

## **The House of St Barnabas**

### **Annual Report and Consolidated Financial Statements**

31 March 2022

Company Limited by Guarantee  
Registration Number  
06845128 (England and Wales)

Charity Registration Number  
207242

Also including subsidiary Charity Registration Number  
207242-1

### **Introduction from our Chair and CEO**

As we emerge from the pandemic, we feel as committed as ever to our mission and impact and even more well equipped to deliver it - and we certainly know that there is no shortage of need for the support that we provide.

2021-22 was a year of change for our business; delivering our first year of in-house hospitality, doubling the size of our team and re-introducing our member engagement and culture offer after the long period of lockdowns. Despite being affected by the hospitality staffing shortage that hit many businesses, we managed to stay open throughout the year and learnt a huge amount that positions us well for the future. We really depended on the generosity and goodwill of our staff team during this time, and we are grateful to them all for their hard work, extra effort and for staying positive during a challenging and sometimes extremely pressured time. It has been so lovely to hear the House full of people once more, whether that's for work or fun and we have been happy to see both long standing members return, and many new members joining us.

Our focus on impact throughout the year remained unwavering, with a greater number of our graduates than ever going onto secure both Good Work and Good Home, and 65% of our graduates earning the London Living Wage. Our main focus is on Good Work, by which we mean work earning at least London Living Wage, with a secure contract, opportunities for progression and good wellbeing support and work/life balance. This focus, rather than getting our graduates into any job, or any number of rolling short term jobs, has really paid off in our relationships with employers. We are really pleased this year to have begun to play an emerging role in influencing practice and understanding of good work across the hospitality sector and beyond and are glad to be able to provide a place where the challenges of recruitment and progression can be discussed openly with our peers in the sector. Given that we are now facing into a sustained period of inflation with a potential squeeze on the cost of living for many people, increasing the supply of vacancies which meet the Good Work benchmark will be a vital part of enabling our graduates to thrive. If you are an employer who thinks you would like to partner with us, do please get in touch<sup>1</sup> – we are always happy to hear from you.

We are looking ahead now to a year of stability, developing our club offer and ramping up our influence and brand to progress our impact even further, whilst building strong and enduring foundations for the future. So, watch this space!

We would like to thank our staff team; our Board of Trustees who held their nerve through the pandemic and believed in our mission and model; and all our members, funders and supporters, without whom we would not still be here to break the cycle of homelessness.

Finally, we would like to thank all the participants and graduates we have worked with this year. They have been brave enough to join our programme, to share their stories, to continue to show up even when things were difficult, and as a result to move themselves forward in the face of adversity. Their willingness to grasp the opportunities and community at the House, to take the space we offer and create what they need from it for their future continues to be inspirational. It gives the House of St Barnabas purpose every day. Thank you to them, and to all of you for making their journey possible.

**Jenny Watson CBE, Chair**

**Rosie Ferguson, Chief Executive**

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<sup>1</sup> via [contact@hosb.org.uk](mailto:contact@hosb.org.uk)

#### We are the House of St Barnabas

Our **vision** is of a future where lasting good work, a secure home and a supportive network are a reality for those affected by homelessness.

Our **mission** is to break the cycle of homelessness.

Homelessness and unemployment go hand-in-hand: if you don't have a home, then it follows that it is incredibly difficult to hold down a job; 94% of homeless people are jobless. You're also much more likely to suffer from life-impacting illnesses; 72% of homeless people are dealing with mental health issues and 56% are living with long-term physical difficulties. The longer you remain homeless, the bleaker your prospects become. Importantly, even those with accommodation are often struggling, especially in London. In-work poverty is increasing, with more people trapped in a cycle of low and insecure work which means people continue to be at risk of homelessness. Good work which pays the London Living Wage, has secure hours, and routes for progression with employers who value their staff is our aim.

In order to tackle these challenges, we deliver our mission through our Employment Academy, where participants experience a holistic programme of long-term support, helping them secure good work, a good home and a good network.

Underpinning our Employment Academy is our vibrant member's club based in our grade 1 listed building and our beautiful chapel, right in the heart of Soho. Our members' club further deepens our impact by:

- Providing a network for our participants of supportive mentors, employers and friends
- Offering a training ground for those returning to work through real-world work placements in hospitality and office-based roles
- Convening creative conversations across sectors and disciplines working to break the cycle of homelessness

We fund our work through the profit we make from membership, private hire and hospitality, combined with fundraising. In order for our model to work, we aim to run an outstanding private members' club; bringing together a diverse community of creative people who care about social change. We want them to experience high quality food and drink, a personalised service and an engaging offer of culture and events that entertain and enlighten.

Our **values** compel us to be Encouraging, Social, Creative and Inclusive.

Our **strategic objectives by 2025** are:

1. Become excellent and expert in good work and homelessness, with 50% of working graduates gaining both **good work and good home**
2. **Engage, build and diversify our community** to increase our impact and influence
3. Provide a **high-quality hospitality experience**, with our mission and values embedded at its core
4. Invest in our people, become an employer of choice and a **beacon of good work** in hospitality
5. Grow our whole House **income**: aim to return to pre-COVID (2019) income levels in 2023 and then continue to strengthen and grow a sustainable business model for both the charity and subsidiary our trading company, HOSB Events Ltd
6. Invest in our **buildings and infrastructure** to underpin our impact and income ambitions, ensuring we are carrying out our custodian duties for our two grade 1 listed properties

### Our impact this year in summary

We know that getting work and a place to live isn't enough to break cycles of homelessness.

In-work poverty remains a reality for many people in low paid work who also have to contend with high rents and insecurity.

**Good work** pays the London Living Wage, has secure hours, and routes for progression with employers who value their staff and their wellbeing.

This sits alongside the need for a **Good Home** which is affordable when in work, provides a secure tenancy, is well-maintained with a responsive landlord, offers privacy and feels safe.

While every job which graduates get is a cause for celebration, we know that we are achieving sustainable impact when they stay in work, progress in work, get good work and a stable home.

As of March 2022:

- **46% of our working graduates are both in 'Good Work' and 'Good Home'** - this exceeds our goal of 25%. (2021 - 23%)
- **65% of working graduates are earning the London Living Wage** compared to a target of 35%. (2021 - 33%)
- **65% of jobs lasted longer than 6 months**, down against a target of 70%. (2021 - 70%)
- **21 graduates gained new jobs** against a target of 20. (2021 - 9)
- **In total, we supported 105 individuals across 3209 different support sessions** with housing support, benefits advice, distribution of hardship funds and laptop/connectivity. (2021 - 109)

*"I think that I came out with more confidence. It is more like a family, they are kind, I feel cared for, and they listened to me. They care." Employment Academy Graduate.*

During the year we commissioned an external impact evaluation by The Good Economy using their InSightable Impact Methodology to measure longer term impact of our programme and progression support, and compare this with national 'big data' benchmarks. Their team revisited our graduates up to three years post programme. This is the first report of this nature that we have had and provides us with useful insight into the long term impact of our work and what we can learn.

- Overall life satisfaction moved from 2.2% highly satisfied to 22% highly satisfied against a benchmark of 30% for the whole population – this is a significant shift given the starting points for our graduates engaging with us and we believe both our self-confidence and employment outcomes lead to this.
- As a result of our increased focus on job quality and good work, we are seeing 85% reporting their job satisfaction as very or fairly satisfied. We don't have an external benchmark for this but suspect this may be high for the cohort.
- In terms of managing financially, graduates have seen improvement across the board, which is very positive given the economic context. **In terms of reporting whether they are 'living comfortably', there are now six times as many graduates as baseline, and 3 times as many reporting 'doing alright'**. This reflects the high levels of content of our programme on financial literacy and resilience as well as the continued focus on this during progression support. This was however, before the cost of living crisis hit the UK, which we anticipate will have a detrimental effect on our graduates.

## Trustees' report

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- In the qualitative feedback, the genuine care shown by our team comes through as a clear strength and differentiator.
- 66% of graduates said their quality of life got better, which mirrors the percentage who get work. Despite this, the reported quality of life had got worse for 24% of graduates - we had an expectation that the experience of lockdown might show up in this area. We need to interrogate this data more to better understand this, the possible COVID-19 impact and resilience of our graduates.

*"I would recommend anyone attending the Academy. If you genuinely want to improve your life, they will give you the support and advice you need. They have given me back my confidence and I am very happy with life." Employment Academy Graduate.*

### Progress against our strategic objectives in 2021-22

- 1. Become excellent and expert in good work and homelessness, with 50% of working graduates gaining both good work and good home.**

#### Training Programmes

17 people completed our two on-site employment preparation programmes (target - 20). 100% were matched with a mentor (target: 95%) and 75% completed a City & Guilds qualification (target - 80%). The average age of participants was 46.

Both programmes blended the themes of personal leadership, employability and work experience. Personal leadership included sessions on personal responsibility and dealing with challenging situations. Mock interviews, CV preparation and IT skills were included in employability skills. Each participant was matched with a work experience role on-site in our hospitality, operations, engagement and people teams. Our end of programme impact evaluation shows positive movement in all ten areas we measure.

The two-week Graduate Refresher programme took place in February and was completed by 9 Employment Academy graduates (target: 10), most of whom were unemployed. There was a mix of on-line and on-site sessions which worked really well to both improve IT skills and create a sense of community. As with our employment preparation programmes, the impact evaluation also shows progression in all ten areas, with the greatest movement on the statements, 'I am in the right place emotionally to start work' and 'I would feel comfortable to be interviewed for a job on Zoom'. This is borne out in the outcomes since the end of the programme, including gaining paid work (3 people), actively seeking work (2), starting work experience with an employer partner and volunteering.

#### Progression

Our progression team support our graduates for at least a year after finishing the Employment Preparation Programme, supporting them to prepare for and secure Good Work and with their housing and other needs where required. In total, we supported 105 individuals across 3209 different support sessions with housing support, benefits advice, distribution of hardship funds and laptop/connectivity. (2021 - 109)

Throughout the year we supported 63% of graduates to secure work and 65% of those were still in work six months later. 46% (2021 - 23%) of our working graduates are both in 'Good Work' and 'Good Home' - this exceeds our goal of 25%. 65% (2021 - 33%) of working graduates are earning the London Living Wage compared to a target of 35%.

We have developed some new relationships with employers who play such a vital role in ending cycles of homelessness by providing good work, nurturing self-worth and often a ready-made social circle. Importantly, a couple of our new employers have been able to offer office roles, which is a great boost to our ability to support people into work which matches their skills and interests. We are always happy to hear from new employer partners, particularly those with office-based work.

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Our accommodation pathway has supported 18 people to move into stable homes this year, with 11 of those moving into housing managed by our partners One Housing and Octavia Housing. In addition to the 18 who gained homes, an additional 19 people were supported to retain and improve their housing situations. Having secure and affordable housing enables our graduates to get and stay in work, as well as strengthening a sense of identity, belonging and possibilities.

### **Influence on Good Work**

Through this year, we have begun to share our learning and insight on Good Work with our wider stakeholders and employer partners. This is the first step on our journey to deliver impact through influence as well as through direct delivery. Highlights of the year have included:

- Hosting three Good Work Dinners with General Managers from across the hospitality sector on the topics of Good Work, Pay and Progression.
- Delivering an Employer Partner Event for our partners, where employers stood alongside our graduates with both speaking about the benefits of our partnership, and the learning that can be shared from it
- Engaging with City Hall and the Living Wage Foundation on ways to influence and impact the hospitality sector on pay, and our CEO being invited to Chair the Mayor's Living Wage City Night-time Economy sub-group.
- Our Director of Impact being invited to speak at a roundtable hosted by London's 'Night Tsar' Amy Lamé on jobs and training in night-time and hospitality industries,

### **Impact Strategy**

Our new Impact strategy has now been signed off by the Board and is being embedded and shared across teams. By 2025 we aspire to achieve the following outcomes:

- 50% of working graduates in good work and a stable home
- All graduate first jobs are 'good work'.
- There is a year-round presence of participants and graduates in the House (programmes, work experience, masterclasses).
- The House basement is a buzzing and inspiring space, welcoming all staff and being a study-training space for our Learning Centre.
- Accredited qualifications are delivered by experts within the hospitality team.
- Graduates are offered a progression menu of options including off-site work experience, before transition to lighter touch and longer-term support.
- All graduates who need it have secure and affordable accommodation.
- Graduate voices are central to our organisational strategic planning, communications, delivery and cultural programming.
- Our diverse club includes graduate members.
- Employer partners champion good work and amplify our influence.
- Good work opportunities have been created in the hospitality sector and beyond, inspired by the House.

**2. Engage, build and diversify our community to increase our impact and influence.**

Our members' club is a haven in the heart of Soho, an eclectic home away from home in a historic grade-1 listed townhouse. After a year of being mostly being closed to members, the House was able to stay open for the whole of 2021-22 and therefore able to begin to rebuild from the pandemic.

- We ended the year with 1496 members, against a target of 1331, a significant growth from 934 in March 2021. This means we are on track to reach our pre-pandemic level of 2000 members by April 2023. Member retention has increased from 44% in March 2021 to 65% in March 2022. This growth has been achieved through improvement in systems through our new CRM, a clear acquisition and retention plan and the recruitment of a new team with specific membership engagement expertise.
- We created a cultural programme strategy to optimise engagement and influence. Having a new dedicated Events Officer has provided greater resource and structure to the programme. In 2021-22 we focused on improving relationships with existing partners, with 2022-23 focusing on bringing new partnerships and opening conversations around Good Work.
- Our focus on the weekly newsletter has continued to provide an editorial focus to our cultural programme and shine a light on our impact and Good Work initiatives. The newsletter has continued to remain well received, with nearly 50% open rate across the year.
- We brought in a new Corporate Partnerships Manager, to drive our Corporate Income, and strengthen our Corporate and Employer partner offer overall. We've seen a huge benefit in the connection in the corporate partnership journey between private hire, membership, donations and companies becoming an employer partner. Having a dedicated role has helped forge better relationships with local businesses in Soho. The next stage of this is to work to generate larger and more long-term partnerships including working creatively across impact partnerships and event sponsorships.

**3. Provide a high-quality hospitality experience, with our mission and values embedded at its core.**

Having outsourced our food and beverage offer up until December 2020, the Trustees then decided that we would bring our hospitality in-house. Following the winter 2021 COVID-19 lockdown, we reopened with hospitality in-house, initially with the garden only, on 12<sup>th</sup> April 2021. Our offer expanded in line with the Government Roadmap out of lockdown as we reopened our House and private hire offer.

It has been a turbulent year with continued uncertainty around COVID-19 and significant challenges in recruiting and retaining staff. Despite this, however, we have delivered a consistent food and beverage offer to members and learnt a huge amount that will enable us to develop our offer moving forward. We are grateful to all our staff who have worked so hard in this climate of uncertainty.

**4. Invest in our people, become an employer of choice and a beacon of good work in hospitality.**

Due to both rebuilding after the pandemic, and bringing our hospitality provision in House, our headcount grew in this year from 35 in March 2021 to 46 in March 2022. During this time, we carried a significant number of vacancies (at times up to 20%) and therefore operated with reduced capacity for much of the year. This was partly due to the hospitality staffing shortage across the sector, and to our own requirement to grow quickly. We have done our best in this year to ensure good staff support, engagement and induction for new starters, but given the context and our limited capacity in HR, we have not made as much progress as we would have liked. Investment in our people has therefore been identified as one of three strategic priorities for 2022-23.

Despite these challenges however, we have maintained our Living Wage Foundation status and Good Work accreditation from the Greater London Authority.

In our staff survey in January 2022:

- 46 people responded to the survey, out of 50 employees (excluding Senior Leadership) on payroll at the time, an engagement rate of 92% (increased from 74% in July 2021). This included much improved engagement of the hospitality team, with 20 responses compared to 4 in July 2021.

- 30% of people were extremely satisfied in their role at the House, 46% were quite satisfied and 24% not satisfied in their role. This is a big reduction from July 2021 when 44% of people were extremely satisfied in their role at the House, 52% were quite satisfied and 4% not satisfied in their role. An action plan is now in place to address the issues raised, many of which related to a lack of staffing capacity at that time.
- 94% of staff felt COVID-19 health and safety had been very or satisfactorily well managed with 6% saying they needed more

**5. *Grow our whole House income.***

Whole House income has grown back towards pre-pandemic levels, with particular progress in membership and fundraising. Hospitality and private hire have continued to be challenging, but more due to capacity than demand as we were unable to staff these functions as much as we would have liked. Highlights include:

- The evolution of the Fundraising strategy saw opportunities in areas for growth in income, such as corporate partnerships and events fundraising. Notable events have been securing places in London Landmarks Half Marathon and Trek Jordan.
- Despite the pandemic, we successfully delivered three fundraising events, the Summer Festival, Pride and the Christmas Concert raising a total of circa £15k net.
- The Individual Giving Appeal, with a video that showcased participants on programme alongside our cultural programme, raised a total of circa £30k. It was the first time we trialled this to a cold audience which has provided learning for the strategy for 2022-23.

**6. *Invest in our buildings and infrastructure to underpin our impact and income ambitions, ensuring we are carrying out our custodian duties.***

We are custodians of two historic grade I listed buildings in Soho (1 Greek Street and the Chapel at The House of St Barnabas) which have links to Charles Dickens and Sir Joseph Bazalgette. Keeping them safe and secure is an additional operational responsibility and cost. We have continued to invest in our buildings and infrastructure this year, with the following headline achievements:

- A structural survey has taken place of the House and Chapel, with the recommended works now being translated into a three-year investment plan
- We have undertaken improvements in our basement to ensure a better staff room experience for employees and improved training and welfare space for participants
- Our new Salesforce CRM is now operational and integrated with our finance system. Given other challenges, we have not made the progress hoped on undertaking a full systems and infrastructure review, but this will be picked up by our new Director of Hospitality & Operations in 2022-23.

**Our Inclusion Strategy**

Private members' clubs have existed for centuries, often as places to give powerful people the chance to gather together – and their exclusivity has often been at odds with the principles of diversity and inclusion. We want to do something different.

Through our inclusion strategy, we want to harness the assets and community that a private members' club can provide; and use these to deliver our mission to break the cycle of homelessness. This happens in part through the work of our Employment Academy. On this basis, it is not enough for the House of St Barnabas to comply with the law on equality and diversity. We have to go further. We simply won't achieve our goals if the Club, our charity and our programmes fail to be fair, inclusive, creative and encouraging. That means driving forward an agenda of equality and diversity – and challenging the structures and systems that we think are barriers to ending the cycle of homelessness.

Our community is made up of our members, participants, staff, trustees, mentors, graduates, employer partners and supporters, and each of these groups contribute to delivering our mission. Unlike many members' clubs whose members identify by the sector they work in or their level of formality, what unites the House of St Barnabas community is a shared commitment to social change and to our mission and values.



Our Inclusion Commitments (through our five year strategy) are:

- We will be a Beacon of Good work, actively demonstrating how good employment can be a route out of homelessness.
- We will prioritise accessibility in our physical and digital spaces.
- We will work to ensure that our community reflects London.
- We will acknowledge our history and the building's link to slavery and ensure we use this past to educate and inform the future.
- We will actively ensure our offer promotes diverse voices.
- We will set targets to ensure that the make-up of our Trustee Board and staff team better reflect the population of London.
- Our people policies will ensure inclusive recruitment practices
- We will address discrimination head on whenever experienced in our club or charity.
- We are committed to continuous learning and improvement on inclusion and to investing in our individual and collective learning.

These commitments are embedded in detail in our strategy and plans for 22-23 and beyond.

### **Our Future Plans and Priorities for 2022-23**

We aspire, by 2025, to achieve excellence across all areas of our business. This is to make sure we can deliver our impact strategy and break the cycle of homelessness for those we support.

Given the turbulence of the last two years and the ongoing challenges facing the business, our over-arching priorities on the journey to this for 2022-23 are: a stable business model; planned development; and investment in our people and culture. Below we set out our specific intentions under each strategic objective for the year ahead. We acknowledge that these may need to remain flexible given the current operating context.

1. Become excellent and expert in good work and homelessness, with 50% of working graduates gaining both good work and good home

- Deliver two employment preparation programmes offering City & Guilds (12 participants each) and one graduate refresher programme
- Build employer partner relationships to increase good work outcomes
- Create a structured menu of progression options to smooth the transition between programme and progression, and to maintain skills and motivation for work
- Establish a framework for understanding the value of positive networks, how we can support this and how to measure it

2. Engage, build and diversify our community to increase our impact and influence

- Deliver our membership acquisition, retention and engagement plan
- Pilot our cultural programme focused around 4 key strands; Inform, Entertain, Collaborate, and prioritising diversity & inclusion
- Continue to embed good work and impact in communications, including an impact report
- Convene, inspire and influence hospitality employers through events (eg Good Work dinners) and blogs, identifying potential changemakers
- Strengthen the clarity and consistency of our marketing and brand across all aspects of the business

3. Provide a high-quality hospitality experience, with our mission and values embedded at its core

- Improve hospitality service and consistency through delivery of agreed Standard Operating Procedures
- Expand our operating hours to pre-Covid times, including developing a Saturday offer from June
- Evolve our menus, testing our offer against current members and acquisition target groups

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- Integrate our hospitality offer, key messages and cultural programme, including themed events and responsive menus
- Ensure our hospitality team has capacity and confidence to deliver an evolving offer.
- Review our options for our hospitality model beyond 2023, decide and prepare for transition if required.

#### 4. Invest in our people, become an employer of choice and a beacon of good work in hospitality

- Stabilise our staffing and re-set our behaviour expectations on culture and values
- Refine and publish a transparent pay and progression policy
- Improve trust and collaboration between teams
- Foster a whole organisation understanding of good work and our impact strategy and outcomes
- Review all of policies and procedures in line with our Good Work and Inclusion strategies
- Scope and cost the resource required to deliver work experience across the organisation
- Improve data collection and analysis of diversity demographics across our community and make progress towards our 2025 demographic targets

#### 5. Grow our whole House income: aim to return to pre-COVID (2019) income levels in 2023 and then continue to strengthen and grow a sustainable business model for charity and Events Ltd

- Deliver 2022-23 fundraising targets, focusing on key growth areas of corporate fundraising, trusts and foundations and Individual Giving
- Continue to test and review newer, smaller income streams such as events, community and legacies fundraising to build a clear plan of what works
- Deliver the Private Hire plan and targets, acting on feedback from private hire clients about offer, technology, space and furniture
- Develop financial information to support membership and hospitality growth and decision making
- Establish and refine a viable business model in a post-covid operating context that enables us to maximise impact, deliver stable high-quality operations and invest in our buildings

#### 6. Invest in our buildings and infrastructure to underpin our impact and income ambitions, ensuring we are carrying out our custodian duties

- Establish an Employment Academy presence in the basement to support hospitality work experience and City & Guilds learning, as part of creating an All-Team staff area
- Embed our CRM processes and training so the system is an enabler for efficient working
- Restructure and relaunch our website
- Deliver year 1 of our Buildings Strategy, upgrading our kitchens and completing Manette Street works
- Continue finance system improvements including fixed asset register and a new payments system.
- Embed our Environmental policy and undertake a climate change audit on our activities

### Structure, Governance and Management

#### Risks and uncertainties

The House of St Barnabas is still a relatively new social business model, and like other organisations needs to consider risk. Our extensive risk register is organised by strategic objective. It is reviewed monthly by our Senior Leadership Team and quarterly by Trustees.

The most significant risks facing the organisation stem from the economic uncertainty posed by the fall out of the COVID-19 pandemic and the rise in the cost of living. These create some risk on the level of demand for a central London club and the challenges that may present for member acquisition and retention, as well as to the challenges faced by our programme participants and graduates. The national hospitality staffing crisis, creating high staff turnover rates and vacancies, combined with higher staff sickness levels due to COVID-19,

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continue to pose challenges to our operation and raise concerns for staff wellbeing. In addition, the increase in the cost of goods and services and pressure on wage rates present financial challenges.

Otherwise, we work with vulnerable individuals and accept that this carries some risks. We have an up-to-date safeguarding policy and deliver appropriate staff and volunteer training on safeguarding and risk. We take a positive approach to risk, involving clients at the heart of risk assessment and risk management. We work in close partnership with their primary support workers to ensure that risk is thoroughly considered. Client incidents including safeguarding concerns and alerts are reviewed monthly by the Senior Leadership Team and lessons learnt are integrated back into procedure and training. There is a Trustee who is designated as a safeguarding lead.

### Constitution

The House of St Barnabas in Soho was founded in 1846 and was later registered as a charity. On 1 April 2009, the activities, assets and liabilities of this charity, apart from the buildings, were transferred to the charitable company, The House of St Barnabas (company registration number 06845128 and charity registration number 207242). From this date, the commercial activities of the House have been undertaken by the wholly owned subsidiary company, The House of St Barnabas Events Limited. On 7 December 2012, the incorporated charity became the Corporate Trustee of the unincorporated charity and became the custodian Trustee of the freehold property. The original unincorporated charity is linked to The House of St Barnabas as a subsidiary charity and has been given charity registration number 207242-1.

### The Board of Trustees

The Board of Trustees governs the charity and is responsible for all strategic and major policy decisions. The Board meets regularly through the year (at least four occasions) to consider and review the charity's strategies, plans, performance and risks, and to receive reports from senior management. Other committees are established to scrutinise specific areas of work and advise the Board as appropriate.

The Trustees, who are also directors under company law, who served throughout the year, except where stated otherwise, are:

<b>Trustees</b>	<b>Appointed/Resigned</b>
Stephen Burns	
Simon Close (Vice Chair)	Resigned 30 November 2021
Robi Sol Elsayay	
Karen Everett (Treasurer)	
Esther Foreman	
Rachel Roxburgh	
Kate Swade	
Richard Taunt (Vice Chair)	Appointed 1 January 2022
James Townsend	
Mayuri Vachhani	
Jenny Watson CBE (Chair)	

The Trustees understand that good governance is essential to the success of the charity and are guided by the seven principles of the voluntary Charity Governance Code endorsed by the Charity Commission.

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Separate board meetings are held by HoSB Events Ltd directors to ensure that there is effective management of the subsidiary company and sufficient scrutiny is provided to HoSB Events Ltd issues. The Chair of Trustees is not an HoSB Events Ltd director to ensure independence of HoSB Events Ltd and avoid any conflict of interest. An independent director of HoSB Events Ltd, who is not a Trustee of the charity, was appointed for the first time in 2021-22.

During the year under review, the following served as directors of HoSB Events Ltd.

<b>Directors</b>	<b>Appointed/resigned</b>
Simon Close (Chair) Charlotte Harrington (Independent Director) Rachel Roxburgh Richard Taunt (Chair) Mayuri Vachhani	Resigned 30 November 2021   Appointed 1 January 2022

The Finance, Audit and Risk Committee comprised Karen Everett (Chair), Simon Close (replaced by Richard Taunt), Stephen Burns, Robi Sol Elsayay and Esther Foreman during 2021-22. Its responsibilities are to ensure effective financial management is in place, develop financial strategy and scrutinise compliance and risk issues.

The Nominations and Remunerations Committee leads the process for making appointments to the Board of Trustees and its committees and ensures Trustee scrutiny of executive pay. This committee comprised Rachel Roxburgh (Chair), Jenny Watson and James Townsend during 2021-22.

The charity regularly reviews the skills and diversity necessary at Board level and identifies where there are gaps. Recruitment is through an open process, with vacancies being advertised through a wide range of networks in order to minimise costs. New members of the Board sign a declaration confirming that they are not ineligible to be charity Trustees.

We continued to ensure the skills of Trustees remain relevant to the organisation's needs. We were delighted to welcome Richard Taunt to the Board as Vice Chair and as Chair of HoSB Events Ltd in January 2022. New Trustees receive a comprehensive pack of information including a copy of the charity's Memorandum and Articles, annual report, board minutes and financial statements for the previous two years, a copy of the Vision Statement and organisational five-year strategy, policy documents and a history of the House. Away Days are usually held once a year, to enable the Board to discuss issues in greater depth than at a regular meeting of the Trustees. Board members attend training, where needed, to refresh knowledge of board governance and charity law and there is a developing programme of external speakers on areas relevant to the Trustees' responsibilities.

No Trustees received remuneration for their services during the year ended 31 March 2022 (2021 – nil).

### **Key management personnel**

Executive functions are delegated to the Chief Executive (CEO) and through her to management. The appointment of the Chief Executive is undertaken by the Board of Trustees. The Chair is responsible for agreeing objectives for the Chief Executive and monitoring these on a regular basis. The Chief Executive reports to the Board on all matters as directed. Rosie Ferguson served as Chief Executive for the year under review, having been in post since September 2019.

In addition to the CEO, key management personnel of the charity during the year were:  
Ceri Sheppard – Director of Impact

Elaine Martin – Director of Finance and Risk

Gillian Jackson – Director of Engagement

Dave Lewis – Director of Hospitality and Operations (to January 2022)

Sam Grimstone – Interim Director of Hospitality (from January 2022)

The pay and remuneration of all salaried key management personnel are set by the Board. Freelance services are subject to Board approval. In 2021-22, the aggregate remuneration of key management personnel was £323,848 (2021 - £266,159).

### **Public benefit**

The Trustees have paid due regard to the Charity Commission's guidance on public benefit. The Trustees are confident that the mission, objectives (detailed above) and activities of the House of St Barnabas are in accordance with the regulations on public benefit.

### **Fundraising**

The House of St Barnabas is committed to following the code of fundraising practice and the fundraising promise as administered by the Fundraising Regulator. The House raises funds in three ways:

- Donations from Trusts and Foundations. Applications are made by our fundraising team.
- Donations from individuals, usually either directly through our website or alongside membership subscriptions.
- Holding occasional fundraising events at the House. These are clearly advertised as such.

The charity does not make direct approaches to the public for fundraising purposes. Contact with individual donors is usually at their instigation but occasionally we do approach those already engaged with the charity for specific fundraising campaigns.

We do not engage any third-party professional fundraisers to fundraise on our behalf. From time-to-time, individuals may independently undertake to raise funds on our behalf, for example sponsored sports activities. Such activities are undertaken independently of the House. The charity has not received any complaints about its fundraising activity.

We advertise fundraising activity on our website and social media. Personal data and privacy are extremely important to us. Our privacy policy can be found on our website.

## The House of St Barnabas

### Trustees' report

For the year ended 31 March 2022

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#### THANK YOU

Thank you to everyone that has supported us in so many ways over the last year:

Bafta 195, Balance Me, Barber + Blow, Broadwick Soho, Byfield Consultancy, Catharine Archer, Change Please, Chris Vermont, Christine Hancock, City & Guilds, Civitas Investment Management, Cliff Jones, Colemore Partners, Connected Curb, Co-op Homes, Corbin & King, Crisis UK, Ecovis, Extract Coffee, Fever Tree, FootPatrol, Fowler35, Fred Removals, G M Morrison Trust, Geoffrey Hall, Good Soldier, Hanbury Gin, Harbour Vest, Hyde Park Place Estate Charity, Ian Tollett, Jack & Linda Keenan, King of Soho Gin, L&S Printing, LEXI Finance, Liz Elston Mayhew, Media Campaign, Metropolitan Gaming, Mobsta, Mr S Gribbin, Nicolas Motelay, Noble Rot, Oak Foundation, Octavia Housing, One Housing, Only A Pavement Away, PCR Digital, Pierre Goad, PIMCO Foundation Europe, Pophams Bakery, Redgrave Partners, Remedy Pictures Ltd, Reverend Dr Adam Scott OBE TD, Royal Academy of Arts, Sandy Maudgil, Satis Wealth, Shaftesbury PLC, Shakespeare Martineau, Smart Works, Smartify, Soho Brewing, St Anne's Church Soho, St. James's Place Charitable Foundation, Suited and Booted, Susan Whittman, The Albert Hunt Trust, The Blue Posts, The Circle, The Corner, The Drapers' Company, The Franey Charitable Foundation, The Garfield Weston Foundation, The Golden Bottle Trust, The Grocers' Charity, The Ivy Collection, The Linbury Trust, The Mercers' Company, The Mighty Shed, The Rose Foundation, The Savoy Educational Trust, The Savoy Hotel, The Worshipful Company of Cooks, Trust for London, Virgin Media, Youth Hostel Associations.

#### Financial review

##### **Results for the year**

Total income for the year amounted to £2,872,434 (2021 - £1,614,406), of which £1,902,326 (2021 - £609,323) was generated from rental, membership, venue hire and other trading income, £716,107 (2021 - £770,609) from donations and £254,001 (2021 - £234,474) from other income.

The cost of raising funds, totalling £1,990,903 for the year ended 31 March 2022 (2021 - £1,004,593). In addition, the charity incurred £786,171 (2021 - £725,460) of charitable expenditure to support our Employment Academy.

The overall net increase in funds for the year amounted to £95,922 (2021 - £139,791 deficit). Total funds at 31 March 2022 stood at a surplus of £1,749,025 (2021 - £1,653,103). £101,584 funds were restricted in nature (2021 - £105,365) and £51,920 were held in the endowment fund (2021 - £52,570) relating to the carrying value of the property held at depreciated cost. The unrestricted funds at 31 March 2022 were in surplus by £1,597,522 (2021 - £1,495,169).

The Club was closed or had limited opening due to Government restrictions for the first quarter of the year and business was suppressed in December 2021 and January 2022 due to the COVID -19 Omicron variant, which impacted on the financial outcome for the year for our hospitality and venue hire businesses. Membership income began to grow back following a significant reduction in the previous year due to the closure and general lack of economic confidence. Fundraising income was not significantly impacted. Expenditure has increased, reflecting the need to reinvest in the business to support further growth. The staffing infrastructure is gradually being reinstated following last year's redundancy programme and our hospitality team is expanding to meet growing demand.

In order to deal with the financial impacts and uncertainties around COVID-19, use was made of the Government Kickstarter scheme and the £250,000 loan secured from the Resilience and Recovery Loan Fund in the previous year to ensure continuity of services and to maintain adequate cashflow.

#### Reserves

The group held total reserves of £1,749,025 at 31 March 2022 (2021 - £1,653,103) which included £1,595,522 unrestricted reserves (2021 - £1,495,169), endowment funds of £51,920 (2021 - £52,570) and restricted reserves of £101,584 (2021 - £105,365) for the continued support of the Better Work and Accommodation Pathway projects, other support for our graduates and the funding of certain building improvements.

## The House of St Barnabas

### Trustees' report

For the year ended 31 March 2022

As at 31 March 2022 the group held £732,122 unrestricted cash (2021 - £629,233). There has therefore been an increase in the level of unrestricted cash held by the group over the past year.

The Trustees believe that, as a target, the free reserves of the group should represent around 25% of group annual total operating expenditure, which for 2021-22 would be £694,268 (2021 - £438,549). This provides sufficient flexibility to cover temporary shortfalls in income due to timing differences in income flows, adequate working capital to cover core costs and will allow the charity to cope with and respond to unforeseen emergencies whilst specific action plans are implemented.

As at 31 March 2022, the group held free reserves of £531,034 (2021 - £369,688). This represents 19% of group annual total operating expenditure (2021 - 21%). The reduction in the percentage of free reserves is largely due to the significant increase in operating expenditure, arising from bringing the hospitality function in-house. As the charity's financial model continues to grow and the impact of COVID-19 is gradually overcome, the Trustees are looking to continue to move towards their target.

Free reserves have been calculated as follows:

	<b>2022</b>	2021
Total Funds	<b>1,749,025</b>	1,653,104
LESS: Restricted Funds	<b>(101,584)</b>	(105,365)
LESS: Tangible Fixed Assets	<b>(1,734,146)</b>	(1,856,496)
PLUS: Artwork held for resale	<b>116,867</b>	116,679
PLUS: Loans	<b>500,872</b>	561,767
Free Reserves	<b>531,034</b>	369,688

### Going concern assessment

During the period under review, the COVID-19 outbreak continued to cause disruption to our hospitality business. However, this was far less significant than the previous year. We were able to run our Employment Preparation Programme in the premises as normal albeit with social distancing measures in place. At the point of writing, it is anticipated that the business will operate throughout 2022-23.

We have considered the potential ongoing effects of the 2020 outbreak of COVID-19 on the charity's operations and have concluded that the impact on our projected performance for 2022-23 is likely to be limited. We have also considered:

- The forward pipeline of fundraising income
- The continued uptick in new members and projected membership renewal rates
- The level of hospitality trading in the first quarter of 2022-23
- The likely levels of donations and other income streams
- The recent recruitment of a new Director of Hospitality and Operations and other additional senior posts
- Planned capital investment to develop our kitchen facilities to enable increased capacity and improved service in hospitality
- Planned further investment in our website, marketing and member programming to ensure our membership offer is commercial, competitive, and cutting edge
- The capacity and agility, at both governance and executive level, to adapt to a changing operational and financial landscape.

After making this assessment, the Trustees believe there are no material uncertainties in respect to the charity's going concern assessment.

During the 2022-23 budgeting process the Trustees considered various income sensitivity scenarios which have been updated and used to inform the going concern assessment. These scenarios will be continue to be revisited by the Board to ensure there is adequate oversight of the longer term financial health of the Charity.

## The House of St Barnabas

### Trustees' report

For the year ended 31 March 2022

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#### Statement of responsibilities of the trustees

The trustees (who are also directors of House of St Barnabas for the purposes of company law) are responsible for preparing the trustees' annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and group and of the incoming resources and application of resources, including the income and expenditure, of the charitable company or group for that period. In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP
- Make judgements and estimates that are reasonable and prudent
- State whether applicable UK Accounting Standards and statements of recommended practice 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 charity will continue in operation

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- There is no relevant audit information of which the charitable company's auditor is unaware
- The trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information

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

The trustees are members of the charity but this entitles them only to voting rights. The trustees have no beneficial interest in the charity.

#### Auditor

Sayer Vincent LLP was appointed as the charitable company's auditor during the year and has expressed its willingness to continue in that capacity.

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

The trustees' annual report has been approved by the trustees on 27/9/22 and signed on their behalf by



Jenny Watson CBE  
Chair of the Board of Trustees



## **Independent auditor's report**

**to the members of**

**The House of St Barnabas**

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### **Opinion**

We have audited the financial statements of The House of St Barnabas (the 'parent charitable company') and its subsidiary (the 'group') for the year ended 31 March 2022 which comprise the consolidated statement of financial activities, the group and parent charitable company balance sheets, the consolidated statement of cash flows and the notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- Give a true and fair view of the state of the group's and of the parent charitable company's affairs as at 31 March 2022 and of the group's 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
- Have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011

### **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 group financial statements section of our report. We are independent of the group and parent 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 House of St Barnabas's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

### **Other Information**

The other information comprises the information included in the trustees' annual report, other than the group financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the group 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. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the group financial statements or our knowledge obtained in the course of 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 this gives rise to a material misstatement in the group financial statements themselves. 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.

## **Independent auditor's report**

**to the members of**

**The House of St Barnabas**

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### **Opinions on other matters prescribed by the Companies Act 2006**

In our opinion, based on the work undertaken in the course of the audit:

- The information given in the trustees' annual report, for the financial year for which the financial statements are prepared is consistent with the financial statements
- The trustees' annual report has been prepared in accordance with applicable legal requirements

### **Matters on which we are required to report by exception**

In the light of the knowledge and understanding of the group and the parent charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the trustees' annual report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and Charities Act 2011 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 financial statements are not in agreement with the accounting records and returns; or
- Certain disclosures of trustees' remuneration specified by law are not made; or
- We have not received all the information and explanations we require for our audit; or
- The directors 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 trustees' annual report and from the requirement to prepare a strategic report.

### **Responsibilities of trustees**

As explained more fully in the statement of trustees' responsibilities set out in the trustees' annual report, the trustees (who are also the directors of the parent 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 the 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**

We have been appointed auditor under the Companies Act 2006 and section 151 of the Charities Act 2011 and report in accordance with those Acts.

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 are set out below.

## Independent auditor's report

to the members of

The House of St Barnabas

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### Capability of the audit in detecting irregularities

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

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.

A further description of our responsibilities is available on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditor's report.

### Use of our report

This report is made solely to the charitable company's members as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and section 144 of the Charities Act 2011 and regulations made under section 154 of that Act. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Sayer Vincent LLP

Judith Miller (Senior statutory auditor)

27 September 2022

for and on behalf of Sayer Vincent LLP, Statutory Auditor

Invicta House, 108-114 Golden Lane, LONDON, EC1Y 0TL

Sayer Vincent LLP is eligible to act as auditor in terms of section 1212 of the Companies Act 2006

The House of St Barnabas

Consolidated statement of financial activities (Including income and expenditure statement)

For the year ended 31 March 2022

Income and expenditure	Notes	Unrestricted funds £	Restricted Funds £	Endowment funds £	Year ended 31 March 2022 £	Year ended 31 March 2021 £
<b>Income from</b>						
Donations	1	501,867	214,240	-	<b>716,107</b>	770,609
Trading activities	2	1,902,326	-	-	<b>1,902,326</b>	609,323
Other income	3	254,001	-	-	<b>254,001</b>	234,474
<b>Total income</b>		<u>2,658,194</u>	<u>214,240</u>	<u>-</u>	<u><b>2,872,434</b></u>	<u>1,614,406</u>
<b>Expenditure on</b>						
Raising funds*	4	1,990,065	838	-	<b>1,990,903</b>	1,004,592
Charitable activities	5	575,097	210,424	650	<b>786,171</b>	725,460
Impairment of fixed assets	10	-	-	-	-	24,145
<b>Total expenditure</b>		<u>2,565,162</u>	<u>211,262</u>	<u>650</u>	<u><b>2,777,074</b></u>	<u>1,754,197</u>
<b>Net income (expenditure) for the year before transfers</b>		93,032	2,978	(650)	<b>95,359</b>	(139,791)
<b>Transfer between funds</b>	17	6,758	(6,758)	-	-	-
<b>Increase in Artwork</b>		<u>563</u>	<u>-</u>	<u>-</u>	<u><b>563</b></u>	
<b>Net movement in funds</b>		100,353	(3,780)	(650)	<b>95,922</b>	(139,791)
Balances brought forward at 1 April 2021		<u>1,495,169</u>	<u>105,365</u>	<u>52,570</u>	<u><b>1,653,104</b></u>	<u>1,792,895</u>
<b>Balances carried forward at 31 March 2022</b>		<u>1,595,522</u>	<u>101,584</u>	<u>51,920</u>	<u><b>1,749,025</b></u>	<u>1,653,104</u>

All of the group's activities derived from continuing operations in the above two financial periods. The group has no recognised gains and losses other than those shown above.

\*includes expenditure on our trading activities

The House of St Barnabas

Comparative consolidated statement of financial activities (Including income and expenditure statement)

For the year ended 31 March 2022

Income and expenditure	Notes	Unrestricted funds £	Restricted Funds £	Endowment funds £	Year ended 31 March 2021 £
<b>Income from</b>					
Donations	1	440,153	330,456	-	<b>770,609</b>
Trading activities	2	609,323	-	-	<b>609,323</b>
Other income	3	234,474	-	-	<b>234,474</b>
<b>Total income</b>		<u>1,283,950</u>	<u>330,456</u>	<u>-</u>	<b>1,614,406</b>
<b>Expenditure on</b>					
Raising funds	4	995,527	9,065	-	<b>1,004,592</b>
Charitable activities	5	449,558	275,252	650	<b>725,460</b>
Impairment of fixed assets	10	24,145	-	-	<b>24,145</b>
<b>Total expenditure</b>		<u>1,469,230</u>	<u>284,317</u>	<u>650</u>	<b>1,754,197</b>
<b>Net income (expenditure) for the year before transfers</b>		(185,280)	46,139	(650)	<b>(139,791)</b>
<b>Transfer between funds</b>	17	39,887	(39,887)	-	-
<b>Net movement in funds</b>		(145,393)	6,252	(650)	<b>(139,791)</b>
Balances brought forward at 1 April 2020		1,640,562	99,113	53,220	<b>1,792,895</b>
<b>Balances carried forward at 31 March 2021</b>		<u>1,495,169</u>	<u>105,365</u>	<u>52,570</u>	<b>1,653,104</b>

All of the group's activities derived from continuing operations in the above financial period.

The group has no recognised gains and losses other than those shown above.

The House of St Barnabas

Balance sheet

As at 31 March 2022

	Notes	Group		Charity	
		2022 £	2021 £	2022 £	2021 £
<b>Fixed assets</b>					
Tangible assets	10	1,734,145	1,856,496	1,734,145	1,856,496
Investments	12	-	-	1	1
		<b>1,734,145</b>	<b>1,856,496</b>	<b>1,734,146</b>	<b>1,856,497</b>
<b>Current assets</b>					
Debtors	13	363,332	147,947	318,555	46,876
Stock		13,730	4,303	-	-
Cash at bank and in hand		833,706	734,598	364,919	513,032
		<b>1,210,768</b>	<b>886,848</b>	<b>683,474</b>	<b>559,908</b>
<b>Creditors: amounts falling due within one year</b>	14	<b>( 793,423 )</b>	<b>(589,368)</b>	<b>( 266,130 )</b>	<b>(262,429)</b>
<b>Net current assets</b>		<b>417,346</b>	<b>297,480</b>	<b>417,345</b>	<b>297,479</b>
<b>Total assets less current liabilities</b>		<b>2,151,491</b>	<b>2,153,976</b>	<b>2,151,491</b>	<b>2,153,976</b>
<b>Creditors: amounts falling due in more than one year</b>	15	<b>( 402,465 )</b>	<b>(500,872)</b>	<b>( 402,465 )</b>	<b>(500,872)</b>
<b>Net assets</b>		<b>1,749,025</b>	<b>1,653,104</b>	<b>1,749,025</b>	<b>1,653,104</b>
<b>Represented by:</b>					
<b>Funds and reserves</b>					
Endowment funds	17	51,920	52,570	51,920	52,570
Restricted funds	16	101,584	105,365	101,584	105,365
Unrestricted funds					
. Fixed assets		1,181,354	1,242,159	1,181,354	1,242,159
. General funds		414,168	253,010	414,168	253,010
		<b>1,749,025</b>	<b>1,653,104</b>	<b>1,749,025</b>	<b>1,653,104</b>

Approved by the Board of Trustees **27/9/22**  
and signed on its behalf by:



**Jenny Watson CBE**  
Chair of the Board of Trustees

Approved on:

Company registration number: 06845128 (England and Wales)

The House of St Barnabas

Consolidated statement of cash flows

For the year ended 31 March 2022

	Notes	2022 £	2021 £
<b>Cash flows from operating activities:</b>			
Net cash provided by operating activities	A	<b>272,843</b>	(11,665)
<b>Cash flows from investing activities:</b>			
Purchase of tangible fixed assets		<b>(49,089)</b>	(88,479)
<b>Net cash used in investing activities</b>		<b>(49,089)</b>	(88,479)
<b>Cash flows from financing activities:</b>			
Net borrowing		<b>(98,406)</b>	187,678
Interest paid		<b>(26,240)</b>	(21,215)
<b>Net cash used in financing activities</b>		<b>(124,646)</b>	166,463
<b>Change in cash and cash equivalents in the year</b>		<b>99,108</b>	66,319
<b>Cash and cash equivalents at 1 April 2021</b>	B	<b>734,598</b>	668,279
<b>Cash and cash equivalents at 31 March 2022</b>	B	<b>833,706</b>	734,598

Notes to the statement of cash flows for the year to 31 March 2022.

**A Reconciliation of net income to net cash provided by operating activities**

	2022 £	2021 £
<b>Net income (as per the statement of financial activities)</b>	<b>95,922</b>	(139,791)
<b>Adjustments for:</b>		
Depreciation charge	<b>172,002</b>	163,325
Devaluation or impairment of fixed assets	-	24,145
Gifted assets (Artwork)	<b>(563)</b>	-
Deficit on disposal of tangible fixed assets	-	896
Decrease (increase) in debtors	<b>(215,385)</b>	95,491
Increase in creditors (excluding fixed asset and interest creditors)	<b>204,054</b>	(172,643)
Decrease (increase) in stock	<b>(9,427)</b>	(4,303)
Loan interest	<b>26,240</b>	21,215
<b>Net cash provided by operating activities</b>	<b>272,843</b>	(11,665)

**B Analysis of cash and cash equivalents**

	2022 £	2021 £
Cash at bank and in hand	<b>833,706</b>	734,598
<b>Total cash and cash equivalents</b>	<b>833,706</b>	734,598

## **The House of St Barnabas**

### **Notes to the financial statements**

**For the year ended 31 March 2022**

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#### **Principal accounting policies**

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are laid out below.

#### **Basis of preparation**

These financial statements have been prepared for the year to 31 March 2022.

The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant accounting policies below or the notes to these 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 United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011.

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

The financial statements are presented in sterling and are rounded to the nearest pound.

#### **Critical accounting estimates and areas of judgement**

Preparation of the financial statements requires the Trustees and management to make significant judgements and estimates.

The items in the accounts where these judgements and estimates have been made include:

- ◆ estimating the provision for bad and doubtful debts;
- ◆ estimating the value of art work
- ◆ estimating the useful economic life of tangible fixed assets; and
- ◆ assessing suitable provisions for membership income not received at the year end date.

#### **Going concern**

The trustees have considered the impact of the pandemic on the charity's financial position and going concern. They have concluded that it is appropriate for the charity to continue to prepare its accounts on the going concern basis and there is no material uncertainty.

#### **Basis of consolidation**

The consolidated statement of financial activities and the group balance sheet comprise the assets, liabilities, income and expenditure of the charity, its connected charity the House of St Barnabas-in-Soho and its subsidiary company The House of St Barnabas Events Ltd.

No separate statement of financial activities has been presented for the charitable company alone as permitted by Section 480 of the Companies Act 2006 and Section 24 of the Charities SORP (FRS 102). In the interests of clarity, the charity has included a summary of the results for the year in note 11.

#### **Income**

Income is recognised in the period in which the group is entitled to receipt and the amount can be measured with reasonable certainty. Income received for future accounting periods is treated as deferred income at 31 March.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received, and the amount can be measured reliably and is not deferred.



## The House of St Barnabas

### Notes to the financial statements

#### For the year ended 31 March 2022

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Membership income is accounted for on an accruals basis over the calendar year to which it relates. Members' registration fees have been recognised in the first month of membership as they relate to the initial set up of the membership.

Where the group receives services for free and the value of those services can be measured reliably, a gift in kind is recognised with the value recorded as both income and an expense in the accounts.

#### Expenditure and the basis of apportioning costs

All expenditure is included on an accruals basis and is recognised when there is a legal and constructive obligation to make a payment. Expenditure includes any attributable VAT which cannot be recovered.

Expenditure comprises the following:

- a. Cost of raising funds includes both direct and indirect costs incurred in fundraising and managing and promoting the House as a venue.
- b. Charitable expenditure comprises expenditure on the charity's primary charitable purposes, including in particular the Employment Academy.

Support costs are apportioned between activities on a basis suitable to the nature of the cost. Staff costs are apportioned based on time spent on each activity and costs relating to premises are apportioned based on floor space.

Governance costs are the costs associated with the governance arrangements of the charity. These costs are associated with constitutional and statutory requirements and include any costs associated with the strategic management of the charity's activities.

#### Fund accounting

Unrestricted general funds represent those monies which are freely available for application towards achieving any charitable purpose that falls within the charitable company's charitable objects.

Endowment funds represent the carrying value of the freehold property held by the subsidiary charity.

The restricted funds are monies raised for, and their use restricted to, a specific purpose, or donations subject to donor imposed conditions.

Unrestricted fixed asset funds represent the net book value of unrestricted tangible fixed assets, less the value of any loans secured against them.

#### Tangible fixed assets and depreciation

All assets costing more than £500 and with an expected life exceeding one year are capitalised at cost. Depreciation is provided at rates calculated to write off the cost, less estimated residual value of each asset, over its expected useful life, as follows:

◆ Fixtures, fittings	10 years straight line
◆ Equipment	5 years straight line
◆ Building improvements	25 years straight line
◆ Endowed freehold building	1% reducing balance
◆ Artworks	Given the nature of artwork these assets have not been depreciated

Artwork donated to the charity is recognised at 75% of the value provided by the donating gallery or artist at the point of gift.

**Investment**

The investment in the subsidiary company is stated at cost.

**Debtors**

Debtors are recognised at their settlement amount, less any provision for non-recoverability. Prepayments are valued at the amount prepaid. They have been discounted to the present value of the future cash receipt where such discounting is material.

**Cash at bank and in hand**

Cash at bank and in hand represents such accounts and instruments that are available on demand or have a maturity of less than three months from the date of acquisition.

**Creditors and provisions**

Creditors and provisions 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. Creditors and provisions are recognised at the amount the charity anticipates it will pay to settle the debt. They have been discounted to the present value of the future cash payment where such discounting is material.

1 Donations and legacies

	Unrestricted funds	Restricted funds	Year ended 31 March 2022	Unrestricted funds	Restricted funds	Year ended 31 March 2021
	£	£	£	£	£	£
<b>Donations</b>						
Leathersellers' Company Charitable Fund	-	-	-	10,000	-	10,000
PIMCO Foundation Europe	-	109,618	109,618	-	108,663	108,663
Street Smart	-	-	-	-	-	-
Shaftesbury Plc	-	13,622	23,622	8,000	15,000	23,000
The Oak Foundation	75,000	-	75,000	38,500	-	38,500
Trust for London	7,500	41,000	48,500	14,000	27,500	41,500
Footpatrol	-	-	-	11,850	-	11,850
Homeless Link/MHCLG – COVID-19 Homelessness Response Fund	-	-	-	-	50,000	50,000
Liberty Retail Ltd	-	-	-	19,684	-	19,684
The Mercers' Company	2,000	-	2,000	2,000	10,000	12,000
The Linbury Trust	-	50,000	50,000	-	50,000	50,000
The Worshipful Company of Cooks	4,000	-	4,000	-	10,000	10,000
London Community Response Fund/Trust for London – COVID-19 Emergency Grant	-	-	-	-	47,143	47,143
The Grocers Charity	52,026	-	52,026	-	-	-
Sheridan Indemnity	5,590	-	5,590	-	-	-
The Savoy Trust	4,500	-	4,500	-	-	-
The Albert Hunt Trust	7,000	-	7,000	-	-	-
Drapers Charitable Trust	15,000	-	15,000	-	-	-
Hyde Park Place	5,000	-	5,000	-	-	-
Gifts in Kind	55,937	-	55,937	113,850	-	113,850
Other donations	268,314	-	268,314	222,269	12,150	234,419
<b>Total funds</b>	<b>501,867</b>	<b>214,240</b>	<b>716,107</b>	<b>440,153</b>	<b>330,456</b>	<b>770,609</b>

In all cases donations have only been recognised when they have been received.

Gifts in kind represent the approximate value of goods and services provided free of charge to the charity. Significant amounts included for 2021-22 are Crown Fine Art who provided Hanging of artworks for exhibitions and L&S Printing who provided printing services throughout the year.

In addition, 29 volunteer mentors (2021 – 31) worked with our participants and graduates to support them in their transition to greater independence and employment. In accordance with the SORP, no value is placed on their time in these financial statements.

# The House of St Barnabas

## Notes to the financial statements

For the year ended 31 March 2022

### 2 Trading activities

	Unrestricted	
	Year ended 31 March 2022 £	Year ended 31 March 2021 £
Private Hire income	252,509	22,103
Hospitality in house income	895,311	
Membership fees	631,852	573,236
Members' registration fees	75,550	10,595
Other trading income	47,105	3,389
<b>Total funds</b>	<b>1,902,326</b>	<b>609,323</b>

Other trading income consists of artwork sales, Club programming income and Sponsorship.

### 3 Other income

The largest elements of other income in 2021-22 are legal settlement income in relation to the fire at the premises in 2018 (£208,392) and government support for Kickstarter employee program (£20,530) and Covid reopening (£18,000).

### 4 Raising funds

	Unrestricted	
	Year ended 31 March 2022 £	Year ended 31 March 2021 £
<b>Direct costs</b>		
Private Hire Costs*	43,598	5,276
Direct Hospitality Costs *	269,600	-
Fundraising costs	51,445	9,735
Publicity costs	6,942	59,621
Gifts in kind (note 1)	55,937	113,850
Staff costs – direct**	852,106	374,118
Other direct costs of raising funds	(9,923)	(17,548)
Support costs (note 6)***	720,360	450,475
<b>Total funds</b>	<b>1,990,065</b>	<b>995,527</b>

\*Relates solely to trading activities

\*\*The proportion relating to trading activities is £317,875

\*\*\*The proportion relating to trading activities is £480,240

5 Charitable expenditure

	Unrestricted funds £	Restricted funds £	Endowment funds £	Year ended 31 March 2022 £
<b>Direct costs</b>				
Employment Academy costs	19,370	30,161	-	<b>49,531</b>
Other costs	35,137	210	-	<b>35,347</b>
Staff costs	130,772	157,642	-	<b>288,414</b>
Support costs (note 6)	398,818	22,411	650	<b>412,879</b>
<b>2022 Total funds</b>	<b>575,097</b>	<b>210,424</b>	<b>650</b>	<b>786,171</b>

	Unrestricted funds £	Restricted funds £	Endowment funds £	Year ended 31 March 2021 £
Direct costs				
Employment Academy costs	7,682	25,174	-	32,856
Other costs	28,627	-	-	28,627
Staff costs	58,909	226,463	-	285,372
Support costs (note 6)	354,341	23,614	650	378,605
<b>2021 Total funds</b>	<b>449,559</b>	<b>275,251</b>	<b>650</b>	<b>725,460</b>

6 Support costs

	Raising funds		Charitable expenditure		Endowment fund £	Total 2022 £
	Unrestricted £	Restricted £	Unrestricted £	Restricted £		
<b>Staff costs</b>	<b>393,374</b>	-	<b>133,146</b>	-	-	<b>526,520</b>
<b>Premises costs</b>						
Repairs and refurbishments	12,348	-	8,232	-	-	<b>20,580</b>
Insurance	34,680	-	23,120	-	-	<b>57,800</b>
Heat and light	17,162	-	11,441	-	-	<b>28,603</b>
Health and safety	6,125	-	4,083	-	-	<b>10,209</b>
Other premises costs	65,736	417	43,824	-	-	<b>109,976</b>
Depreciation	102,811	-	68,541	-	650	<b>172,002</b>
	<b>179,417</b>	<b>6,991</b>	<b>119,611</b>	-	<b>650</b>	<b>306,670</b>
<b>Administration costs</b>						
Office overheads	88,125	-	58,957	22,411	-	<b>169,494</b>
	<b>88,125</b>	-	<b>58,957</b>	<b>22,411</b>	-	<b>169,494</b>
<b>Governance costs</b>						
Audit and accountancy	-	-	15,875	-	-	<b>15,875</b>
Legal fees and other professional fees	-	-	2,599	-	-	<b>22,599</b>
	-	-	<b>38,474</b>	-	-	<b>38,474</b>
<b>Total 2022**</b>	<b>720,360</b>	<b>417</b>	<b>389,818</b>	<b>22,411</b>	<b>650</b>	<b>1,133,656</b>

**The House of St Barnabas**

**Notes to the financial statements**

**For the year ended 31 March 2022**

Staff support costs have been allocated to cost of generating funds and charitable expenditure based on the proportion of time spent on each activity. Premises and office overhead costs have been apportioned according to floor area.

\*\* The proportion relating to trading activities is £480,240

	Raising funds		Charitable expenditure		Endowment fund £	Total 2021 £
	Unrestricted £	Restricted £	Unrestricted £	Restricted £		
Staff costs	207,912	1,419	158,593	-	-	367,924
Premises costs						
Repairs and refurbishments	9,967	-	6,645	-	-	16,611
Insurance	28,210	-	18,807	-	-	47,017
Heat and light	8,222	-	5,481	-	-	13,703
Health and safety	10,281	-	6,854	-	-	17,134
Other premises costs	25,133	6,991	16,755	-	-	48,880
Depreciation	97,605	-	65,070	-	650	163,325
	179,417	6,991	119,611	-	650	306,670
Administration costs						
Office overheads	63,145	-	42,151	23,614	-	128,911
	63,145	-	42,151	23,614	-	128,911
Governance costs						
Audit and accountancy	-	-	13,030	-	-	13,030
Legal fees and other professional fees	-	-	20,956	-	-	20,956
	-	-	33,986	-	-	33,986
Total 2021	450,475	8,411	354,341	23,614	650	837,491

## The House of St Barnabas

### Notes to the financial statements

#### For the year ended 31 March 2022

#### 7 Net movement in funds

This is stated after charging:

	Year ended 31 March 2022 £	Year ended 31 March 2021 £
Staff costs (note 8)	<b>1,647,665</b>	1,019,954
Auditors' remuneration - Audit services	<b>13,730</b>	10,490
- Non-audit services	<b>2,145</b>	2,540
Depreciation (note 10)	<b>172,002</b>	163,325

#### 8 Staff costs and Trustees' remuneration

	Year ended 31 March 2022 £	Year ended 31 March 2021 £
Staff costs during the year were as follows:		
Wages and salaries	<b>1,351,214</b>	858,300
Social security costs	<b>160,772</b>	98,314
Other staff costs, including consultants and redundancy costs	<b>135,679</b>	63,340
	<b>1,647,665</b>	1,019,954

The average number of salaried employees, including part-time staff, during the year ended 31 March 2022 was 48 (2021 – 29).

The number of employees whose total employee benefits fell within financial bands over £60,000 is as follows:

	2022 Number	2021 Number
£60,000 - £70,000	-	-
£70,000 - £80,000	-	1
£80,000 - £90,000	<b>1</b>	-

The pay and remuneration of all salaried key management personnel (as defined on page 13) are set by the Board. Freelance services are subject to Board approval. In 2021-22, the aggregate remuneration of key management personnel was £323,848 (2021 –£266,159).

Trustees are unremunerated and reasonable expenses are reimbursed. In 2021-22, £0 was reimbursed in respect of travel expenses (2021 - £0). 1 Trustee donated a total of £2,300 during the year (2021 – £750).

#### 9 Taxation

The House of St Barnabas is a registered charity and therefore is not liable to income tax or corporation tax on income derived from its charitable activities as it falls within the various exemptions available to registered charities.

**10 Tangible fixed assets**

<b>Group and Charity</b>	Endowed freehold land and buildings £	Building improvements £	Fixtures, fittings & equipment £	Artworks £	<b>Total £</b>
<b>Cost or valuation</b>					
At 1 April 2021	65,022	1,483,232	1,006,468	350,039	<b>2,904,760</b>
Additions	-	31,814	17,725	563	<b>49,652</b>
Disposals	-	-	-	-	-
Revaluation	-	-	-	-	-
At 31 March 2022	<b>65,022</b>	<b>1,515,046</b>	<b>1,023,743</b>	<b>350,602</b>	<b>2,954,412</b>
<b>Depreciation</b>					
At 1 April 2021	12,452	432,078	603,735	-	<b>1,048,265</b>
Charge for year	650	59,627	111,724	-	<b>172,002</b>
Disposals	-	-	-	-	-
At 31 March 2022	<b>13,102</b>	<b>491,705</b>	<b>715,459</b>	<b>-</b>	<b>1,220,267</b>
<b>Net book values</b>					
At 31 March 2022	<b>51,920</b>	<b>1,023,341</b>	<b>308,283</b>	<b>350,602</b>	<b>1,734,145</b>
At 31 March 2021	52,570	1,051,154	402,733	350,039	<b>1,856,496</b>

The freehold land and buildings are held at cost less accumulated depreciation. During the year we revalued some of our artwork in accordance with our artwork valuation policy.

**11 Financial activities (charitable company alone)**

	<b>Year ended 31 March 2022 £</b>	Year ended 31 March 2021 £
<b>Income and expenditure</b>		
<b>Income from</b>		
Donations	<b>721,107</b>	707,609
Gift Aid donation from subsidiary	<b>296,197</b>	38,705
Trading activities	-	-
Other income	<b>327,759</b>	154,496
<b>Total income</b>	<b>1,345,022</b>	963,810
<b>Expenditure on</b>		
Raising funds	<b>552,860</b>	448,187
Charitable activities	<b>696,803</b>	631,269
Impairment of fixed assets	-	24,145
<b>Total expenditure</b>	<b>1,249,663</b>	1,103,601
<b>Net income for the year</b>	<b>95,359</b>	(139,791)



**12 Fixed asset investments**

Charity	2022 £	2021 £
<b>Investment in subsidiary undertakings at cost</b>		
£1 ordinary shares	<b>1</b>	<b>1</b>

The charitable company owns the wholly issued ordinary share capital of £1 in The House of St Barnabas Events Ltd, a company registered in England (Company Registration No. 06854603). The subsidiary is used for commercial activities, namely the promotion and management of The House of St Barnabas, as a venue for community, charity and commercial events. All activities have been consolidated on a line by line basis in the statement of financial activities. A summary of the results of the subsidiary are shown below:

	2022 £	2021 £
Turnover	<b>1,897,226</b>	609,323
Cost of sales	<b>(1,510,957)</b>	(651,160)
Gross profit	<b>386,269</b>	(41,837)
Other income	<b>232,525</b>	137,762
Promotion and administrative expenses	<b>(322,637)</b>	(57,220)
Profit for the year before Gift Aid	<b>296,157</b>	38,705
Gift Aid donation to parent company	<b>(296,157)</b>	(38,705)
Profit for the financial year	-	-
Retained profits brought forward	-	-
Retained profits carried forward	-	-

HoSB (Events) Ltd has entered into a Deed of Covenant to donate all its taxable profits to The House of St Barnabas which in 2021-22 amounted to £296,157 (2021 £38,705). In addition, in the year, The House of St Barnabas recharged HoSB (Events) Ltd £140,610 under the Master Trading agreement (MTA) (2021: £27,410); £125,573 under the Tenancy at Will agreement (2021: £22,041) and £40,000 under the Equipment Lease agreement (2021: £8,333). HoSB (Events) Ltd recharged The House of St Barnabas £245,565 under the MTA (2021: £160,503). As at 31<sup>st</sup> March 2022 House of St Barnabas owes HoSB (Events) £115,325 (2021: £141,828)

**13 Debtors**

	Group		Charity	
	2022 £	2021 £	2022 £	2021 £
Other debtors	<b>329,995</b>	112,813	<b>(7,562)</b>	(12,332)
Prepayments and accrued income	<b>33,337</b>	35,135	<b>29,960</b>	20,503
	<b>363,332</b>	147,948	<b>22,398</b>	8,171

**14 Creditors: amounts falling due within one year**

	Group		Charity	
	2022 £	2021 £	2022 £	2021 £
Expense creditors	<b>83,368</b>	54,832	<b>124,559</b>	159,832
Social security and other taxes	<b>80,400</b>	73,082	<b>28,904</b>	15,454
Other creditors	<b>11,215</b>	33,685	<b>(404)</b>	1
Accruals and deferred income	<b>520,033</b>	366,875	<b>14,664</b>	26,248
Charity Bank loan (note 15)	<b>40,646</b>	37,943	<b>40,646</b>	37,943
RRLF Loan (note 15)	<b>57,761</b>	22,952	<b>57,761</b>	22,952
	<b>793,423</b>	589,369	<b>266,130</b>	262,430

The following deferred income balances are included within accruals and deferred income:

	Group		Charity	
	2021 £	2021 £	2021 £	2021 £
Deferred income brought forward	<b>219,713</b>	414,215	<b>2,438</b>	2,438
Released in the year	<b>(219,713)</b>	(414,215)	<b>(2,438)</b>	(2,438)
Income received in the year treated as deferred income	<b>392,602</b>	219,713	<b>2,438</b>	2,438
Deferred income carried forward	<b>392,602</b>	219,713	<b>2,438</b>	2,438

Included in deferred income carried forward is £390,164 relating to membership fees received in advance at 31 March 2022 for the period 2022-23 (2021 –£217,275).

**15 Creditors: amounts due after more than one year**

<b>Group and Charity</b>	<b>2022 £</b>	<b>2021 £</b>
Loans	<b>500,872</b>	561,767

The loans are due as follows:

	<b>2022 £</b>	<b>2021 £</b>
Within one year	<b>98,407</b>	60,895
Between one and two years	<b>105,237</b>	98,407
Between two and five years	<b>255,477</b>	308,112
After five years	<b>41,751</b>	94,353
	<b>500,872</b>	561,767
Included within current creditors (note 14)	<b>(98,407)</b>	(60,895)
Loan repayments falling due after more than one year	<b>402,406</b>	500,872

A loan was taken out in 2012 with Charity Bank and has been used to support the charity's development. Interest is fixed at 6.5% per annum on the loan amount and the loan is secured against the charity's property at 1 Greek Street. The loan is being repaid in instalments up to December 2027. As a result of COVID-19, a six-month holiday on capital repayments was agreed with Charity Bank between April and September 2020 and future repayments adjusted accordingly.

An additional, five-year loan from the Resilience and Recovery Loan Fund was taken out in October 2020 with Charity Bank for support with COVID-19 implications. Interest was 0% for year 1 and 7% thereafter. The assumption made in the table above is that it will be held for the full five-year term.

**16 Restricted funds**

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust to be applied for specific purposes:

<b>Group and Charity</b>	At 1 April 2021 £	Income £	Expenditure and transfers £	At 31 March 2022 £
Employment Academy	1,453	-	(1,453)	-
Chapel Refurbishment	3,532	-	-	<b>3,532</b>
Better Work Programme	(1,335)	41,000	(34,619)	<b>5,045</b>
Accommodation Pathway	80,134	109,618	(113,931)	<b>75,821</b>
Hardship Fund	3,359	-	(2,375)	<b>984</b>
EPP	20,448	50,000	(54,932)	<b>15,516</b>
EA ad hoc *	2,604	-	(2,067)	<b>537</b>
EA – Participant Training	4,500	-	(4,500)	-
COVID Reopening 2021*	(9,330)	13,622	(4,142)	<b>149</b>
	<b>105,365</b>	<b>214,240</b>	<b>(218,019)</b>	<b>101,584</b>

<b>Group and Charity</b>	At 1 April 2020 £	Income £	Expenditure and transfers £	At 31 March 2021 £
Employment Academy	1,453	-	-	<b>1,453</b>
Chapel Refurbishment	3,532	-	-	<b>3,532</b>
2nd floor Refurbishment	9,975	2,500	(12,475)	-
Better Work Programme	24,478	27,500	(53,313)	<b>(1,335)</b>
Accommodation Pathway	59,675	108,663	(88,204)	<b>80,134</b>
Homelessness Response	-	50,000	(50,000)	-
Hardship Fund	-	10,000	(6,641)	<b>3,359</b>
EPP	-	50,000	(29,552)	<b>20,448</b>
COVID Reopening 2020	-	15,000	(15,000)	-
London Community Response	-	47,143	(47,143)	-
Hospitality Mobilisation	-	10,000	(10,000)	-
EA ad hoc	-	5,000	(2,396)	<b>2,604</b>
EA – Participant Training	-	4,500	-	<b>4,500</b>
COVID Reopening 2021	-	-	(9,330)	<b>(9,330)</b>
Other Graduate Support	-	150	(150)	-
	<b>99,113</b>	<b>330,456</b>	<b>(324,204)</b>	<b>105,365</b>

- ◆ *Employment Academy*  
Donations were received previously to support the management and delivery of the Employment Academy programmes for supporting people affected by homelessness.
- ◆ *House refurbishment - Chapel*  
Donations received previously to support the refurbishment of the charity's chapel.
- ◆ *Better Work Programme*  
Funded by Trust for London this programme aims to help graduates find better and more secure employment.
- ◆ *Accommodation Pathway*  
Funded by PIMCO this fund has enabled us to support participants into secure, affordable accommodation, thus directly breaking their cycle of homelessness.
- ◆ *Hardship Fund*  
Funds received previously and used to provide additional practical support to participants and graduates.
- ◆ *Employment Preparation Programme (EPP)*  
A three-year grant providing support to the employment preparation programme, funded by the Linbury Trust.
- ◆ *COVID Reopening 2020*  
Support to enable the House to reopen after the first lockdown in 2020.
- ◆ *EA ad hoc – Laptops, Uniforms or CV Training*  
Following an appeal, funding was provided to support participants or graduates with laptops, uniforms or CV Training.
- ◆ *EA – Participant Training*  
Funded by The Savoy Educational Trust, this grant supported the employment preparation programme in 2021-22.
- ◆ *COVID Reopening 2021*  
Support to enable the House to reopen after the second lockdown in April 2021.
- ◆ *\*Transfers between funds*  
During the year ended 31 March 2022, £6,758 was transferred from some restricted funds to unrestricted funds (2021 - £39,887). This transfer represents fixed assets for general use by the charity which have been purchased from restricted funds.

## 17 Endowment funds

On the formation of the charitable group in the year ended 31 March 2010, the freehold land and buildings, with a net book value of £59,462, were retained in the linked charity and this is represented by an endowment fund (note 10). Depreciation is charged to this fund and the balance on the endowment fund at 31 March 2022 totalled £51,920 (2021 –£52,570).

18 Analysis of net assets between funds

Group	General fund £	Restricted funds £	Endowment funds £	Owned Artworks £	Total £
<b>Fund balances at 31 March 2022 are represented by:</b>					
Tangible fixed assets	1,331,624	-	51,920	350,602	1,734,145
Current assets	1,109,184	101,584	-	-	1,210,768
Creditors due within one year	(793,423)	-	-	-	(793,423)
Creditors due in more than one year	(402,465)	-	-	-	(402,465)
<b>Total net assets</b>	<b>1,244,920</b>	<b>101,584</b>	<b>51,920</b>	<b>350,602</b>	<b>1,749,025</b>

Group	General fund £	Restricted funds £	Endowment funds £	Owned Artworks £	Total £
<b>Fund balances at 31 March 2021 are represented by:</b>					
Tangible fixed assets	1,453,887	-	52,570	350,039	1,856,496
Current assets	781,484	105,365	-	-	886,848
Creditors due within one year	(589,368)	-	-	-	(589,368)
Creditors due in more than one year	(500,872)	-	-	-	(500,872)
<b>Total net assets</b>	<b>1,145,130</b>	<b>105,365</b>	<b>52,570</b>	<b>350,039</b>	<b>1,653,104</b>

Charity	General fund £	Restricted funds £	Endowment funds £	Owned Artworks £	Total £
<b>Fund balances at 31 March 2022 are represented by:</b>					
Tangible fixed assets	1,331,624	-	51,920	350,602	1,734,145
Investments	1	-	-	-	1
Current assets	285,733	101,584	-	-	387,317
Creditors due within one year	(266,130)	-	-	-	(266,130)
Creditors due in more than one year	(402,465)	-	-	-	(402,465)
<b>Total net assets</b>	<b>948,763</b>	<b>101,584</b>	<b>51,920</b>	<b>350,602</b>	<b>1,452,869</b>

## The House of St Barnabas

### Notes to the financial statements

#### For the year ended 31 March 2022

Charity	General fund £	Restricted funds £	Endowment funds £	Owned Artworks £	Total £
Fund balances at 31 March 2021 are represented by:					
Tangible fixed assets	1,453,887	-	52,570	350,039	1,856,496
Investments	1	-	-	-	1
Current assets	415,838	105,365	-	-	521,203
Creditors due within one year	(262,429)	-	-	-	(262,429)
Creditors due in more than one year	(500,872)	-	-	-	(500,872)
Total net assets	1,106,425	105,365	52,570	350,039	1,614,398

#### 19 Ultimate control

The charitable company is controlled by its Trustees.

#### 20 Operating lease commitments

The total of future minimum lease payments under non-cancellable operating leases is analysed according to the following periods:

Plant and equipment	2022 £	2021 £
Within one year	2,520	3,024
Between one and two years	-	2,520
Between two and five years	-	-
	<b>2,520</b>	<b>5,544</b>

**The House of St Barnabas**

**Legal and administrative information**

**For the year ended 31 March 2022**

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<b>Patron</b>	Her Royal Highness Princess Alexandra, the Hon. Lady Ogilvy, KG, GCVO
<b>Visitor</b>	The Right Reverend and Right Hon Dame Sarah Mullally, the Bishop of London
<b>Board of Trustees</b>	Stephen Burns Karen Everett Esther Foreman Rachel Roxburgh Robi Sol Elsaway Kate Swade Richard Taunt James Townsend Mayuri Vachhani Jenny Watson CBE
<b>Advisory Committee</b>	David Monro The Reverend Dr Adam Scott OBE TD
<b>Chair</b>	Jenny Watson CBE
<b>Treasurer</b>	Karen Everett
<b>Chief Executive</b>	Rosie Ferguson
<b>Address</b>	1 Greek Street Soho Square London W1D 4NQ
<b>Company registration number</b>	06845128 (Company limited by guarantee)
<b>Charity registration numbers</b>	207242 and 207242-1
<b>Auditor</b>	Sayer Vincent Invicta House 108-114 Golden Ln London EC1Y 0TL

**The House of St Barnabas**

**Legal and administrative information**

**For the year ended 31 March 2022**

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**Bankers**

Barclays Bank PLC  
Leicester  
LE87 2BB

Charity Bank  
182 High Street  
Tonbridge  
Kent  
TN9 1BE

**Solicitors**

Bates Wells  
10 Queen St Place  
London  
EC4R 1BE

Edwards Duthie  
Bank House  
269-275 Cranbrook Road  
Ilford  
Essex  
IG1 4TG