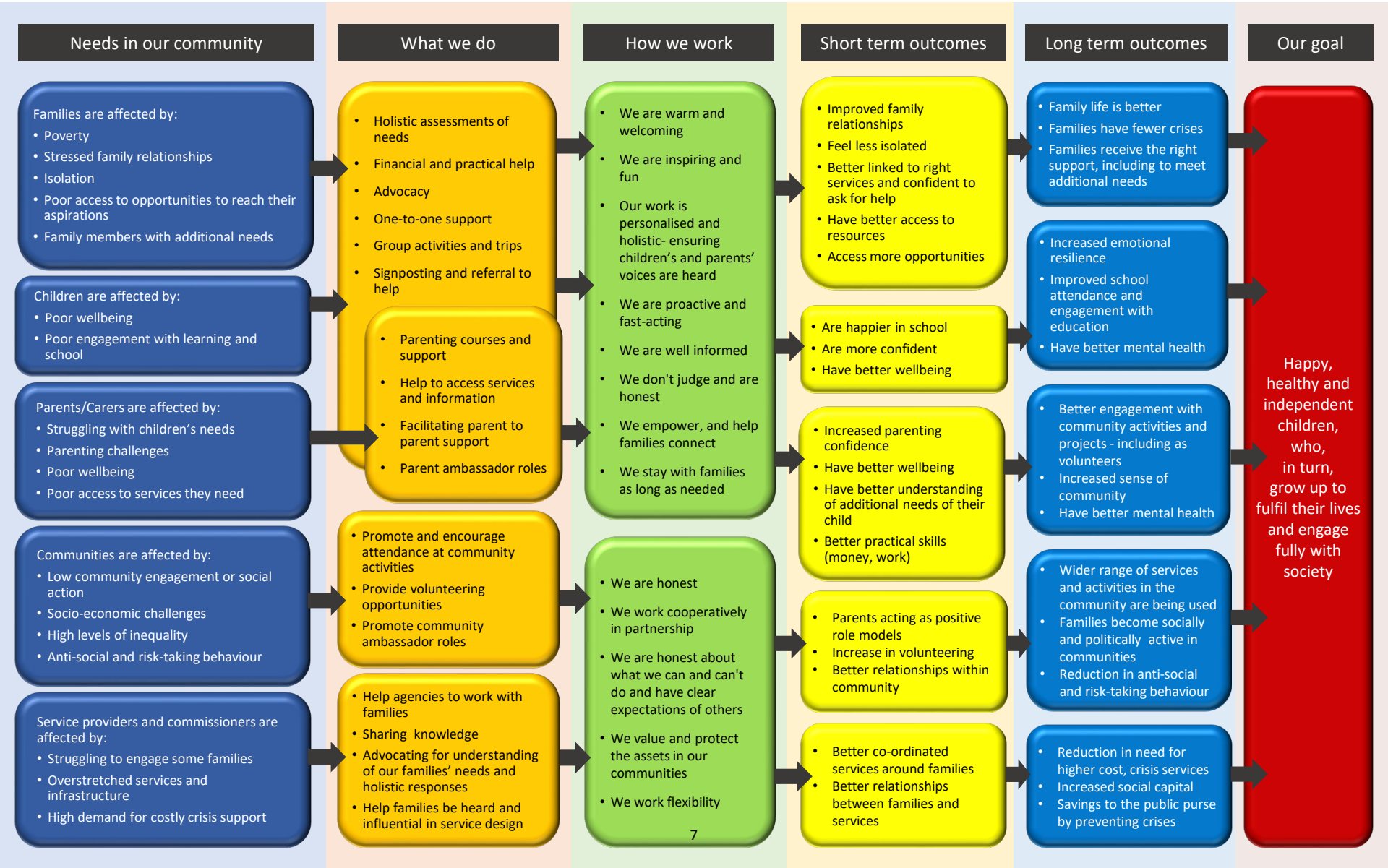
Parents who are struggling with children's needs, parenting challenges, poor wellbeing, and poor access to services have **increased parenting confidence** and a better understanding of the additional needs of their child(ren), better **wellbeing** and practical **skills** (work, money etc). This, in turn, creates an **increased sense of community** and **engagement** with it and improves **mental health.**

Communities affected by low inequality and socio-economic challenges see parents acting as positive **role models**, an increase in **volunteering** and **better relationships** within the community. This, in turn, creates an increase in **engagement**, families becoming **socially** and **politically active** and a **reduction** in **anti-social and risk-taking** behaviour

Overstretched **services and infrastructure** that struggle to engage some families and with high demand for costly crisis support see better so-ordinated services around families and relationships between families and services. This, in turn, leads to increased social capital and savings to the public purse by prevention of crises.

Our Theory of Change

THE RED HEN PROJECT



Our Achievements and Highlights

Our work and reach

Life for the children and families we support is challenging. 2022-23 saw a need in our community grow in both quantity and complexity, with a multitude of varied and often interlinked issues impacting lives. Red Hen has been at the coal face and working alongside families as the true impact of the pandemic lockdowns emerged, and the following cost of living crisis hit.

177 children in 79 families received long-term casework support from a Red Hen family worker for on average 8 months during this year.

This year has seen the average length of time we work intensively with a family rise to, on average, eight months. This is a local reflection of the increase we see nationally in the poor mental health of both parents and children, the financial challenges families face and domestic abuse. It also is a symptom of the reduced services and long waiting lists for more specialised support of all kinds, including mental health, social care, and diagnosis of additional needs. We also see long waits for appropriate housing impacting the mental health of families.

We have been able to give our family workers time to support families to tackle the underlying causes of issues and make real, lasting change. Having this time is also critical for our team, preventing the low morale and burnout we often see in other services in what can be a very emotionally draining job.

Alongside this intensive support, we have delivered 1128 separate outreach support interventions.

Complementing the intensive support, our outreach program encompasses wide-ranging activities that lead to positive indicators towards the outcomes that underpin Red Hen's impact. For example, help and advice with a particular parenting issue, attending a well-being drop-in, provision of a fuel grant or referral to the food bank, completing our parenting courses, or a place on a summer trip for their family.

Our four weekly drop-ins across North Cambridge provided 232 hours of group support, receiving 1162 individual visits. Our volunteering program meant 18 individuals donating 275 hours to support these groups.

In these groups, we have built community resilience by introducing families to one another and to other services and community groups, all in the 'safety' of an environment where they feel comfortable.

This 'wrap-around' outreach support is particularly effective in unearthing unmet needs, connecting families we are working with intensively to their community, and continuing support as families move to independence. Knowing that should a problem re-emerge Red Hen is on the end of the phone, or that they can call into one of our four groups running across the week, prevents an issue from escalating into a full-blown crisis.

Our Reputation in our Community

Our community has a long history with Red Hen and the trust they have in us is well-established. We are now working with parents who received support as children. This community memory means we are held in high regard locally by residents who know we are committed, which leads to high levels of engagement. We often find people willing to work with us when they have refused statutory offers of help. We use this strength to reach those most in need.

Our Team

Our outstanding staff team of exceptional individuals continue to demonstrate the values and ethos created and embedded into the organisation's DNA over 25 years.

During 2022-23, our team of committed, highly skilled and experienced family workers - Maria David, Theresa Quarmby and Gemma Pavitt, and project worker Vicky Waterton worked under the superb guidance of Rachel Bennett, who brings immeasurable experience and care to the oversight of the delivery of our services.

Working alongside the core delivery team, the invaluable Jen Rutter has supported us in multiple areas, including coordinating our volunteer program, developing our budget cookery project and supporting our fundraising efforts. Kathy Skill shares her experience by regularly supporting our drop-in groups.

Going above and beyond to help children and their families with kindness and passion throughout the year, our team ensure families are treated with dignity and compassion whilst building their confidence and supporting them to independence.

Our Partnerships, Collaborations and Networks

We thank our partner referrers including schools' heads, teachers and broader staff, especially during these challenging times. As our year came to a close, new referrer Hundred Houses joined and we look forward to working with them over the coming year.

During recent work writing our strategic plan, outside of these partners we logged over 70 other organisations that we work with to deliver our services – these include:

Abbey People, ABC Life Support, Arbury Carnival, Arbury Community Centre, Beesom, Blue Smile, Cambridge Acorn Project, Cambridge Aid, Cambridge Citizen's Advice Bureau, Cambridge City Council, Cambridge City Foodbank, Cambridge Community Nursing Trust, Cambridge Food Poverty Alliance, Cambridge Housing Society (CHS), Cambridge Re-Use, Cambridge Student Community Action, Cambridge Sustainable Food, Cambs Youth Panel, CAP, Centre33, Chesterton Methodist Church, Church of the Good Shepherd, Cogwheel, Corkscrew Theatre, CPLS Mind, Football Fun Factory, Free Cakes for Kids, FullScope,GrowKids, HomeStart Cambridge, Illuminate, Kettle's Yard, King's Hedges Family Support Project, Meadows Children & Family Wing, North Cambridge Community Partnership, Orchard Park Community Centre, Orchard Park Community Council, Pinpoint, Romsey Mill, The Junction, The Library Presents, The Rudd Centre, Sharing Parenting, Spectrum, WEA, Winter Comfort

New, more efficient ways of working introduced during the pandemic have enabled us to become more involved and actively participate in more networks across the city and the council. We are active members of the Food Poverty Alliance, Cambridge Mental Health Network, Cambridge City and South Charities Network, GET Group (Guidance Education and Training), and the Financial Resilience Network.

Alongside our partnerships and collaborations, membership of these groups enables us to access help and advice, share our experience and best practices, and work together to create solutions to issues facing our community and partnerships to address challenges.

Our Strategic Plan 2022-25

Changes to our governance structure in the two years following Sarah Crick taking over leadership of The Red Hen Project in mid-2018 mean trustees now have our beneficiaries and our community as our priority. As a result of the changes, we have greater confidence in our expertise, role, and value to schools, the community, and the broader 'system'.

Our strategic plan was launched at our last AGM, and during the year we have started delivering on its seven aims to:

- **protect and strengthen what we do best -** articulating our offer clearly, mapping out and protecting our capacity and nurturing partnerships
- **reach out to new children and families -** working to welcome new and diverse referrals and ensuring we continue to develop strong relationships with schools
- **have resilient, measured growth -** ensuring we have complete clarity about the costs of our work and raising funds strategically from a diverse income base
- **find ourselves a physical home in our community –** a fit-for-purpose space to engage with families
- **improve how we demonstrate and communicate our impact -** reviewing how we gather, analyse, use and share information about our impact
- **continue to invest in our staff and volunteers -** ensuring we have the sufficient staff capacity to deliver on this plan, including in “core” roles, and investing in our board of trustees
- **improve our external communications to raise our profile -** ensuring we are sharing the right information with the right people, especially about the impact and value of what we do

In the coming year, our 25th, we look forward to the charity serving more children and families in our communities with these aims guiding our direction.

Our Thanks

Cambridge remains a city of two halves and we have worked hard over the past year to tap into the affluence and generosity of the wider community and businesses surrounding the wards in which we operate. We no longer rely on one funding source and instead continue diversifying our funding streams to seek sustainable support for the future.

Thanks to grant funding from Awards for All, Cambridge City Council, Cambridge County Council, Fore Trust and Reach Community Solar Farm.

We thank the organisations and individuals who have donated their resources, expertise, time and energy, and in many cases, also funds. Your belief in what we do and the help you give remain crucial to our survival.

Our finance report outlines thanks to our supporters, fundraisers and donors, too many to mention individually, and many of you have requested anonymity. Alongside generous individuals, these include:

Local groups and organisations such as Cambridge Rugby Club, City & University of Cambridge Masonic Charitable Trust, Clare College, Kings College School PTA, St John's Church – Orchard Park

Businesses such as Beam Group, Johh Lewis, Mathworks, Mills & Reeve, Savills and TNS.

Particular thanks to the following special friends

- The **Bradfield Centre** for gifting us membership of their co-working space
- Neil Bharadwa and the incredible customers of **Cambridge Fruit Company**
- **Cambridge Bikers** Christmas Toy Run for their donations of Christmas presents
- **Hilary Duncan**, our incredible volunteer who supports our budget cookery program
- Local software company **Elica** for both their kind donations and our own office space at their base in Histon
- **Penny Heath** for choosing to support us through her incredible fundraising efforts
- **Jesus College** for their partnership, including the use of their grounds for events

Huge gratitude goes to our growing family of regular donors who provide a critical backbone of support for the charity, enabling us to plan ahead and build our capabilities and services to meet the needs of more children.

Governance

Charitable Objects

The **charitable objects** of the charity as set out in our new Constitution, are

To advance the education and development of children and their parents/carers in North Cambridge by providing support, activities and services designed to

- develop the capabilities, competencies, skills and understanding of parents/carers
- support children and families facing emotional and behavioural challenges
- reduce the number of children and families with emotional and behavioural challenges
- improve school attendance and educational performance
- increase empowerment and participation of hard-to-reach families
- improve social integration, access, and participation in the community

Powers and delegations

The Board of Trustees holds all the charity's powers and authorities. It is ultimately responsible for the charity's overall control and strategic direction and protection of its assets. Day-to-day running of the charity is the responsibility of the CEO, Sarah Crick.

The Trustees of the charity are appointed by the Board and are representative of our community, our families, and our schools, and they met four times during 2022-23. Trustees are re-elected annually at the AGM unless they choose not to stand for re-election. Our quorum is two, or the number nearest to a third of the total trustees, whichever is greatest. The names of Trustees served during the year are listed on page 2.

New Trustees attend an initial meeting where they are provided with a full report on the charity's activities and their roles and responsibilities as Trustees. Trustees are encouraged to call meetings of Trustees whenever they feel it is necessary to discuss any issues that arise. Ongoing training is available as needed.

Statement of responsibilities of the Trustees

Red Hen's Trustees are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and regulations. The Trustees review and agree financial statements for each financial year which give a true and fair view of the state of the affairs of the charity.

The Trustees are responsible for ensuring the employees of the charity maintain proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charity Commission's requirements.

The Trustees are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

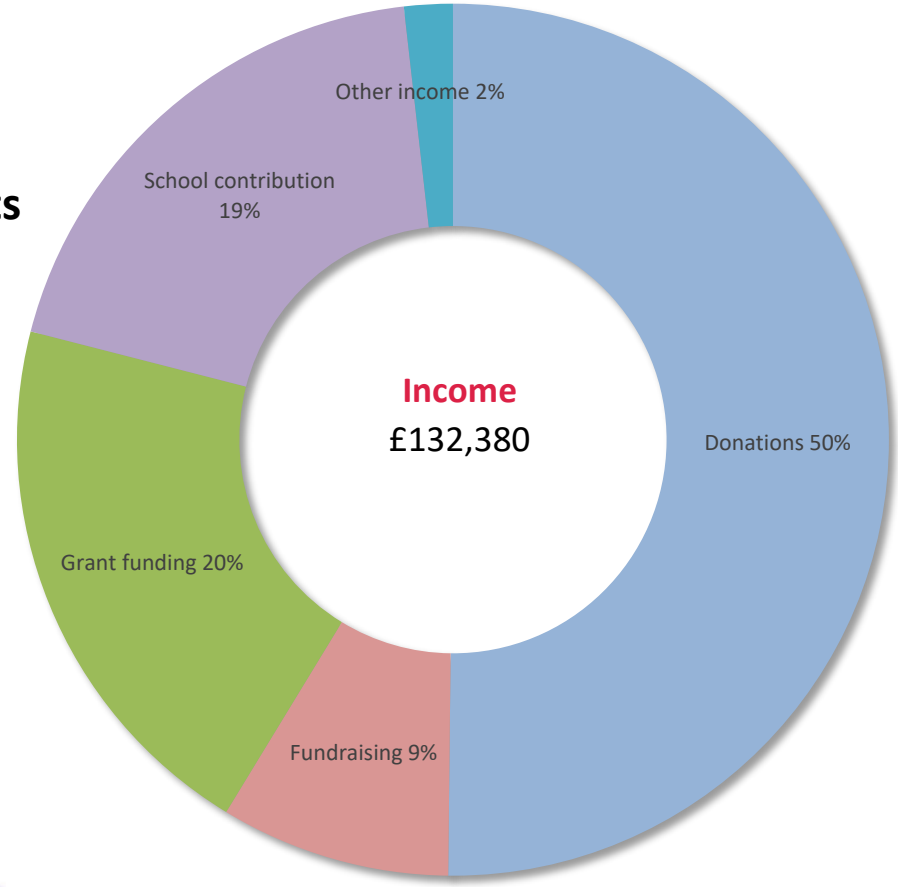
Statement of Public Benefit

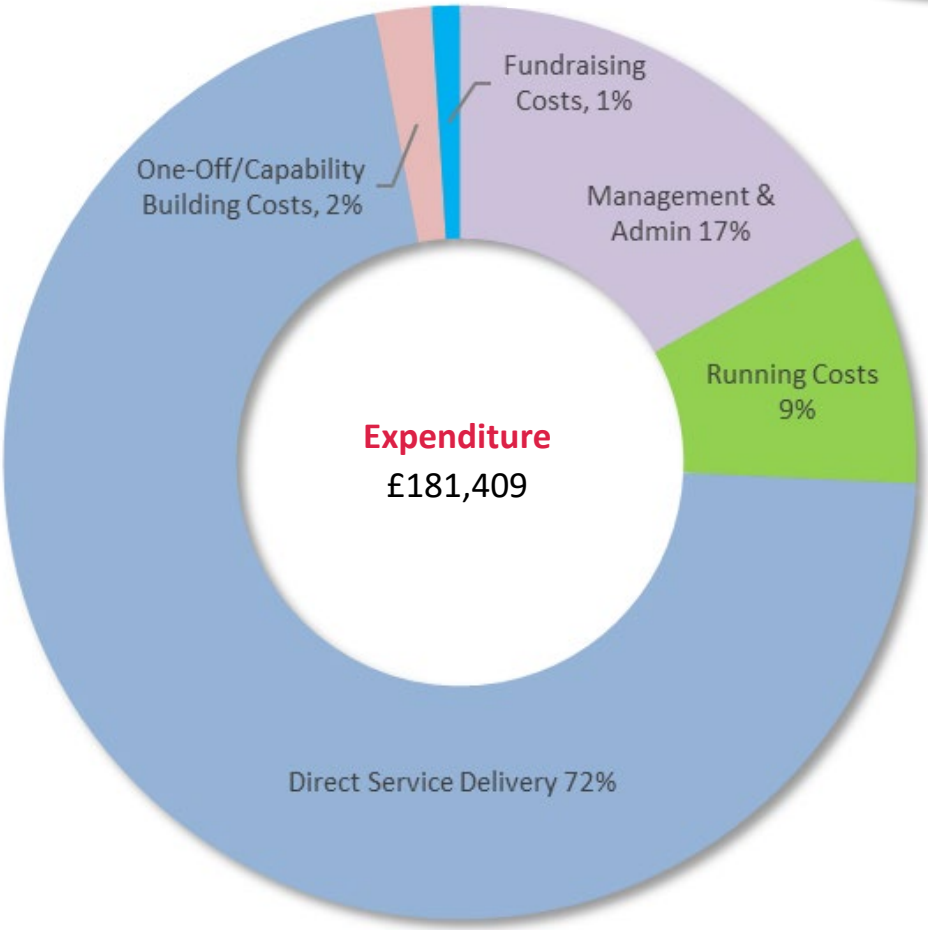
The Trustees confirm that they have complied with the duty in the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit, 'Charities and Public Benefit'. That guidance addresses the need for all charities' aims to be demonstrably for the public benefit.

The Red Hen Project addresses its objectives by providing early intervention in the form of intensive family work, complemented by a range of outreach support designed to support children and families on their journey to independence. This report highlights the achievements of this work over the year.

We aim to help children and families experiencing challenges and disadvantages in our community. No person is excluded on the grounds of race, religion, gender, sexual orientation or social position.

Finance Report & 2022/23 Annual Accounts





For 2022/23 we budgeted a deficit and planned to use designated reserves to support our projects. We finished the year more than £17,500 better than planned. The brought forward balance for 2021/22 was £160,858 and we ended 2022/23 with a surplus balance of £115,828.

Accounts for the financial year ended 31 March 2023 are available for inspection.

Budget 2022/23

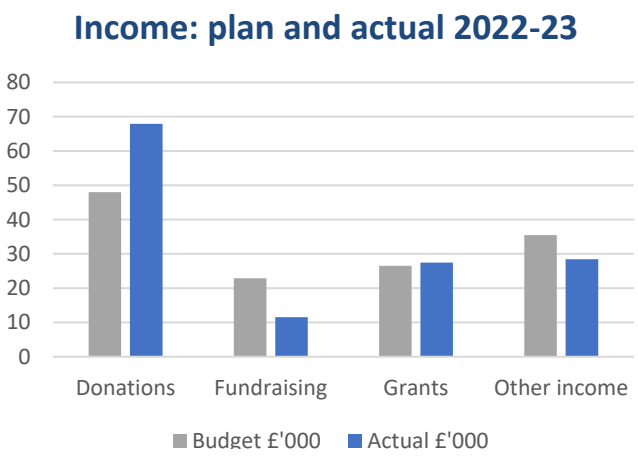
Income	£132,900
Expenditure	(£196,684)
We set an in-year deficit budget of	**(£63,784)**
With the carry forward from 2021/22, we set an overall surplus to be carried forward as of 31 March 2023 of	**£97,074**

Year-end position

Income	£132,380
Expenditure	(£181,409)
The in-year deficit was	**(£46,030)**
With the 2021/22 carry forward, we ended the year with an overall balance to be carried forward as of 31 March 2023 of	**£115,828**

As part of the detail provided within the financial statements, we have shown the brought-forward balances as unrestricted and restricted. The movement between unrestricted and designated funds is in line with the updated designated funds policy (see further details below).

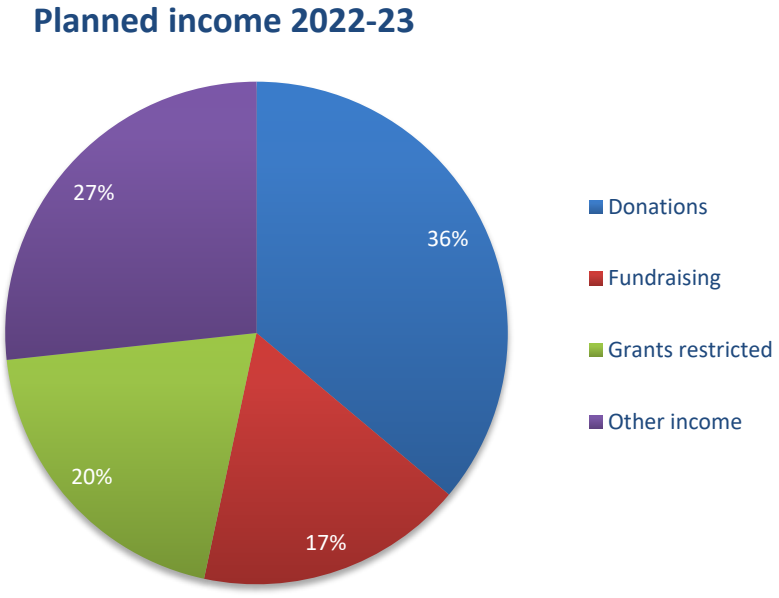
Performance

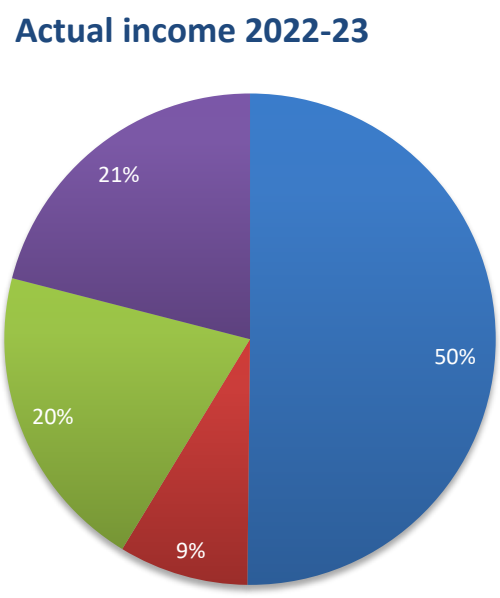


During 2022-23 our income was almost as budgeted, and an increase in donations offset any lower amounts raised by other means.

Our drive to diversify our income streams is well underway with a range of sources with more than 50% of these unrestricted.

Many thanks to those who granted and donated funds so generously; please see the end of the report for more details. This income meant we were able to continue to provide support to families experiencing complex challenges.





Funding

Grant funders

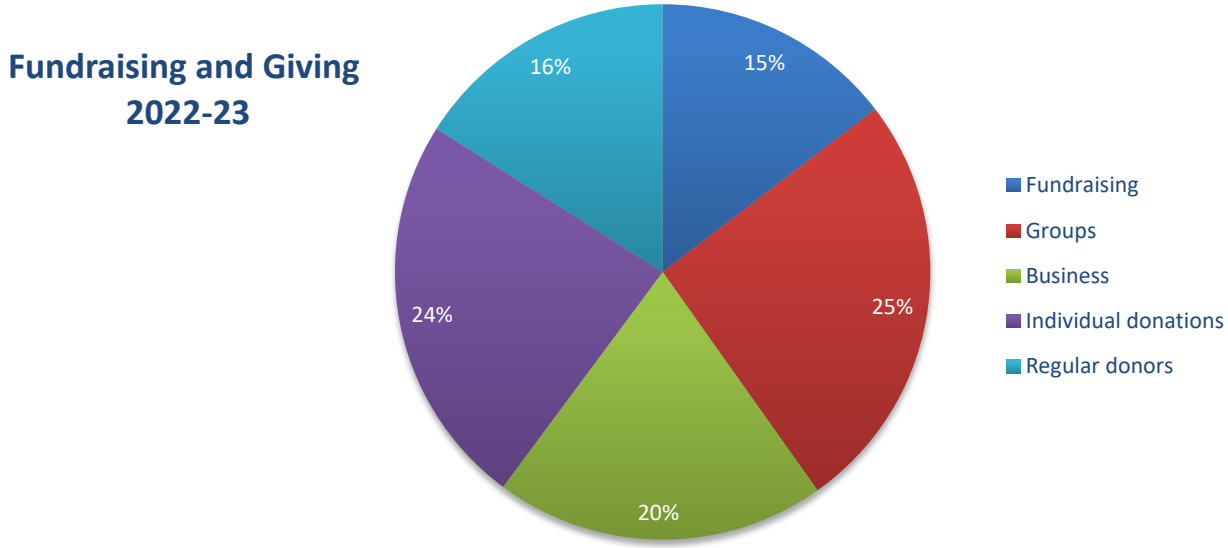
Until April 2022, The Big Lottery funded our work through two four-year Reaching Communities grants. We are grateful to have received support this year from several other funders, including Cambridge City Council, Cambridgeshire County Council and The Fore Trust.

Fundraising, group giving and individual donors

This financial year has seen continued support with over £20,000 in donations from groups and organisations including Cambridge Rugby Club, local Masonic groups, Clare College, King's College School PTA, Reach Community Solar Farm, St John's Church Orchard Park, and many others.

We received more than £31,500 from individual supporters, £12,500 of this was from supporters giving regularly. These funds have been crucial to allowing us to fill the gap left by the Lottery funding and has enabled us to embark on numerous initiatives that have aided children and families in the community through a particularly challenging time.

A range of fundraising activities have taken place, from those with our active involvement and unexpected gifts from others undertaking activities independently. This included our team running the Cambridge Half Marathon, The Haymakers Pub charity day, and both the Accord and Cambridge New Singers choirs.



Business engagement

Our partnerships with Cambridge Fruit Company and Elica remain strong, plus we have a new partnership with The Bradfield Centre on the Science Park, which gives us membership of their co-working space pro-bono. For the second year running, MathWorks has shown us incredible kindness over the Christmas period, providing us with the space to process our Christmas present donations as well as raising funds. We have had significant support from Savills, Mills & Reeve, Arnold Clarke and John Lewis, as well as funds from Asda, Dyslexia Box, Kiss Communications and Create Signs.

School contributions

Our schools continue to face huge pressures on their budgets, but in recognition of the value of our work and the funding constraints we face as a charity, our schools have continued contributing towards the costs of the service they receive. In fact, our newest school have had such a positive experience they have increased their spending on intensive casework services with us from three to eight families at any one time.

Grants for individuals

We continue to apply for and distribute funds to individual families experiencing hardship. We are particularly grateful to Cambridge Aid, along with Cambridge Community Nursing Trust and Radley Charitable Trust.

Expenditure

This year's expenditure has been broadly on track with an underspend of 8% as a result of a number of factors. Undertaking the process of choosing and appointing an external bookkeeping service took longer than expected and this played a significant part in this underspend. In addition, we have changed our premises rental payment to monthly rather than a lump sum pre-payment. All other variances for expenditure are relatively small and largely as budgeted.

We have retained one of the two part-time family workers used for last year's Innovate Project and the part-time project worker to continue our focus on our poverty relief work and to support the growth in the number of our drop-in groups from one to four.

Reserves and designated funds

Purpose

The Red Hen Project holds reserves to ensure the continuation of its services to meet its charitable aims and objectives as well as to meet financial commitments of unforeseen events. These funds are split between reserves and designated funds.

Reserves

The Charity aims to hold a sufficient level of reserves to cover the operating costs of a 3-month period in the event of a significant reduction in income. This would allow for family casework to be completed or passed on to appropriate support. These reserves can also be used for unexpected emergencies or unforeseen significant increases in operational expenditure.

The reserves provide the project with adequate financial stability and the means for it to meet its charitable objectives for the foreseeable future.

Designated funds

Designated funds are unrestricted funds that have been earmarked for a specific purpose. The Board of Trustees has approved a designated funds policy. The policy has several areas identified by the Trustees as exciting opportunities for the future growth of the Charity's work. These can be found in note 8 in the annual accounts.

The Red Hen Project's reserves and target designated funds position as of 31st March 2023 is as follows:

Restricted funds:		£2,514
Unrestricted funds:	- Reserves	£65,860
	- Designated Funds:	
	- Core Family Work	£3,428
	- Poverty Relief Project	£9,000
	- Transformational Funds	£29,000
	- Premises Fund	£5,000
	- General Funds	£1,027
Total funds		**£115,828**

Governance

As the Charity has evolved, it has also improved its governance arrangements. The Finance and Risk Sub-Committee reviews the Charity's financial performance, strategy, and risk profile on a quarterly basis.

As the Charity has evolved, so has the complexity of the finances; this continues to be reflected in the financial statements within this report and in future annual accounts.

As a result of the increased complexity and our desire to provide a more detailed picture of both income and expenses in real-time, we have moved from cash to accrual-based accounting.

THE RED HEN PROJECT

The Red Hen Project
51 Cambridge Road
Milton
CAMBRIDGE
CB24 6AW

Lisa King
Burdett King Accountancy Limited
8 The Hamiltons
Newmarket
CB8 0NF

26 May 2023

Dear Lisa

Letter of representation

The following representations are made on the basis of enquiries of management and staff with relevant knowledge and experience such as we consider necessary in connection with your report on the charity's financial statements for the year ended 31 March 2023. These enquiries have included inspection of supporting documentation where appropriate. All representations are made to the best of our knowledge and belief.

GENERAL

1. We acknowledge that the work performed by you is substantially less in scope than an audit performed in accordance with International Standards on Auditing (UK and Ireland) and that you do not express an audit opinion.
2. We confirm that the charity was entitled to exemption under section 144 of the Charities Act the requirement to have its financial statements for the financial year ended 31 March 2023 audited.
3. We have fulfilled our responsibilities as trustees as set out in the terms of your engagement letter dated Charities Act 2011, for preparing financial statements in accordance with applicable law and United Kingdom Accounting Standards (UK Generally Accepted Accounting Practice), for being satisfied that they give a true and fair view.
4. All the transactions undertaken by the charity have been properly reflected and recorded in the accounting records.
5. All the accounting records and related financial information, including minutes of all management and trustee meetings and correspondence with The Charity Commission have been made available to you for the purpose of your work.

LOANS AND ARRANGEMENTS

6. The charity has not granted any advances or credits to, or made guarantees on behalf of, trustee other than those disclosed in the financial statements.

LEGAL CLAIMS

7. We have disclosed to you all claims in connection with litigation that have been, or are expected to be, received and such matters, as appropriate, have been properly accounted for and disclosed as applicable in the financial statements.

LAWS AND REGULATIONS

8 We have disclosed to you all known instances of non-compliance or suspected non-compliance with laws and regulations whose effects should be considered when preparing the financial statements.

RELATED PARTIES

9 Related party relationships and transactions have been appropriately accounted for and disclosed as applicable in the financial statements. We have disclosed to you all relevant information concerning such relationships and transactions and are not aware of any other matters which require disclosure in order to comply with the requirements of charity law or accounting standards.

SUBSEQUENT EVENTS

10 All events subsequent to the date of the financial statements which require adjustment or disclosure have been properly accounted for and disclosed as applicable.

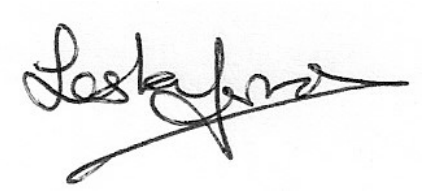
GOING CONCERN

11 We believe that the charity's financial statements should be prepared on a going concern basis on the grounds that current and future sources of funding or support will be more than adequate for the charity's needs. We have considered a period of twelve months from the date of approval of the financial statements. We believe that no further disclosures relating to the charity's ability to continue as a going concern need to me made in the financial statements.

GRANTS AND DONATIONS

12 All grants, donations and other income, the receipt of which is subject to specific terms or conditions, have been notified to you. There have been no breaches of terms or conditions in the application of such income.

As minuted by the trustees at their meeting of 25 May 2023.



Lesley Ford, Chair of Trustees

Independent Examiner's Report to the Trustees of The Red Hen Project

I report on the accounts of the charity for the year ended 31 March 2023.

Respective responsibilities of trustees and examiner

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

It is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the general directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a "true and fair view" and the report is limited to those matters set out in the statement below.

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

1 which gives me reasonable cause to believe that, in any material respect, the requirements:

- to keep accounting records in accordance with section 130 of the 2011 Act; and
- to prepare accounts which accord with the accounting records and comply with the accounting requirements of the 2011 Act

have not been met; or

2 to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



Lisa King

Burdett King Accountancy Limited
8 The Hamiltons, Newmarket. CB8 0NF
Tel: 07825 317323 Email: lisa@burdettkingaccountancy.co.uk

Burdett King Accountancy Limited is registered in England and Wales, company registration number 8571664.
Registered Office: 8 The Hamiltons, Newmarket. CB8 0NF. Registered with the Chartered Association of Certified Accountants.

THE RED HEN PROJECT

CHARITY No: 1183845
Year ended : 31 March 2023

RECEIPTS AND PAYMENTS ACCOUNT

	Notes	2023 Unrestricted Funds £	2023 Restricted Funds £	2023 **Total Funds £**	2022 Total Funds £
RECEIPTS					
Donations	2.	62,684	5,242	**67,925**	54,897
Fundraising		9,742	1,809	**11,551**	7,920
Grant funding					
- Lottery				-	79,930
- Innovate				-	37,337
- Other	3.		27,467	**27,467**	22,600
Grants for individuals	4.		2,279	**2,279**	7,147
Interest received		157		**157**	8
School contributions			26,000	**26,000**	20,491
Other income				-	1,906
		72,583	62,797	**135,380**	232,236
PAYMENTS					
Allocated individual grants	4.	20	3,818	**3,838**	5,440
Clinical supervision				-	1,152
Consultancy fees		3,974			11,311
Drop in groups & courses		2,422	485	**2,908**	2,861
Family work resources		333		**333**	544
Family workers		50,521	37,522	**88,043**	92,098
Project spends	5.	2,672	4,545	**7,217**	14,396
Project workers		8,788	14,258	**23,045**	25,786
Room hire		1,980	2,185	**4,165**	3,750
Telephones		1,276		**1,276**	1,676
Travel & subsistence		2,353	166	**2,519**	2,352
Fundraising costs		1,066		**1,066**	2,642
Insurance & compliance		447	96	**544**	1,404
IT, office equipment		286		**286**	1,478
Marketing costs				-	3,645
Memberships & subscriptions		3,812		**3,812**	3,231
Governance & Sundry Expenses		370		**370**	268
Premises	6.	1,725	200	**1,925**	5,345
Professional Fees		7,300		**7,300**	1,370
Management and admin salaries		16,563	9,834	**26,397**	25,317
Stationery and postage		1,303	23	**1,327**	1,243
Training		1,065		**1,065**	1,128
		108,277	73,133	**181,409**	208,437
Surplus/(deficit) for the year		(35,694)	(10,336)	**(46,030)**	23,799
Accumulated reserves brought forward		160,316	1,542	**161,858**	138,059
Transfers between funds		(11,307)	11,307	-	-
Accumulated reserves carried forward		**113,315**	**2,513**	**115,828**	161,858

BALANCE SHEET

		2023 £	2022 £
Fixed assets		**999**	-
Treasurer's account		**45,249**	83,107
Business account		**82,956**	82,649
Petty Cash		**157**	129
Debtors		**29,832**	1,528
Outstanding invoices		**(3,320)**	(267)
Payroll / pension / PAYE/NI		**(2,213)**	(5,288)
Deferred Income	7.	**(37,833)**	-
		115,828	161,858

THE RED HEN PROJECT
CHARITY No: 1183845
Year ended : 31 March 2023

Notes

1. Accounting policies

(a) Basis of preparation and assessment of going concern

The accounts (financial statements) have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts. The financial statements have been prepared in accordance with the second edition of the Charities Statement of Recommended Practice issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011.

The charity constitutes a public benefit entity as defined by FRS 102.

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

(b) Funds structure

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by the donor or trust deed.

Unrestricted income funds comprise those funds which the trustees are free to use for any purpose in furtherance of the charitable objects. Unrestricted funds include designated funds where the trustees, at their discretion, have created a fund for a specific purpose.

(c) Income recognition

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably. Donations, are recognised when the Charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that those conditions will be fulfilled in the reporting period. Legacy gifts are recognised on a case by case basis following the granting of probate when the administrator/executor for the estate has communicated in writing both the amount and settlement date. In the event that the gift is in the form of an asset other than cash or a financial asset traded on a recognised stock exchange, recognition is subject to the value of the gift being reliably measurable with a degree of reasonable accuracy and the title to the asset having been transferred to the charity.

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon

2. Donations

	Unrestricted Funds £	Restricted Funds £	**2023 Total Funds £**	2022 Total Funds £
Arnold Clarke		1,000	**1,000**	
Cambridge Rugby Club	4,423		**4,423**	
Clare College	2,000		**2,000**	
Haymakers	752		**752**	
John Lewis		1,000	**1,000**	
Kings College School PTA	2,115		**2,115**	
KISS Communications	1,000		**1,000**	
Mills & Reeve	3,000		**3,000**	
City & University of Cambridge Masonic Charitable Trust	3,000		**3,000**	
Reach Community Solar Farm	1,334		**1,334**	
St John's Church	1,000		**1,000**	
Annoymous, regular and less than £1000	44,060	3,242	**47,301**	
	62,684	5,242	**67,925**	54,897

3. Grants

		2023	2022
		£	£
Awards for All (New Schools)		-	10,000
Cambridge City Council - Area Grant (Summer Trips)		**5,000**	4,500
Cambridge City Council - Community Grant (Poverty)		**5,000**	5,000
Cambridgeshire County Council Public Health (Drop-In support)		**20,000**	-
- Deferred to 23/24		**(18,333)**	-
Cambridge Skills (Club Cook)		**800**	-
The Fore Trust		**15,000**	-
Groundworks		-	-
- One Stop	*11*	-	2,000
- Tesco		-	1,000
Other		-	100
		27,467	22,600

4. Grants for individuals We applied and received funds for individual families from the following grant-giving organisations during the year.

	2023	2022
	£	£
Cambridge Aid	**2,000**	2,120
Cambridge City Council - Food and Fuel Poverty	-	1,500
Cambridge Community Nursing Trust	**90**	1,177
The Ley's - Extra Cirricular Fund	-	1,000
South Cambs Council - Winter Grant Fund	-	800
Radley Charitable Trust	**189**	550
	2,279	7,147

5. Grant/Project Funding This is tracked income and expenditure specific to grants and/or specific project work. Projects can often be funded from a variety of sources, income categories (grants, donations, fundraising), and fund types (restricted, designated & unrestricted). Whereever possible and appropriate, income is spent in year - especially with one-year grants. Where there is a carry forward

	Opening Balances	Total Income (Grants & Donations)	Total Expenditure	(Over)/Under Balance
	£	£	£	£
Awards4All (a)	10,000	0	10,000	0
Back to School Appeal (b)	716	0	491	225
Summer Trips (c)	(418)	9,032	8,614	0
Christmas Appeal	(5)	903	898	0
Club Cook (d)	44	3,890	3,500	434
Corona Appeal	503	96	599	0
Food & Fuel Grant Fund (e)	697	0	697	0
The Fore Trust Grant	0	15,000	15,000	0
Cambridge County Council Innovate Grant	(3,642)	3,642	0	0
They Ley's Extra Curricular Fund	910	0	312	598
Lottery	132	0	132	0
Cosy Christmas - Fuel Grant Fund (f)	0	683	163	520
Poverty Relief Project (g)	0	23,258	23,258	0
Red Hen Crisis Fund (h)	(280)	817	0	537
School Holiday Food Appeal	3	0	3	0
Stella's Food Fund (i)	0	159	0	159
Talking Together Early Years Project (j)	553	0	553	0
Winter Food & Fuel (South) (k)	220	0	180	40
				2,513

(a) New School Project
(b) Part-funded by donation from Beam Group
(c) Part-funded by Cambridge City Council Area Grant and donations from Mills & Reeve and Neuro Box
(d) Part-funded by Arnold Clarke, Asda & Cambridge Skills, & Cambridge Food Poverty Alliance Fundraiser
(e) Distributed and administered for Cambridge City Council
(f) Fundraising by Mathworks
(g) Part-funded by Savills, Cambridge City Council Community Grant, City & University Masonic Charitable Trust, The Barnabus Oley Trust (Clare College), and The Haymakers
(h) Staff fundraising at Arbury Carnival
(i) Fundraising by Stella Mills
(j) Funding from Cambridgeshire County Council via Kettle's Yard
(f) Distributed and administered for South Cambridgeshire District Council

In most cases internal project deficits are not carried forward to the following year, instead the shortfall is taken from unrestricted funds, where available.

6. Premises cost

Premises costs for the YE 31 March 2022 included £3,417 for rent paid in advance for the period to 30 November 2022. This was not adjusted for as the accounts for that year were prepared on a receipts and payments basis.

7. Deferred income

	2023 £
Income received and deferred:	
Green Hat Foundation	10,000
100 Houses	9,500
Cambridgeshire County Council Public Health Drop-in Grant	18,333
Deferred income carried forward	37,833

8. Movement in funds

There has been movement in unrestricted funds in order to meet our reserves level and to support our designated funds policy. Designated funds have been put in place by the board for specific, time-limited purposes.

	at 1.4.22 **£**	**Net movement in funds** **£**	**Transfers between funds** **£**	**at 31.3.23** **£**
Unrestricted Funds				
General funds	31,316	(35,694)	5,405	**1,027**
Designated Funds				**-**
- Transformational funds	15,000		14,000	**29,000**
- Poverty relief project	20,000		(11,000)	**9,000**
- Core family work	40,000		(36,572)	**3,428**
- Future office/storage costs	5,000			**5,000**
- Reserves	49,000		16,860	**65,860**
Restricted Funds	1,542	(10,336)	11,307	**2,514**
Total Funds	161,858	(46,030)	-	**115,828**