

Sibs - for brothers and sisters

Charity number 1145200

A company limited by guarantee number 07834303

Annual Report and Financial Statements

for the year ended 31 March 2019

Sibs - for brothers and sisters

Annual Report and Financial Statements for the year ended 31 March 2019

Contents	Page
Trustees' report	2 to 7
Examiner's report	8
Statement of financial activities	9
Balance sheet	10
Notes to the accounts	11 to 14

Sibs - for brothers and sisters

Trustees' report for the year ended 31 March 2019

Reference and administrative details of the charity, its trustees and advisors

The trustees during the financial year and up to and including the date the report was approved were:

Name	Position	Dates
Simon Everest	Chair	
Sara Wheeler		
Roger Fielding		
Charlie Simpson	Acting treasurer	
Saba Salman		
Carol McBride		
Jackie Howes		
Georgia Pavlopoulou		
Allie Stewart		Appointed 6/4/19
Company secretary	Clare Kassa	
Charity number	1145200	Registered in England and Wales
Company number	07834303	Registered in England and Wales
Registered and principal address	Bankers	
26 Mallard View	The Co-Operative Bank	
Oxenhope	PO Box 101	
Keighley	1 Balloon Street	
West Yorkshire	Manchester	
BD22 9JZ	M60 4EP	
Independent examiner	Rhys North	

West Yorkshire Community Accounting Service

Stringer House
34 Lupton Street
Leeds
LS10 2QW

Structure, governance and management

The charity is a company limited by guarantee and was formed on 03/11/2011. It is governed by a memorandum and articles of association. The liability of the members in the event of the company being wound up is limited to a sum not exceeding £10.

Method of recruitment and appointment of trustees

The trustees of the charity are also the directors for the purposes of company law and are appointed by the members at the AGM.

Sibs - for brothers and sisters

Trustees' report (continued) for the year ended 31 March 2019

Objectives and activities

The charity's objects

To relieve the distress experienced by people who grow up with a brother or sister with special needs or disability (hereinafter referred to as siblings) with the object of improving their quality of life; the advancement of the education of professional workers, policy makers, service providers and the general public into the needs of siblings; the promotion of research and models of good practice in sibling support and to disseminate the useful results thereof.

The charity's main activities

Sibs provides information and support by phone, email, online resources, written resources, workshops and conferences for young siblings, adult siblings and parents and carers of young siblings. Sibs works with any professionals and service providers to influence them to provide services to siblings, and to enhance their skills in supporting siblings. We provide them with training, consultancy, phone, email and online information on developing and delivering sibling support. We raise awareness of sibling issues through presentations and the media. Sibs works with researchers, practitioners and siblings to find out about the needs of siblings and collect evidence of best practice in sibling support.

Public benefit statement

In setting our objectives and planning our activities our Trustees have given serious consideration to the Charity Commission's general guidance on public benefit. The issues affecting siblings and their families are found throughout the population. Sibs' services and resources are available to any member of the public who needs information and support with a sibling issue. Through our education and policy work we attempt to raise the awareness of sibling issues amongst the general public. Through our development of best practice we aim to enhance our resources and services. All our findings are available to members of the public, service providers, siblings and their families.

Achievements and performance

Direct support to young siblings

Siblings in School Project

We developed Sibs Talk for Key Stage 2, an intervention for non-teaching school staff to use with siblings in school aged 7-11, to acknowledge their feelings and experiences, to help them learn coping strategies, and to enable conversations between pupils and staff about how to improve things for siblings at school. We offered to work with 30 schools on a free pilot of the intervention. This required schools to form a partnership agreement with Sibs to train two of their staff to deliver the intervention to up to ten siblings in their school, and provide Sibs and the University of Warwick with evaluation data. A total of 113 schools have engaged with Sibs this year to provide direct support to siblings or to develop future support for siblings in the year ahead.

I've learnt that... "I can talk about my sister's condition. I take a deep breath and count to ten and walk away."

Sibs Talk pupil

The activities have helped me because... "Because I now know more about my sister's condition and how I can express my feelings." Sibs Talk pupil

Sibs - for brothers and sisters

Trustees' report (continued) for the year ended 31 March 2019

YoungSibs Service

We have supported young siblings again this year through our YoungSibs online support service, with 568 young siblings aged 7-17 registered to use the chat area. The YoungSibs website has received 6485 unique visits during this period.

Autism is still the main issue that siblings ask for help with:

'Dear YoungSibs, Hi I have a younger brother who is six (I am eleven) he has epilepsy and autism and maybe even ADHD. I feel mostly angry and guilty. I get really angry at him for calling me stupid and horrid but then guilty as well because I feel like I should help more but just don't want to. I know it sounds like I am just selfish but please can you give me some advice?' Young sibling asking for help

"My brother has autism and is 14 months older than me. It's good to know that I'm not alone." Sibling making contact on YoungSibs website.

We have developed monthly mini blogs for young siblings on key topics such as autism, bullying, siblings as young carers and ADHD.

Training and awareness raising with parents and professionals

We ran four workshops for parents in Reading, Reigate, Plymouth and Epping Forest on supporting siblings. Through our workshops and phone support, 229 parents have improved skills in supporting young siblings.

"I would encourage other parents to attend. I found it informative and it made me consider things I hadn't thought of before. The strategies suggested were simple to introduce in any family." Parent at Liverpool workshop.

"Please do this again so my husband can attend." Parent at Epping Forest workshop

We ran two training days for professionals on how to run a sibling group for young siblings. Through our range of professional support, we have provided training for 101 professionals across the education, health and social care sectors.

"Really enjoyed it, very engaging and interactive. Got to know group really well" Participant at Sibling Group Leader Training, London

"Interesting, informed, engaging (didn't look at my watch once)" Participant, Sibling Group Leader Training London

Our website continues to attract huge interest, with 22,604 unique users from the UK (and 31,3170 globally). Our social media following is growing, with 6538 followers on Twitter and 3114 on Facebook.

Direct support to adult siblings

SibsNetworkUK

Our funding continued into a second year, to support our adult sibling work. We ran our fourth adult sibling group facilitator training day, training six new facilitators to run new groups and to co-facilitate with current facilitators. Five more support groups have opened in Reading, Peterborough, Leeds, York and Crawley. We have supported the existing groups in Rotherham, London (two groups), Birmingham, Nottingham, Oxford and Bristol with advice and publicity.

"Coming to the group has helped me accept and understand my feelings around sibling issues (which I had trouble dealing with before attending the group) and has been much more helpful to me than the two lots of counselling I had previously. I feel a lot more informed having attended sessions with guest speakers and the Sibs workshop day. I have met a fantastic group of friends who have always supported me when times are difficult and I feel a much stronger person as a result. I think the Sibs groups are brilliant and would recommend to all siblings." Adult sibling group participant

Sibs - for brothers and sisters

Trustees' report (continued) for the year ended 31 March 2019

Adult sibling guides and workshops

We developed a further six guides for adult siblings on talking to parents, thinking about the future, coping as a carer, getting a care needs assessment and working with care providers, bringing the total to 11. We held two Planning for the future sessions at adult sibling groups in Birmingham and Bristol, and ran a pilot adult sibling group in Glasgow.

"I attended a Best Interest meeting for my sister on Friday, the information I learned from Carol helped me so much in my discussions with the NHS." Workshop participant

We held an Adult Sibling Day, an event addressing both practical and emotional aspects of being a sibling, including advice on wills and trusts.

"May I say just what a wonderful, powerful and stirring event Saturday was. I feel my batteries have been re-charged and my compass has been re- a-lined and enthused to continue supporting my sister." Adult sibling day

We continued to support adult siblings through support phone calls and saw a marked increase in contacts.

Influencing policy and wider awareness raising

Through our Sibs Talk work in schools we have been influencing the way school staff support pupils who are siblings. We have worked with the University of Warwick on the evaluation of Sibs Talk and on developing a research evidence review of the needs of adult siblings. We are strengthening our networks in the voluntary sector, in particular through our membership of the Council for Disabled Children and Disabled Children's Partnership.

Charity development

In November our founder CEO Monica McCaffrey retired, and we recruited new CEO, Clare Kassa. Clare has a significant history of working in the voluntary sector and has a long relationship of working in partnership with Sibs. Clare is an adult sibling, and is passionate about developing new ways of ensuring the role of siblings is recognised, understood and valued.

The new YoungSibs website was launched in Autumn 2018.

Funding and support

We are grateful to all the donors who have funded Sibs work this year. We want to publicly thank the following:

Berkshire Carers Service

Esmée Fairbairn Foundation

Maria Marina Foundation

Pears Foundation

The Autistic Support Trust

The Odin Charitable Trust

The True Colours Trust.

We are also very grateful to Sibs' supporters and volunteers who have given their time pro-bono to Sibs this year.

Sibs - for brothers and sisters

Trustees' report (continued) for the year ended 31 March 2019

Future plans

In the coming year we will continue to support the development of more adult sibling support groups and evaluate the project to date. We intend to expand our digital engagement with siblings across our children and adult work. We are developing a project with counsellors of adult siblings and a further project on siblings at transition aged 15-18. We will continue to seek further funding from a variety of sources to sustain and develop our work with siblings.

Financial review

The net expenditure for the year was £21,963, including net expenditure of £2,079 on unrestricted funds and net expenditure of £19,884 on restricted funds.

Reserves policy

The charity's free reserves, excluding fixed assets, at the year end were £4,321. The trustees recognise that the level of reserves at the 31st March 2019 is less than required to support current levels of expenditure. We have worked hard to secure further unrestricted funding and can report that for 2019-20 we have secured £20,000 from the Pears Foundation for core expenditure.

Sibs - for brothers and sisters

Trustees' report (continued) for the year ended 31 March 2019

Statement of trustees' responsibilities

The trustees (who are also the directors for the purposes of company law) are responsible for preparing the Trustees report and the financial statements in accordance with the applicable law and UK Accounting Standards.

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

select suitable accounting policies and apply them consistently;

observe the methods and principles in the Charities SORP;

make judgements and estimates that are reasonable and prudent;

state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;

prepare the accounts on a going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

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

This report has been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities (Charities SORP (FRS102)), and in accordance with the special provisions of the Companies Act 2006 relating to small companies.

Signed on behalf of the board of trustees:

Signed..... (Trustee)

Name.....

Date.....

Sibs - for brothers and sisters

Independent examiner's report to the trustees of Sibs - for brothers and sisters

I report to the charity trustees on my examination of the accounts of the charitable company for the year ended 31 March 2019, which are set out on pages 9 to 14.

Responsibilities and basis of report

As the charity's trustees of the charitable company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the charitable company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

- 1 accounting records were not kept in respect of the company as required by section 386 of the 2006 Act; or
- 2 the accounts do not accord with those records; or
- 3 the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
- 4 the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Signed: Name: Rhys North

Relevant professional qualification or body: ACA

Date:

West Yorkshire Community Accounting Service

Stringer House
34 Lupton Street
Leeds
LS10 2QW

Sibs - for brothers and sisters

Statement of Financial Activities

(including summary income and expenditure account)

for the year ended 31 March 2019

	Notes	2019 Unrestricted funds £	2019 Restricted funds £	2019 Total funds £	2018 Total funds £
Income from:					
Grants and donations	(2)	4,399	94,000	98,399	156,516
External Training		4,981	-	4,981	4,117
Sibs open Workshop		4,872	-	4,872	5,707
Bank interest		24	-	24	7
Total income		14,276	94,000	108,276	166,347
Expenditure on:					
Salaries, pensions and NIC	(3)	8,814	92,369	101,183	100,008
Freelance fees		830	-	830	1,112
Staff training		59	66	125	370
Staff travel		591	2,756	3,347	2,945
Volunteer travel and expenses		-	81	81	118
Volunteer training		-	1,283	1,283	980
Accommodation/subsistence		723	568	1,291	1,047
Events for users		2,457	3,230	5,687	4,385
Books/resources		462	418	880	1,647
Office Costs and equipment		64	2,700	2,764	2,232
Postage		52	349	401	914
Copying/Stationery		106	303	409	786
Telecommunications		711	2,916	3,627	3,322
Websites		50	2,550	2,600	9,594
Insurance		-	678	678	648
Trustee meetings		-	85	85	303
Payroll		145	365	510	492
Fundraising		21	-	21	408
Independent Examination		600	13	613	655
Evaluation and research		-	2,000	2,000	2,500
Recruitment		521	-	521	1,056
AGM		-	-	-	60
Sundry expenses		29	-	29	6
DBS Checks		120	-	120	12
Grant repayment		-	1,154	1,154	-
Total expenditure		16,355	113,884	130,239	135,600
Net income / (expenditure)		(2,079)	(19,884)	(21,963)	30,747
Fund balances brought forward		6,400	64,258	70,658	39,911
Fund balances carried forward	(4)	4,321	44,374	48,695	70,658

Sibs - for brothers and sisters

Balance sheet

as at 31 March 2019

	2019	2019	2019	2018
	Unrestricted	Restricted	Total	Total
	£	£	£	£
Current assets				
Debtors	(5) 954	-	954	1,126
Cash at bank and in hand	(6) 4,431	45,825	50,256	72,052
	<u>5,385</u>	<u>45,825</u>	<u>51,210</u>	<u>73,178</u>
Current liabilities:				
amounts falling due within one year				
Creditors	(7) 1,064	1,451	2,515	2,520
Total current liabilities	<u>1,064</u>	<u>1,451</u>	<u>2,515</u>	<u>2,520</u>
Net current assets	<u>4,321</u>	<u>44,374</u>	<u>48,695</u>	<u>70,658</u>
Net assets	<u>4,321</u>	<u>44,374</u>	<u>48,695</u>	<u>70,658</u>
Funds				
Unrestricted funds	4,321	-	4,321	6,400
Restricted funds	-	44,374	44,374	64,258
Total funds	<u>4,321</u>	<u>44,374</u>	<u>48,695</u>	<u>70,658</u>

For the year ending 31 March 2019 the charitable company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

The members have not required the charitable company to obtain an audit of its accounts for the year in question in accordance with section 476. The trustees (who also the directors for the purposes of company law) acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime and with FRS 102 (effective January 2015).

The financial statements were approved by the board of trustees on

Date:

Signed:

(Trustee)

Name

Sibs - for brothers and sisters

Notes to the accounts

for the year ended 31 March 2019

1 Accounting policies

Basis of accounting

These accounts have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts. The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) and with the Charities Act 2011.

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

No changes have been made to the accounts for previous years.

Going concern

The trustees are satisfied that there are no material uncertainties about the charity's ability to continue.

Incoming resources

All incoming resources are included in the Statement of Financial Activities (SOFA) when the charity becomes entitled to the resources, it is more likely than not that the trustees will receive the resources and the monetary value can be measured with sufficient reliability.

Grants and donations

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

Where grants are related to performance and specific deliverables, they are accounted for as the charity earns the right to consideration by its performance.

Expenditure and liabilities

Expenditure is recognised on an accrual basis as a liability is incurred. Liabilities are recognised where it is more likely than not that there is a legal or constructive obligation committing the charity to pay out the resources and the amount of the obligation can be measured with reasonable certainty.

Taxation

As a charity the organisation benefits from rates relief and is generally exempt from income tax and capital gains tax but not from VAT. Irrecoverable VAT is included in the cost of those items to which it relates.

Pensions

The charity operates a defined contribution scheme for the benefit of its employees. The costs of contributions are recognised in the year they are payable.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity.

Restricted funds are subjected to restrictions on their expenditure imposed by the donor or through the terms of an appeal.

Further explanation of the nature and purpose of each fund is included in the notes to the accounts.

Sibs - for brothers and sisters
Notes to the accounts continued
for the year ended 31 March 2019

2 Grants and donations	2019 Unrestricted funds £	2019 Restricted funds £	2019 Total funds £	2018 Total funds £
MariaMarina Foundation	-	45,000	45,000	45,000
Berkshire Carers	-	-	-	4,323
Esme Fairbairn Foundation	-	-	-	39,540
Pears Foundation	-	-	-	5,000
The Autistic Support Foundation	-	-	-	9,782
The True Colours Trust 1339	-	49,000	49,000	49,000
The Odin Charitable Trust	3,000	-	3,000	3,000
Other Donations	1,399	-	1,399	871
	<u>4,399</u>	<u>94,000</u>	<u>98,399</u>	<u>156,516</u>

3 Staff costs and numbers	2019 £	2018 £
Gross salaries	93,619	92,506
Social security costs	7,577	7,395
Employment allowance	(3,000)	(3,000)
Pensions	2,987	3,107
	<u>101,183</u>	<u>100,008</u>

The average number employees during the year was 4, being an average of 3 full time equivalent (2018: 5, 3 FTE).

There were no employees with emoluments above £60,000.

Defined contribution pension scheme	2019 £	2018 £
Costs of the scheme to the charity for the year	2,987	3,107
Amount of any contributions outstanding at the year end	-	-
Amount of any contributions prepaid at the year end	-	-

4 Restricted funds	Balance b/f £	Incoming £	Outgoing £	Transfers £	Balance c/f £
MariaMarina Foundation	15,062	45,000	43,577	-	16,485
The Autistic Support Trust	9,782	-	2,611	-	7,171
The True Colours Trust	19,565	49,000	48,220	-	20,345
The Pears Foundation	1,628	-	1,628	-	-
Esme Fairbairn Foundation	13,898	-	13,898	-	-
Berkshire Carers	4,323	-	3,950	-	373
	<u>64,258</u>	<u>94,000</u>	<u>113,884</u>	<u>-</u>	<u>44,374</u>

Fund name	Purpose of restriction
MariaMarina Foundation	Adult sibling network
The Autistic Support Trust	Training for counsellors/Siblings of children and young people with ASD pilot Suffolk
The True Colours Trust	Salary CEO, websites and office costs
The Pears Foundation	YoungSibs work
Esme Fairbairn Foundation	Development Officer salary and admin costs
Berkshire Carers	Adult sibling carers of people with learning disability and/or autism in Berkshire

Sibs - for brothers and sisters
Notes to the accounts continued
for the year ended 31 March 2019

5 Debtors and prepayments	2019	2018
	£	£
Debtors	954	1,126
	<u>954</u>	<u>1,126</u>
6 Cash at bank and in hand	2019	2018
	£	£
Savings Account	46,718	70,294
Current Account	3,538	1,758
	<u>50,256</u>	<u>72,052</u>
7 Creditors	2019	2018
	£	£
Creditors	2,515	2,520
	<u>2,515</u>	<u>2,520</u>

8 Trustee expenses

No trustee received any expenses during this year or the previous year.

9 Related party transactions

Key management personnel

The key management personnel of the charity comprises the Chief Officer only. The total employee benefits of the key management personnel of the charity were £40,499 (2018: £34,868).

There were no related party transactions during this year or the previous year.

Sibs - for brothers and sisters

Statement of Financial Activities including comparatives for all funds (including summary income and expenditure account) for the year ended 31 March 2019

	2019 Unrestricted funds £	2018 Unrestricted funds £	2019 Restricted funds £	2018 Restricted funds £	2019 Total funds £	2018 Total funds £
Income						
Grants and donations	4,399	3,871	94,000	152,645	98,399	156,516
External Training	4,981	4,117	-	-	4,981	4,117
Sibs open Workshop	4,872	5,707	-	-	4,872	5,707
Bank interest	24	7	-	-	24	7
Total income	14,276	13,702	94,000	152,645	108,276	166,347
Expenditure						
Salaries, pensions and NIC	8,814	9,665	92,369	90,343	101,183	100,008
Freelance fees	830	1,112	-	-	830	1,112
Staff training	59	-	66	370	125	370
Staff travel	591	679	2,756	2,266	3,347	2,945
Volunteer travel and expenses	-	-	81	118	81	118
Volunteer training	-	-	1,283	980	1,283	980
Accommodation/subsistence	723	284	568	763	1,291	1,047
Events for users	2,457	1,929	3,230	2,456	5,687	4,385
Books/resources	462	635	418	1,012	880	1,647
Office Costs and equipment	64	1,052	2,700	1,180	2,764	2,232
Postage	52	147	349	767	401	914
Copying/Stationery	106	341	303	445	409	786
Telecommunications	711	672	2,916	2,650	3,627	3,322
Websites	50	-	2,550	9,594	2,600	9,594
Insurance	-	-	678	648	678	648
Trustee meetings	-	-	85	303	85	303
Payroll	145	-	365	492	510	492
Fundraising	21	328	-	80	21	408
Independent Examination	600	655	13	-	613	655
Evaluation and research	-	-	2,000	2,500	2,000	2,500
Recruitment	521	-	-	1,056	521	1,056
AGM	-	60	-	-	-	60
Sundry expenses	29	6	-	-	29	6
DBS Checks	120	12	-	-	120	12
Grant repayment	-	-	1,154	-	1,154	-
Total expenditure	16,355	17,577	113,884	118,023	130,239	135,600
Net gains/(losses) on investments	-	-	-	-	-	-
Net income / (expenditure)	(2,079)	(3,875)	(19,884)	34,622	(21,963)	30,747
Transfers between funds	-	-	-	-	-	-
Net movement in funds	(2,079)	(3,875)	(19,884)	34,622	(21,963)	30,747
Fund balances brought forward	6,400	10,275	64,258	29,636	70,658	39,911
Fund balances carried forward	4,321	6,400	44,374	64,258	48,695	70,658