

Honeycomb Charitable Services Limited
(A company limited by guarantee)

Trustees' Report and Financial Statements
Year Ended 31st March 2022

Charity registration number: 701376
Company registration number: 2357520

Honeycomb Charitable Services Limited (a company limited by guarantee)

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Charity Reference and Administrative Detail

Year Ended 31st March 2022

Charity registration number	701376
Company registration number	2357520
Trustees	Mr C Henry Mr K Dean Mrs V Bourne (retired March 2022)
Chief executive officer	Ms D Thompson
Secretary	Mr R Morton
Registered office	308 London Road Stoke on Trent Staffordshire ST4 5AB
Auditor	Beever and Struthers St. George's House 215-219 Chester Road Manchester M15 4JE
Bankers	NatWest Bank plc 1 Upper Market Square Hanley Stoke on Trent Staffordshire ST1 1QA

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Trustees' Annual Report

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Trustees' Annual Report

The Trustees present their report and the audited financial statements of the charity for the year ended 31st March 2022. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" (FRS 102) in preparing the annual report and financial statements of the charity.

The financial statements have been prepared in accordance with the accounting policies set out in notes to the accounts and comply with the charity's governing document, the Companies Act 2006 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (2019). On 2 April 2012, Honeycomb Charitable Services Ltd became a part of Honeycomb Group Ltd.

Trustees of the charity

The directors of the charitable company are its trustees for the purposes of charity law. The trustees who have served during the year and since the year end were as follows:

Caris Henry

Valerie Bourne (retired March 2022)

Karl Dean

The trustees have delegated the day-to-day management of the charity to the Group Chief Executive Officer.

Objectives and activities

We deliver our charitable activities through two brands:

GLOW: The heart of change: address, overcome and end domestic abuse

We are a charity on a mission to end relationship abuse, campaigning for change and providing support throughout Staffordshire and its surrounding areas.

Through a full-circle approach, Glow seeks to address the issues from every angle, ensuring that no member of the community is vulnerable to an abusive relationship.

CONCRETE - Making homelessness history

We are leading the fight to erase homelessness within Staffordshire and its surrounding areas. Through a community-led approach, we help those without a plan, without a voice and without a home, build concrete futures by tackling the underlying issues that keep people from finding and securing a home of their own.

Glow and Concrete are a part of **Honeycomb Group**, a team of social-minded brands championing happy homes in our region by providing services and support that help people across Staffordshire and its surrounding areas feel secure, connected and confident.

Our mission is breaking barriers, building people, bettering homes.

Public benefit statement

In accordance with s4 of the Charities Act 2011, we have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and planning our future activities.

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Strategic Report

AIMS AND OBJECTIVES

During the year we worked in Staffordshire (including Stoke-on-Trent), Derbyshire and Cheshire East. We engaged 8,310 (compared with 6,995 in 20/21) children, young people, adults, families and over 1164 (compared with 649 in 20/21) professionals / landlords in activities to achieve our Group aims and objectives focused on *'Breaking barriers, building people, bettering homes'*.

Many of our customers engage with us to access support because they are homeless or at risk of becoming homeless, or they are victims/survivors or perpetrators of domestic abuse. Some also face multiple and severe disadvantages with overlapping needs including substance misuse, contact with the criminal justice system, mental ill-health, or their immigration status. As a result, customers are more likely to be living in poverty, be experiencing low self-confidence, isolation, loneliness, stigma, and discrimination. All our services see and treat people as individuals - we take a trauma-informed approach to support, walking alongside our customers throughout their journey. We're breaking barriers by making sure the issues of homelessness and domestic abuse are better understood and by giving people a voice to challenge the systems that allow the inequalities to continue.

Reflecting on the last year

The challenges of the pandemic including rising inflation and debt, cost of living, fuel and food prices have increased the demand for our services. Like many charities we have struggled to recruit and retain staff (with increased competition in the labour market as demand outstrips supply) and have encountered rising costs in utility bills, maintenance, recruitment, and agency, particularly in Concrete. In some areas we've also struggled to deliver short term funded services over a fixed period due to challenges with recruitment impacting on specialist IDVA provision in Derbyshire on time. We changed our approach and have started to see improvements, so we no longer have to rely on agency staff. We have also reviewed, remodelled, and restructured services within Concrete, namely, Destination Home and our Young Persons Service to drive improvement and deliver more effective, efficient, and responsive services, while maintaining a combination of face-to-face and virtual support sessions.

In some areas, we took the difficult decision to end some services including Glow's Sunrise Recovery Centre at the end of May/June 2021 and Concrete's Pointon House service at the end of March 2022. We also reevaluated our approach to fundraising. Our ambitious fundraising strategy started just before the start of the pandemic but following the impact of COVID and the lockdown restrictions in place over the last two years we have decided to reduce and combine our fundraising efforts with existing supporters and adopted a targeted approach for new income generation, including maintaining strong relationships with existing supporters to secure fundraising donations (both financial and 'in kind' donations). Our new income generation activity has been focused on our Glow Education and Prevention projects and income for added value projects for Concrete e.g., securing funds for food and essential items for those living in hostel accommodation.

There have been some fantastic achievements this year. We have reached more people than ever before including children and young people, professionals, and landlords. We have seen an 18.8% increase in engaged customers and a 79% increase in engaged professional and landlords. The biggest increases have been within Glow's children and young people's education and prevention service, our work with perpetrators and, within both Glow and Concrete, engagement with people to raise education and awareness and deliver training. We have also seen an improvement in customer satisfaction, with an increase in satisfaction level across 7 out of 8 criteria. The most significant increase was around customer voice and people feeling they were 'able to have their say'. This is a significant achievement despite the challenges posed and demonstrates real progress against our 2021-2024 business strategy.

New funding opportunities have seen our services expand with projects in Derbyshire and Newcastle under Lyme, and we secured added value funding to increase resources and roles to help us to respond to the increased need for our services.

We have continued to see a strong political focus on the causes that matter to us.

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The Domestic Abuse Act 2021 received royal assent in April 2021, that led to an increase in funding throughout 2021/22 and into 2022/23. We have also seen signs of increased investment in domestic abuse services and see future opportunities to strengthen and build on our current services including safe accommodation, supporting more children as victims of domestic abuse, and tackling the root cause of domestic abuse by increasing our services for perpetrators.

The government's commitment to tackle homelessness and rough sleeping has resulted in a three-year funding commitment Rough Sleeper Initiative, (the Rough Sleep Initiative (RSI), Rough Sleeping Accommodation Programme (RSAP) and the Homelessness Prevention Grant). This is a positive move forward for RSI as it will hopefully mean longer term certainty for the RSI services we currently provide.

Overall, 2021/22 has been a year of significant change for our customers, staff, and the business as a whole. We have met challenges head on and have taken advantage of opportunities to achieve more with and for our customers. We continue to be inspired by the energy, creativity, and resilience of all our staff.

ACTIVITIES, ACHIEVEMENTS AND PERFORMANCE

GLOW: THE HEART OF CHANGE - TO ADDRESS, OVERCOME, AND END DOMESTIC VIOLENCE AND ABUSE

The heart of change begins with action. That's where our approach comes in. Tackling relationship abuse isn't a linear process, it takes a full-circle approach to ensure we stop it in its tracks and enable everyone to understand how to recognise and prevent it before it takes over. Our services, delivered across North Staffordshire and Derbyshire, include crisis intervention through safe accommodation and Independent Domestic Violence Advocacy (IDVA) support, to prevention activity including educating young people about healthy relationships and holding those responsible for abuse to account.

Glow received 2,361 referrals for support over the year – 23% were of non-British, 16% had a mental or physical disability, and 13% identified as LGBTQ+. In addition, the Glow team completed 602 pieces of 'short-term work', including responding to requests for information from other professionals, providing court feedback to victims, and requests for refuge spaces where a full referral has not been possible.

The referrals we received resulted in 2,141 full cases (including adult and child victims, and perpetrators). Many of the adults we supported were parents and 2,319 children were linked to these cases. A proportion of customers access more than one of Glow's services and so there were 2,017 unique customers. We reached a further 1,279 children and young people through our group programmes delivered in schools and 464 professionals benefitted from domestic abuse training sessions.

ADDRESS:

For customers experiencing abuse we quickly do everything we can to make sure they are safe and then work with them to put a plan in place to improve their wellbeing, independence, and confidence. We provide a range of safe accommodation options or keep people safe, and we provide tailored one-to-one support so that victims have the best start on their journey of recovery.

This year our key activities and achievements included:

Safe accommodation and support to remain at home - North Staffordshire

We provided 58 units of accommodation across our three refuges and community-based safe accommodation in Stoke-on-Trent, Newcastle under Lyme, and Staffordshire Moorlands. To offer good temporary accommodation and to avoid victims being placed in bed and breakfast or hotel accommodation, we added emergency, short-term bedspaces within two of our refuges.

We had 180 customers within our accommodation services (167 unique customers) and 216 children linked and safely accommodated.

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Our Stoke refuge benefits from three peer mentors, all with lived experience, who use their experience to help others. Peer mentors complement the structured support provided by our specialist domestic abuse practitioners and a matching service is used to make sure we get the right fit for our customers and peer mentors. This not only benefits customers but is a great addition to a peer mentor's CV and can be that first step into employment in an area they feel passionately about.

The Domestic Abuse Act 2021 recognises children in families who have experienced domestic abuse, as victims in their own right. We have been fortunate to receive continued funding via BBC Children in Need and the local authorities across North Staffordshire to continue with our dedicated tailored support to 75 children – a 53% increase on last year.

BBC Children in Need funded our 'Opening Doors Project', a support and advocacy project dedicated to Children and Young Persons (CYP) 0-18 years suffering from the trauma of domestic abuse with recognition of children as victims in their own right. We have run 49 group sessions to help recovery and build resilience for children living in refuge, run sensory hours for children under three, and offered childcare support so that parents can attend counselling appointments and complete the Freedom Programme.

We have supported parents applying for their children's school places and delivered one-to-one support for children to talk about their experiences when living with domestic abuse.

32 children in our Staffordshire Moorlands refuge were provided with a range of activities including:

- Trips to Alton Towers, the circus, and the cinema
- 'Rent a beast' visit to refuge
- 14 Saturday afternoon family time sessions for mums and their children to try new crafts, activities etc. and the opportunity to play with other children
- Christmas gifts wrapped and bagged provided from "hidden warriors", a community interest company whose aim is to help struggling families or each child in refuge
- Cinema gift cards and £20 pub food gift cards provide by 'Save their Summer' fundraising campaign
- 28 holiday and after school activity clubs
- Creche sessions for children to play and so mums can join a recovery support group
- Homework clubs for homework and remote learning

The Power to Change course has been run in our Staffordshire Moorlands refuge. The course is specifically designed for women who are survivors of domestic abuse and is based on women working together in a safe, friendly, and supportive environment to change their lives for the better.

The programme is a psycho-educational and support group run in weekly two-hour sessions over a period of 10 weeks. The main aims of the group are:

- To change patterns of behaviour, accept the responsibility to change and challenge beliefs about experiences
- To raise awareness of women's basic rights
- To build self-esteem, self-determination, confidence, and empowerment
- To understand experiences of abuse

Power to Change can also be adapted into single group sessions or done on a one-to-one basis.

When asked how the programme has helped them, our customers said:

'Gaining self-worth and learning to deal with everything I've been through and understanding that it wasn't my fault'

'[It helped me] to relate to the different processes that I've been through and how to turn them around'

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'[It's helped me] take steps to address issues and learning how to move on'

'[It's helped me] to speak out about my situation without judgement which I've found to be a massive relief and weight off my shoulders, and I feel able to move on in a positive way'

Glow partnered with Staffs Housing this year to provide move on accommodation in Newcastle under Lyme. The six self-contained flats are for single people who have fled domestic abuse and are looking for low level support to settle into their own permanent accommodation. Demand for the properties was slower than expected, but five of the six units are now occupied. These customers will take on a general needs tenancy with Staffs Housing and will remain in the accommodation for as long as they need to.

Support for high-risk victims - Derbyshire

Derbyshire Independent Domestic Violence Advisor (IDVA) team support high risk domestic abuse victims across Derby City and Derbyshire County. This year the teams have worked with a total of 1,277 customers. The IDVAs have represented a total of 1,752 at Multi Agency Risk Assessment Conferences (MARAC) (the figure is higher than total cases as some customers return to MARAC during their support period with the IDVA service).

Over the last 12 months, customers have engaged with the IDVA service using a variety of platforms including video call, text, email, and phone calls, with face-to-face visits increasing following the easing of pandemic restrictions. There has been a 7% increase this year in customers engaging with our IDVAs with an increase from 85% to 92% of customers experiencing an improvement in their general safety.

The Drive project in Derbyshire (working with high risk, high harm perpetrators of domestic abuse) has called for the IDVA service to work alongside the project to make sure there is support for the victim while the Drive team work to disrupt the perpetrators behaviour. This has increased the amount of support time the IDVAs are working with some customers, as they need to remain open to the service until the Drive case is closed.

We were successful in securing funds for our duty worker post within the IDVA service to deliver specialist health and black and ethnic minority support. The duty worker role has had a positive impact by creating a consistent referral process. Recruitment to the specialist IDVA roles has been difficult (an issue affecting many sectors on a national scale) which has unfortunately delayed delivery of this service, however a suitable candidate has now been found and our specialist roles will be in place soon.

Housing Advocacy

Our Domestic Abuse Housing Advocate role is based within the homelessness services of our three-partner authority sites (Stoke on Trent, Newcastle under Lyme, and Staffordshire Moorlands). Single people and families who have been affected by domestic abuse, and who are in housing need, are supported through their housing journey. We provide a voice for these customers and offer essential emotional support and make sure the customer has access to the appropriate ongoing domestic abuse support. This year our Housing Advocate has supported 82 individuals and families, including 98 linked children. Of the customers we supported, 97% reported an improvement in their accommodation status showing the fantastic value this role brings.

OVERCOME:

We help our customers rebuild their lives, providing on-going personal, peer and group support. Although we have scaled back some of our support services, we have continued to deliver group programmes helping victims understand their experiences so they can live a life free from abuse.

Freedom Programme

Following the restrictions initially imposed during the pandemic, we've continued to deliver the Freedom Programme online. We have successfully delivered three 12-week programmes to 31 women. The sessions have been co-facilitated by our Domestic Abuse Practitioner and a trained volunteer with lived experience, the sessions are invaluable to customers giving them real hope for a life free from abuse. For the final Freedom

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Programme of the year, we gave our customers the chance to reflect on their experiences and listened to their ideas on future delivery of the programme, so we continue to meet their needs and remain relevant. As a result, the next programme will remain online and be in an evening at a time that fits around parenting commitments. A number of women attending the programme have also continued to engage with our service and gone on to take part in the Recognise and Reconnect Programme.

Recognise and Reconnect Programme

Although this year saw the close of our designated recovery centre, we did successfully secure a small amount of charitable funding to redesign and deliver the existing Recognise and Reconnect Programme (our 10-week parenting programme) as a follow on from the Freedom Programme for those victim/survivors who had disclosed concerns regarding their relationship with their children and the impact living in an abuse environment has had on their children.

Following customer feedback, we also made some changes to the programme to ensure everyone was safe when taking part online. Parenting and the guilt that someone who has experienced abuse feels, can cause significant anxiety, therefore it was important we found ways to spot signs of distress in a virtual environment. Virtual delivery also requires an extensive amount of contact time with customers before the programme starts to ensure they feel safe and comfortable with the subject matter and have coping strategies and support networks in place when attending the programme. The sessions were also made more interactive through videos and breakout rooms. This year we have delivered four programmes - three online; and one face-to-face for those customers who were unable to, or uncomfortable with, using technology.

END

To end the cycle of abuse, we work hard to educate young people about healthy and unhealthy relationships and work directly with those responsible for abuse to stop abusive behaviours at their source. Ending domestic abuse isn't just our job, we need to work hand-in-hand with like-minded organisations and have delivered training this year to professionals and community groups so they can spot the signs of abuse and know what to do when someone is being abused.

Despite funding restrictions and limitations during the pandemic, we have continued to run our Staffordshire Domestic Abuse Perpetrator Programme (DAPP). We've taken part in regular meetings with Respect (our accrediting body) and worked closely with the Children and Family Court Advisory and Support Service (CAFCASS) to review our response and ensure this is effective, safe and in line with court orders.

Staffordshire DAPP have this year received seven referrals, completed seven suitability assessments and seven men have started our programme. The DAPP team have also completed five midway reports, seven completion reports and following the end of the programme supported 15 men.

100% of those completing the programme showed both a reduction in abusive behaviours and new willingness to change.

Our Intensive Support Service (ISS) which supports partners or ex-partners of men on the DAPP have this year received 12 referrals and following the end of the programme supported 20 women.

Remaining COVID restrictions meant our regular venue wasn't available in 2021/22, and our smaller venue meant smaller groups, but we are hoping this changes in 2022/23.

In June 2021 we successfully achieved our reaccreditation with Respect and now hold accredited provider status for another three years. We were also accepted onto the CAFCASS framework as a DAPP provider in Derbyshire.

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We secured further funding to provide additional perpetrator services in Derbyshire including The Keys Project – a service for medium risk perpetrators, and Drive - an intervention focussing on high risk, high harm perpetrators.

The Keys Project

The Keys Project, based in Derbyshire, is a Respect accredited service (and the first of its kind in the county) for medium risk adult perpetrators and is instrumental in our mission to stop domestic abuse at the source. This service offers effective, early intervention so the risk to the victim is reduced.

As a new service in this area, there have been fewer referrals than expected with only 16 so far. This has been affected by referral agencies struggling to understand the project and its objectives and the difficulty we have getting perpetrators to accept accountability for their actions and attend sessions despite being referred. We're developing stronger relationships with partners and agencies and communicating the aims of the project clearly to increase referrals.

We have a well-established group in the south of Derby city, with customers showing some level of progress and are hoping to start a second program in the near future. We've applied for additional funding to make it a long-term, sustainable service.

Through the Keys Project we have supported 16 victims of domestic abuse and 19 children who were indirectly affected.

Drive

Drive is a national pilot developed by Safe Lives and Respect UK, to work with high-harm, high-risk, perpetrators of domestic abuse to prevent their abusive behaviour and protect the adult and child victims of domestic abuse. Derbyshire is one of a number of national Drive projects.

Drive in Derbyshire started in April 2021, with a service manager, panel co-ordinator, five case managers plus an IDVA to support the victims of those perpetrators Drive are working with. The team have established a working relationship with Derbyshire Police, Derbyshire IDVA service and Drive Central team. The first Domestic Abuse Perpetrator Panel was held in May 2021 and heard four cases.

Over the past year Drive have worked with 85 perpetrators, delivering a mixture of interventions to disrupt abusive behaviours and/or direct support to remove the barriers to behavioural change work. There were 86 associated victims, and all were supported by our IDVA service.

The team see the value perpetrator interventions have in reducing risk for victims and addressing the issue of domestic abuse at its source. The team have also said they feel listened to, valued and their wellbeing matters to the organisation.

All case managers and our service manager have completed the Safe Lives perpetrator training and have delivered workshops to youth offending services, health care teams, drug and alcohol services and took part in "Reclaim the Night" – an annual march held in various locations across the country, a protest that demands women's right for them to be able to move safely in public spaces.

Education and Prevention

The team continue to place raising awareness of healthy relationships with children and young people at the core of their work through bespoke education programmes, specialist teacher training and our commitment to helping schools through our DASiE Project (Domestic Abuse Support in Education)

Relationships Without Fear programme: Now that relationship education is compulsory in schools, we identified a gap in the market and promoted our service and training to schools looking for support in delivering programmes. We developed a trading model aligned to Glow's education objective and focused on the resources needed to achieve a self-sustaining funding model.

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Relationships Without Fear (RwF) continues to go from strength to strength. In Staffordshire we delivered the programme to 1,100 children this year. We also created a prevention video for Staffordshire Fire & Rescue Service's 'Safe & Sound' project which reached 4,882 students, 2,471 in Staffordshire.

With funding from the Home Office, we've launched our RwF programme in Derby and educated 179 pupils a further 125 teachers have signed up to receive our 'Domestic abuse and effects on children and young people' training.

Over the year we have educated 1,279 children and young people and trained 214 professionals. The success of the programme means we have now increased the capacity of the team and are looking forward to growing and expanding our offer to reach more children and young people in other education settings, including those with special education needs, over the next 12 months

Four schools have signed up to our DASiE Chain (Domestic Abuse Support in Education) and are working towards our accreditation. We've also expanded the ways we access additional income and support with a number of schools holding non-uniform days to raise funds.

Toilet door Campaign: 1,300 toilet door posters were placed in primary, secondary, college and other places to reach children and young people in Newcastle under Lyme and inform them of the support services they can access and raise awareness of the signs of relationship abuse.

Awareness raising and working with professionals

We worked with over 250 professionals through training and events to increase their understanding of domestic abuse, train them to identify victims, and help them access support.

Key achievements during the year included:

- Maintaining and developing our relationships with Public Health England (Dentistry) and the North Staffs Combined Mental Health Trust, Longhurst Housing Group, and local authorities (for the Extra Burdens Duty to Refer funding) and Keele University Safeguarding Team
- Our 'Here to Help' campaign asked dental practices to sign a '5-step pledge' to improve their identification of, and response to, patients or colleagues experiencing domestic abuse. Five organisations have signed the pledge which includes the commitment for all staff to attend annual domestic abuse training and to establish a domestic abuse champion role
- The development of a domestic abuse policy for dentistry within Stoke-on-Trent
- The development of peer support sessions, every three months and delivered by a Glow trainer, for dentistry domestic abuse champions
- Successfully delivered 34 sessions to 252 participants within Longhurst Group (LHG) supporting them to achieve their Domestic Abuse Housing Alliance accreditation (the UK benchmark on how housing providers should respond to domestic abuse). We also provided peer support sessions to domestic abuse champions within the group
- We delivered eight 'Domestic abuse awareness - a duty to refer' sessions to professionals working with customers who were, or could be, made homeless as a result of being victims/survivors of domestic abuse. Professionals from organisations including probation, youth offending team, NHS, Citizens Advice Bureau, DWP, housing associations, homeless charities and voluntary organisations, housing, fire service, and Staffordshire Victims' Gateway all attended
- We have expanded our training offer to professionals and can now provide several workshop sessions to go with our 1 hr and 3.5 hr domestic abuse awareness sessions, 2 x 3.5 hr domestic abuse champions training, these include: working with male victims, collusion, and grooming (working with perpetrators), the effects of domestic abuse on children and young people, the MARAC process, completing the DASH and safety planning

CONCRETE: MAKING HOMELESSNESS HISTORY

Following a significant period of growth and change in 2020 which included expanding into a new geography, mobilising a partnership single homeless service, Destination: Home (the largest contract in Concrete's

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history), and taking a key role in national campaigns to reduce homelessness during COVID, 2021/22 has been a year of change for Concrete. It has been a year of taking on new properties, remodelling service delivery, strengthening and building our partnerships and restructuring services so they help us on our mission to make homelessness history.

Our key achievements included:

- Refreshing the structure and remodelling of supported accommodation

Simplifying Concrete's structure has helped free up resources, reduce risk, promote strong governance, and provide a solid platform for growth. Concrete is now operating under three service areas:

- Adult Homelessness, Housing and Complex Needs
- Young Persons Homelessness, Housing and Complex Needs
- Landlord Liaison Services

The restructure has introduced new housing resources, refreshed roles, and responsibilities, and created a management team to support the delivery of key contracts and specialist supported housing services. Supported housing is a range of 24/7 schemes, including gender specific schemes, semi-independent accommodation, and dispersed community housing, the remodel (Young Persons and Adults in Stoke-on-Trent) has created a clearer housing pathway for customers entering the service.

This has also included a review of Concrete services and assets and resulted in the decommissioning of our specialist mental health accommodation at Pointon House.

- Destination: Home

We have continued our strong local partnerships with North Staffs Mind, Changes: Health and Wellbeing, Adullam Homes and Walk Ministries. The service has provided 251 units of accommodation and 89 units of floating support with the capacity to support up to 340 people at any one time.

Over the year the service has supported over 419 people. The service approach remains focused on long-term recovery by tackling the underlying issues linked to homelessness. (Destination: Home brings together a number of services previously commissioned under separate contracts).

- Homelessness accommodation-based pilot and support hub

The end of the year saw the completion of an accommodation-based pilot and support hub in the north of the city in partnership with Stoke-on-Trent City Council. The project provided 16 self-contained flats in the first 6 months increasing to 25 as a staffed scheme, with a separate hub to provide in-reach support. Over 12 months the project supported 44 people with long term histories of rough sleeping and many of our residents moved to Concrete accommodation following closure of the pilot.

The success of the project gained local and national interest from senior government officials, including the Chief Medical Adviser. The project was visited on several occasions by my local councillors, commissioners, and senior government representatives.

- Attracting safer accommodation funding to enhance our gender specific services

We accessed funding for a Specialist Team Leader and Senior Practitioner to increase our female supported housing offer. The funding also included personalised budgets to tailor support for customers to meet basic needs, access move on accommodation and engage in meaningful activities.

- Delivering severe weather emergency provision (SWEP) in Newcastle-under-Lyme

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In partnership with Walk Ministries and Newcastle Borough Council, Concrete provided SWEPE services in a new area. Delivering SWEPE services is often a lifesaving intervention for rough sleepers. We worked with 18 customers and delivered 11 nights of emergency accommodation in Newcastle-under-Lyme town centre during periods of severe weather.

Homelessness is far more complicated than just a 'housing issue' or 'rooflessness' and is underpinned by multiple and overlapping causes. Our support goes much deeper into the root of the issues, focusing on intervention and recovery as well as prevention and sustainment, so everyone who needs our support can achieve a more concrete future. We take a wider view and recognise the increased risk of serious abuse, complex trauma, exploitation, and neglect as well as the increase in health and care needs and the reduction of life expectancy.

We work to make homelessness history through our **Address, Secure, Connect, Equip** approach. This has seen us engage more than 2,695 people in need of support across North Staffordshire and Cheshire East, sharing expertise and knowledge with more than 700 professionals and engaging over 15 new landlords.

Here's how we did it.

ADDRESS:

Raising awareness and educating communities on the realities of homelessness and what they can do to prevent and minimise their risk.

- We reached over 700 professionals by sharing our expertise linked to adult safeguarding and homelessness at local, regional, and national online conferences and as keynote speakers during Adult Safeguarding week.
- Following the launch of our small group homes as part Destination: Home and the North Staffs Accommodation and Support Hub we have engaged communities helping us raise awareness of homelessness and the work we do, and in many cases increased food and clothing donations for our services.
- We have supported customers to use their lived experience to raise awareness of homelessness through local and regional PR and social media campaigns including BBC Radio Stoke, Signal One and BBC online interviews. We continue to share the voice of lived experience during volunteer's week, mental health awareness week, and sharing content during Pride month, suicide awareness week, adult safeguarding week, and international homelessness day.
- Our pilot accommodation and support hub were visited by senior government officials, including the Chief Medical Adviser and local political leaders to learn about positive practice in housing and homelessness.
- We successfully worked with local partners, peopled with lived experience, and Homeless Link (national umbrella organisation for the homelessness sector) to develop a strength-based resource to support positive practice in homelessness services. This led to the publication of a resource called "*Working in partnership to learn about strengths-based working with Concrete*".
- Since July 2021 Concrete has been an active member in a research study "*Opening the too difficult box: Strengthening adult safeguarding responses to homelessness and self-neglect*" led by Kings College London's Health and Social Care Workforce Research Unit. Concrete has led on delivering Communities of Practice across three regions (Stoke, Northampton and London) engaging with over 36 professionals and sharing findings to several senior government officials, academics and safeguarding adults' boards, including the Chief Social Worker.

In 2021/22 we reached 445,432 people and engaged 4,395 individuals across a range of different platforms to raise awareness and educate on homelessness. This included the launch of Tik Tok in November 2021 with a reach of 32,674 and total engagement of 1,071.

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SECURE:

Direct support for people at immediate risk of losing their homes, working with landlords, local authorities, and tenants to help keep people within their homes.

- Across our services we helped 592 people keep their home, equipping them with the skills they need to live independently.
- Our Pointon House service supported 17 adults with mental health needs. Four customers were supported intensively in the main building, five in our dispersed units at Stoneyfields Court and eight in the community. The complexity of our customers' needs increased throughout the year which led to us changing the model in June 2021 and introducing 24-hour support through waking night staff. 88% of customers exiting the service were positively maintaining their homes and wellbeing. We ended this service in March 2022 and all customers were transferred to alternative accommodation or support by working with social workers, care co-ordinators and probation officers.
- Through our Landlord Liaison services we've signed up to 21 new units of accommodation across Stoke-on-Trent and Cheshire East. We have also worked with 15 private landlords who have provided 19 tenancies to our customers through our local lettings service.

CONNECT:

Connecting those without a home to a home that is fit for their needs, providing dedicated support to connect housing and care needs into one access point.

With our partners we have connected 882 people to accommodation across Stoke-on-Trent, Cheshire East, and Newcastle under Lyme.

- Destination: Home brings a vast and diverse accommodation offer for people with multiple and complex needs. This includes a dedicated service for customers with long-term enduring mental health issues, 24/7 staffed small group homes, female-only accommodation for gender specific support, and access to a rehab and dry house through our partner Walk Ministries. Over the last 12 months Destination: Home has supported 419 people across the partnership, 129 directly supported by Concrete. This includes 26 women in our female-only housing and 32 men in our men's housing project. 71 people are supported across our semi-independent and community dispersed housing. 82% of people across the Destination Home partnership have sustained a tenancy and 60% of customers who have left the service have had a positive, planned move.
- Our Young Person's Accommodation Service has supported 52 young people over the last 12 months.
- Through our Cheshire East floating support service, we helped 213 people with 92% having a positive exit from the service.
- Because of the support of our service coordinators in Cheshire East and Stoke-on-Trent, our customers have been able to secure and sustain a home. Our service coordinators raise the voice and rights of customers and help them to understand and access the services and support they need.
- Concrete's Rough Sleeper Initiative (RSI) projects (funded by the Department for Levelling Up, Housing and Communities (DLUHC)) has meant that we've been able to offer further specialist support to our navigate services (prison release), move-on support for rough sleepers, dual diagnosis support (co-occurring mental ill health and substance use) with our partners BAC O'Connor, and peer mentoring and tenancy practitioner support through our local lettings service.
- Our navigate service has worked with 52 people caught in a cycle of homelessness and repeat offending to secure long-term accommodation. 45 people have been supported to keep their homes

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through local lettings and over 84 supported with move-on options and floating support. Our dual diagnosis service with BAC O'Connor launched later in the year and worked with over 14 people experiencing co-occurring mental ill health and substance use.

EQUIP:

Providing guidance and support to help people develop skills to live independently for the long-term.

- Our peer mentoring scheme has gone from strength to strength, with peer mentors leading on activities to remove the risk of customers feeling isolated and lonely and sharing their own learning and success giving hope and inspiration to others. Our peer mentors have given countless hours to support customers and have also gained work experience, one of our peer mentors secured a full time employed position at Concrete as a result.
- Through our partnership with Walk Ministries, we have offered 17 work placements to people with a lived experience, and five were offered permanent positions at Concrete following their placement. This is great collaboration work with people who have lived experience to provide opportunities in the job markets and gain employment experience.
- Our Young Person's Accommodation Service has supported 52 young people over the last 12 months, showing how important it is to stick with and transition alongside young people as they turn 18. We supported 10 unaccompanied asylum-seeking young people with their accommodation and support, including nine who attend educational courses.
- In partnership with Walk Ministries and Newcastle Borough Council, Concrete delivered severe weather services and accommodation to 18 people, making sure people are equipped with information and support to move away from rough sleeping.

PARTNERSHIP WORKING AND MULTI-AGENCY RESPONSES/MECHANISMS

Throughout the year we have strengthened and grown many of our partnerships as working collaboratively with health, housing, social care, public sector services, and with community and voluntary sector partners is integral to the delivery of joined up services and better-quality care and support.

We also play a strategic role in helping shape and inform local strategies and plans, address issues, highlight customer need and secure additional investments through partnership funding. For example, this year we contributed to the successful Changing Futures bid led by Stoke-on-Trent City Council and Voices of Stoke.

We attend several strategic / leadership forums including the Staffordshire Domestic Abuse Commissioning and Development Board, the Stoke-on-Trent City Council Homeless Reduction Board and Forum, and the Stoke-on-Trent Community Safety Partnership. As well as the Multi-agency Resolutions Group (MARG) and the Ending Rough Sleeping Delivery Group (ERSDG), which oversees the Stoke-on-Trent ending Rough Sleeping delivery plan – chaired by Concrete. In Newcastle under Lyme, Concrete co-chair the Homelessness Forum.

Over the past 12 months we've also been a part of the Derbyshire Domestic Abuse and Sexual Violence Partnership Board and have been proactive in Voluntary Community Social Enterprise Leadership Groups across Staffordshire, Derbyshire, and Cheshire. A key development of each group is the move to Integrated Care Systems and Partnerships to be implemented on a statutory basis in July 2022.

In light of the complex and multiple needs of our customers, working in partnership is essential and ensures we have the right safeguards in place. We are a part of the Staffordshire and Stoke-on-Trent Safeguarding Adults Board and the Stoke-on-Trent Children's Safeguarding Partnership - taking on the role of voluntary

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sector lead. Over the last 12 months we have implemented and chaired the newly formed Stoke-on-Trent Voluntary Sector Children's Safeguarding Group, creating direct links with the Statutory Safeguarding Partnership. Our Director of Support and Wellbeing is also the chair of the Multi Agency Risk Assessment Conferences (MARACs) on a regular basis.

We have continued to embed the Destination: Home Partnership Board and are now extending invitations to other stakeholders and partner organisation across the city to debate topics such as anti-social behaviour, barriers to accessing drug and alcohol services, and recruitment, retention and workforce development.

Finally, we remain a member of the Collaborative Network, a Stoke-on-Trent initiative led by the YMCA that has gone from strength to strength. This recognises the value of connection and brings leaders together to share insight and expertise, and to find solutions to cross sector challenges relating to digitalisation, isolation and loneliness, and poverty. Members cover education settings, local businesses, statutory services, and leaders from the voluntary, community and faith sectors.

PERFORMANCE

Despite the turbulent external environment and the significant period of change that Glow, and Concrete, have experienced internally over the last year, we are proud to report continued value for money across our organisation:

Economy: increasing resources available to us

- Across Glow and Concrete this year we have seen an increase in the number of customers taking up courses following the pandemic and an increase in the number of courses held face-to-face. 76 courses have been taken in wellbeing, vocational/computer courses, and a smaller number of hobby-based courses. There has been a significant number of customers taking the English for Speakers of Other Languages (ESOL) courses and progressing to Maths and English to enhance their employability skills. The wellbeing courses have helped customers with everyday stress and anxiety, recovery, and general self-esteem building.
- We completed Service Quality Reviews (SQR's) across Glow and Concrete including customer engagement where we asked 17 customers a series of questions through individual or group telephone / virtual calls or face-to-face contact. Questions were based around the service that the customer is supported by and asked for their views and what they thought could improve the service.

Volunteers & Peer Mentors:

Nine volunteers supported and enhanced our service and outcomes for customers, as well as providing the opportunity to develop their own skills and confidence:

Glow:

Two volunteers in Glow work within our DV Outreach service and co-facilitate our group work programmes for female survivors. Their lived experience is proving invaluable and as role models are giving other women hope of a life free from abuse.

Concrete:

There are seven peer mentors working with our Destination: Home team. They have a wealth of experience in the life challenges facing new customers and extensive knowledge of the barriers that customers of supported housing can face and therefore overcome. Because they have been in the same position, they bring empathy and understanding to help our customers on their journey.

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What our peer mentors say about the role:

"[I find] it very rewarding as I'm helping people who are worse off than me and can relate to some of their problems so I think you should never look down on people unless you are helping them up if that makes sense.....thank you Concrete for giving me the opportunity to be a peer mentor" - Kev, peer mentor

"[I have] a deeper appreciation of the value I have to offer to others. Mentorship creates deep, authentic relationships due to the fact the information shared is often very personal and can have a large influence on the way you think and make decisions" – Jane, peer mentor

Efficiency: using our resources well.

- We have had a challenging year in both recruiting and retaining staff. To address some challenges, we have held dedicated recruitment summits in both Concrete and Glow to help us to identify specific issues and change our approach to recruitment by having a more flexible approach.
- We've improved our recruitment platform, job descriptions and onboarding but it will be an ongoing project to continue to challenge and identify improvements.
- We have continued to manage complaints well with 95% of complaints resolved at Stage One of our complaints process despite the number of complaints we receive doubling. Complaints have increased in line with an increasing number of customers (16% increase overall), and we have seen a higher turnover of staff with training required for new service managers on identifying and managing formal complaints

Effectiveness: the impact we have created with our resources.

- Our customer satisfaction survey captures the feedback from customer experiences across different aspects of their engagement with Glow and Concrete.

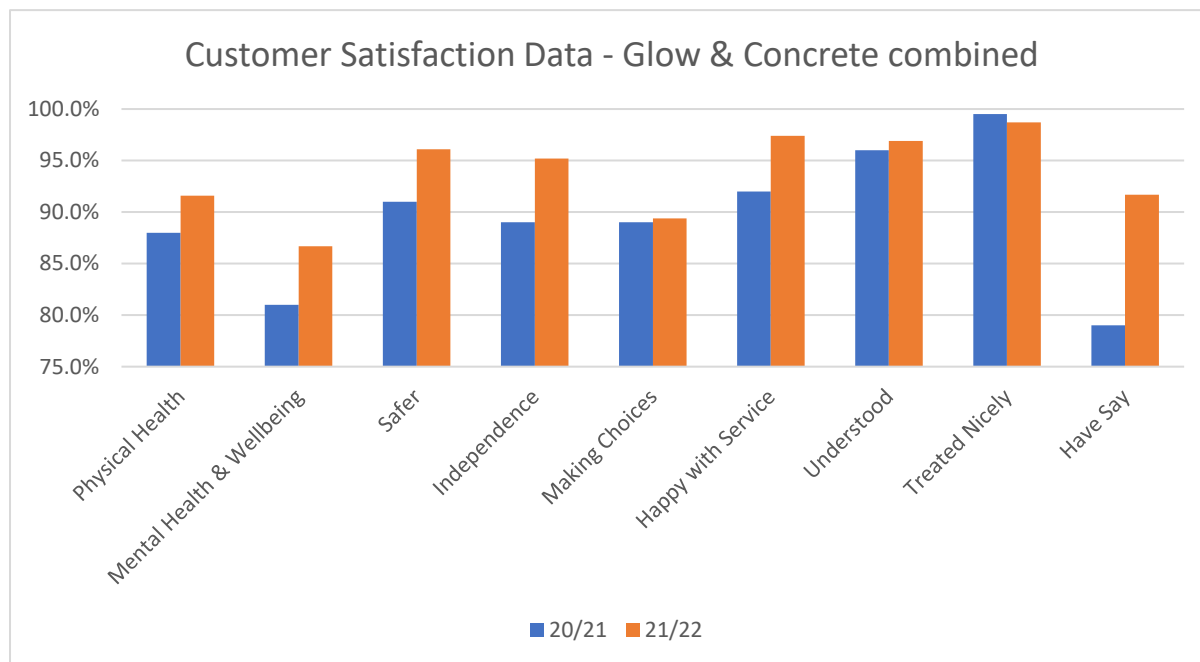
Overall, 230 responses compared with 226 last year. However, there was an increased return from Glow (94 surveys in 20/21 and 165 surveys in 21/22) with a decreased return rate from Concrete (132 surveys in 20/21 and 65 surveys in 21/22).

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Concrete & Glow Combined:



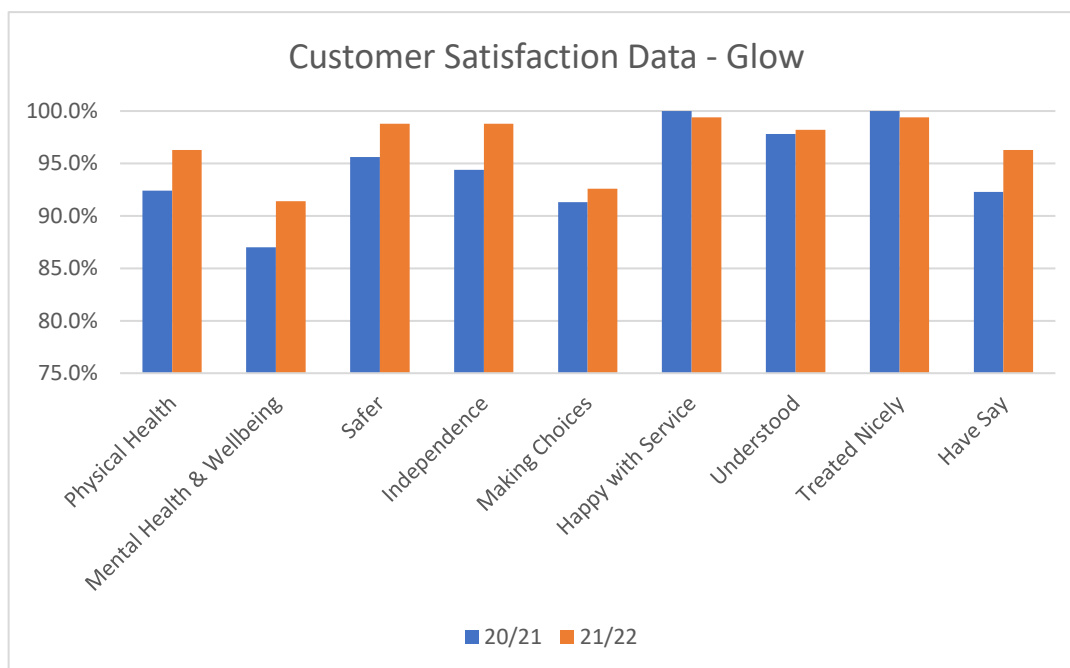
Criteria	20/21	21/22
Better able to manage physical health	88.0%	91.6%
Improvement in mental health and wellbeing	81.0%	86.7%
Feel safer	91.0%	96.1%
Feel more independent	89.0%	95.2%
Able to make better choices	89.0%	89.4%
Happy with the service they receive	92.0%	97.4%
Feel that their support worker understood their needs	96.0%	96.9%
Feel that they were treated nicely	99.5%	98.7%
Feel able to have their say	79.0%	91.7%

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Glow:



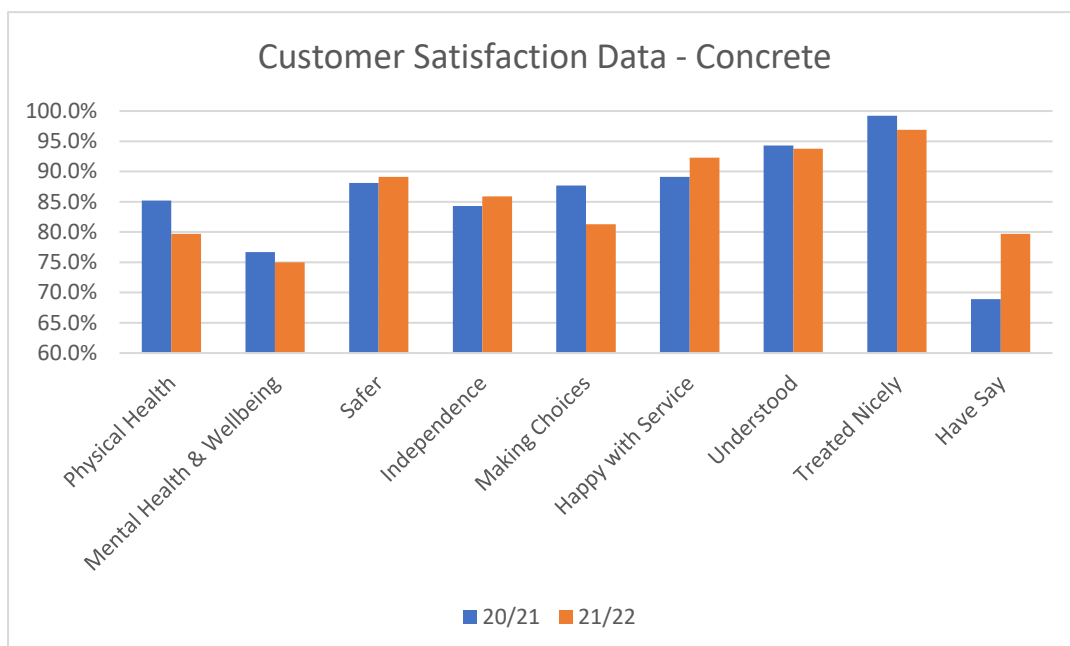
Glow	20/21	21/22
Better able to manage physical health	92.4%	96.3%
Improvement in mental health and wellbeing	87.0%	91.4%
Feel safer	95.6%	98.8%
Feel more independent	94.4%	98.8%
Able to make better choices	91.3%	92.6%
Happy with the service they receive	100.0%	99.4%
Feel that their support worker understood their needs	97.8%	98.2%
Feel that they were treated nicely	100.0%	99.4%
Feel able to have their say	92.3%	96.3%

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Concrete:



Concrete	20/21	21/22
Better able to manage physical health	85.2%	79.7%
Improvement in mental health and wellbeing	76.7%	75.0%
Feel safer	88.1%	89.1%
Feel more independent	84.3%	85.9%
Able to make better choices	87.7%	81.3%
Happy with the service they receive	89.1%	92.3%
Feel that their support worker understood their needs	94.3%	93.8%
Feel that they were treated nicely	99.2%	96.9%
Feel able to have their say	68.9%	79.7%

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External Accreditations:

Glow is now an accredited provider for CAFCASS in Staffordshire & Derbyshire through our DAPP & Keys project.

Our Glow IDVA managers successfully passed their Safe Lives IDVA Manager courses, and we completed our Safe Lives service accreditation audit in March. The report is going to panel for final accreditation in June.

Internal Oversight:

We monitor our performance through quarterly key performance indicators to give an overview of how Glow and Concrete is performing. Our approach asks questions directly of our customers, of ourselves and our stakeholders and provides information that is regularly reported to our Board of Trustees and wider Group Board of Management through sub-committees and board meetings.

Work has continued throughout the year on a performance dashboard, our 'Data Tracking Hub', giving us Destination: Home's performance data, monitoring, and invoicing compliance data with all information pulled directly from our internal systems. Future planned improvements include oversight on mobilisations and demobilisations (this is now built into the hub and ready to launch), safeguarding, serious incidents, arrears, voids, compliance, and SQR (Service Quality Review) information.

This year saw the introduction of quality and performance board quarterly meetings to analyse the data we have and keep oversight of the overall performance of our services.

We expanded our quality and performance service with the appointment of a new Quality & Performance Officer to focus on SQR's and to support other improvement projects.

This year we conducted SQRs across the following services:

- Glow SMDAS – Lighthouse
- Concrete Cheshire East Supported Housing & Floating Support
- Concrete Pointon House
- Glow NDAS - Elizabeth House

Following each SQR we have taken feedback and updated the process using a periodic feedback / improvement process.

In association with Homeless Link our Destination: Home teams have worked on the creation of a new Strengths Based Toolkit. The toolkit is still under development, but we hope that it will replace our use of the Outcomes Star.

Across the Group we have also:

- Created our future workplace strategy by offering flexible and hybrid working to staff post-pandemic
- Delivered individual thank you gifts for all staff to recognise the work that has been done and the customers we have supported over the last 12 months
- Developed our Group newsletter to include personal news and team focus specials to highlight the work of our Glow and Concrete teams
- Expanded our Exec Q&A sessions with guest speakers from specific teams across the Group
- Rolled out all staff wellbeing and resilience training
- Carried out a benchmarking of pay exercise across Glow and Concrete to ensure we have fair and equal pay for all roles
- Developed our Equality, Diversity, and Inclusion (EDI) strategy to ensure we are creating an inclusive workplace where we tackle inequality and embrace diversity

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BUSINESS DEVELOPMENT AND FUNDRAISING ACTIVITY

Numerous staffing changes within the team has had a significant impact on the opportunities and income this year. The Fundraising Manager position was redundant in Q1, the Business Development Manager left in Q2, and the Head of Business Development and Fundraising left in Q3. A new Head was in place in early Q4, and the decision was taken to review the capacity of the team and pause further recruitment until 2022/23. The remaining team members demonstrated a strong commitment to generating income as we came out of the pandemic and maximised the potential from limited opportunities to support Glow and Concrete's strategic plans. The decision to consolidate the Destination: Home contract and restrict new income opportunities for Concrete meant we generated less income.

Key activities and achievements in the year included:

- Securing National Lottery funding to re-introduce the Sunrise programme in an updated format. The service will be delivered as a mobile service rather than at a fixed venue and we were pleased to secure funding for this essential service.
- Expanding our relationship with SOTCC for both Glow and Concrete and partnering with them as part of the Changing Futures Initiative
- Securing £1.8m (21 contracts) of income to continue to support the long-term work of Glow and Concrete.
- Securing £9.1k financial donations including providing summer holiday activities for North Staffordshire for children and young people. We received £26.6k gifts 'in kind' including reading books, Easter Eggs, and Christmas gifts.
- Building a successful partnership with Cash for Kids entering into a mutual arrangement where, having received Christmas gifts from them for children in refuges we supported their 'Wear, Care, Share' initiative in April. Staff donated old clothes to be recycled, the money raised will be used for Christmas gifts in 2022.
- Submitting a successful proposal to secure a long-term commitment to the Education and Prevention programme. This hybrid model will be developed further in 2022/23 with a strategic approach to increasing income. The Education and Prevention programme has also been ring fenced as the focus for our fundraising campaigns.

The sector continues to face funding challenges, impacting on our opportunity to secure income for our services. The decline in funding available, combined with the increased demand on our services post pandemic, and the rising cost of living makes it difficult to submit competitive bids and we are increasingly looking for ways to find non-funded income to support our core statutory contracts. We are also faced with ever moving funding deadlines as local commissioners (often constrained by delays and late funding announcements by national government departments) continue to provide short term extensions to contracts before committing to publishing bids/tenders. This impacts our recruitment rates as we cannot confirm contract extensions and leaves us vulnerable in a competitive recruitment market.

Internally, we face the challenge of building a new Business Development and Fundraising team. In a smaller more competitive recruitment market this will be difficult, but this is an opportunity to bring people into the Group with fresh ideas and initiatives. There will be a short-term challenge around capacity to respond quickly to ad hoc opportunities but the chance to produce longer term beneficial gains.

We are, however, in a positive position to move forward. Recruitment is underway with revised role profiles that reflect the change in approach to a more proactive way of working. Opportunities are slowly starting to filter through from commissioners and we have the chance to build on our services ahead of a major tender, next year, for SOTCC Domestic Abuse Services. The restructure/remodelling of Concrete services means that we are now in a position to relook at opportunities for Concrete that align with our overall strategy.

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PLANS FOR THE FUTURE

Following the launch of our three-year business strategy the year ahead will focus on the continued delivery of this while fulfilling our funding obligations and our ongoing commitment to partnership working at both a strategic and operational level.

We will focus on developing a strong and resilient business and ensure that our brands Glow and Concrete are recognised and valued.

Glow will build on the success of the past year by pro-actively sourcing opportunities to grow Glow as a leading specialist domestic abuse provider with a focus on securing additional income to enhance our refuge and safe accommodation. We will maintain our position as the provider of specialist IDVA services in Derbyshire and will further develop and embed the growth of our perpetrator services.

We are committed to growing our Education and Prevention services and we have invested additional resources to develop a three-year business plan for further growth in this area. This will help us achieve our objective to educate more children and young people, adults, and professionals.

Concrete will continue to merge services and focus on embedding recently remodelled services. Recruitment levels have improved, and we have a relatively new management team so our focus will ensure we train and develop new starters. We will equip managers with the knowledge, skills, and confidence to drive change, deliver excellent services and to educate and raise awareness about the true impact of homelessness on people and communities. Our accommodation and support will be high quality and we will work with landlords to ensure we have the right type of accommodation to meet the needs of our customers.

Glow and Concrete will continue to find ways to innovate and bring added value by accessing additional funds to improve our services and work at a local, regional, and national level to champion our causes, tackling issues that arise and channelling opportunities that come about from legislative change and the government's commitment to address domestic abuse and homelessness.

We will continue to make sure our data is robust and gives assurance on performance to influence our decision making and improvement plans.

Finally, we will continue to develop ways to ensure that customer voice, and the voice of those with lived experience informs our service developments.

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Financial review (including reserves policy)

a. Going concern

In October 2020 the Charity was awarded a significant contract (Single Homelessness Service) with Stoke on Trent City Council.

Since the start of the contract, the new service has recorded ongoing losses, and this continued into 2021/22. In this period the service has recorded a deficit of £491k and this is the key factor in the overall deficit position of the Charity for this year.

Corrective measures have now been put in place ensuring that the service's financial model adequately recovers the costs of operating the service via its rent and service charges. In Q1 2022/23 the service reached a break-even position, and we expect this to improve further over the course of the year.

No other significant concerns have been noted and we consider it appropriate to continue to prepare the financial statements on a going concern basis which assumes an ability to continue operating for the foreseeable future.

b. Investment policy and performance

The results for the charity for the year ending 31st March 2022 are set out in the financial statements.

The charitable activities undertaken generated a deficit of £493,220 This compares to £51,114 surplus in the previous year.

Costs increased by 29.2% compared to previous years primarily due to the on-take of COVID related new services and the new Destination Home service. Income also rose accordingly (20.6%).

c. Funds

As of March 2022, unrestricted funds (excluding revaluation reserves) stand at £959,275 (£1,202,465: 2020/21). Restricted funds stood at £12,500 (£257,918: 2020/21)

d. Reserves policy

The Trustees aim to accumulate reserves sufficient to fund its fixed assets, meet its liquidity requirements and have sufficient contingency for unexpected events. Unrestricted funds from any operating surplus will be held as accumulated reserves until the required level of 2.7 months of operating expenditure is achieved. As of 31st March 2022, the Charity held accumulated reserves to a level of 1.4 months.

The Trustees regard the ongoing review of the reserves level, target, and policy as part of managing the charity. The operating results are identified and reported each month in the management accounts. Unrestricted funds are identified and analysed when the audit of the annual accounts is complete. The reserves policy is then reviewed by the Trustees as part of the charity's strategic planning process.

e. Principal funding

Outside of rental income, the principal funding of the charity for the year comes through grants awarded from various bodies including:

Stoke-on-Trent City Council

- Derby County
- Derby City PCC
- Staffs County Council

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Independent Auditor's Report to the members of Honeycomb Charitable Services Limited

Year Ended 31st March 2022

f. Material investments policy

The bank account is reviewed daily, and all free income is invested in interest-bearing accounts.

Structure, governance, and management

a. Constitution

Status

Honeycomb Charitable Services is a charitable company limited by guarantee, incorporated on 9 March 1989, and registered as a charity on 31 March 1989. The company was established under a Memorandum of Association, which sets out the objects and powers of the charitable company and is governed under its Articles of Association. On 2 April 2012, the Charity became a member of the **Honeycomb Group** of companies. It is required to meet its own financial obligations in delivering its charitable objectives. The Charity funds its services through government commissions, trust and grant awards and public fundraising.

Honeycomb Group

The Honeycomb Group is a team of social-minded brands championing happy homes in our region by providing services and support that help people across Staffordshire and its surrounding areas feel secure, connected, and confident.

Whether it's developing and maintaining affordable homes, providing trusted home repairs and improvements, keeping people safe and well at home or providing support services that eradicate social issues isolating people from a happy home, Honeycomb Group is making our region vibrant.

Our Vision: A progressive, passionate region with no barriers to a happy home.

Our Mission: Breaking down all of the social and physical barriers to a happy home in our region.

Our Values:

- Be Dead Genuine
- Never Shut the Door
- Chase curiosity and ambition
- Be a leader in the field
- Come together

Governance Structure

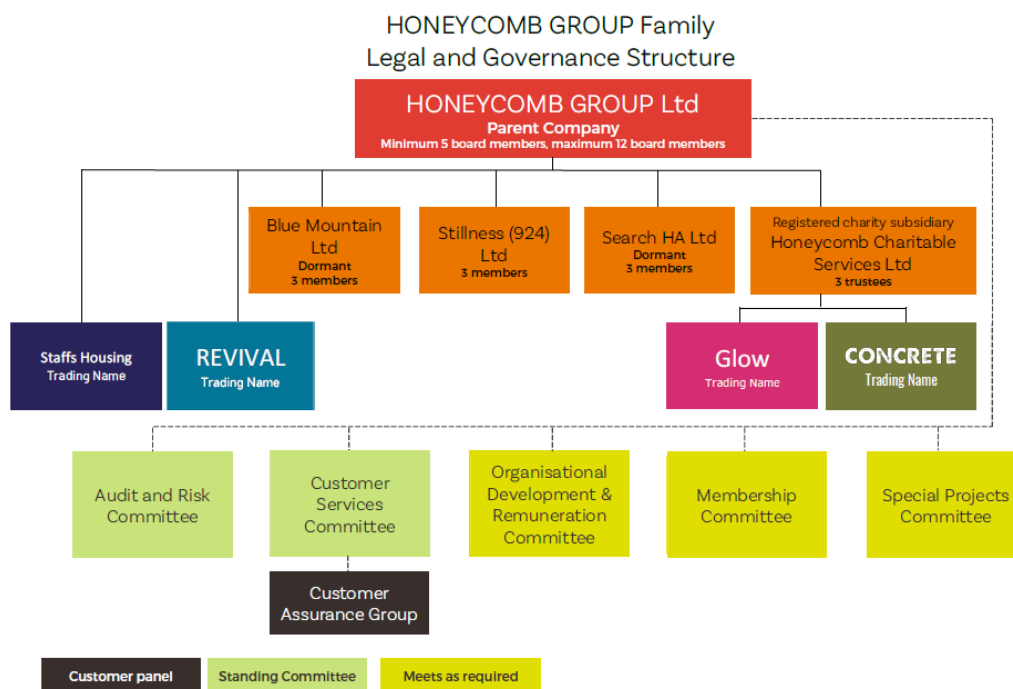
The Charity is governed through an integrated Board of Management which oversees activities for the entire Honeycomb Group, with three members acting in Trustee roles specifically for the Charity.

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Independent Auditor's Report to the members of Honeycomb Charitable Services Limited

Year Ended 31st March 2022

Group Structure



b. Method of appointment or election of Trustees

Trustees are appointed by the Board of the parent company, Honeycomb Group Limited. The Group Board are appointed in line with the National Housing Federation Code of Governance that includes open recruitment and appraisal.

The recruitment and selection process enable us to attract high-calibre members with the right mix of skills, expertise, and qualifications, and ensures that the members' backgrounds and understanding reflects the needs of the customer.

All members of the Board of Trustees gave their time voluntarily and receive no benefits from the charity. No Trustees claimed any out-of-pocket expenses during the financial year 2021-2022.

c. Policies adopted for the induction and training of Trustees

Individual plans are developed for each Trustee as part of the group Board appraisal process. Trustees are also encouraged to take part in the Honeycomb Charitable Services Limited internal quality assurance process, the Peer Audit Reviews. This involves assessing projects for quality of service, performance and policy compliance.

d. Organisational structure and decision making

Trustees meet 8-9 times each year and retain overall responsibility for managing the charity's affairs. Trustees receive key reports on strategy, finance, business risk, performance, development, and management.

The Group's Chief Executive is responsible for the management of the Group's affairs and implementing strategies and policies approved by the Board. Day-to-day operational management of the Charity is delegated to an executive director with support from a senior management team.

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Year Ended 31st March 2022

e. Risk management

The Charity has a risk management policy and procedure by which business risk is regularly assessed and risk management strategies are implemented. It involves identifying the kinds of risks the charity faces, assessing them in terms of potential impact and likelihood of occurrence, and identifying ways in which to respond. This aims to provide reasonable assurance that risk is properly identified and assessed, and mitigating actions are developed to reduce potential misstatement or loss.

A common approach to risk assessment and management has been adopted and cascaded throughout the organisation. Training has been provided to key employees. Risk review is embedded within the performance management process.

Key risks are overseen by the Honeycomb Group Audit and Risk Committee which considers risk and takes appropriate action.

f. Evaluation and Board Effectiveness

The Board's key purpose is the effective governance of the Group. Throughout the year the Board has continued to implement strategies that ensure the overall governance arrangements are fit for purpose and effectively support the needs of the business.

During the year the Board, with the support of an independent governance advisor, has:

- Continually looked at the way the board operates and implemented a range of improvements to the overall governance of the Group.
- Used the learning from the board appraisal process to support personal and collective development.
- Continued the Board succession plan with the appointment of a new Trustee.
- Completed individual and collective appraisals in accordance with Group policy.

g. Board diversity

The Group board regularly carries out an audit of skills, experience, and diversity of background of its members to find imbalances and gaps and in order to inform trustee recruitment and training.

The Group board sees diversity, in all its forms, as an integral part of its recruitment process. When deciding how to recruit trustees, the board thinks about how best to attract a diverse pool of candidates. It tries to achieve diversity in any trustee appointment panels.

SUPPORT FROM PARENT ORGANISATION AND WIDER GROUP STRUCTURE

The Charity continued to benefit from the Group infrastructure support services including ICT, HR and Organisational Development, Business Improvement, Finance and Payroll and Communications. Honeycomb Group as the parent organisation takes responsibility for these services and 'recharges' the charity through an intra-group agreement, as well as sharing office space which provides a great working environment at cost that's affordable.

The Charity has continued to access the Group's housing services to provide income management, money advice and, maintenance services for customers. With access to this wider pool of knowledge and experience as well as benefiting from increased purchasing power, Honeycomb Charitable Services Limited can achieve greater efficiency enabling more funding to be focused on frontline delivery.

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Independent Auditor's Report to the members of Honeycomb Charitable Services Limited

Year Ended 31st March 2022

Trustees' responsibilities

The Trustees (who are also directors of Honeycomb Charitable Services Limited 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 the Trustees to prepare financial statements for each financial year. Under that law the trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company or 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 accounting estimates that are reasonable and prudent.
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.
- State whether appropriate accounting standards have been followed subject to any material departures disclosed and explained in the financial statements.

The trustees are responsible for the maintenance and integrity of the company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.


The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and 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.

Disclosure of information to the auditor

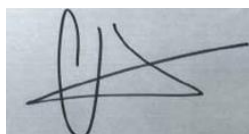
Each of the persons who are Trustees at the time when this Trustees' report is approved has confirmed that:

- so far as that Trustee is aware, there is no relevant audit information of which the charitable company's auditor is unaware, and
- that Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any information needed by the charitable company's auditor in connection with preparing their report and to establish that the charitable company's auditor is aware of that information.

Signed by the board of trustees for the year ended 31 March 2022.



Karl Dean, Trustee



Caris Henry, Trustee

Honeycomb Charitable Services Limited (a company limited by guarantee)

Independent Auditor's Report to the members of Honeycomb Charitable Services Limited

Year Ended 31st March 2022

Opinion

We have audited the financial statements of Honeycomb Charitable Services Limited "the charitable company" for the year ended 31 March 2022 which comprise the Statement of Financial Activities (including the Income and Expenditure account), the Statement of Financial Position and the Statement of Cash Flows and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2022 and of its result 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 the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees (who are also the directors of the charitable company for the purposes of company law) use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the trustees' 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.

Honeycomb Charitable Services Limited (a company limited by guarantee)

Independent Auditor's Report to the members of Honeycomb Charitable Services Limited

Year Ended 31st March 2022

Other information (continued)

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 (which includes the directors' report and the strategic report prepared for the purposes of company law) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report included within the trustees' report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the strategic report or the directors' report included within the trustees' annual report.

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

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of directors

As explained more fully in the Trustees' Responsibilities Statement set out on page 21, 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 charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Honeycomb Charitable Services Limited (a company limited by guarantee)

Independent Auditor's Report to the members of Honeycomb Charitable Services Limited

Year Ended 31st March 2022

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

Extent to which the audit was considered capable of detecting irregularities, including fraud

We identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and then design and perform audit procedures responsive to those risks, including obtaining audit evidence that is sufficient and appropriate to provide a basis for our opinion.

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

- We obtained an understanding of laws and regulations that affect the charitable company, focusing on those that had a direct effect on the financial statements or that had a fundamental effect on its operations. Key laws and regulations that we identified included the Companies Act 2006, tax legislation, health and safety legislation, and employment legislation.
- We enquired of the trustees and reviewed correspondence and trustees meeting minutes for evidence of non-compliance with relevant laws and regulations. We also reviewed controls the trustees have in place, where necessary, to ensure compliance.
- We gained an understanding of the controls that the trustees have in place to prevent and detect fraud.
- We enquired of the trustees about any incidences of fraud that had taken place during the accounting period.
- The risk of fraud and non-compliance with laws and regulations and fraud was discussed within the audit team and tests were planned and performed to address these risks. We identified the potential for fraud in the following areas: laws related to the construction and provision of social housing, recognising the nature of the charitable company's activities and the regulated nature of the charitable company's activities.
- We reviewed financial statements disclosures and tested to supporting documentation to assess compliance with relevant laws and regulations discussed above.
- We enquired of the trustees about actual and potential litigation and claims.
- We performed analytical procedures to identify any unusual or unexpected relationships that might indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud due to management override of internal controls we tested the appropriateness of journal entries and assessed whether the judgements made in making accounting estimates were indicative of a potential bias.

Due to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing fraud or non-compliance with laws and regulations and cannot be expected to detect all fraud and non-compliance with laws and regulations.

Use of our report

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

Honeycomb Charitable Services Limited (a company limited by guarantee)

Independent Auditor's Report to the members of Honeycomb Charitable Services Limited

Year Ended 31st March 2022

A handwritten signature in blue ink, consisting of a stylized 'L' followed by a long horizontal stroke that curves slightly upwards at the end.

Lee Cartwright (Senior Statutory Auditor)
For and on behalf of
BEEVER AND STRUTHERS
Statutory Auditor
St George's House
215/219 Chester Road
Manchester M15 4JE

Date: 13 September 2022

Honeycomb Charitable Services Limited (a company limited by guarantee)

Statement of Financial Activities (including the Income and Expenditure Account)

Year Ended 31st March 2022

	Note	Unrestricted funds £	2022 Restricted funds £	Total £	2021 Total £
Income from:					
Donations	2	53,190	124,696	177,886	84,953
Charitable activities	3	3,697,897	4,020,743	7,718,640	6,477,840
Other trading activities	4	19,067	-	19,067	1,020
Investments	5	616	-	616	720
Other	6	1,461	-	1,461	-
Total income		3,772,231	4,145,439	7,917,670	6,564,533
Expenditure on:					
Charitable activities	7	4,020,033	4,390,857	8,410,890	6,510,418
Total expenditure		4,020,033	4,390,857	8,410,890	6,510,418
Net (expenditure) income		(247,802)	(245,418)	(493,220)	54,115
Net movement in funds		(247,802)	(245,418)	(493,220)	54,115
Reconciliation of funds:					
Total funds brought forward	18	1,306,247	257,918	1,564,165	1,510,050
Total funds carried forward		1,058,445	12,500	1,070,945	1,564,165

The notes on pages 34 to 46 form part of these financial statements.

Honeycomb Charitable Services Limited (a company limited by guarantee)

Statement of Financial Position

Year Ended 31st March 2022

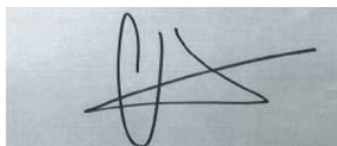
		2022	2021
	Note	£	£
Fixed assets			
Tangible assets	11	835,464	907,650
		<hr/>	<hr/>
		835,464	907,650
Current assets			
Debtors	12	777,272	591,552
Investments	13	287,209	936,857
Cash at bank and in hand		433,082	236,742
		<hr/>	<hr/>
		1,497,563	1,765,151
Creditors: amounts falling due within one year	14	(1,189,082)	(1,035,636)
		<hr/>	<hr/>
Net current assets		308,481	729,515
		<hr/>	<hr/>
Total assets less current liabilities		1,143,945	1,637,165
Creditors: amounts falling due after more than one year	15	(73,000)	(73,000)
		<hr/>	<hr/>
Net assets		1,070,945	1,564,165
		<hr/>	<hr/>
Charity Funds			
Restricted funds	18	12,500	257,918
Unrestricted funds	18	959,275	1,202,465
Revaluation reserve	18	99,170	103,782
		<hr/>	<hr/>
Total charity funds	19	1,070,945	1,564,165

The financial statements were approved and authorised for issue by the Board on 25th August 2022

Signed by the board of trustees



Karl Dean, Trustee



Caris Henry, Trustee

The notes on pages 34 to 46 form part of these financial statements.

Company registration number: 2357520

Honeycomb Charitable Services Limited (a company limited by guarantee)

Statement of Cash Flows

Year Ended 31st March 2022

	Note	2022 £	2021 £
Cash flow from operating activities			
Net income for the financial year		(493,219)	54,115
Depreciation and impairment of tangible fixed assets		104,056	65,763
Interest received	5	(616)	(720)
Increase in debtors		(185,721)	(276,124)
Increase in creditors		153,445	370,796
Net cash flow from operating activities		(422,054)	213,830
Returns on investments and servicing of finance			
Interest received	5	616	720
Net cash flow from investing activities		616	720
Capital expenditure and financial investment			
Acquisition of fixed assets	11	(31,870)	(194,477)
Disposal of fixed assets	11	-	-
Net cash flow from financing activities		(31,870)	(194,477)
Net increase in cash and cash equivalents		(453,308)	20,073
Cash and cash equivalents at 1st April		1,173,599	1,153,526
Cash and cash equivalents at 31st March		720,291	1,173,599
Cash and cash equivalents consist of:			
Cash at bank and in hand		433,082	236,742
Short term deposits	13	287,209	936,857
Cash and cash equivalents at 31st March		720,291	1,173,599

The notes on pages 34 to 46 form part of these Financial Statements.

Honeycomb Charitable Services Limited (a company limited by guarantee)

Notes to the Financial Statements

Year Ended 31st March 2022

1 Summary of significant accounting policies

(a) General information and basis of preparation

Honeycomb Charitable Services Limited is a charitable company limited by guarantee in the United Kingdom. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The address of the registered office is given in the charity information on page 1 of these financial statements. The nature of the charity's operations and principal activities are to promote social exclusion for the public benefit by preventing people within the area of Staffordshire and its environs from becoming socially excluded, relieving the needs of those people who are socially excluded and assisting them to integrate into society.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Companies Act 2006.

The financial statements are prepared on a going concern basis under the historical cost convention, modified to include certain items at fair value. The financial statements are prepared in sterling which is the functional currency of the charity and rounded to the nearest £.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

(b) Funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

(c) Income recognition

All incoming resources are included in the Statement of Financial Activities (SoFA) when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably, and it is probable that the income will be received.

For donations to be recognised the charity will have been notified of the amounts and the settlement date in writing. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained, then income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the charity, and it is probable that they will be fulfilled.

Donated facilities and donated professional services are recognised in income at their fair value when their economic benefit is probable, it can be measured reliably, and the charity has control over the item. Fair value is determined on the basis of the value of the gift to the charity.

Honeycomb Charitable Services Limited (a company limited by guarantee)

Notes to the Financial Statements

Year Ended 31st March 2022

(c) Income recognition continued

No amount is included in the financial statements for volunteer time in line with the SORP (FRS 102). Further detail is given in the Trustees' Annual Report.

Income from trading activities includes income earned from fundraising events and trading activities to raise funds for the charity. Income is received in exchange for supplying goods and services in order to raise funds and is recognised when entitlement has occurred.

Income from government and other grants are recognised at fair value when the charity has entitlement after any performance conditions have been met, it is probable that the income will be received, and the amount can be measured reliably. If entitlement is not met, then these amounts are deferred.

(d) Expenditure recognition

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required, and the amount of the obligation can be measured reliably. It is categorised as Expenditure on Charitable Activities which includes housing management, employment costs, office costs, client activity costs and support costs.

Irrecoverable VAT is charged as an expense against the activity for which expenditure arose.

(e) Support costs allocation

Support costs are those that assist the work of the charity but do not directly represent charitable activities and include office costs, governance costs, and administrative payroll costs. They are incurred directly in support of expenditure on the objects of the charity and include project management carried out at Headquarters. Where support costs cannot be directly attributed to particular headings, they have been allocated to cost of raising funds and expenditure on charitable activities on a basis consistent with use of the resources. Premises overheads have been allocated on a headcount basis and other overheads have been allocated on a headcount or income basis.

Fund-raising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in support of the charitable activities.

The analysis of these costs is included in note 8.

(f) Tangible fixed assets

Tangible fixed assets are stated at cost (or deemed cost) less accumulated depreciation and accumulated impairment losses. Cost includes costs directly attributable to making the asset capable of operating as intended.

Depreciation is provided on all tangible fixed assets, at rates calculated to write off the cost, less estimated residual value, of each asset on a systematic basis over its expected useful life as follows:

Freehold property	Over 50 years straight line
Office equipment	Over 3 - 5 years straight line
Motor vehicles	Over 5 years straight line

(g) Investments

Current asset investments are short term highly liquid investments and are held at fair value. These include cash on deposit and cash equivalents with a maturity of less than one year.

Honeycomb Charitable Services Limited (a company limited by guarantee)

Notes to the Financial Statements

Year Ended 31st March 2022

(h) Stocks

No stocks are held.

(i) Debtors and creditors receivable / payable within one year

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

(j) Impairment

Assets not measured at fair value are reviewed for any indication that the asset may be impaired at each balance sheet date. If such indication exists, the recoverable amount of the asset, or the asset's cash generating unit, is estimated, and compared to the carrying amount. Where the carrying amount exceeds its recoverable amount, an impairment loss is recognised in profit or loss unless the asset is carried at a revalued amount where the impairment loss is a revaluation decrease.

(k) Provisions

Provisions are recognised when the charity has an obligation at the balance sheet date as a result of a past event, it is probable that an outflow of economic benefits will be required in settlement and the amount can be reliably estimated.

(l) Leases

Rentals payable and receivable under operating leases are charged to the SoFA on a straight-line basis over the period of the lease.

(m) Employee benefits

When employees have rendered service to the charity, short-term employee benefits to which the employees are entitled are recognised at the undiscounted amount expected to be paid in exchange for that service.

The charity operates a defined contribution plan for the benefit of its employees. Contributions are expensed as they become payable.

(n) Tax

The charity is an exempt charity within the meaning of schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

(o) Going concern

The financial statements have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The principal financial risks to the Company are related to the loss of fundraising and trading revenue and additional costs of working. The budgeted income and expenditure are sufficient with the level of reserves for the charity to be able to continue as a going concern.

(p) Judgements and key sources of estimation uncertainty

The following judgements (apart from those involving estimates) have been made in the process of applying the above accounting policies that have had the most significant effect on amounts recognised in the financial statements:

Honeycomb Charitable Services Limited (a company limited by guarantee)

Notes to the Financial Statements

Year Ended 31st March 2022

Tangible fixed assets.

Tangible fixed assets are depreciated over their useful lives taking into account residual values, where appropriate. The actual lives of the assets and residual values are assessed annually and may vary depending on a number of factors. In re-assessing asset lives, factors such as technological innovation, product life cycles and maintenance programmes are taken into account. Residual value assessments consider issues such as future market conditions, the remaining life of the asset and projected disposal values.

Bad Debt Provision.

Bad debts are provided for on the basis of a 100% provision for all former tenants and 100% provision for specific current accounts that have been identified by the Income Team.

2 Income from donations and legacies

	2022 £	2021 £
Gifts	53,190	21,827
Legacies	-	-
Grants	98,096	31,763
Donated goods for distribution to beneficiaries	26,600	31,363
	<u>177,886</u>	<u>84,953</u>

Income from donations was £177,886 (2021 - £84,953) of which £53,190 (2021 - £53,590) was attributable to unrestricted funds and £98,096 (2021 - £31,363) was attributable to restricted funds.

3 Income from charitable activities

	2022 £	2021 £
Housing Management	3,687,270	2,927,799
Accommodation and Inclusion Services	1,734,806	1,904,376
Services to counter Domestic Violence	621,812	538,729
Floating Support and Outreach Services	1,668,179	826,339
Other	6,572	280,597
	<u>7,718,640</u>	<u>6,477,840</u>

Income from charitable activities was £7,718,640 (2021 - £6,477,840) of which £4,020,743 (2021 - £3,527,011) was attributable to restricted funds and £3,697,897 (2021 - £2,950,829) was attributable to unrestricted funds.

Honeycomb Charitable Services Limited (a company limited by guarantee)

Notes to the Financial Statements

Year Ended 31st March 2022

4 Income from other trading activities

	2022 £	2021 £
Other	19,067	1,020
	<u>19,067</u>	<u>1,020</u>

Income from other trading activities was £19,067 (2021- £1,020) of which £NIL (2021 - £NIL) was attributable to restricted funds and £19,067 (2021- £1,020) was attributable to unrestricted funds.

5 Income from investments

	2022 £	2021 £
Interest - deposits	616	720
	<u>616</u>	<u>720</u>

Income from investment was £616 (2021 - £720) of which £NIL (2021 - £NIL) was attributable to restricted funds and £616 (2021 - £720) was attributable to unrestricted funds.

6 Other income

	2022 £	2021 £
Other	1,461	-
	<u>1,461</u>	<u>-</u>

Other income was £1,461 (2021 - £NIL) of which £NIL (2021 - £NIL) was attributable to restricted funds and £1,461 (2021 - £NIL) was attributable to unrestricted funds.

Honeycomb Charitable Services Limited (a company limited by guarantee)

Notes to the Financial Statements

Year Ended 31st March 2022

7 Analysis of expenditure on charitable activities

	Activities undertaken directly £	Grant funding of activities £	Support costs £	2022 Total £	2021 Total £
Housing Management	25,144	124,197	360,587	509,928	542,553
Accommodation and Inclusion Services	2,416,465	1,925,421	282,944	4,624,830	3,297,303
Services to counter Domestic Violence	450,310	638,582	148,692	1,237,584	1,001,985
Floating Support and Outreach services	65,724	1,672,354	222,056	1,960,134	1,460,229
Other	34,223	30,303	13,888	78,414	208,348
	2,991,866	4,390,857	1,028,167	8,410,890	6,510,418

£4,390,857 (2021 - £2,344,719) of the above costs were attributable to restricted funds. £4,020,033 (2021 - £3,165,699) of the above costs were attributable to unrestricted funds.

8 Allocation of support costs

Support cost	Basis of allocation	Housing Management £	Accommodation and Inclusion Services £	Services to counter Domestic Violence £	Floating Support and Outreach Services £	Costs of generating Voluntary Income £	2022 Total £	2021 Total £
Finance	Total Income	25,850	12,912	4,681	11,934	679	56,056	36,959
Information technology	Total Income	19,025	9,503	3,445	8,783	500	41,255	24,908
Human resources	Headcount	14,539	7,263	2,631	6,713	381	31,527	52,680
Business Development	Non-Rental Income	6,672	45,519	55,379	8,822	2,743	119,135	172,214
Service Management & Employee Tracking	Total Income	-	50,712	18,381	46,864	1,317	117,275	109,980
Depreciation	Rental Income	90	45	16	42	2	195	114
Office costs (incl. rental)	Total Income	-	2,069	750	1,912	54	4,786	4,532
Intragroup Charges	Total Income	288,585	144,147	52,255	133,226	7,581	625,793	313,179
Pension contributions	Headcount	4,582	2,289	830	2,115	120	9,936	12,949
Other	Total Income	1,244	8,485	10,324	1,645	511	22,209	66,284
		360,587	282,944	148,692	222,056	13,888	1,028,167	793,799

Honeycomb Charitable Services Limited (a company limited by guarantee)

Notes to the Financial Statements

Year Ended 31st March 2022

9 Net income for the year

Net income is stated after charging:

	2022	2021
	£	£
Depreciation of tangible fixed assets	104,056	65,764
Operating Lease Payments		
-Land and Buildings	155,639	155,639
-Other	-	-
Auditors Remuneration	-	-

Auditor's remuneration is included within the intercompany charge from Honeycomb Group Ltd.

10 Staff costs and employee benefits

The average monthly number of employees and full time equivalent (FTE) during the year was as follows:

	2022	2022	2021	2021
	Number	FTE	Number	FTE
Management and Admin	15	14	10	10
Fieldworkers	143	114	131	101
Cleaners	3	1	3	1
	<hr/> 161	<hr/> 129	<hr/> 144	<hr/> 112

The total staff costs and employee benefits were as follows:

	2022	2021
	£	£
Salaries and wages	3,795,562	3,248,560
PAYE / NI Costs	219,015	198,908
Pension Costs	92,030	97,797
Redundancy Costs	(6,548)	40,361
	<hr/> 4,100,058	<hr/> 3,585,626

Total redundancy / termination payments amount to -£6,548 due to an overprovision in 2020/21 (2021 - £40,361).

Honeycomb Charitable Services Limited (a company limited by guarantee)

Notes to the Financial Statements

Year Ended 31st March 2022

10 Staff costs and employee benefits continued

There are no employees who received total employee benefits (including employer pension costs) of more than £60,000.

The Key Management Personnel of the charity are the Directors. Their remuneration is paid via the parent company, Honeycomb Group Limited, and disclosed in the Group accounts.

11 Tangible fixed assets

	Land and buildings £	Motor vehicles £	Office equipment £	ICT equipment £	Total £
Cost or deemed cost:					
At 1 st April 2021	786,735	12,990	124,154	385,000	1,308,879
Additions	-	-	5,954	25,916	31,870
Disposals	-	-	(726)	-	(726)
At 31 st March 2022	786,735	12,990	129,382	410,916	1,340,023
Depreciation:					
At 1 st April 2021	74,495	12,990	122,338	191,406	401,229
Charge for the year	11,336	-	2,248	90,472	104,056
Eliminated on disposals	-	-	(726)	-	(726)
At 31 st March 2022	85,831	12,990	123,860	281,878	504,559
Net book value:					
At 31 st March 2022	700,904	-	5,522	129,038	835,464
At 1 st April 2021	712,240	-	1,816	193,594	907,650

The net book value of land and buildings comprised:

	2022 £	2021 £
Land and buildings:		
Freehold	700,904	712,240
	700,904	712,240

Honeycomb Charitable Services Limited (a company limited by guarantee)

Notes to the Financial Statements

Year Ended 31st March 2022

11 Tangible fixed assets continued

Tangible fixed assets held at deemed cost (previously valuation).

The historic cost equivalent of land and buildings included at deemed cost is as follows:

	2022	2021
	Land and buildings £	Land and buildings £
Cost	750,000	750,000
Accumulated depreciation	(107,800)	(98,000)
Net book value	<u>642,200</u>	<u>652,000</u>

Freehold land and buildings included above were recognised as a deemed cost on transition to SORP (FRS 102). These assets are being depreciated from their valuation date of 1st April 2014 and have a net book value of £700,904 (2021 - £712,240). The historic cost equivalent of these assets is £642,000 (2021 - £652,000).

12 Debtors

	2022	2021
	£	£
Rent Arrears	374,126	270,854
Provision for bad debts	(119,990)	(134,340)
Net rent arrears	<u>254,136</u>	<u>136,514</u>
Gross amounts due from customers for contract work & accrued income	70,236	102,035
Amounts owed from group undertakings	5,235	-
Other debtors	277,559	110,410
Prepayments	170,106	242,593
	<u><u>777,272</u></u>	<u><u>591,552</u></u>

13 Current asset investments

	2022	2021
	£	£
Short term deposits	287,209	936,857
	<u>287,209</u>	<u>936,857</u>

Short term deposits an average interest rate of 0.07%.

Honeycomb Charitable Services Limited (a company limited by guarantee)

Notes to the Financial Statements

Year Ended 31st March 2022

14 Creditors: amounts falling due within one year

	2022	2021
	£	£
Trade creditors	52,345	174,472
Tenant prepayments	65,486	70,546
Deferred Income (note 17)	170,426	234,403
Amounts owed to group undertakings	30,413	66,756
Other tax and social security	56,806	52,322
Other creditors	256,862	48,019
Accruals	556,744	389,118
	<u>1,189,082</u>	<u>1,035,636</u>

15 Creditors: amounts falling due after more than one year

	2022	2021
	£	£
Amounts owed to group undertakings	73,000	73,000
	<u>73,000</u>	<u>73,000</u>

The amount owed to group undertakings is repayable upon the sale of the Elizabeth House property.

16 Leases

Operating leases - lessee

Total future minimum lease payments under non-cancellable operating leases are as follows:

	2022	2021
	£	£
Not later than one year	246,382	240,344
Later than one and not later than five years	397,349	371,933
Later than five years	-	-
	<u>643,731</u>	<u>612,277</u>

Honeycomb Charitable Services Limited (a company limited by guarantee)

Notes to the Financial Statements

Year Ended 31st March 2022

17 Deferred income

	Under 1 year £	Over 1 year £	Total £
At 1 st April 2021	234,403	-	234,403
Additions during the year			
Amounts released to income	(63,977)	-	(63,977)
	<hr/>	<hr/>	<hr/>
At 31 st March 2022	170,426	-	170,426

Income has been deferred to match the related costs in line with the conditions of the relevant contract, in accordance with section 5.24 of the Charity SORP.

18 Fund reconciliation

Unrestricted funds

	Balance at 1 st April 2021 £	Income £	Expenditure £	Transfers £	Balance at 31 st March 2022 £
Elizabeth House capital fund – designated	654,114	-	-	-	654,114
Retained Earnings	548,351	3,772,231	(4,020,033)	4,612	305,161
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
	1,202,465	3,772,231	(4,020,033)	4,612	959,275
Revaluation Reserve	103,782	-	-	(4,612)	99,170
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
	1,306,247	3,772,231	(4,020,033)	-	1,058,445

Restricted funds

	Balance at 1 st April 2021 £	Income £	Expenditure £	Transfers £	Balance at 31 st March 2022 £
Restricted reserves	257,918	4,145,439	(4,390,857)	-	12,500
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
	257,918	4,145,439	(4,390,857)	-	12,500

Honeycomb Charitable Services Limited (a company limited by guarantee)

Notes to the Financial Statements

Year Ended 31st March 2022

18 Fund reconciliation continued

Fund descriptions

a) Unrestricted funds

Unrestricted funds constitute the surplus of incoming resources over resources expended on charitable activities which are not restricted in their application.

b) Designated funds

Designated funds comprise funding received from third parties for the development of specific capital projects.

c) Restricted funds

Restricted funds comprise funding which has been received for the provision of specified services. Any unspent funds are carried forward until they are spent or are returned to the funder.

19 Analysis of net assets between funds

	Unrestricted Funds £	Restricted funds £	Total £
Fixed assets	-	835,464	835,464
Cash and current investments	53,677	666,614	720,291
Other current assets / (liabilities)	-	(411,810)	(411,810)
Creditors more than one year	-	(73,000)	(73,000)
Total	53,677	1,017,268	1,070,945

Honeycomb Charitable Services Limited (a company limited by guarantee)

Notes to the Financial Statements

Year Ended 31st March 2022

20 Events after the end of the year

There were no reportable events after the year end. (2021: Nil).

21 Related party transactions

Honeycomb Charitable Services Limited is a subsidiary of Honeycomb Group Limited. Other subsidiaries of Honeycomb Group include Stillness 924 Limited, Blue Mountain Housing Association Limited, and Search Housing Association Limited. The Charity, as a wholly owned subsidiary, has taken advantage of Section 33 of FRS 102 not to disclose related party transactions with its parent, Honeycomb Group Limited.

Honeycomb Group Limited is a society registered under the Co-operative and Community Benefit Societies Act 2014. Copies of the Group accounts can be obtained at the registered Head Office: 308 London Road, Stoke on Trent, ST4 5AB.

Transactions with registered and non-registered elements of the business

The Charity receives management services from Honeycomb Group Limited.

22 Financial instruments

The carrying amounts of the charity's financial instruments are as follows:

	2022 £	2021 £
<i>Financial assets measured at amortised cost</i>		
Cash at bank and in hand	433,082	236,742
Investments	287,209	936,857
Debtors (excluding prepayments)	607,166	348,959
	<u>1,327,457</u>	<u>1,522,558</u>
<i>Financial liabilities measured at amortised cost</i>		
Short term creditors (excluding accruals)	(632,338)	(646,518)
Long term creditors	(73,000)	(73,000)
	<u>(705,338)</u>	<u>(719,518)</u>