



**Ormiston
Families**
Brighter futures

Ormiston Families
(a Company Limited by Guarantee)

**Annual Report and
Financial statements
for the year ended
31 March 2024**

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Welcome from our Chair and CEO

At Ormiston Families, our vision is that all families in the East of England are safe, healthy and resilient. To achieve that, we want to reach those in need as early as possible, capitalising on the early intervention approach we know works and allowing our expert practitioners to provide support without delay.

We are delighted to lay out this report which explains how last year we did that for more families than ever – and the numbers tell the story.

In 2023/24 we worked directly with over 5,100 families, offering nearly 22,000 sessions of support. Remarkably, this was despite seeing a 20% reduction in our income on the previous year. Our 2023/24 report illustrates how we achieved this through collaborating with others to build more effective partnerships, improving our back-office systems and infrastructure, and enhancing the quality and scope of the services we offer.

On asking those that accessed our services last year, 89% reported feeling safer, 84% felt emotionally healthier and 86% told us they felt more resilient. However, we know there is still more to be done. This is why we are advocating for greater support for children's mental health, for improved support for parents of children with additional needs, for targeted and compassionate support for mothers who have had a child removed from their care, and for increased funding for early intervention work with families.

In the challenging economic climate, it is no surprise that crisis services are prioritised for funding. However, at Ormiston Families, we believe that early preventative work costs less overall and reduces the number of families experiencing the heightened trauma of waiting for their needs to escalate to a critical point before support becomes available to them. This is the best way to deliver compassionate services and why we are always keen to explore opportunities to intervene earlier. Hence, our Stars Bereavement service has recently introduced a pre-bereavement support initiative. Similarly, our Breaking Barriers service is collaborating with Police Forces to establish a consolidated record of children with a parent in prison so that support can be offered earlier to children confronting this recognised adverse childhood experience.

While sometimes we may not secure sustained funding to enable us to continue delivering a service, as a charity we believe in being brave enough to try new initiatives. This year we took the tough decision to end our YouCanBe service for this reason. YouCanBe was a preventative service to support young women, vulnerable to pregnancy and the subsequent removal of their child into care, to make positive choices around their relationships and sexual health. Many young women and their families have benefited from the support YouCanBe provided, which was developed to sit alongside our Mpower service which operates across three counties in the East region and supports women who have already had one or more children removed into care. Our Mpower service grew in 2023 with a newly funded team opening in Peterborough and with the Norfolk team winning and mobilising a trailblazing Public Health and Children's Services tender to deliver a statutorily commissioned service as the first of its kind in the country.

As we enter the third year of our current strategic plan, we are asking the people we work with, staff, funders and others to help us review and critique our progress, as we begin to shape our strategic direction for the next three years. Reflecting on our achievements within this report, it is heartening to see just how many can be traced directly back to the objectives we laid out in our strategic plan in 2022. For this we must thank our trustees and staff for their incredible skills and commitment and our colleagues in the numerous partnerships we are part of, for believing in Ormiston Families, our values, and the individuals and families we are working with.



Gail Tolley
Chair



Allan Myatt
CEO

Report of the Board of Trustees

The Board of Trustees is pleased to present its report highlighting the key achievements of the charity during this year and to provide insight into our main objectives and strategy.

Objectives and Activities

Ormiston Families exists today because of one family's tragedy.

Our founder's sister, Fiona Ormiston Murray, was tragically killed on her honeymoon. She loved children and it was no secret that she was excited about starting her own family. Her family, devastated by their loss, honoured her memory by creating a charitable trust, devoted to helping children and families in need. That trust is now known as Ormiston Families.

Ormiston Families focusses its work on the support of vulnerable children and their families across the East of England. The families we work with face a variety of challenges including poor mental health, additional needs, imprisonment, bereavement and child removal.

We offer one-to-one support, small group sessions and prison visit facilitation to help families work through the effects of these challenges. We work directly with children and young people as well as parents, carers and professionals to support change at a personal and systemic level.

In 2023/24, we reached over 5,100 families and welcomed over 60,000 visitors to our prison visit centres. Every one of them has a story to tell. Read about some of their journeys here, and how you can support us to continue to make a difference.



Our work supporting families affected by offending

We ensure families with a loved one in prison aren't left behind and support ex-offenders to reintegrate into their community.

Why?

Because an estimated 78% of the prison population have a child aged under 18, and 7% of children will experience their parent's imprisonment during their time at school*.

Parental imprisonment is known as an 'adverse childhood experience' that can directly affect long term health and wellbeing, so supporting children experiencing this can help lessen these effects.

Maintaining family ties can reduce re-offending rates, contributing to breaking intergenerational cycles of offending and saving the taxpayers' money.

- In 2023/24, 186 children and young people benefited from support from our Breaking Barriers service to cope with having a close family member in prison.
- Our Prisoner Family Services offered over 1,500 visit sessions, welcoming more than 60,000 visitors to keep families connected.
- 314 people on probation orders worked with our teams to build stronger connections with families and significant others.

(*Source: Ministry of Justice. Official Statistics in Development: Estimates of children with a parent in prison (2024))



Breaking Barriers

The children of prisoners often suffer the consequences of their relatives' actions through no fault of their own.

They can be stigmatised, bullied and confronted by their community, making them feel abandonment, loss and shame. Unable to regulate their emotions, some children lash out with disruptive behaviour. Others withdraw and bottle up their emotions. This can lead to antisocial behaviour, mental health problems, poor health and educational outcomes, future poverty and disadvantage.

Breaking Barriers works across the East of England providing one-to-one support for children and young people who are dealing with the imprisonment of a close family member. Children like Paige (not her real name)...

Paige's story

Paige was referred to Breaking Barriers by her school after being excluded due to angry outbursts.

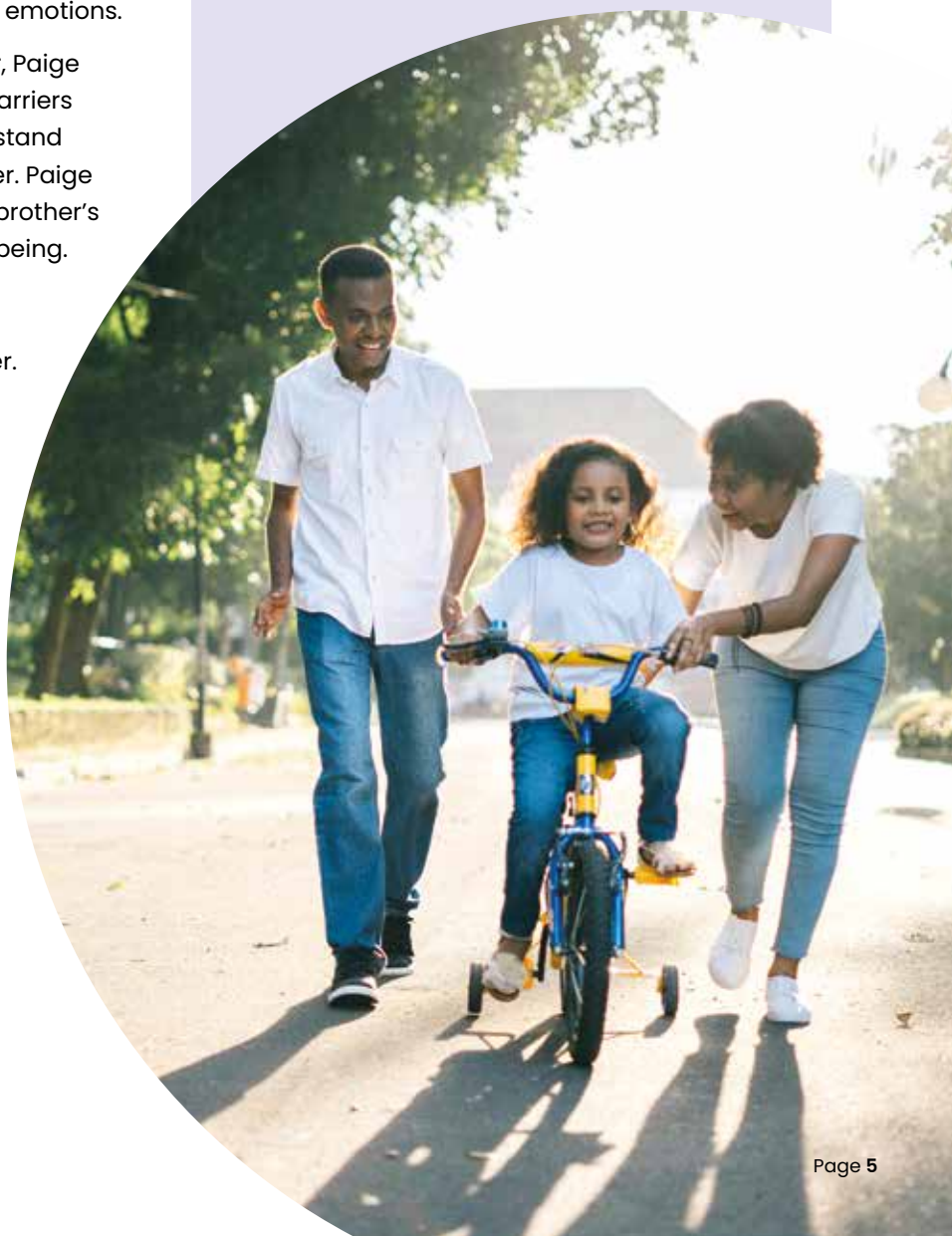
Her behaviour deteriorated following her brother's sentencing, which was publicised on social media. This led to bullying from other students and increased anger at her inability to control her brother's actions. The family dynamics changed as her brother's two children moved in, causing Paige to isolate herself and struggle to regulate her emotions.

After an initial assessment with her mother, Paige began meeting weekly with her Breaking Barriers practitioner at school. She aimed to understand her emotions and learn to control her anger. Paige identified specific emotions related to her brother's arrest and their impact on her mental wellbeing. She addressed her anxiety about constant reminders of her brother's actions and incidents at school that triggered her anger. Paige learned to remove herself from triggering environments to manage her emotions better.

Paige learned what support she needed to prevent emotional outbursts, such as regular contact with school staff and forewarning of potentially triggering activities. She developed strategies for managing her anger, including taking up boxing lessons, using a support hub, and speaking to a school counsellor. Paige became adept at describing her emotions, recognising triggers, and regulating her feelings. She outlined her future goals and showed commitment to achieving them.

Paige's mother said, *"When Paige's brother offended, she couldn't trust anyone at school. Now she is more open with emotions and expresses her feelings. She was able to be advocated for while maintaining confidentiality."*

Paige said, *"Thank you for always listening to me without judging me."*



Prisoners' Family Services

We run eight prison visitor centres across the East of England. We help families understand their visit and try to reassure children as well as providing special activities for families to enjoy together.



In 2023/24, we continued to develop the ways that Dylan, our friendly animated character, can support families affected by the imprisonment of a loved one. A new storybook and workbook were designed with children accessing our Breaking Barriers service, and distributed to schools, libraries, prison visit centres and police forces.

We also worked with young people and former prisoners to produce two videos; a 'walk through' of a typical prison visiting session, and a 'myth-busting' of some of the common misunderstandings young people report to us around prison, which can provoke so much distress.

One young person who had just watched this video said, ***"I have always wanted to visit my Dad but something stopped me. Now I feel more ready to go."***

Our Prison Visit Centre teams have been on hand for over 1,500 visit sessions this year to help families feel a little more at ease. Special visits give families the chance to maintain the bond with the parent in prison, reducing the impact on the children serving a hidden sentence.



MY DAD IS HOME!! I'm just taking this time to say thank you. Thank you so much for everything you have done for me and Caleb. We really appreciate it. I remember being so scared and anxious on my first visit. Everyone put me at ease, and I was able to cope and feel safe and like part of a family on every visit. You took Caleb's needs in your stride and always made us feel included and safe. We have so many fond memories with my dad from making cakes to playing connect four and chasing Caleb around the garden. Every visit has been amazing, especially family day. Thank you for taking the time to hold these events and provide activities. What you do really does change and save lives.'

Visitor, HMP Norwich

Probation Family Services

We help ex-offenders reconnect with their families and children and improve their understanding of how their behaviour impacts others.

Those we have worked with this year took the time to tell us about the difference it has made for them...

"I feel like it's made me a better person. It has made me look at life in a more positive manner. You don't normally get the chance to think deeply about life but discussing the subjects we have during the 'Who Am I?' course it really has made me want to be a better person."

"I am already managing my tone of voice and if I am going to say no to something I think about it more in future."



"It has helped with my confidence and has pushed me to get things done and helped me manage my emotions."



"It has opened my eyes and given me a new perspective on things in life. It has made me think about how other people might see me which I have thought about a lot lately. It has made me realise what my qualities and faults are. It has allowed me to look to the future and think about what I would like my future to look like."



Our work supporting mental health & wellbeing

We support young people and children who need support in looking after their mental health.

Why?

- Because 1 in 5 children in England experience mental health difficulties*.
- 50% of mental health problems are established by age 14**.
- Every 20 minutes, a child in the UK suffers the loss of a parent.

Poor mental health can affect children and young people's ability to make friends, enjoy learning, and maintain good physical health, so acting early is important to give them the best chance to grow into happy, healthy adults.

(*Source: NHS England (2023). Mental Health of Children and Young People in England 2023 – wave 4 follow up to the 2017 survey.

**Source: Kessler RC, Berglund P, Demler O, Jin R, Merikangas KR, Walters EE. (2005). Lifetime Prevalence and Age-of-Onset Distributions of DSM-IV Disorders in the National Comorbidity Survey Replication).

- In 2023/24, we offered nearly 5000 sessions of professional mental health support through our YOUUnited service.
- 136 bereaved children in Cambridgeshire accessed over 750 sessions of specialist counselling.
- Our Supporting Smiles team worked with 1122 children and young people in Norfolk & Waveney experiencing anxiety, low mood and other mental health concerns.

Stars

Childhood bereavement is not rare, but for families affected it is an exceptionally traumatic event. Stars supports children and young people in Cambridgeshire who are struggling due to the bereavement of a close family member.

Stars offers one-to-one, creative and talking therapies for children and young people to navigate their grief journey. Children like 8yr old Bella (not her real name), and her twin sister, Eva...

Bella's story

Bella was really sad after her grandpa's sudden death. Afraid to burden her family with her feelings, she didn't talk about her grief at home. Instead, she focused on caring for her twin sister, Eva, and became anxious about losing other family members, particularly worrying when away from her parents.

To help Bella, Stars offered seven counselling sessions, with parallel sessions for Eva. Bella was able to express her feelings through creative therapeutic activities, starting with painting and storytelling. In her first session, she created a "Feelings Page," using colours and emoji stickers to depict her emotions about her grandpa's death. She also decorated memory stones and engaged in therapeutic storytelling in subsequent sessions.

As counselling progressed, Bella explored her grief and anxiety, especially concerning holidays and family gatherings. Stars provided age-appropriate coping strategies, such as the "Invisible String" concept, helping Bella visualise her bond with loved ones even after their passing. She also learned grounding exercises and breathing techniques to manage her anxiety.

Bella's progress was notable throughout the sessions. She benefitted from activities like therapeutic sand play, creating symbolic representations of her emotions. These sessions gave Bella a safe space to explore and express her feelings, helping her cope with her grief and anxiety.

After the sessions, Bella felt much better. She could talk more openly about her grandpa and was less anxious when her parents weren't around. She also learned how to support friends when they were feeling down. Bella's parents were delighted to see her improvement and how she seemed more like her old self.

Bella said, "If anyone has any worries they should talk to someone. It feels like you're not alone anymore... Thank you Katie for your help, I am feeling much better from talking to you."

Her parents told us, "Both of our daughters have benefited enormously from their time in this program... Many thanks to Katie and the whole team for such a creative, well-thought out process which has enabled our daughters to feel more like themselves again."



Supporting Smiles

Supporting Smiles offers professional mental health and emotional wellbeing support to children and young people in Norfolk and Waveney.

Our support helps children, young people and their families to build strategies that they can use to address mental health concerns now and in the future.

“ I really appreciate everything you have done to help me and you’ve given me motivation to take my life back from OCD.”

Young person accessing Supporting Smiles

“ It has been a life changer. Things at home were becoming increasingly difficult and affecting the whole family. The tools my husband and I have been provided with have had a positive effect on all of us. I cannot thank you enough. ”

Parent

“ The good thing is it taught me to conquer my emotions. ”
Young person accessing Supporting Smiles

97%

of families felt that their views and worries were taken seriously

96%

of families felt listened to

95%

said the help they received from Ormiston Families was good

YOUUnited

YOUUnited uses therapies, counselling and guided self-help to support people in Cambridgeshire and Peterborough aged up to 25.

In 2023/24 the service supported 1,636 children and young people. One of them was 'Amy' (not her real name), whose life was being significantly affected by anxiety. Thankfully, our YOUUnited practitioner was able to offer just the support she needed:

Amy's story

Nine-year-old Amy was referred to YOUUnited by her school's Special Educational Needs Coordinator due to significant anxiety and worries about sickness. Her anxiety caused tummy aches and a fear of vomiting, leading to intense panic episodes. Amy avoided situations away from home, fearing illness without her parents' support, missing out on activities with friends.

YOUUnited provided Amy with eight sessions of support using a parent-led guided self-help manual for anxiety. The sessions focused on worry management, cognitive distortions, and coping strategies, including grounding, breathing, relaxation, and self-talk. Amy and her mother received practical tools to manage her anxiety, helping Amy understand and control it better.

Amy's mother noticed a substantial boost in Amy's confidence, enabling her to manage anxieties more effectively. Amy learned to manage panic attacks using the provided strategies and her progress was remarkable. She stayed in the same room as a family member who was unexpectedly sick and began planning to go on a school residential trip. Her mother felt better equipped to support Amy, thanks to the knowledge and tools gained from the sessions.



Amy's mum said, **“Kate was easy to talk to, helpful, and communication was good. I felt that Kate had experience which helped and made it easier. Everything was explained in easy terms to understand and forwarded onto Amy. Amy has been able to relate with the information given and made her own panic plan which has helped her. She has learnt loads, really improved in confidence, and has the thought processes that she knows will help her. It's been like a counselling session for myself too. It's been great to understand and see the benefits of everything we've learnt to help her.”**

Our practitioner Kate said, **“A lovely, unexpected impact was when Amy had a friend who was also struggling with their anxiety; she took it upon herself to share what she had learned, helped them make their own panic plan, and delivered it to their house along with a Wagon Wheel.”**



Our work supporting communities

We provide emotional, physical and social wellbeing services within the East of England's local communities.

Why?

Because approximately 1 in every 4 mothers who have had a child removed from their care by a court are at risk of return with future children. This risk rises to 1 in 3 for the youngest mothers*.

Women are often left unsupported to repeat the circumstances that led to the first child being removed, so our services help to address these issues, and promote healthy relationships to reduce the likelihood of repeat removals.

Over 1.6 million pupils in England have special educational needs, and this number has been rising since 2016.**

Families often face a battle for diagnosis, with no clear path for support and an overwhelming feeling of isolation.

- In 2023/24 our Mpower service worked with 120 parents who had at least one child removed into care to help deal with this loss and understand and address the issues behind the removals.
- 28 young women were supported by YouCanBe, with three quarters telling us that they felt more resilient as a result of their work with us, setting them in good stead for a brighter future.
- Our Stronger Together service benefitted 790 children with special educational needs and disabilities.

(*Source: Lancaster University (2017))

**Source: Special educational needs in England' National Statistics release (2024))

Stronger Together

Stronger Together helps families in Cambridgeshire who have children with additional needs or disabilities. It offers parent peer support groups as well as specialist sensory resources for families and childcare & education settings to borrow for the children in their care.

Following a comprehensive re-modelling our Stronger Together service has grown in strength this year. A swathe of staff and volunteers with lived experience of children with SEND have enabled new pop-up library locations and parent-groups to take shape, offering greater accessibility to the remote communities that it serves.



The group has really helped my confidence. When I first went in, I didn't want to talk to anyone. I've met some lovely people through it who I now consider to be really good friends. I have found out information through the group with regards to benefits or different things in the system to help with diagnosis and EHCPs. It's nice to have somewhere to go where other people understand what it is like.'

Stronger Together
service user

Mpower

We support women who have had one or more children removed from their care across Norfolk, Suffolk and Fenland. We help them understand the reasons for the removal and build a network of support around them. In 2023/24, we offered nearly 2,000 sessions of support.

One of the women accessing this support was 'Charley' (not her real name). Having developed negative views of support services over the years, our practitioner sought to rebuild some trust.

Charley's story

Charley and her partner, James, had three children removed from their care between 2003 and 2006. When Charley became pregnant again, they fled to Ireland, where they retained custody of their baby and had five more children. After returning to East Anglia, a social worker became involved following an incident between two children, leading to a Child in Need plan. Due to the couple's anxiety and mistrust of professionals getting in the way of progress, Charley's social worker referred her to Mpower.

Charley received one-on-one sessions with her Mpower practitioner, providing a safe space to express concerns about social care. She discussed her anxieties, gained a better understanding of professionals' roles, and reflected on her past experiences with her eldest children. Despite initial positive progress, Charley and James separated, and Charley faced potential homelessness. Concerns for the children led to an escalation to Child Protection. Mpower remained involved as the risk of care proceedings was imminent, however the children were able to stay with their parents in separate homes. Charley made significant strides, reflecting on needed changes, exploring her feelings about relationships, and securing letterbox contact with one of her older daughters after years of no communication.

Initially guarded, Charley's perspective shifted as she engaged with Mpower. She developed a deeper understanding of the concerns held by professionals, secured stable housing, and stabilised her finances. Relationships with her younger children improved, and she successfully initiated contact with her older daughter. Charley built a supportive network of friends and focused on personal growth. The children became more settled in school with fewer negative behaviours.

Charley praised her Mpower practitioner, for her support and different perspectives, ***"My practitioner has been amazing and has helped me so much. She always listens to me have a moan but helps me to see things in different ways."***

Reflecting on Charley's journey, her practitioner noted her growth in confidence and ability to look to the future. ***"It has been a pleasure to support Charley and witness the changes she's been able to make. When we first met, she was surviving day to day. She has been able to reflect on her own actions, learn from them, and now presents as so much more confident in herself and able to look to the future."***

Our strategic successes

Last year we set some specific aims to support our three-year strategy, and we are pleased to have made some good progress:

Establishing and embedding Mpower in Peterborough and promoting our commissioning success in Norfolk to this and other Mpower locations, engaging local authorities in discussions to develop similar contracts in their areas.

Last year saw us consolidate the development of our commissioned Mpower service in Norfolk, as well as realising our ambition to expand the service into Peterborough.

The Peterborough Mpower service was quick to forge strong partnerships with local midwifery and mental health services, with a subsequent focus on establishing and promoting referral pathways from Children's Services, which account for 60% of Mpower referrals in other areas.

Our success at having the Mpower service commissioned in Norfolk, and the experience of collaborating with commissioners there on identifying priorities and effectively embedding provision within the wider Public Health and local authority landscape, has enabled us to refine our delivery model and develop outcomes evidence and materials to promote the service to commissioners in other areas.

Expanding and developing our work and impact in the lives of teenagers.

The challenging funding environment we experienced in 2023/24 contributed in part to the decision to close our YouCanBe service, which had supported vulnerable young women at risk of pregnancy and subsequent care proceedings. The decision also reflected one of the inevitable risks of piloting innovative and brave ways of working, in that the anticipated sustainability of such services, despite documented impact, is not always realised. In the case of YouCanBe, we endeavoured to manage a difficult situation for the young women we worked with and employees alike with sensitivity and compassion, re-deploying staff where possible and ensuring that the young women using the service were supported to end their time with us as safely and well as possible under the circumstances.

In addition, we were able to use our learning and feedback from the young women to inform and influence future commissioning activity in one of the local authority areas where YouCanBe had previously operated.

Strengthening our clinical mental health expertise to underpin all our mental health and emotional wellbeing provision.

The newly created Assistant Director (Mental Health) role came into its own last year, working with colleagues in our Supporting Smiles, YOUnited and Stars services to develop and maintain high-quality, clinically safe and effective mental health support for children and young people.

This was achieved in large part through the creation of dedicated quality improvement initiatives to better evidence service-user outcomes and set standards for effective management of therapeutic caseloads and activity levels. Sharing expertise and best practice in these areas across all three of our mental health services provided a welcome opportunity for staff to interact and share their knowledge, skills and experience, as well as helping to embed strong and consistent clinical practice across our mental health services.



Retaining and building on our current mental health contracts in Norfolk.

Our ability to evidence incremental improvements in clinical quality and governance and the positive impact this had on outcomes for the young people we work with, was instrumental to us being re-awarded two out of three mental health contracts in Norfolk & Waveney, when they were tendered last year.

Unfortunately, we were not successful in retaining our contract to run the Link service, which provided training and advice for professionals supporting young peoples' mental health. The Link service was subsumed into a larger TALK Centre (Training, Applied Learning & Knowledge) contract to be delivered by another voluntary sector provider, with whom we retain close working relations as part of the wider Norfolk & Waveney Mental Health Alliance. During this transitional period our focus has been on collaborating to support a smooth and seamless transfer for our staff and professionals using the service.

Securing long-term funding for Stronger Together in Cambridgeshire so that we can grow the number of SEND groups and sessions we are able to facilitate.

Stronger Together has for many years provided an invaluable service to address the social and geographical isolation experienced by many parents of children with special educational needs and disabilities, particularly in remote rural areas with limited infrastructure. Despite the unquestionable demand from families for this service, and its resonance with the core aims and objectives of the organisation, the ongoing challenge to secure sustainable funding led to it being on the brink of closure in 2022/23.

Thanks to a generous and timely donation from the Ormiston Trust, we were able to keep the service open last year, whilst undertaking a strategic review and re-configuration of our service model.

What you have done has been brilliant. I'm very, very grateful. I didn't realise how negative his whole view of prisons was. You have helped me to realise that view was making him more anxious. We speak openly to normalise prison now.'

Parent of a child supported by Breaking Barriers

Being selected as a Charity of the Year finalist at the Children and Young People Now awards.

It was a privilege to attend the Children & Young People Now Annual Awards ceremony last year, as national finalists in two categories, and to witness the excitement and pride on the faces of our Breaking Barriers team when it was announced that they had overcome countrywide competition to win the prestigious Early Intervention Award.

As well as providing positive affirmation and helping to instil further professional confidence in the colleagues who undertake this challenging and emotionally demanding work with young people impacted by familial imprisonment, the award also gave credence to our stated aspiration to be leaders in early intervention approaches.

A further outcome of this award was the recognition and profile it afforded, leading to an invitation to pilot an innovative police force scheme aimed at mitigating the worst impact on children who experience the imprisonment of a close family member. Operation Paramount embodies some of the best principles of early intervention and trauma awareness, signposting services like Breaking Barriers to affected families at the time of arrest. Plans for Ormiston Families' involvement in this initiative are currently at an advanced stage with two police forces in the region.

Future Plans

In our strategic plan for 2022–2025, we identified six priority areas for development. As we entered the second year in 2023, we defined the service 'enhanced quality and reach' priority into the following overarching themes to apply across all our services over the two-year period from April 2023 to March 2025:

- Ensure inclusivity, engaging with the whole family group for the benefit of children and young people.
- Become a leader in trauma informed practice and co-production with the people we work with.
- Become leaders in early intervention approaches for children, young people and their families.
- Work collaboratively with other organisations to identify opportunities and solutions to bring about beneficial system changes for our service users.
- Enhance our ability to engage the voice of a diverse range of service users in the monitoring and development of our services, corporate governance, and strategic planning.

Enhance the quality and scope of our services

Having established and grown several services in recent years, we recognise the need to invest more to improve and maintain the quality of our work in all areas and to ensure that those families, geographically distanced from a service, are able to access support.

We will do this by:

- Reviewing and developing our practice, policies and processes across our services, including:
 - Using a Ladder of Co-production as a strategy to engage the voice of all our stakeholders and value everyone's contribution
 - Making more use of trauma-informed practice and techniques/tools to build resilience
 - Enhancing our safeguarding and data protection practice
 - Making better use of our performance monitoring and impact management within our continuous improvement processes.
- Rolling out our services across the East of England so that more families can access our complete offer.



Our objectives for 2024/25:

Achieving 2024/25 budget targets; ensuring we end the financial year with a free reserve position within our reserves policy window of between £700k and £1,100k.	Building on the successful funding achieved for Stronger Together in Cambridgeshire last year; by increasing the number of SEND groups and sessions we are able to facilitate in this area and new counties.	Registering Ormiston Families as a Real Living Wage employer.
Mobilising and embedding both our recently awarded mental health services in Norfolk; 4-13 years Therapeutic Pathway and the Cognitive Behavioural Therapy (CBT) Informed Therapeutic Pathway.	Developing our IT systems to: <ul style="list-style-type: none"> ○ maintain our Cyber Essential accreditation; ○ improve the services we offer to the children, young people, and adults we are working with – e.g. automated session booking applications; ○ further improve our administration of employee personnel processes; ○ support the implementation of our new grant giving department. 	Reducing our organisational energy and travel carbon emissions per employee (FTE) by at least 5% over the course of 2024/25.
Our Norfolk Mpower service becoming an accredited Trauma Informed Practice provider and promoting the success of this commissioned service to engage local authorities in discussions to develop similar contracts in their areas.	Upgrading our website to make it easier for stakeholders to locate the information they desire; making a referral, applying for jobs, making a donation, signing up for an event.	Continuing to grow our corporate donor giving base to secure regular donations from partner companies.
Securing commissioned income for our other charitably funded services.	Hiving up the Ormiston Families Enterprises limited company into Ormiston Families so the Play Out Nursery can be embedded within the charity.	Creating new sustainable commercial products/services, that are in keeping with our overall vision and skill set, to generate unrestricted funds to support our other charitable activities.

Our people

Our employees and volunteers, strongly supported by the trustees, are the cornerstone of our success and the driving force behind our innovation and growth. As we reflect on the past year, it becomes evident that the dedication, talent, and collaborative spirit of our team have been instrumental in achieving our strategic goals and delivering exceptional support to our service users.

Their unwavering commitment to excellence and their ability to adapt in a challenging environment have not only fuelled our progress but also fostered a culture of resilience and continuous improvement. We are immensely proud of our people and recognise that their contributions are the bedrock upon which our future achievements will be built.

At our organisation, we prioritise the mental health and wellbeing of our staff, recognising it as fundamental to fostering a supportive and productive work environment and achieving the best outcomes for the people we work with. This year, we trained eight dedicated mental health first aiders to offer immediate support to colleagues, ensuring that help is always at hand. Additionally, we provide individual support sessions with an independent practitioner and offer unlimited counselling sessions through our Employee Assistance Program (EAP). Our commitment to staff wellbeing is reflected in the results of our annual employee survey conducted by Birdsong, which showed significant improvements: 13 questions scored better compared to the previous survey, 25 remained the same, and only 5 showed a decline. Moreover, when benchmarked against 28,000 individuals working for UK charities, we outperformed in 16 questions, matched in 25, and were slightly below in just 2. These outcomes evidence our ongoing efforts to create a work environment that reflects our collaborative, compassionate and effective values.

Our volunteers are the heartbeat of our organisation, bringing passion, dedication, and a diverse array of skills that are invaluable. This year, we are proud to announce that we have been reaccredited with the prestigious Investors in Volunteers status, a testament to our ongoing commitment to excellence in volunteer management and support. This reaccreditation reflects our continuous efforts to create a nurturing and rewarding environment for our volunteers, ensuring they feel valued and empowered in their roles. Their contributions not only enhance our capacity to serve our community but also enrich the collaborative spirit that defines our organisation. We are deeply grateful for the time, energy, and enthusiasm our volunteers bring, and this reaccreditation underscores the pivotal role they play in our success.

Over the past year, Ormiston Families has made significant progress in our Learning and Development initiatives, reflecting our commitment to upskilling, supporting and developing our employees. Our colleagues participated in a variety of training courses and workshops to enhance their skills and knowledge. We embedded our eLearning system, ensuring all our employees complete and renew mandatory training for their roles. This system has been excellent in providing flexible learning opportunities for our staff, we use over 60 courses and have completed over 2,200 hours of Continuous Professional Development. Additionally, 28 managers took part in the Skilled Managers Programme equipping them with skills to manage and support their teams. We also invested in Emergency First Aid Training; we now have 81 employees trained in this vital skill. Safeguarding has also been a key focus of training this year as we launched the competency framework which has seen more colleagues attend training and build networks within their local area and train in risk management including 26 employees trained on the DICES framework. Other training initiatives have included 'Understanding Autism', 'Safer Recruitment', 'Orientation Induction Sessions' and the introduction of a successful informal method of training using Teams to deliver internal webinars on People XD (our new HR Information System), Finance and Employee Benefits. Through these efforts, we have demonstrated our commitment to a culture of continuous improvement, learning and professional development and cemented Learning & Development as a key area of growth going forward.



I really wish Ormiston Families the very best for the future."

Former Ormiston Families employee



I've worked with a number of third sector organisations over the past 18 years and by a country mile Ormiston Families leads the pack, it has been a real honour to be able to work for yourselves and I'm just extremely thankful I had the opportunity to do so."

“ This role has been emotionally very challenging at times – we often speak to families and young people when things feel at their worst, we listen to their stories, take on their heightened emotions, empathise and give advice where we can, and have the unpleasant responsibility of making them aware the further wait they are going to have for intervention, and this happens several times a day, week in and week out without us being able to see the positive difference that the intervention team get to make and experience.

We do get positive feedback of course, and that is relished and celebrated as a team, however the very nature of meeting people at the start of their journey before they've received the support they need means it's not a daily occurrence.

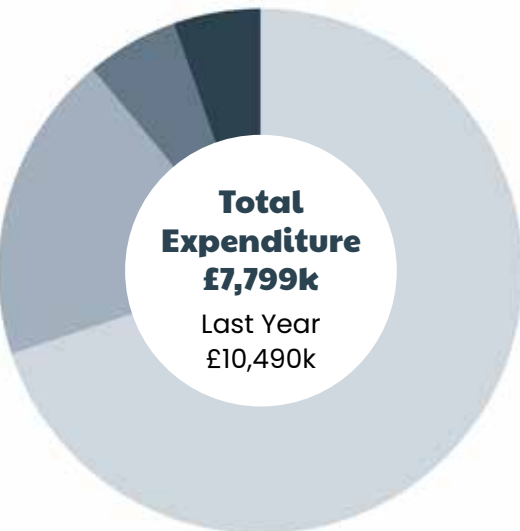
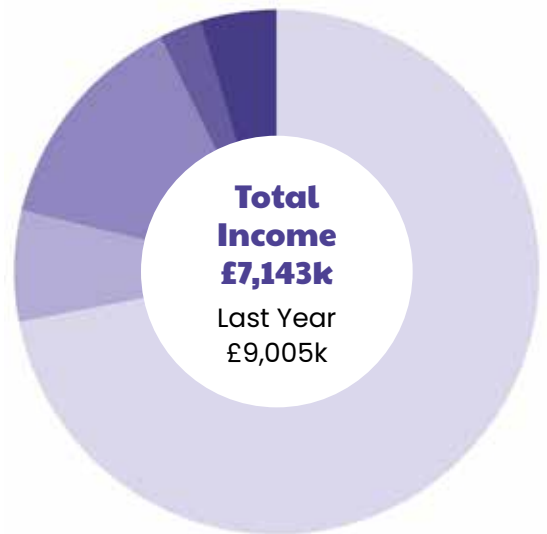
The single most important factor that makes the above manageable is the incredible team I've had the absolute pleasure and pride to work with. E is an incredible manager (truly brilliant), and the staff are some of the most kind and caring individuals I've come across. The feeling of solidarity, friendship, utter professionalism, and the group desire to do what they can to make the lives of the young people we support a little better isn't something I've come across before to such a high degree. I will be very sad to leave this team and I doubt I will find another like it – they are a credit of the highest order to yourself and Ormiston Families.”

Ormiston Families employee

Financials

Income

	£'000
Government funding	£5,140
Trading	£489
Trust and other grants	£993
Fees and other income	£186
Donations and events	£335



Expenditure

	£'000
Services supporting families	£5,404
Services for those affected by the justice system	£1,517
Trading	£452
Raising grants and other income	£426

In 2023/24, we raised £7,143k to continue our work supporting families in the East of England. We spent £7,799k on our work to make sure our doors stayed open for people who needed support.

In total, this money helped us to work directly with 5,129 families through 21,774 sessions of support. In addition, we welcomed 66,279 prison visitors at over 1500 visit sessions.



I have learnt how to deal with situations better but also you have given me understanding of what my emotions do to me, how I can see them coming and what to do in a crisis. I have always felt better leaving sessions after a game of Uno.”

Breaking Barriers
service user

Financial review

2023/24 has been a successful year restoring our free reserves levels from the planned disposal of our head office which was no longer required following the introduction of our agile working policy. Our free reserves are now at the upper end of our policy range. Securing funding for services remained challenging with philanthropic income generation continuing to feel the impacts of the pandemic, particularly within restricted trust funding.

Our overall deficit reduced to £656k (2022/23 – deficit £1,485k). Net expenditure of previously received restricted funding is £685k (2022/23 – £1,014k) of this deficit leaving a significantly reduced and improved unrestricted funds deficit of £130k (2022/23 – £471k) drawing upon free reserves for the year. This enabled us to maintain planned services and support capacity, prioritising our beneficiaries as long as possible whilst we were awaiting the outcome of major funding bids and contract tender decisions. However, we still had to take some service capacity reduction and restructuring decisions in the last quarter of the year as we reviewed the sustainability of our budget plans and likely levels of funding available.

Total income of £7,143k (2022/23 – £9,005k) reduced primarily due to the transfer out to an NHS provider of a Norfolk Mental Health Support Team service (MHST), this also reflects in the reduction in restricted funding for services of £2,724k during the year to £1,982k (2022/23 – £4,706k).

Government funding for other contracted services increased partially compensating for the MHST impact, resulting in government income of £5,140k compared to £6,674k in 2022/23. Restricted trust grant income for our services reduced by £143k (2022/23 – £182k reduction) to £362k (2022/23 – £505k) excluding funding from the Ormiston Trust reflecting the increasing challenges and competition for funds with this income stream. Ormiston Trust funding for services of £151k (2022/23 – £297k) also reduced reflecting the completion of projects such as the #wewill programme. This was in addition to maintaining their unrestricted grant at £400k for the year and supporting our working capital while we disposed of our freehold property, which helped us continue our support to some of our beneficiaries longer than we may otherwise have been able to do.

Total voluntary income increased by 49% to £743k (2022/23 – £499k), this reflects successes achieved in corporate partnership and unrestricted trust grant income following our previous investment in income generation capacity. Legacy income was nil during the year (2022/23 – £16k) and no new legacy notifications were received during the year (2022/23 – nil).

Following the necessary decision to close the majority of our nursery settings during the second half of the previous year due to the business model becoming unsustainable our income from nursery activities reduced to £489k from £863k in 2022/23. However, this enabled our nursery trading subsidiaries to generate a profit of £37k compared to a loss of £283k in 2022/23 before management charges, internal rent and tax. This shows the turnaround achieved and underlying strength of our remaining nursery setting. Following consideration of professional advice during 2023/24, with respect to the best group structure and capitalisation required to continue operating the remaining nursery activity, the Board of Trustees has decided to hive up the remaining nursery and dissolve the subsidiary companies. Blois Meadow Day Nursery Limited has been dissolved in June 2024, the dormant subsidiary companies forming part of the original nursery trading plan have also been dissolved in June and July 2024, please see note 14 for more detail. Ormiston Families Enterprises Limited will be dissolved during 2024/25 following completion of the hive up. At the year end, Ormiston Families Enterprises Limited held net liabilities of £20k (2022/23 – £185k net liabilities). The charity was owed £nil (2022/23 – £120k which represents funding provided for an orderly restructure in the best interests of the parent charity's reputation).

Within the net reduction in funds for the year of £656k (2022/23 – £1,485k) unrestricted funds reduced by £130k (2022/23 – £471k) reflecting our management of the use of free reserves to support our charitable services while awaiting the completion of the sale of our freehold property and the organisational changes from the service changes and restructuring our nurseries. Restricted funds reduced by £526k (2022/23 – £1,014k) reflecting the reduced expenditure timing difference from the receipt of additional restricted fund income carried forward from previous years for expenditure within our charitable services.

The Board of Trustees plans to continue our regionalised service strategy for our remaining services and will carry out a major 3 year strategic review during 2024/25 prioritising support for the current needs of our beneficiaries with budgeted deficits for 2024/25 of £180k and £90k for 2025/26. The additional free reserves generated from completing the sale the freehold property in Ipswich during 2023/24 will ensure sufficient free reserves to sustain the charity whilst developing increased diversified long-term income streams.

Reserves policy

The Board of Trustees undertake regular reviews of the reserves levels compared with the reserves policy, to ensure that the level of reserves held is appropriate for the continuation of the Ormiston Families' activities. The trustees have a risk-based approach assessing the short and medium to long term risks to the organisation, while ensuring sustainable delivery of services to our beneficiaries. This acknowledges the current external environment and risks arising from cuts in statutory contract funding and the spread of funding received across a range of services and geographical areas.

The Board of Trustees have carried out a review of the free reserves policy which recommends free reserves of between £700k and £1,100k and agreed that there should be no change to these levels based upon expected growth, tenders due and risk profiles for statutory and non statutory funded activities within current budget plans.

On 31 March 2024, the charitable group balance sheet remained resilient, holding funds of £2,557k (2023 – £3,213k) of which £493k (2023 – £987k) is represented by fixed assets and investments. Unrestricted funds are £1,668k (2023 – £1,798k) with £553k (2023 – £987k) funding fixed assets and approved fixed asset investments, leaving unrestricted free reserves as of 31 March 2024 of £1,115k (2023 – £811k). Following the increase from our property disposal, this is slightly in excess of the higher end of the free reserves policy levels. With plans for controlled deficits utilising a total of £270k of these free reserves in place during 2024/25 and 2025/26 to support our beneficiaries before returning to breakeven or a small surplus, this free reserves level is thought to give sufficient resilience to the charity to keep within policy levels for the foreseeable future.

Restricted funds are regularly reviewed by the trustees to ensure funds continue to be spent as intended within a reasonable time. The financial review contains details relating to the movement in restricted funds during the year. Restricted funds held at 31 March 2024 were £889k (2023- £1,415k) reflecting the net expenditure of previously received funds during 2023/24.

Investment policy

Our investment policy is based on the best use of cash investment assets and aims to get the best return whilst keeping these surpluses safe and liquid. The Board of Trustees, having regard to the liquidity requirements of the charity, keep funds in interest bearing deposits as far as is practicable and does not expose them to excessive risk.

As well as bank balances and low volatility money market funds, Ormiston Families has properties which are used for the direct charitable purposes of the charity and any surplus space arising within them is reviewed with a view to securing rental income.

Our investment policy is kept under review to prudently support changing needs for fixed asset investment and investment in income generation.

Going concern

The Group has undertaken a detailed service and budget plan assessing the opportunities for growth and sustainability in the current economic and funding climate. This has included assessing cashflows, risks of loss of contracts, strength of liquidity, disposal opportunities for surplus property and the confidence of our future potential debt capacity if required. In parallel the Charity continually reassesses its operations, business plans and performance facilitating swift action to be taken in response to any unexpected scenarios should they arise.

Having reviewed the key risks facing Ormiston Families, as well as the cash flow forecast model and the expected level of reserves, for a period of at least 12 months from the date of approval of these financial statements, the Board of Trustees consider there are sufficient reserves held on 31 March 2024 to manage those risks and achieve the business plans. The Board of Trustees believe that Ormiston Families has adequate resources to fund its activities for the foreseeable future. Accordingly, the Board of Trustees is of the view that Ormiston Families is a going concern.

Principal risks and uncertainties

As in previous years, the Board of Trustees has reviewed and assessed the organisation's strategic, operational and governance risks, in particular noting the continuing economic pressures arising from high inflation. They ensured that the major risks to which the charity and its trading subsidiaries are exposed, as identified by the board, have been reviewed and systems have been established to mitigate those risks.

The key risks to which the charity is exposed, and the mitigating steps are summarised overleaf:



Risk	Mitigation
Personnel loss	<p>Remuneration policies reviewed alongside sector benchmarks in 2023 and salary increases implemented in January 2024 with all salaries brought up to lower quartile levels as a minimum in line with our pay policy. Overall, this resulted in a 5% payroll uplift across the organisation. We also increased the lower salary rates for our Ormiston Families Enterprises Limited Play Out nursery, to ensure all their staff were equal or above the Real Living Wage.</p> <p>Our agile working policy, (implemented in 2022) continues to be valued by staff.</p> <p>We are maintaining our mental health and wellbeing support for staff and have supplemented this with a new Employee Assistance Programme which provides greater support to staff and their families, including access to a 24hr online GP appointment service.</p> <p>Staff appraisals conducted and individual & organisational development plans agreed.</p> <p>Trustee annual reviews undertaken, and three new Trustees appointed in line with succession plans.</p> <p>Employee forum engaged in reviewing and informing policies.</p>
Financial mismanagement	<p>Financial systems and processes reviewed by trustees and external audits.</p> <p>The Board reviewed our audit arrangements and appointed new auditors for 2024.</p> <p>Finance team training maintained to ensure awareness of fraud risks & common scams.</p> <p>Finance team implemented a new programme of regular monthly lunchtime training sessions for managers and other staff to increase understanding of financial processes such as income and expenditure coding, recording employee expenses, etc.</p> <p>Robust budgeting monitoring processes maintained.</p>
Reputational loss	<p>Quality standards maintained with routine observations and audits.</p> <p>All services undergoing a quarterly 'support and challenge' discussion to review performance and ensure a process of continuous improvement.</p> <p>Implementation of policies by service leads and senior leadership team.</p> <p>Safeguarding and data protection training provided for all staff.</p> <p>DBS checks undertaken on appointment and routinely sampled thereafter.</p> <p>GDPR specialist consultants appointed to advise on all data protection matters.</p> <p>Head of Communications and Engagement role to oversee public relations.</p>
Loss of Ormiston Trust funding and support	<p>Informal and formal dialogue maintained with Ormiston Trust with the CEO engaging with the Ormiston Trust Board on a regular basis.</p> <p>Ormiston Trust's continued presence on the Board of Trustees.</p> <p>Three-year project funding plan agreed with Ormiston Trust.</p>
Loss of major contract	<p>Regular performance monitoring undertaken by managers and senior leadership.</p> <p>Key performance indicators monitored by senior leadership.</p> <p>Significant concerns reported quarterly to the Board of Trustees.</p> <p>Regular dialogue, reporting and review, maintained with commissioners and delivery partner organisations at local and senior levels.</p> <p>Establishing complementary service contracts/grants that work alongside major contracts</p> <p>There are no major contracts (over £500k per annum) due for renewal in 2024/25.</p>
Loss of infrastructural assets	<p>Disaster recovery plans in place.</p> <p>Insurance cover reviewed and updated.</p> <p>Security of premises and fire protection reviewed.</p> <p>Archived service user records held centrally in secure, fire-proof room.</p> <p>Secure offsite hosting of IT infrastructure and data records.</p> <p>Automated data back-up procedures in place.</p> <p>New HR management information system (PeopleXD) implemented October 2023.</p> <p>Data protection training and testing, supported with the appointment of an external GDPR specialist consultancy.</p> <p>Information governance processes in place and regularly reviewed.</p> <p>Cyber security processes reviewed regularly, and Cyber Essential accreditation award renewed in 2024.</p> <p>Ready access to specialist professional advice and support maintained.</p>
Adverse economic climate	<p>Reduced non-contracted service expenditure for 2024/25.</p> <p>Reduced central office payroll expenditure.</p> <p>Reduced 2024/25 budget implemented with non-payroll related inflation factored in at 5% and trust income target maintained at previous levels.</p> <p>Established COIF account to create an additional income stream while interest rates high.</p> <p>Asset rich balance sheet maintained to facilitate borrowing if required.</p> <p>Maintained market awareness through trustees and SLT.</p> <p>Considering strategic alliances/partnerships to increase unrestricted income and share or reduce risk.</p>

Structure, governance and management

Constitution

Ormiston Families is a charitable company limited by guarantee and was set up by Memorandum and Articles of Association on 30 November 1992. The Board of Trustees completed a review of the Memorandum and Articles of Association in 2017. The revised Articles were approved by the Board and adopted by members in October 2017. In September 2019, a revision to the Articles was adopted by members to implement the Charity Commission's Charity Governance Code recommendations. In September and December 2020, further amendments were adopted to enable formal business to be conducted by electronic means such as the AGM by videoconference. Ormiston Families is a registered charity number 01015716.

The objects of Ormiston Families are for the promotion of general charitable purposes, principally in the areas of the welfare of disadvantaged families, children, and young people. The founding charity, Ormiston Trust (of which Peter Murray and Diana Murray are trustees), is a grant making trust that continues to support Ormiston Families.

Method of appointment or election of trustees

The Board of Trustees is legally responsible for the governance and management of the charity. The Standing Orders set out the framework for the structure and processes of the Board. The Board of Trustees consists of not less than three trustees. There have been three resignations and no new trustee appointments since the previous year end with one additional resignation and 3 new trustee appointments after the year end. New trustees are recruited by reason of the skills they offer, and we continue to review the membership of the Board of Trustees to ensure a strong balance of skills. The recruitment process is mindful of both the skills mix and diversity across the Board, to ensure the Board is reflective of the communities in which the Charity operates. Details of all our trustees can be found on our website at www.ormiston.org/who-we-are/

Trustees are appointed for a maximum of 9 consecutive years from the Annual General Meeting of first appointment, after which a break of at least 24 months must be taken. Our founder Peter Murray is excluded from this retirement provision and his service is preserved beyond 9 years. One third of the Board must retire at each Annual General Meeting. Retiring trustees are eligible for re election subject to the maximum term of office.

Governance review

During 2023/24 the Board of Trustees have continued their trustee review processes and board and committee self-assessment processes. The Governance Committee has also continued to ensure a high correlation of our structure and processes with the Charity Commission's Charity Governance Code and best practice following the independent review commissioned in the previous year. That review found Ormiston Families equalled or exceeded the reviewer's "all charities benchmark" in 14 out of 15 governance practices, commenting it "is a commendable achievement and an example of how charities can role model good governance".

Policies adopted for the induction and training of trustees

Once appointed, Trustees undertake an induction programme, including attendance at an organisational induction day (for trustees and employees), participating in structured service visits and the receipt of organisational and statutory information in a trustee information pack. Further training is undertaken as needed. Training and update, as part of a Board of Trustees' meeting, is also undertaken at least twice during the year. This year the focus has been upon Embracing Continuous Improvement in Mental Health, Impact Insight and Service User Involvement and Trauma Informed Practice in addition to safeguarding and our independent staff survey outcomes.

Organisational structure and decision making

A written schedule of matters is reserved for decision by the whole Board of Trustees, including

- The formulation and implementation of strategy.
- Overseeing the implementation of the strategy through annual operating plans and budgets.
- Monitoring progress.
- Accepting ultimate responsibility for the sound professional, legal, and financial management of the charity.

The Board of Trustees meets four times a year to carry out its responsibility for ensuring that the activities undertaken are in line with the objects of the charity. A quorum consists of not less than three members and decisions are reached by majority. During the year two additional meetings were held to discuss funding levels, operational and budget plans and to review a significant

draft legal agreement. Average trustee attendance at board meetings was 80% during the year ended 31 March 2024 (2023 – 90%).

Matters not reserved for decision by the Board of Trustees are delegated either to one of the Board committees or to the chief executive and members of the senior leadership team via the organisation's scheme of delegation. The chief executive and members of the senior leadership team are detailed on page 45.

The Board of Trustees has four committees, with terms of reference, whose members during the year to 31 March 2024 are listed below:

Resources Committee – reviews and agrees the annual budget, the annual report, and accounts ready for approval by the Board. It is responsible for agreeing all loans and repayments, major acquisitions, or disposals, ensuring adequate organisational finance systems are in place. Liaising with and receiving reports from the external auditors, approving any significant changes in accounting policies or practices. Setting the organisation's reserves policy, agreeing any significant decisions relating to organisational restructures, management structures, remuneration and benefits for approval by the Board of Trustees and on any other significant human resources matters.

The resources committee met four times during the year ended 31 March 2024.

Members: Hannah Catchpool (chair until December 2023), Stephen West (chair from December 2023), Stephen Bennett (until September 2023), Jessica Godfrey-Withey, Marlini Finney (until May 2024) and Catherine McLaughlin (from February 2024).

In attendance: Chief executive, finance director and company secretary, operations director, commercial director, director of people and organisational development.

Governance and Risk Committee – reviews the charity's governance and advises the Board of Trustees accordingly. This committee will confirm to the full Board of Trustees that the major risks to which the charity is exposed, as identified by the trustees, have been reviewed and systems have been established to mitigate those risks.

The governance and risk committee met four times during the year ended 31 March 2024.

Members: Gail Tolley (chair until October 2023), Jessica Godfrey-Withey (chair from November 2023), Hannah Catchpool (until December 2023), Miranda Kendall, Catherine McLaughlin, Rebecca Wood and Marlini Finney (until May 2024).

In attendance: Chief executive, finance director and company secretary, operations director.

Integrated Income Generation and Communication Committee – oversees, monitors, and reports back to the Board of Trustees on Ormiston Families' income generation plans and activities, ensuring that appropriate policies, processes and systems are in place.

The income generation committee met four times during the year ended 31 March 2024.

Members: Miranda Kendall (chair), Peter Murray, Rosie Gutteridge (until December 2023), Diana Murray and Rebecca Wood.

In attendance: Chief executive, director of income generation and marketing, finance director and company secretary.

Remuneration Committee – meets as required to devise, implement, and monitor the remuneration policy for the chief executive, senior leadership team and set terms and conditions for key management personnel. The committee also meets on an ad-hoc basis during the year as and when senior management team remuneration needs to be considered and does this alongside both group and charity performance and benchmarking data in order to have informed discussions and make decisions.

Members: Board chair, Board vice chair and chair of the Resources Committee

The remuneration committee was not required to meet during the year ended 31 March 2024, and met once during the year ended 31 March 2023.

The Board's key responsibilities in respect of key management personnel remuneration are:

- to monitor the framework for remuneration;
- to have oversight of and implement the remuneration policy against which the senior leadership team and staff remuneration is determined;
- in consultation with the Remuneration Committee, approve the chief executive's remuneration in line with the remuneration policy;
- to commission external market information on salary and remuneration packages to assist comparison and benchmarking with best practice;
- to approve the design of and determine targets for any performance-related pay to review the ongoing appropriateness and relevance of the remuneration policy.

Related Parties

All decisions taken by the Board of OFEL and BMDN, Ormiston Families' trading subsidiaries, are in line with the parent charity's objects and any conflicts of interest are managed and addressed with the Group's best interest. The trustees and senior leadership team all operate transparently and declare all potential conflicts at each meeting and where conflicts of interest or loyalty exist, step out from decisions when appropriate.

Peter Murray and Diana Murray are trustees of Ormiston Trust, a grant-making trust that continues to provide vital and significant support to Ormiston Families each year. Processes are in place to manage these and other potential conflicts of interest, transactions are detailed in note 25.

Our commitment to high standards of fundraising

Our Board of Trustees and Senior Leadership Team are fully committed to building relationships and trust with all our supporters. They, together with our Integrated Income Generation and Communication Committee, monitor significant risks and ensure they are being properly addressed.

We never buy in any data lists for fundraising, and we do not sell or share supporter details with any other individuals or organisations. We have processes in place to ensure that we do not overwhelm our supporters with information and our supporter communications are primarily designed to inform our donors about the progress of our work on behalf of children, young people, and their families. We do not employ professional fundraising agencies and all our activities are planned and delivered in house by our income generation team.

We are committed to the highest standards of professional fundraising. We are a member of the Fundraising Regulator and adhere to its Code of Practice, Fundraising Promise, and complaints process. We take our responsibilities to our supporters very seriously and make sure that they can control how they hear from us as well as ensuring that we are complying with UK GDPR and the Data Protection Act 2018.

Like last year, we did not receive any complaints and we have guidelines in place for fundraising from vulnerable people and will never put pressure on anybody to donate.

Our approach to income generation

Our approach to raising funds continues to be based on building long term relationships and partnerships with those who support our work across the East of England. Our commitment to high standards of fundraising remains with no complaints received once again in this financial year.

Despite the ongoing economic challenges, in 2023/24 we saw a pleasing growth in support from corporate partners.

A collaborative approach to bidding for statutory funding, resulted in the organisation winning a further 5 years of funding for our Child and Adolescent Mental Health services in Norfolk and Waveney and we continue to seek new opportunities with commissioning teams across the East of England.

Our small fundraising team is supported by our impact and insights and communications teams who work collaboratively across the organisation to ensure our fundraising is evidence based and delivers our strategic objectives.

Corporate partnerships

Our corporate partnerships are based on mutual benefit and shared values, assisting our partners to achieve social impact and understand their reach in the communities they serve. This approach has led to a number of key partnerships being renewed, including:-

Seven Resourcing and Sanctuary Personnel

Our partnership with these national social care recruitment agencies continued into its second year, raising over £20,000. We saw staff from both agencies taking part in a range of activities including raffles, bingo and pool tournaments as well as challenges such as skydives and other outdoor challenge events.

The strength of these partnerships has enabled us to secure a further year of support in 2024/25, increasing their target to raising c. £30 000 for Ormiston Families and offering bespoke career skills and knowledge to students at Ormiston Academies Trust schools.

Provide Community

In addition to donations of £141,000 our new major partner held their annual golf day in aid of Ormiston Families raising over £13,000. We look forward to developing this relationship even further in 2024/25.

East of England Co-Op

Our three-year partnership with the East of England Co-Op continues to grow. This year they awarded funding so that we could offer prisoners the opportunity to record audio books for their children as part of the Storybook Dads initiative.

Accugrit

Accugrit have also supported us for a third consecutive year in which they volunteered to provide two days of gardening and site maintenance at our head office and their office manager took part in the London Marathon raising over £2,000.

Tesco – Stronger Starts

We were delighted to receive further funding from Tesco Stronger Starts in 23/24 with a donation of nearly £3,000 towards our Breaking Barriers service.

We are also grateful for the continued support of Andrew Thompson and Associates, Poundgates Insurance, our newest partner Be Seasoned and many more who support us through gifts in kind, taking part in our fundraising events and being advocates of our work.

Trusts and Foundations

In recent years, our trusts and foundations team have built a strong pipeline of funders, many of whom have been able to offer repeat funding for our services.

Funding from trusts and foundations continues to be the bedrock of our charitable services. However, we know we cannot rely solely on this funding source and continue to look at developing other income streams to secure the long-term future of vital services.

This year we received multiyear household support funding from Glasspool Charitable Trusts Flexible Frontline Fund and from the Suffolk Community Foundation enabling us to identify and award grants to individuals and families in crisis.

We have seen a large increase in unrestricted funding from trusts and foundations which has been so valuable enabling us to use this funding where and when it is most needed.

Impact and Insight

Our impact and insights team work alongside the fundraising team, ensuring we can regularly update our partners on the impact their valuable investments are having on the lives of children, young people and their families across the East of England.

Using data analysis, we are able to identify areas of operational strength to highlight and identify gaps and opportunities to grow and develop our work. Applying this same logic to our fundraising efforts, we are beginning to understand how best to apply our limited resource for the best chance of fundraising success. Applying a quality lens to our fundraising activity, we are constantly developing our approach, reviewing our impact assets and ensuring we can communicate the value of what we do to maximise investment.

Events and challenges

Fourteen brave souls took part in our annual sky dive fundraiser and five runners undertook the challenge of the London Marathon.

Our annual lecture at Cambridge University was delivered by the Rev Jonathan Aitken, who was joined by the Governor of Pentonville Prison, Ian Blakeman and Custody Manager Neil Fraser. Their powerful lecture focussed on the difference their groundbreaking approach to neurodiversity has made to the lives of prisoners.

The importance of good communication

Last year, we appointed a Head of Communications and Engagement whose achievements include a well-received campaign to raise awareness for our Stronger Together service. The campaign ran over the Christmas period raising valuable funds and increased referrals to this service supporting parents who have children with additional needs. This campaign has given us a springboard to raising long term funds to grow the number of groups and sessions we are able to facilitate.

In addition, the post has contributed to doubling our social media audience, meaning more opportunities to raise awareness of our work, events and successes.

We believe that good external and internal communication strengthens our ability to raise valuable funds and to build strong awareness and understanding of the importance of our work.

We can't do this alone

On behalf of the children, young people and families we support we want to thank all the philanthropic individuals, trusts and foundations, businesses and community organisations who, despite the current economic challenges, supported Ormiston Families during this year.



Our commitment to the environment

At Ormiston Families we acknowledge that global warming is a real and growing threat to the environment. We recognise that many of our activities contribute to climate change and may also have other unintended consequences on the environment. In keeping with our vision of a world where families feel safe, healthy, and resilient, Ormiston Families is committed to developing working practices that minimise environmental damage and help protect the planet to provide a brighter future for us all.

Policy Principles:

- All Ormiston Families staff and volunteers are encouraged to take personal responsibility for considering the environmental impact of all their activities, practices, and procedures.
- We are proactive in minimising our production of waste by reusing or recycling materials.
- We monitor and reduce the environmental impact of fossil fuel dependent modes of transport by encouraging the use of travel options that minimise environmental impact in addition to exploring new ways of delivering our work sustainably.
- We are building an environmentally friendly work culture through regular internal communication and stakeholder engagement.
- We ensure that consideration is given to purchasing environmentally sustainable products and services and develop sustainable supply chains by using suppliers that have environmental standards compatible with our own.
- We have robust procurement procedures and policies in place so that the environment is considered as part of our decision-making processes.

For the year 2022/23 we reported our average carbon emissions per employee (arising from property energy consumption and staff mileage) as 682 kg of CO₂ per full time equivalent (FTE) employee and set a target to reduce this by 5%. Our actual CO₂ per FTE emissions for 2023/24 was 679 kg. However, this reflects an overall decrease in the number employees (down by 59 FTE) resulting primarily from the loss of the Mental Health Support Teams (MHST) contract which was transferred out at the beginning of the financial year.

Looking at our gross carbon footprint, we successfully reduced our impact from 146 tonnes to 106.5 tonnes – an improvement of 27%. This was largely achieved by our earlier decision to use a broker to combine all our electricity supply needs into one certified green contract. In addition, we reduced our central office space with the sale of the Drift, replacing this with a much smaller hot desk arrangement at 333 Felixstowe Road.



In 2021/22 we introduced an agile working policy which strongly supports our environmental objectives by allowing staff more flexibility in determining when they will work and where. While staff are required to travel to an office for specific meetings or on certain working days, many staff have now adopted working patterns that enable them to perform equally well at home; thereby reducing unnecessary travel.

In 2023/24 we introduced a mileage-expenses claim form that separates out green miles travelled and automatically captures CO₂ emissions per journey based using a registration licence plate calculator. This implementation of this form has helped to raise staff awareness (it highlights their personal CO₂ contribution) and made it easier for us to more accurately record this data.

Our Environmental Working Group continues to provide valuable insights and champion our aims. Four members of the group undertook training to achieve the Carbon Literacy Certificate in 2023.

Long term objectives

- We aim to be carbon neutral by 2030.
- By 2030, all our properties (owned & leased) will be EPC rated 'C' or above.*

Objectives for the financial year 2024/25

- Reduce the average carbon emissions per employee arising from our energy consumption and staff travel by 5% this year – Currently 679 kg of CO₂ per FTE employee per annum.
- Continue to promote and embed a cultural aspiration to minimise our environmental impact across the organisation.
- At least three members of our Environmental Working Group to complete the Groundwork Carbon Literacy course.
- Introduce a carbon offset scheme.
- Monitor and report on our progress throughout the year.
- Prepare an action plan for 2025/26.

Our Supporters

The Board of Trustees would like to acknowledge the commitment and dedication of all employees and volunteers, which is demonstrated in the high quality and impact of our work with children, young people, and families this year.

Equally, we would like to take this opportunity to thank the many individuals, funding bodies and community groups who have supported our work this year. Particular gifts and grants are acknowledged in accordance with their terms below.

Principal Funding

Principal funders are Norfolk and Waveney Integrated Care Board, Cambridgeshire and Peterborough Integrated Care Board, His Majesty's Prison and Probation Service, Norfolk County Council and Ormiston Trust. These funders provide a variety of both unrestricted grants, contract income and restricted funding.

Our work is only possible due to our dedicated supporters and the companies, charitable trusts and foundations, which continue to partner with us. To everyone involved, we cannot thank you enough.

The charity is grateful for the support from the following charitable trusts and foundations and statutory bodies during the year.



Public benefit

The trustees confirm that they have complied with the duty in Section 17 of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit and believe that the benefit to members of the public described in the achievements and performance within this report demonstrates the public benefit delivered by Ormiston Families.

STATEMENT OF RESPONSIBILITIES IN RESPECT OF THE TRUSTEES' ANNUAL REPORT AND THE FINANCIAL STATEMENTS

The trustees (who are also directors of Ormiston Families 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 directors to prepare financial statements for each financial year. Under that law the directors 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 directors 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 for that period. In preparing these financial statements, the directors are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP FR102;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company and the group'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 the group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

Auditor

Price Bailey resigned as auditor in February 2024 and the Board approved the appointment of SB Audit LLP to fill the vacancy. On 28 March 2024, SB Audit LLP merged with Sumer Auditco Limited and their audit registration ceased with effect from that date. Therefore, the Company is audited by Sumer Auditco Limited, United Kingdom in 2024. In accordance with Section 485 of the Companies Act 2006, the auditor has been appointed for the financial year 2024 for the first time.

The auditor, Sumer Auditco Limited, will be proposed for reappointment in accordance with Section 485 of the Companies Act 2006.

Disclosure of information to 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
- the trustee has taken all the steps that ought to have been taken as a trustee in order to be aware of any relevant audit information and to establish that the auditor is aware of that information.

This report has been prepared in accordance with the special provisions of part 15 of the Companies Act 2006 relating to small companies.

The Trustees' Report, incorporating the Directors' Report, was approved by the trustees on 6th September 2024 and signed on their behalf by:



Gail Tolley, Chair

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF ORMISTON FAMILIES FOR THE YEAR END 31 MARCH 2024

Opinion

We have audited the financial statements of Ormiston Families (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 March 2024 which comprise the Consolidated Statement of Financial Activities, the Group and Company Balance Sheet, the Consolidated 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 (United Kingdom Generally Accepted Accounting Practice) including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

In our opinion the financial statements:

- give a true and fair view of the state of the group's and parent charitable company's affairs as at 31 March 2024, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; 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' 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 group's or parent 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 trustees are responsible for the 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. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion 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, incorporating the Director's Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- The Directors' Report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the group and parent charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report.

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

- adequate accounting records have not been kept by the parent charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company's financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit;
- the trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemptions in preparing the directors' report and from the requirement to prepare a strategic report.

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF ORMISTON FAMILIES FOR THE YEAR END 31 MARCH 2024 (continued)

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement in the Trustees' Report, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the group's and parent charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the group or the parent charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

We gained an understanding of the legal and regulatory framework applicable to the charitable company and how it operates and considered the risk of the group and the parent charitable company not complying with the applicable laws and regulations including fraud in particular those that could have a material impact on the financial statements. This included those regulations directly related to the financial statements. In relation to the group and the parent charitable company this included employment law, financial reporting and health & safety.

The risks were discussed with the audit team and we remained alert to any indications of non-compliance throughout the audit. We carried out specific procedures to address the risks identified these included the following:

- We reviewed systems and procedures to identify potential areas of management override risk. In particular, we agreed the financial statements to underlying records and we carried out testing of journal entries and other adjustments for appropriateness.

- We reviewed accounting policies for evidence of management bias and ensured that the accounting policies were correctly applied to the financial statements.
- We reviewed minutes of Trustee Board meetings and agreed the financial statement disclosures to underlying supporting documentation.
- We have made enquiries of management and officers of the parent charitable company regarding laws and regulations applicable to the organisation.
- We reviewed the risk management processes and procedures in place including a review of the Board assurance reporting.
- We have reviewed any correspondence with the Charity Commission and reviewed the procedures in place for the reporting of incidents to the Trustee Board including serious incident reporting of any such matters if necessary.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation as to what extent the audit was considered capable of detecting irregularities, including fraud.

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.

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

Use of this 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, for our audit work, for this report, or for the opinions we have formed.



John Perry (Senior Statutory Auditor)

For and on behalf of
SUMER AUDITCO LTD
Fitzroy House, Crown Street, Ipswich, Suffolk IP1 3LG

Date: 20th September 2024

Ormiston Families

Consolidated Statement of Financial Activities (incorporating Income and Expenditure Account for the year ended 31 March 2024)

		2024			2023		
	Notes	Unrestricted Funds £000	Restricted Funds £000	Total £000	Unrestricted Funds £000	Restricted Funds £000	Total £000
Income from:							
Donations and Legacies	2	739	4	743	467	32	499
Charitable activities	3						
Families		2,730	1,764	4,494	1,887	4,427	6,314
Justice		1,020	214	1,234	1,041	247	1,288
Charitable activities sub total		3,750	1,978	5,728	2,928	4,674	7,602
Other trading activities	4	515	-	515	889	-	889
Investments	6	94	-	94	13	-	13
Other income	6	63	-	63	2	-	2
Total		5,161	1,982	7,143	4,299	4,706	9,005
Expenditure on:							
Raising funds	7,8	878	-	878	1,459	226	1,685
Charitable activities	7,8						
Families		3,109	2,295	5,404	2,109	5,393	7,502
Justice		1,304	213	1,517	965	338	1,303
Charitable activities sub total		4,413	2,508	6,921	3,074	5,731	8,805
Total		5,291	2,508	7,799	4,533	5,957	10,490
Net (expenditure)/income for the year		(130)	(526)	(656)	(234)	(1,251)	(1,485)
Transfers between funds	19	-	-	-	(237)	237	-
Net movement in funds		(130)	(526)	(656)	(471)	(1,014)	(1,485)
Reconciliation of funds							
Total funds brought forward		1,798	1,415	3,213	2,269	2,429	4,698
Total funds carried forward	19	1,668	889	2,557	1,798	1,415	3,213

All activities relate to continuing operations. All gains and losses recognised in the year are included in the Consolidated Statement of Financial Activities (SOFA).

The notes on pages 32-44 form part of these financial statements.

Ormiston Families

Group and Company Balance Sheets as at 31 March 2024

Company Number 02769307

	Notes	Group		Company	
		2024 £000	2023 £000	2024 £000	2023 £000
Fixed assets					
Intangible assets	12	10	6	10	6
Tangible assets	13	483	981	483	981
Investments	14	-	-	-	-
Current assets					
Stock	15	-	1	-	1
Debtors	16	287	894	287	1,003
Cash at bank and in hand		2,775	2,699	2,746	2,686
		3,062	3,594	3,033	3,690
Liabilities					
Creditors: Amounts falling due within one year	17	(948)	(1,368)	(865)	(1,245)
Net current assets		2,114	2,226	2,168	2,445
Total assets less current liabilities		2,607	3,213	2,661	3,432
Provisions for liabilities	18	(50)	-	(50)	-
Net assets		2,557	3,213	2,611	3,432
Funds of the Charity:					
Restricted funds	19	889	1,415	889	1,415
Unrestricted funds	19	1,668	1,798	1,722	2,017
Total funds		2,557	3,213	2,611	3,432

This report has been prepared in accordance with the special provisions of part 15 of the Companies Act 2006 relating to small companies.

The financial statements were approved by the trustees, and authorised for issue on 6th September 2024 and are signed on their behalf by:



Gail Tolley
Chair



Stephen West
Trustee

The notes on pages 32-44 form part of these financial statements.

Ormiston Families

Consolidated Statement of Cash Flows for the year ended 31 March 2024

	Notes	2024 £000	2023 £000
Cash flows from operating activities			
Net cash (used in)/provided by operating activities	22	<u>(505)</u>	1,495
Cash flows from investing activities			
Net interest received		94	13
Proceeds from the sale of tangible fixed assets		501	-
Purchase of tangible fixed assets		(2)	-
Purchase of intangible fixed assets		(12)	-
Net cash provided by investing activities		<u>581</u>	<u>13</u>
Cash flows from financing activities			
Repayment of borrowings		-	(649)
Net cash (used in) financing activities		<u>-</u>	<u>(649)</u>
Change in cash and cash equivalents in the reporting period		<u>76</u>	<u>859</u>
Cash and cash equivalents at 1 April		2,699	1,840
Cash and cash equivalents at 31 March	23	<u>2,775</u>	<u>2,699</u>

Analysis of changes in net debt

	£000	£000	changes £000	2024 £000
Cash and cash equivalents				
Cash	<u>2,699</u>	76	-	<u>2,775</u>
	<u>2,699</u>	76	-	<u>2,775</u>
Borrowings				
Loans due within one year	-	-	-	-
Loans due after one year	<u>50</u>	(50)	-	<u>-</u>
	<u>50</u>	(50)	-	<u>-</u>
Total	<u>2,749</u>	26	-	<u>2,775</u>

The notes on pages 32-44 form part of these financial statements.

Ormiston Families

Notes to Financial Statements for the year ended 31 March 2024

1 ACCOUNTING POLICIES

1.1 BASIS OF PREPARATION OF FINANCIAL STATEMENTS

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) (effective 1 January 2019) Charities SORP (FRS 102) and the Companies Act 2006.

The financial statements are prepared in sterling which is the functional currency of the company and group. Exemption under FRS 102 has been taken not to prepare a separate charity entity cashflow statement, these cashflows are included within the group cashflow statement on page 31.

Ormiston Families meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy. The financial statements are rounded to the nearest £'000.

1.2 BASIS OF CONSOLIDATION

The financial statements consolidate the accounts of Ormiston Families and its subsidiary undertakings ('subsidiaries'), Ormiston Families Enterprises Limited and Blois Meadow Day Nursery Limited.

The charity has taken advantage of the exemption contained within 408 of the Companies Act 2006 not to present its own Income and Expenditure Account.

The income and expenditure account for the year dealt with in the accounts of the charity showed net expenditure of £821,000 (2023 - net expenditure £1,298,000).

1.3 COMPANY STATUS

The charity is a company limited by guarantee. The members of the charity are the Trustees named on page 45. 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 number of members at 31st March 2024 was 9 (2023 - 12).

1.4 SIGNIFICANT JUDGEMENTS AND AREAS OF ESTIMATION DUE TO UNCERTAINTY

The most significant area of judgement and key assumptions are related to estimating the useful economic life of fixed assets. Depreciation is charged annually in accordance with the depreciation rates detailed below (note 1.9). Impairment of assets is considered annually and provided for as required. Goodwill is amortised over the relevant property lease period to which it relates. Fixed Asset investments are reviewed and adjusted for impairment based upon a review of expected rates of return on investment and risk adjusted valuations of their future customer revenue. The Trustees judgement is that the company continues as a going concern (note 1.8). As part of this judgement they have considered the current reserves position, strategic plans and risks.

1.5 FUND ACCOUNTING

General funds are unrestricted funds which 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 costs 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.

1.6 INCOME

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the charity that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

Ormiston Families

Notes to Financial Statements for the year ended 31 March 2024 (continued)

1 ACCOUNTING POLICIES (continued)

1.6 INCOME (continued)

Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Other income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

Grants and donations are only included when the charity has unconditional entitlement to the resources.

Investment income is included on a receivable basis.

Trading income represents fees and management charges receivable by Ormiston Families Enterprises Limited trading as "Payout" and Blois Meadow Day Nursery Limited trading as "Payout Steeple Bumpstead" in respect of their provision of nursery services. Income is recognised in the period to which it relates.

1.7 EXPENDITURE

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

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

Trading expenditure represents costs incurred and the provision of nursery services by Ormiston Families Enterprises Limited and Blois Meadow Day Nursery Limited.

Support costs, including governance costs, are those costs incurred directly in support of expenditure on the objects of the charity. Support costs are allocated firstly in line with individual project income agreement provisions and the remaining balance by gross salary costs as a good approximation to the use made by projects. Governance costs are those incurred in connection with administration of the charity and compliance with constitutional and statutory requirements.

All expenditure is inclusive of irrecoverable VAT.

1.8 GOING CONCERN

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

Having reviewed the key risks facing Ormiston Families, as well as the budget and cash flow forecast model, freehold property disposal progress, potential loan availability and the expected level of reserves, the Trustees consider there are sufficient reserves held at 31 March 2024 to manage those risks and achieve the business plan. The Trustees believe that Ormiston Families and the Group have adequate resources to fund their activities for the foreseeable future including a period of at least 12 months from the date of signing these accounts. Accordingly, the Trustees are of the view that Ormiston Families and the Group are a going concern. Following consideration of professional advice the charity has decided to hive up its remaining nursery activity and therefore none of the subsidiary companies are going concerns and it is planned to dissolve them.

1.9 TANGIBLE FIXED ASSETS AND DEPRECIATION

All assets costing more than £500 are capitalised.

Tangible fixed assets are carried at cost, net of depreciation and any provision for impairment. Depreciation is provided at rates calculated to write off the cost of fixed assets except freehold land, less their estimated residual value, over their expected useful lives on the following bases:

Freehold property	-	Over 50 years
Leasehold Property	-	Over the lease term
Fixtures and fittings and office equipment	-	15% to 50% straight line
IT operational hardware pool	-	Over 3 years straight line
Assets under construction	-	No depreciation

Ormiston Families

Notes to Financial Statements for the year ended 31 March 2024 (continued)

1 ACCOUNTING POLICIES (continued)

1.10 INTANGIBLE FIXED ASSETS AND DEPRECIATION

Intangible assets are initially recognised at cost. After recognition, under the cost model, intangible assets are measured at cost less any accumulated amortisation and any accumulated impairment losses.

All intangible assets are considered to have a finite useful life. The current intangible assets are goodwill for which the useful life is estimated to be the lower of the minimum lease period for the business activity to which they relate or 10 years.

1.11 INVESTMENTS

Investments in subsidiaries are valued at cost less provision for impairment.

1.12 OPERATING LEASES

Rentals under operating leases are charged to the Statement of Financial Activities on a straight line basis over the lease term.

1.13 STOCKS

Purchased stocks are valued at the lower of cost and net realisable value after making due allowance for obsolete and slow-moving stocks.

1.14 DEBTORS

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

1.15 CASH AT BANK AND IN HAND

Cash at bank and in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

1.16 LIABILITIES AND PROVISIONS

Liabilities are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the company anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

1.17 FINANCIAL INSTRUMENTS

The group only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method. Other specific measurements are as follows;

Tangible Fixed Assets – depreciated cost (note 13)

Investments – open market value and their historical cost (note 14) Goodwill – amortised cost (note 12)

All assets are subject to annual impairment review and adjusted accordingly if necessary.

All assets and liabilities are therefore stated in the accounts at their fair value.

1.18 PENSIONS

The group operates a defined contribution pension scheme and the pension charge represents the amounts payable by the group to the fund in respect of the year, treated as an expense in the Consolidated Statement of Financial Activities.

1.19 TAXATION

The company is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the company is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Ormiston Families

Notes to Financial Statements for the year ended 31 March 2024 (continued)

2 Income from donations and legacies

	2024			2023		
	Unrestricted Funds	Restricted Funds	Total	Unrestricted Funds	Restricted Funds	Total
	£000	£000	£000	£000	£000	£000
Donations	306	3	309	44	29	73
Legacies	-	-	-	16	-	16
Trust funding	33	1	34	7	3	10
Ormiston Trust general grant	400	-	400	400	-	400
	739	4	743	467	32	499

3 Income from charitable activities

	2024			2023		
	Unrestricted Funds	Restricted Funds	Total	Unrestricted Funds	Restricted Funds	Total
	£000	£000	£000	£000	£000	£000
Government funding	3,695	1,445	5,140	2,805	3,869	6,674
Customer fees	9	20	29	72	2	74
Trust funding	-	362	362	6	505	511
Ormiston Trust project funding	-	151	151	-	297	297
Other grant funding	46	-	46	45	1	46
	3,750	1,978	5,728	2,928	4,674	7,602

There are no unfulfilled conditions at the year end relating to Government funding (2023 – none)

4 Income from other trading activities

	2024			2023		
	Unrestricted Funds	Restricted Funds	Total	Unrestricted Funds	Restricted Funds	Total
	£000	£000	£000	£000	£000	£000
Fundraising events	26	-	26	26	-	26
Trading subsidiary activities (note 5)						
Ormiston Families Enterprises Ltd	489	-	489	679	-	679
Blois Meadow Day Nursery Ltd	-	-	-	184	-	184
	515	-	515	889	-	889

5 Trading subsidiary activities

	2024	2023
	Unrestricted Funds £000	Unrestricted Funds £000
Trading income		
Nursery income	489	863
	489	863
Trading expenses		
Direct costs	88	427
Wages and salaries	364	719
	452	1,146
Net income/(expenditure) from trading activities excluding intercompany charges	37	(283)

Ormiston Families

Notes to Financial Statements for the year ended 31 March 2024 (continued)

6 Investment income

	2024			2023		
	Unrestricted Funds £000	Restricted Funds £000	Total £000	Unrestricted Funds £000	Restricted Funds £000	Total £000
Short term deposits	94	-	94	13	-	13
	94	-	94	13	-	13

Other income

	2024			2023		
	Unrestricted Funds £000	Restricted Funds £000	Total £000	Unrestricted Funds £000	Restricted Funds £000	Total £000
Profit on disposal of fixed assets	62	-	62	-	-	-
Other	1	-	1	2	-	2
	63	-	63	2	-	2

7 Expenditure by type

Raising funds

	2024			2023		
	Unrestricted Funds £000	Restricted Funds £000	Total £000	Unrestricted Funds £000	Restricted Funds £000	Total £000
Cost of fundraising to generate voluntary income						
Wages and salaries	338	-	338	267	172	439
Events and other activity costs	88	-	88	46	54	100
Total fundraising costs	426	-	426	313	226	539
Cost of trading to generate funds						
Trading subsidiary activities (note 5)	452	-	452	1,146	-	1,146
	878	-	878	1,459	226	1,685

Expenditure on charitable activities

Wages and salaries	2,621	1,485	4,106	1,603	3,452	5,055
Other direct costs	1,038	624	1,662	1,165	1,624	2,789
Support costs	754	399	1,153	306	655	961
	4,413	2,508	6,921	3,074	5,731	8,805
	5,291	2,508	7,799	4,533	5,957	10,490

8 Expenditure by activities

	2024			2023		
	Activities undertaken directly £000	Support costs £000	Total £000	Activities undertaken directly £000	Support costs £000	Total £000
Raising funds	870	8	878	1,596	89	1,685
Charitable activities						
Families	4,575	829	5,404	6,714	788	7,502
Justice	1,201	316	1,517	1,131	172	1,303
	6,646	1,153	7,799	9,441	1,049	10,490

Support costs are allocated based upon staff costs incurred within services.

Ormiston Families

Notes to Financial Statements for the year ended 31 March 2024 (continued)

9 Analysis of support costs

	Governance £000	2024 Support Costs £000	Total £000	Governance £000	2023 Support Costs £000	Total £000
Expenditure by activities						
Wages & salaries	60	731	791	58	644	702
Recruitment, travel & other staff related	1	53	54	1	57	58
Property	-	67	67	-	81	81
IT & Communications	-	86	86	-	89	89
Insurance	-	61	61	-	62	62
Professional fees and memberships	41	31	72	16	36	52
Print, post, stationery & admin.	4	17	21	2	2	4
Depreciation	-	1	1	-	1	1
	106	1,047	1,153	77	972	1,049

10 Net income / expenditure

Net income/(expenditure) for the period is stated after charging:

	2024 £000	2023 £000
Depreciation of tangible fixed assets		
- owned by the charity	61	74
Amortisation of intangible fixed assets	8	16
Operating lease rentals		
- plant and machinery	3	3
- other operating leases	63	146
Fees payable to auditor for :		
- audit of the charity	16	11
- under accrual for audit of previous year	2	-
- audit of the subsidiary companies	8	5
- other services	2	4
	2	4

11 Staff

a Staff costs	2024 £000	2023 £000
Wages and salaries	5,011	6,127
Social security costs	390	538
Pension costs	198	231
	5,599	6,896
Statutory redundancy payments upon nursery and project restructuring	21	19

Redundancy payments were authorised in circumstances when there was no suitable alternative role available for a member of the team following an organisational restructure. Redundancy payments are calculated based upon statutory rates.

b Staff numbers

The average number of employees during the year was as follows:

	2024 No.	2023 No.
Families	69	128
Justice	69	44
Operations	5	6
Enterprise	20	44
Corporate	35	37
	198	259

Ormiston Families

Notes to Financial Statements for the year ended 31 March 2024 (continued)

11 Staff

b Staff numbers (continued)

The average full time equivalent number of employees during the year was as follows:

	2024	2023
	No.	No.
Families	59	117
Justice	48	28
Operations	3	5
Enterprise	15	34
Corporate	30	30
	155	214

c Higher paid staff

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2024	2023
	No.	No.
In the band £60,001 - £70,000	4	2
In the band £70,001 - £80,000	-	-
In the band £80,001 - £90,000	3	4
In the band £90,001 - £100,000	1	-
In the band £100,001 - £110,000	-	-
In the band £110,001 - £120,000	1	1

The employer pension contributions relating to these staff amounted to £48,065 during the year (2023 – £35,789)

d Key management personnel

The key management personnel of the charity comprise the trustees and the senior leadership team as listed on page 45. The total amount of employee benefits (including employer pension contributions) received by key management personnel for their services to the charity was £495,558 (2023 – £546,625).

Trustees are not remunerated for their services and are only reimbursed expenses representing travel, subsistence, postage and training in their official capacity. During the year 3 (2023 – 3) Trustees were reimbursed expenses totalling £1,974 (2023 – £830).

12 Intangible fixed assets

Group	Software	Goodwill	Total
Cost	£000	£000	£000
At 1 April 2023	13	119	132
Additions	12	-	12
At 31 March 2024	25	119	144
Amortisation			
At 1 April 2023	7	119	126
Charged in year	8	-	8
At 31 March 2024	15	119	134
Carrying amount			
At 31 March 2023	6	-	6
At 31 March 2024	10	-	10

This Goodwill was acquired by and is held by the charity's trading subsidiary, Ormiston Families Enterprises Limited in respect of trading nursery acquisitions. This goodwill includes items such as customer lists and trading names.

Ormiston Families

Notes to Financial Statements for the year ended 31 March 2024 (continued)

13 Tangible Fixed Assets

GROUP

	Freehold land and buildings £000	Leasehold land and buildings £000	Fixtures, fittings and equipment £000	Total £000
Cost				
At 1 April 2023	1,212	407	441	2,060
Additions	-	-	2	2
Disposals	(485)	(9)	(169)	(663)
At 31 March 2024	<u>727</u>	<u>398</u>	<u>274</u>	<u>1,399</u>
Depreciation				
At 1 April 2023	283	388	408	1,079
Charged in year	20	15	26	61
Disposals	(50)	(6)	(168)	(224)
At 31 March 2024	<u>253</u>	<u>397</u>	<u>266</u>	<u>916</u>
Net book values				
At 31 March 2023	929	19	33	981
At 31 March 2024	<u>474</u>	<u>1</u>	<u>8</u>	<u>483</u>

CHARITY

	Freehold land and buildings £000	Leasehold land and buildings £000	Fixtures, fittings and equipment £000	Total £000
Cost				
At 1 April 2023	1,212	407	441	2,060
Additions	-	-	2	2
Disposals	(485)	(9)	(169)	(663)
At 31 March 2024	<u>727</u>	<u>398</u>	<u>274</u>	<u>1,399</u>
Depreciation				
At 1 April 2023	283	388	408	1,079
Charged in year	20	15	26	61
Disposals	(50)	(6)	(168)	(224)
At 31 March 2024	<u>253</u>	<u>397</u>	<u>266</u>	<u>916</u>
Net book values				
At 31 March 2023	929	19	33	981
At 31 March 2024	<u>474</u>	<u>1</u>	<u>8</u>	<u>483</u>

At 31 March 2024 there were capital commitments of £25,300 (2023 – £nil).

Ormiston Families

Notes to Financial Statements for the year ended 31 March 2024 (continued)

14 Fixed asset investments

Company name	Percentage shareholding
Ormiston Families Enterprises Limited	100

The principal activity of the subsidiary company is the provision of nursery services.

Within the charitable company balance sheet, the investment in the subsidiary is held at a cost of £nil (2023 – £nil) reflecting the intention to hive up the operation. In August 2017 Ormiston Families Enterprises Limited acquired the entire equity share capital of Blois Meadow Day Nursery Limited at a cost of £149,286, in 2018-19 this value reduced to £114,310 with an impairment charge of £34,976 during the year. This nursery setting was closed during 2022-23 and the remaining £114,310 was written off.

A summary of the results of the subsidiary companies is shown below:

Profit and Loss

	Ormiston Families Enterprises Ltd		Blois Meadow Day Nursery Ltd	
	2024 £000	2023 £000	2024 £000	2023 £000
Turnover	488	677	-	184
Cost of sales	(404)	(833)	-	(138)
Gross Profit	84	(156)	-	46
Administrative expenses	(75)	(164)	-	(48)
Other operating income	1	2	-	-
Operating profit/(loss)	10	(318)	-	(2)
Interest payable and similar expenses	-	-	-	-
Corporation tax charge	-	(4)	-	-
Profit/(loss) for the year	10	(322)	-	(2)

Balance Sheet

	2024	2023	2024	2023
	£000	£000	£000	£000
Intangible fixed assets	-	-	-	-
Tangible fixed assets	-	-	-	-
Current assets	29	29	-	-
Current liabilities	(49)	(214)	-	(3)
Creditors falling due after more than one year	-	-	-	-
Net assets	(20)	(185)	-	(3)
Share capital and reserves	(20)	(185)	-	(3)

Following the nursery closure, the Directors of Blois Meadow Day Nursery Limited have progressed voluntary dissolution of the limited company having settled all debts. Companies House dissolution occurred on 25th June 2024. Ormiston Families Enterprises Limited ceased trading at the end of 2023-24 following the parent charity's decision to hive up the remaining operating nursery activity. Ormiston Families Enterprises Limited will be dissolved during 2024-25 following completion of hive up and settlement of debts.

At 31 March 2024, Ormiston Families Enterprises Limited had tax losses amounting to approximately £98,208 (2023 – £117,803) which are available for offset against future taxable profits. A deferred tax asset of £24,552 (2023 – £29,451) has not been recognised as the directors consider that it is uncertain that the tax losses will be utilised in the foreseeable future.

Additional nil value shareholding

The charity also held 33 ordinary shares in The Quadrangle Centre Limited, title to these shares came with the freehold property acquisition of Unit 17, The Quadrangle Centre, Ipswich. The Quadrangle Centre Limited is a management company for the whole Quadrangle Centre of which Unit 17 is one part. These shares were sold during 2023-24 as part of the property disposal.

Other shareholdings

The charity held 100% of the issued share capital, being one £1 ordinary share in each company, of the following 7 dormant subsidiary companies; Payout Group Limited, Payout Childcare Limited, Payout Education Limited, Payout Childcare and Education Limited, Payout Nurseries Limited, Payout Holiday Clubs Limited, Payout Nurseries and Holiday Clubs Limited. These companies have been voluntarily dissolved, Companies dissolution dates were 25th June 2024 and 2nd July 2024.

Ormiston Families

Notes to Financial Statements for the year ended 31 March 2024 (continued)

15 Stock

	Group		Charity	
	2024	2023	2024	2023
	£000	£000	£000	£000
Merchandise	-	1	-	1

16 Debtors

	Group		Charity	
	2024	2023	2024	2023
	£000	£000	£000	£000
Trade debtors	43	499	43	497
Amounts owed by group undertakings	-	-	-	120
Other debtors	2	4	2	2
Prepayments and accrued income	242	391	242	384
	287	894	287	1,003

Legacy income accrued

As at 31 March 2024 the charity has accrued income from 0 (2023 – 0) legacy notifications for a total of £nil (2023 – £nil).

17 Creditors: Amounts falling due within one year

	Group		Charity	
	2024	2023	2024	2023
	£000	£000	£000	£000
Trade creditors	95	189	74	172
Other taxation and social security	167	230	162	226
Other creditors	74	3	38	3
Accruals	129	530	115	434
Deferred income	483	416	476	410
	948	1,368	865	1,245

Deferred income

	Group		Charity	
	2024	2023	2024	2023
	£000	£000	£000	£000
Deferred income at 1 April 2023	416	43	410	20
Released from previous years	(416)	(43)	(410)	(20)
Resources deferred in the year	483	416	476	410
Deferred Income at 31 Mar 2024	483	416	476	410

Deferred income relates to performance related grants received in advance of the conditions having been met, fundraising event income and nursery fees received in advance for which entitlement has not been met.

18 Creditors: Amounts falling due after more than one year

	Group		Charity	
	2024	2023	2024	2023
	£000	£000	£000	£000
Dilapidations provision				
At 1 April 2023	-	-	-	-
Expensed in the year	50	-	50	-
At 31 March 2024	50	-	50	-

The dilapidation provision is management's best estimate of the potential costs that may be incurred at the end of the property lease to return the property to its original state.

Ormiston Families

Notes to Financial Statements for the year ended 31 March 2024 (continued)

19 Statement of funds – Group

2023-24	Brought forward £'000	Income £'000	Expenditure £'000	Transfers in/(out) £'000	Carried forward £'000
Designated funds					
Fixed assets	981	-	-	(428)	553
Unrestricted funds					
General fund	898	4,672	(4,812)	377	1,135
Ormiston Families Enterprises Limited	(78)	489	(479)	48	(20)
Blois Meadow Day Nursery Limited	(3)	-	-	3	-
	817	5,161	(5,291)	428	1,115
Total unrestricted funds	1,798	5,161	(5,291)	-	1,668
Restricted funds					
Families	1,325	1,768	(2,295)	(4)	794
Justice	90	214	(213)	4	95
	1,415	1,982	(2,508)	-	889
Total funds	3,213	7,143	(7,799)	-	2,557

2022-23	Brought forward £'000	Income £'000	Expenditure £'000	Transfers in/(out) £'000	Carried forward £'000
Designated funds					
Tangible fixed assets	1,055	-	-	(74)	981
Unrestricted funds					
General fund	1,091	3,409	(3,346)	(256)	898
Ormiston Families Enterprises Limited	124	706	(1,001)	93	(78)
Blois Meadow Day Nursery Limited	(1)	184	(186)	-	(3)
	1,214	4,299	(4,533)	(163)	817
Total unrestricted funds	2,269	4,299	(4,533)	(237)	1,798
Restricted funds					
Families	2,292	4,459	(5,536)	110	1,325
Justice	137	247	(421)	127	90
	2,429	4,706	(5,957)	237	1,415
Total funds	4,698	9,005	(10,490)	-	3,213

Designated funds

The fixed asset fund has been set up to reflect the element of the group's fixed assets acquired and approved specific short term acquisition plans not funded by restricted capital funds.

Ormiston Families

Notes to Financial Statements for the year ended 31 March 2024 (continued)

19 Statement of funds – Group (continued)

Restricted funds

The restricted income funds represent specific funding for individual services and these have been summarised by strategic service area. There are no services where the restricted funds are in deficit.

Families

Our services for families work within local communities to address the emotional, physical and social wellbeing of children and families across the East of England; bridging the gap between home and school helping to improve educational outcomes and life chances for young people.

Justice

The Justice Programme encompasses our work both within prisons and the community to minimise the impact of imprisonment on the children and families.

Purpose of transfers

The transfers represent the net of unrestricted funding being used to top up restricted funds less restricted funds released to unrestricted funds for prior year agreed overhead costs.

20 Analysis of Net Assets between Funds

Fund balances at 31 March 2024 are represented by:

	Unrestricted Funds 2024 £'000	Restricted Funds 2024 £'000	Total Funds 2024 £'000
Intangible fixed assets	10	-	10
Tangible fixed assets	483	-	483
Current assets	2,173	889	3,062
Current liabilities	(948)	-	(948)
Provisions for liabilities	(50)	-	(50)
Total net assets	1,668	889	2,557

Fund balances at 31 March 2023 are represented by:

	Unrestricted Funds 2023 £'000	Restricted Funds 2023 £'000	Total Funds 2023 £'000
Intangible fixed assets	6	-	6
Tangible fixed assets	981	-	981
Current assets	2,179	1,415	3,594
Current liabilities	(1,368)	-	(1,368)
Total net assets	1,798	1,415	3,213

21 Commitments under operating leases

At 31 March 2024 the total of the charity's future minimum lease payments under non-cancellable operating leases was:

Group	Land and Buildings		Other	
	2024 £'000	2023 £'000	2024 £'000	2023 £'000
Amounts due within one year	56	87	2	2
Amounts due between one and five years	41	121	3	2
	97	208	5	4

Charity	Land and Buildings		Other	
	2024 £'000	2023 £'000	2024 £'000	2023 £'000
Amounts due within one year	56	66	1	2
Amounts due between one and five years	41	121	2	2
	97	187	3	4

Ormiston Families

Notes to Financial Statements for the year ended 31 March 2024 (continued)

22 Reconciliation of Net income to Net Cash Flow from Operating Activities

	2024 £'000	2023 £'000
Net (expenditure)/income for the reporting period (as per the statement of financial activities)	(656)	(1,485)
Adjusted for:		
Amortisation (note 12)	8	16
Investment write down (note 14)	-	114
Depreciation charges (note 13)	61	74
Interest receivable (note 6)	(94)	(13)
Profit on sale of fixed assets	(62)	-
Decrease in stocks	1	1
Decrease in debtors	607	2,272
(Decrease) / Increase in creditors due within one year	(420)	404
Increase in provisions for liabilities	50	-
Decrease in borrowings due within one year	-	112
Net cash (used in) / provided by Operating Activities	(505)	1,495

23 Analysis of cash and cash equivalents

	At 31 March 2024 £'000	At 31 March 2023 £'000
Cash at bank and in hand	2,775	2,699
Total cash and cash equivalents	2,775	2,699

24 Pension commitments

The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the group, in independently administered funds.

The pension cost charge represents contributions payable by the group to those funds and amounted to £198,000 (2023 – £231,000). There were contributions payable of £37,669 (2023 – £41,679) to the funds at the balance sheet date.

On 1st April 2016 the charity took a new contract from Norfolk County Council providing services until 30th September 2019. Under TUPE arrangements, the employees transferred to the charity and continue to participate in its defined benefit contribution scheme, LGPS. Any pension deficit arising before the transfer of contract remains the liability of Norfolk County Council. During the 3 year period of the contract, the charity was responsible for any deficit arising. The annual contribution level had been set at a level which should ensure there is no liability arising at the end of the three year period. Should there be a deficit from the three years, the charity is liable for the deficit. No additional contributions have been required to date.

25 Related party transactions

During the year, the charity charged rent of £27,000 (2023 – £27,000) and a management fee of £nil (2023 – £13,532) to its wholly owned subsidiary company, Ormiston Families Enterprises Limited. In addition, expenses of £23,276 (2023 – £35,215) were recharged to Ormiston Families Enterprises Limited at cost. A gift aid distribution of £nil (2023 – £nil) was made from Ormiston Families Enterprises Limited to the charity during the year. At the year end, a balance of £154,836 was owed by Ormiston Families Enterprises Limited (2023 – £120,199) including amounts advanced to Ormiston Families Enterprises Limited to support working capital requirements for an orderly restructure of the nursery operations and hive up implementation.

Duncan Turner is also a director of DBS at CAS Ltd which provides the charitable group with Disclosure & Barring Service checks for staff and volunteers. Total fees charged in the year by DBS at CAS Limited were £4,174 (2023 – £4,220) and the balance outstanding at the year end was £292 (2023 – £456).

Derrick Louis is an Essex County Councillor, the charity receives rental and recharge income from Essex County Council for one children's centre; income charged for the year was £19,135 (2023 – £21,841) and the balance outstanding at the year end was £1,287 (2023 – £1,461).

Trustees Peter Murray and Diana Murray are also trustees of the Ormiston Trust. During the year the Ormiston Trust provided general grant funding of £400,000 (2023 – £400,000) and specific project grant funding of £151,191 (2023 – £297,177), the balance outstanding at the year end was £nil (2023 – £nil).

Trustees were paid expenses during the year, details of these payments are in note 11d.

There are no other related party transactions (2023 – nil).

26 Post balance sheet events

Dormant subsidiary companies have been formally dissolved by Companies House, please see note 14 for company details and dates.

Ormiston Families

Reference and administrative details for the year ended 31 March 2024

Trustees

Gail Tolley, (chair from 1st October 2023)
Miranda Kendall, vice chair (Interim chair until 30th September 2023)
Peter Murray OBE
Stephen Bennett (until 8th September 2023)
Hannah Catchpool, treasurer (until 1st December 2023)
Marlini Finney (until 31st May 2024)
Rosemary Gutteridge MBE, JP, DL (until 1st December 2023)
Jessica Godfrey-Withey
Derek Mark Heasman (from 1st April 2024)
Catherine McLaughlin
Diana Murray
Philip Richards (from 1st April 2024)
Stephen West, (treasurer from 1st December 2023)
Rebecca Wood
Nicola Yarnall (from 1st April 2024)

Patrons

Saeed Atcha MBE DL
Julie Spence OBE, QPM, DL (from December 2022)

Chief executive and senior leadership team

Allan Myatt (Chief executive)
Catherine Higgs (Income generation and marketing director)
Derrick Louis (Commercial director until 12th April 2024)
Karen Moore (People and organisational development director)
Mark Proctor (Operations director)
Duncan Turner (Finance director and company secretary)

Statutory auditors

Sumer Auditco Limited
Fitzroy House
Crown Street
Ipswich
Suffolk IP1 3LG

Bankers

Barclays Bank plc
35 Market Hill
Sudbury
CO10 2EP

Solicitors

Ashtons Legal LLP
The Long Barn
Fornham Business Court
Bury St. Edmunds
Suffolk IP31 1SL

President

Lady Tollemache

Vice Presidents

Lady Deben
Wendy Drew
Rosemary Gutteridge
Miranda Kendall
Diana Murray
Trevor Pickett
Lady de Ramsey
Julie Spence
Richard Townley

Company secretary

Duncan Turner

Company registration number

02769307

Charity registration number

01015716

Website

www.ormiston.org

Registered office

333 Felixstowe Road
Ipswich
Suffolk IP3 9BU



#TeamOrmiston have been out in force this year.

Nearly 50 brave people got wet and muddy taking on the Whole Hog obstacle course, while 17 adventurers conquered 30 miles of biking, hiking and kayaking through the heart of Snowdonia to raise vital funds.

When you add 14 people throwing themselves out of planes, and others walking and running marathons and epic challenges, we are delighted to have seen over 100 individuals and 42 community groups and associations raising valuable funds for our work – thank you to you all.



**Will you join
#TeamOrmiston
in 2025 and
beyond?**



A year in numbers

66,279

prison visitors welcomed

5,129

families worked with

21,774

sessions of support offered

10%

increase in prison visitors

1,554

prison visit sessions offered

Families supported across

5

counties

7%

increase in direct work

20

volunteers donated their time



Early Intervention Award winners

89%

of people reported feeling safer after accessing our services

84%

of people felt emotionally healthier after working with us

86%

of people were more able to deal with life's challenges following our support





I used to be unkind to others and be mean. Now after seeing you I'm nicer to others. I'd love to tell you all a big thank you for helping me and other children. Just a big thank you for being a good charity."

Young person supported by our Breaking Barriers service



**Ormiston
Families**

Brighter futures

The continued work of Ormiston Families would not be possible without our wonderful supporters. We would like to thank every individual donor, volunteer, corporate partner and Trust or Foundation that has supported the charity. You have helped us keep the doors open, and helped thousands across the East of England see a brighter future.

Registered Office: 333 Felixstowe Road, Ipswich, Suffolk IP3 9BU
Registered Charity Number: 1015716 Registered Company Number: 2769307



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