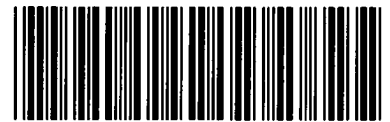


COMPANY REGISTRATION NUMBER: 03709549
CHARITY REGISTRATION NUMBER: 1075104

The Fatherhood Institute
Company Limited by Guarantee
Financial Statements
31 March 2017

ELLIOTT BUNKER LIMITED
Chartered accountant & statutory auditor
61 Macrae Road
Ham Green
Bristol
BS20 0DD

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The Fatherhood Institute

Company Limited by Guarantee

Financial Statements

Year ended 31 March 2017

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The Fatherhood Institute

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report)

Year ended 31 March 2017

The trustees, who are also the directors for the purposes of company law, present their report and the financial statements of the charity for the year ended 31 March 2017.

Reference and administrative details

Registered charity name	The Fatherhood Institute
Charity registration number	1075104
Company registration number	03709549
Principal office and registered office	Unit 1 Warren Courtyard Savemake Marlborough Wiltshire SN8 3UU

The trustees

Tina Miller	
William McDonald	
Arturo Franco	
Yusuf Chadun	
Jack Sullivan	(Appointed 24 January 2017)
Helen Mccrorie	(Appointed 24 January 2017)

Company secretary	Katherine Jones
--------------------------	-----------------

Auditor	Elliott Bunker Limited Chartered accountant & statutory auditor 61 Macrae Road Ham Green Bristol BS20 0DD
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Bankers	CAF Bank Limited 25 Kings Hill Avenue West Malling Kent ME19 4JQ
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Joint chief executive officers	Adrienne Burgess & Katherine Jones
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The Fatherhood Institute

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2017

Structure, governance and management

The Fatherhood Institute is a registered charity and a company limited by guarantee. The constitutional documents are the memorandum and articles of association.

The Trustees of the Charity are also Directors of the Company.

The charity operates with a board of trustees that meet quarterly. Trustees have overall responsibility for financial management, organisation and compliance with the purposes of the charity. However this responsibility is devolved on a day to day basis to the Joint Chief Executives, who report to the trustees at each meeting.

Objectives and activities

The company is a charity with the following objects:

- to promote the protection and preservation of mental health amongst parents, in particular fathers:
- to promote the good health of children, both mental and physical, through enhancing understanding of the role of fathers in fulfilling the developmental and emotional needs of children, and by promoting the acquisition by fathers of specific skills and knowledge that foster competent and nurture parenting:
- to advance public education in and promote research into the psychological, social, economic or other influences on parents, in particular fathers, and to publish useful results of such research:
- to assist in relieving fathers in families from mental distress or emotional difficulties, and in educating professionals workers and volunteers on appropriate forms of advice and support for fathers.

Public benefit

The trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the Trust's aims and objectives.

There is now a significant body of evidence which shows that children whose fathers have been highly involved in their care are more likely to have (amongst other benefits) better friendships, fewer behaviour problems, lower criminality and substance abuse, higher educational achievement, greater capacity for empathy, more satisfying adult sexual partnerships, higher self-esteem and life-satisfaction. The public benefit from our work comes from collating this research, making sure that parents, professionals and policy makers are aware of the benefits of involved fatherhood, and training those working with parents to achieve a higher level of involvement from fathers in caring for their children.

The Fatherhood Institute

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2017

Achievements and performance

The activities in this financial year were:

Men into Childcare (Trust for London)

We completed our Trust for London project which aimed to develop strategies to enable more men to be trained and work in early years and childcare services. We established a local forum for professionals who work in early years in Tower Hamlets and this has attracted a high number of participants. We developed a national campaign with a local element called MITEY - Men in the Early Years - to promote the issue widely and to increase the proportion of men in the early year's workforce. The campaign attracted national and international interest and led to the development of strong partnerships with other localities who want to change the gender balance of the early year's workforce.

Development of our work in schools and early years

Dad Factor Plus (Dulverton Trust)

We completed the piloting and testing of Dad Factor Plus in eleven schools in Wolverhampton and Birmingham. Dad Factor Plus is a training programme which teaches a strategic approach to engaging fathers in primary schools. The successful delivery enabled us to develop our evidence base in this area and a precise methodology for increasing the engagement of fathers in their children's education and with their schools.

Fathers Reading Every Day (FRED)

We successfully extended our reach into schools and nurseries and delivered an improved model of Fathers Reading Every Day including creating an implementation manual for FRED. Schools all over the UK ran FRED including in Birmingham, Bradford, Northern Ireland and Sussex.

Read Said FRED

Our crowdfunded Read Said FRED anthology was finally published in the spring and 3,000 copies will go to schools and families over the next year.

Feasibility Study funded by the National Institute for Health Research: Healthy Dads Healthy Kids

We have been working with the University of Birmingham to advise on the trial, develop programme resources for UK delivery and train programme facilitators as they pilot HDHK (a father-child physical activity programme) in primary schools in Wolverhampton, Sandwell and Dudley mainly with fathers of Southern Asian descent.

Systems Change in Local Authorities

Big Lottery Programme - A Better Start Southend

We have continued to contribute to the development of father-inclusive practice in Southend, one of the five local authority consortiums to be awarded major grants. We have been working closely with the core A Better Start team to create local strategies for father-inclusive practice including, reviewing parenting programmes delivered by other partners, examining the commissioning process and delivering direct interventions with fathers including FRED in schools, early years settings, foodbanks and local businesses.

Blackpool: The ABS workforce has been trained to deliver FRED to early years and community settings across the locality and this has enabled them to engage more fathers in their children's early learning.

Nottingham: The ABS workforce has also been trained to deliver FRED in the spring. They are beginning to roll it out across their community.

The Fatherhood Institute

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2017

Year of the Dad 2016 - Scotland

We worked with Fathers Network Scotland to develop a pledge for employers, practitioners and individuals, to plan a campaign to raise awareness of the role and impact of fathers and to support engaged fatherhood in Scotland, funded by the Scottish government. Adrienne Burgess, was keynote speaker at a Year of the Dad event in Edinburgh in March 2017.

Corporate consultancy

Our partnership with the Working Parent Company has consolidated into a steady pattern of delivering webinars and face-to-face presentations to companies, mainly to banks and law firms, across the UK. These have been very well received and we are now beginning to get repeat bookings.

Conferences and seminars

Adrienne Burgess co-delivered a workshop on fathers and childcare in Luxembourg in October 2016; and spoke on Parental Leave at a seminar in Brussels at the European Parliament in October 2016.

Communications

Newsletters and social media

We sent out 6 e-newsletters to our database of around 10,000 subscribers during the year and expanded our social media presence. We now have almost 6.9k followers on Twitter and are picking up around 100 new followers per month on average. Our Facebook page now has over 2,000 followers.

FRED

In March 2016 we featured in several trade press articles promoting FRED as a way to get more dads reading to their children, in support of a National Literacy Trust survey which found that half as many dads as mums felt they were the biggest influence on their children's reading. Here is an example from Nursery World <http://www.nurseryworld.co.uk/nursery-world/news/1156530/fathers-urged-to-read-more-to-their-children>.

FRED also received local press coverage in several Big Lottery sites, where we are working - including Blackpool, Southend and Bradford.

Men into childcare

Throughout the year we devoted energies to creating and promoting our Men in the Early Years campaign, which emerged from our Trust For London-funded project in Tower Hamlets. This included the creation of a MITEY campaign www.fatherhoodinstitute.org/2016/men-in-the-early-years-mitey/ and a MITEY database, which people can join via the MITEY page. Everyone who signs up is sent a PDF of a MITEY campaign pledge, to print off and display in their setting or place of work. We currently have more than 60 members. We ran social media activity to help promote the #MITEY campaign via Facebook and Twitter.

We have also participated in seminar presentations and summit meetings within the sector and made a subsequent written submission to help shape a joint call for more support for men-into-childcare policy by Caroline Dinenage MP, Parliamentary Under Secretary of State for Women, Equalities and Early Years at the DfE. MITEY was mentioned in the Early Years Workforce Strategy, published in March 2017.

Press coverage

The MITEY campaign was mentioned in an interview with Jeremy Davies, one of our associates, for LBC in June 2016 as well as in the Early Years Childcarer magazine and in Nursery World magazine.

We received press coverage on a range of themes including young fathers, fathers and work, mental health and young carers in the Telegraph, the Huffington Post, The Conversation and Employee Benefits magazine.

The Fatherhood Institute

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2017

Policy

Policy: shared parental leave (SPL) and gender equality

We contributed to several articles in national newspapers and magazines, including the Financial Times and the Metro's Stylist magazine, to mark the first anniversary of the introduction of shared parental leave, in April 2016.

Will McDonald, chair of trustees, was quoted widely in a range of articles prompted by the first national Dads4Daughters Day (March 15), which challenged Britain's top executives to take an unconscious gender bias test - including in the Times and Telegraph.

Adrienne Burgess appeared on the BBC Radio 4 Today programme, to talk about shared parental leave, in the run-up to the scheme's 2nd anniversary in April 2017. She and Jeremy Davies also spoke on various local radio stations about SPL and about the Women Equalities Committee's inquiry into fathers in the workplace.

Policy into practice

Jeremy Davies worked with Alliance Manchester Business School, Lancaster University and Working Families to produce a 'video casebook', including short films about eight couples' experiences of SPL and other videos in which they share their tips for employers and other parents, and also written case studies. These were launched to mark the 2nd anniversary of the SPL scheme and were covered in The Guardian, BBC News and People Management and widely shared on social media. Adrienne Burgess, was a keynote speaker at the launch.

Research

The Fatherhood Institute's Fairness in Families Index (FiFi) 2016

In 2010, we created the Fairness in Families Index (FiFi) to assess how OECD countries were fairing in relation to egalitarian parenting and earning. The findings of the 2010 FiFi demonstrated that even the most developed countries have a long way to go before reaching equality between fathers and mothers. Six years later, we revised the Index with the assistance of postgraduate students at the London School of Economics. Through a revision of assumptions, methodology, sources, and indicators, and the addition of standardised scores and sub-indices, the revised FiFi (launched for Father's Day in June 2016) updated the extent to which mothers and fathers in different countries are able to share the provision of 'cash and care' in their families.

FiFi received extensive press coverage including in the Sunday Times, Daily Mail, The Spectator, Independent and Sun, and trade publications including Children and Young People Now and Nursery World. Our findings featured in a Guardian video, which received more than 450,000 views, and were also picked up internationally.

Contemporary Fathers in the UK: what do we know? What do we need to know?

State Of The UK's Fathers 2017-18

Funded by The Nuffield Foundation, four 20,000 word reports are being written based on our scoping review of the UK fatherhood literature since 1998, and our ground-breaking analysis of the ways in which fathers are defined in 16 major UK datasets. The four reports, planned to be released from September 2017 onwards are: (1) Fathers, work and care: 'cash or carry' - the dad's dilemma; (2) Who's the daddy?" fathers and father-figures in UK datasets; (3) 'Just a Bystander?' British dads before, at, and after the birth; (4) 'Me and my dad': fathers' mental health and child wellbeing.

The Fatherhood Institute

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2017

Financial review

The gross incoming resources for the year amounted to £211,723 of which £66,011 had to be used on restricted projects. General reserves increased from £24,092 to £52,843.

Reserves policy

The unrestricted reserves at the Balance Sheet date amounted to £52,843.

The reserves policy is to hold in unrestricted funds enough money to cover close down costs, should that eventuality arise. At 31 March 2017 that cost was estimated to be £15,000.

The charity is not currently in a position to have an investment policy.

Risk review

The trustees have overall responsibility for assessing risks faced by the organisation and ensuring that appropriate systems of controls are in place. Together with the senior management team, the trustees review the major financial, operational, reputational and regulatory risks periodically. The organisation's most significant risk is the need to secure sufficient funding beyond the end of current funding streams at the end of 2017.

To this end, the organisation reduced the annual salary bill by cutting the number of salaried staff to three from April 2016 and using associates to assist with delivering ongoing contracts. We will continue to work to extend our funding base by strengthening the evidence and reputational base of our fathers and education programmes in order to sell FRED to further settings, seek funding for innovative programmes and build fundraising partnerships with peer organisations.

Internally, financial risks are managed by the authorisation of a Trustee of payments over £10,000 and detailed activity and financial reports are submitted to funders in relation to grants.

The Fatherhood Institute

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2017

Plans for future periods

A Better Start Southend: Over the next year will roll out FRED in a range of early year's settings including the foodbank and other local projects. We will develop a father-inclusion strategy and contribute to training of the ABSS core team, the early years and early help workforce. We will develop a model of co-production called the DAD LAB in which we will review new father-focused interventions and test and co-produce these. We will test new approaches to engaging fathers including using social media and apps to disseminate FRED.

Men in the Early Years

We will use our extension grant from Trust for London to train early year's settings in London to improve their recruitment of men into the childcare workforce. We will develop our partnership with the National Literacy Trust, Bradford Birth to 19 and St Edmund's Nursery School and Children's Centre Services, to organise a MITEY in the North conference in Bradford in July 2017.

Nottingham: We will train A Better Start Nottingham to deliver FRED to a further cohort of practitioners as well as Hit the Ground Crawling, another of our training programmes.

New partnerships

We are working within a small number of local authorities including the London Borough of Camden to support systems change processes and train the workforce.

We plan to bring to the UK 'Dads and Daughters Exercising and Empowered' (DADEE) an Australian programme engaging fathers with girls, in partnership with Women in Sport.

Research

The completion and publication of the 4 reports on the STATE OF THE UK'S FATHERS will dominate until December 2017. Funding may be made available for further reports during 2018. Funding is also being sought to carry out a research review of 'what works/doesn't work' in engaging fathers in research and in service provision, with a view to developing from this knowledge-base a set of guidelines for good practice in policy and recruitment, including leaflets, videos, parenting guides, websites, and social media resources

Trustees' responsibilities statement

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

Company law requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charitable company and the incoming resources and application of resources, including the income and expenditure, 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 applicable Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The Fatherhood Institute

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2017

Trustees' responsibilities statement *(continued)*

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity 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 charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Auditor

Each of the persons who is a trustee at the date of approval of this report confirms that:

- so far as they are aware, there is no relevant audit information of which the charity's auditor is unaware; and
- they have taken all steps that they ought to have taken as a trustee to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

The auditor is deemed to have been re-appointed in accordance with section 487 of the Companies Act 2006.

Small company provisions

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

The trustees' annual report was approved on 7 August 2017 and signed on behalf of the board of trustees by:

K. Jones.

Katherine Jones
Charity Secretary

The Fatherhood Institute

Company Limited by Guarantee

Independent Auditor's Report to the Members of The Fatherhood Institute

Year ended 31 March 2017

We have audited the financial statements of The Fatherhood Institute for the year ended 31 March 2017 which comprise the statement of financial activities (including income and expenditure account), statement of financial position and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

This report is made solely to the charity's members, as a body, in accordance with chapter 3 of part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charity'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 charity and the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of trustees and auditor

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors 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. Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

Scope of the audit of the financial statements

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the charity's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the trustees; and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the trustees' report to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

Opinion on financial statements

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2017 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Opinion on other matter prescribed by the Companies Act 2006

In our opinion the information given in the trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements.

The Fatherhood Institute

Company Limited by Guarantee

Independent Auditor's Report to the Members of The Fatherhood Institute *(continued)*

Year ended 31 March 2017

Matters on which we are required to report by exception

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

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

PAUL CRIDLAND (Senior
Statutory Auditor)
For and on behalf of
ELLIOTT BUNKER LIMITED
Chartered Accountants & Statutory Auditor

61 Macrae Road
Ham Green
Bristol
BS20 0DD

7 August 2017

The Fatherhood Institute

Company Limited by Guarantee

Statement of Financial Activities (including income and expenditure account)

31 March 2017

		Unrestricted funds £	2017 Restricted funds £	Total funds £	2016 Total funds £
	Note				
Income and endowments					
Donations and legacies	5	4,922	66,011	70,933	77,763
Other trading activities	6	140,722	—	140,722	160,943
Investment income	7	68	—	68	266
Total income		<u>145,712</u>	<u>66,011</u>	<u>211,723</u>	<u>238,972</u>
Expenditure					
Expenditure on charitable activities	8,9	116,961	66,011	182,972	284,366
Total expenditure		<u>116,961</u>	<u>66,011</u>	<u>182,972</u>	<u>284,366</u>
Net income/(expenditure) and net movement in funds		<u>28,751</u>	<u>—</u>	<u>28,751</u>	<u>(45,394)</u>
Reconciliation of funds					
Total funds brought forward		24,092	—	24,092	69,486
Total funds carried forward		<u>52,843</u>	<u>—</u>	<u>52,843</u>	<u>24,092</u>

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

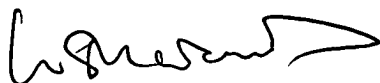
The notes on pages 13 to 21 form part of these financial statements.

The Fatherhood Institute
Company Limited by Guarantee
Statement of Financial Position
31 March 2017

		2017	2016
		£	£
Fixed assets			
Tangible fixed assets	14	794	1,003
Current assets			
Debtors	15	43,611	37,075
Cash at bank and in hand		58,448	116,128
		102,059	153,203
Creditors: amounts falling due within one year	16	50,010	130,114
Net current assets		52,049	23,089
Total assets less current liabilities		52,843	24,092
Net assets		52,843	24,092
Funds of the charity			
Unrestricted funds		52,843	24,092
Total charity funds	19	52,843	24,092

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

These financial statements were approved by the board of trustees and authorised for issue on 7 August 2017, and are signed on behalf of the board by:



William McDonald
Trustee

The Fatherhood Institute

Company Limited by Guarantee

Notes to the Financial Statements

Year ended 31 March 2017

1. General information

The charity is a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is Unit 1 Warren Courtyard, Savernake, Marlborough, Wiltshire, SN8 3UU.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)) and the Charities Act 2011.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified to include certain items at fair value.

Going concern

The trustees/directors have prepared an income and expenditure forecast for the charity to December 2017 as projecting beyond this is too uncertain. On the basis of this information and following discussions with actual and potential funders, the trustees/directors are confident that expenditure will not significantly exceed income for the foreseeable future. Accordingly, the trustees/directors consider it appropriate to prepare these financial statements on the going concern basis. However, given the nature of the future income streams, which is dependent on a number of factors, there can be no certainty in relation to these matters.

The financial statements therefore do not include any adjustments that would be required if sufficient income were not to be received.

Transition to FRS 102

The entity transitioned from previous UK GAAP to FRS 102 as at 1 April 2015. Details of how FRS 102 has affected the reported financial position and financial performance is given in note 22.

Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Accounting estimates and assumptions are made concerning the future and, by their nature, will rarely equal the related actual outcome. The key assumptions and other sources of estimation uncertainty that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are as follows:

The useful economic life of the charity's assets.

The Fatherhood Institute

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2017

3. Accounting policies *(continued)*

Debtors and creditors receivable / payable within one year

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

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Incoming resources in the form of grants and project income are treated as restricted on the basis that they have been received for specific purposes as laid down by the donor.

Incoming resources

All incoming resources are included in the statement of financial activities when the charity is entitled to the income and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income.

Voluntary income is received by way of donations and grants and is included in full in the statement of financial activities when receivable. Where grants are awarded to cover a number of years or are of a service contract nature, only that part of the grant that has been expended is recognised in the year with the balance deferred.

Incoming resources from other trading activities is mainly consultancy and presentations and is included in the year in which it is receivable.

Investment income is included when receivable.

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses. Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

The Fatherhood Institute

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2017

3. Accounting policies *(continued)*

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Equipment - Over 3 years

Financial instruments

A financial asset or a financial liability is recognised only when the entity becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs, unless the arrangement constitutes a financing transaction, where it is recognised at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

Debt instruments are subsequently measured at amortised cost.

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised as an expense in the period in which it arises.

4. Limited by guarantee

The company is limited by guarantee. In the event of a winding up, each trustee is limited to pay £1 each. At 31 March 2017, the number of trustees was 6 (2016 - 4).

The Fatherhood Institute

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2017

5. Donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2017 £
Donations			
Donations	4,038	5,420	9,458
Grants			
Nuffield Foundation	—	650	650
Trust for London	—	34,941	34,941
Dulverton Trust	—	25,000	25,000
Children's Society	884	—	884
	<u>4,922</u>	<u>66,011</u>	<u>70,933</u>
	Unrestricted Funds £	Restricted Funds £	Total Funds 2016 £
Donations			
Donations	4,529	—	4,529
Grants			
Nuffield Foundation	—	5,886	5,886
Trust for London	—	31,753	31,753
Dulverton Trust	—	25,000	25,000
Children's Society	10,595	—	10,595
	<u>15,124</u>	<u>62,639</u>	<u>77,763</u>

6. Other trading activities

	Unrestricted Funds £	Total Funds 2017 £	Unrestricted Funds £	Total Funds 2016 £
Consultancy	140,472	140,472	153,140	153,140
Publications	200	200	7,703	7,703
Other income	50	50	100	100
	<u>140,722</u>	<u>140,722</u>	<u>160,943</u>	<u>160,943</u>

7. Investment income

	Unrestricted Funds £	Total Funds 2017 £	Unrestricted Funds £	Total Funds 2016 £
Bank interest receivable	68	68	266	266

The Fatherhood Institute

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2017

8. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2017 £
Wages and salaries	52,755	11,420	64,175
Employer's NIC	1,970	424	2,394
Pension costs	—	—	—
Rent and rates	83	222	305
Motor and travel costs	1,376	1,010	2,386
Accountancy fees	1,352	945	2,297
Consultancy fees	42,450	41,625	84,075
Project expenses	8,982	6,132	15,114
Administration costs	4,243	4,233	8,476
Support costs	3,750	—	3,750
	<u>116,961</u>	<u>66,011</u>	<u>182,972</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2016 £
Wages and salaries	171,682	39,086	210,769
Employer's NIC	12,821	3,517	16,338
Pension costs	6,798	1,865	8,663
Rent and rates	339	108	447
Motor and travel costs	3,031	1,354	4,386
Accountancy fees	420	307	727
Consultancy fees	—	1,650	1,650
Project expenses	13,047	7,166	20,213
Administration costs	11,399	5,983	17,382
Support costs	2,189	1,603	3,791
	<u>221,726</u>	<u>62,639</u>	<u>284,366</u>

9. Expenditure on charitable activities by activity type

	Activities undertaken directly £	Support costs £	Total funds 2017 £	Total fund 2016 £
Wages and salaries	64,175	—	64,175	210,769
Employer's NIC	2,394	—	2,394	16,338
Pension costs	—	—	—	8,663
Rent and rates	305	—	305	447
Motor and travel costs	2,386	—	2,386	4,386
Accountancy fees	2,297	—	2,297	727
Consultancy fees	84,075	—	84,075	1,650
Project expenses	15,114	—	15,114	20,213
Administration costs	8,476	—	8,476	17,382
Governance costs	—	3,750	3,750	3,791
	<u>179,222</u>	<u>3,750</u>	<u>182,972</u>	<u>284,366</u>

The Fatherhood Institute

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2017

10. Net income/(expenditure)

Net income/(expenditure) is stated after charging/(crediting):

	2017	2016
	£	£
Depreciation of tangible fixed assets	<u>397</u>	<u>687</u>

11. Auditors remuneration

	2017	2016
	£	£
Fees payable for the audit of the financial statements	<u>3,750</u>	<u>3,790</u>

12. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2017	2016
	£	£
Wages and salaries	64,175	210,769
Social security costs	2,394	16,338
Employer contributions to pension plans	—	8,663
	<u>66,569</u>	<u>235,770</u>

The average head count of employees during the year was 3 (2016: 6). The average number of full-time equivalent employees during the year is analysed as follows:

	2017	2016
	No.	No.
Number of general staff	<u>2</u>	<u>5</u>

Included in wages and salaries are redundancy costs of £1,425 (2016 - £26,213).

No employee received employee benefits of more than £60,000 during the year (2016: Nil).

Key Management Personnel

Key management personnel include all persons that have authority and responsibility for planning, directing and controlling the activities of the charity. The total compensation paid to key management personnel for services provided to the charity was £64,994 (2016:£131,932).

13. Trustee remuneration and expenses

No remuneration or other benefits from employment with the charity or a related entity were received by the trustees.

No trustee expenses have been incurred.

The Fatherhood Institute

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2017

14. Tangible fixed assets

	Equipment £	Total £
Cost		
At 1 April 2016	8,428	8,428
Additions	1,191	1,191
Disposals	(8,428)	(8,428)
At 31 March 2017	<u>1,191</u>	<u>1,191</u>
Depreciation		
At 1 April 2016	7,425	7,425
Charge for the year	397	397
Disposals	(7,425)	(7,425)
At 31 March 2017	<u>397</u>	<u>397</u>
Carrying amount		
At 31 March 2017	<u>794</u>	<u>794</u>
At 31 March 2016	<u>1,003</u>	<u>1,003</u>

15. Debtors

	2017 £	2016 £
Trade debtors	42,403	14,888
Prepayments and accrued income	1,208	22,187
	<u>43,611</u>	<u>37,075</u>

16. Creditors: amounts falling due within one year

	2017 £	2016 £
Trade creditors	2,162	523
Accruals and deferred income	38,713	108,159
Social security and other taxes	9,135	12,026
Other creditors	—	9,406
	<u>50,010</u>	<u>130,114</u>

17. Deferred income

Included in accruals and deferred income is deferred income of £18,619 (2016 - £73,428) which represents unspent grant funds as at 31 March 2017.

The Fatherhood Institute

Company Limited by Guarantee

Notes to the Financial Statements (continued)

Year ended 31 March 2017

18. Pensions and other post retirement benefits

Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £Nil (2016: £8,663).

19. Analysis of charitable funds

Unrestricted funds

	At 1st April 2016 £	Income £	Expenditure £	Transfers £	Gains and losses £	At 31st March 2017 £
General funds	24,092	145,712	116,961	—	—	52,843

Restricted funds

	At 1st April 2016 £	Income £	Expenditure £	Transfers £	Gains and losses £	At 31st March 2017 £
Nuffield	—	650	650	—	—	—
Men into Childcare	—	34,941	34,941	—	—	—
Dulverton	—	25,000	25,000	—	—	—
Anthology	—	5,420	5,420	—	—	—
	—	66,011	66,011	—	—	—

Nuffield Foundation

This project has involved a scoping review of the UK fatherhood literature since 1998, and an analysis of the ways in which fathers are defined in 16 major UK datasets.

Men into Childcare

Our Trust for London project with City Gateway, a local youth project in Tower Hamlets, the project aims to develop strategies for more men being trained and working in early years and childcare services.

Dulverton

This grant has enabled us to undertake a small comparative evaluation of our programme of Dad Factor father-inclusive practice training and whole school systems change combined with FRED in ten schools.

Anthology

Donor funding from The Funding Network has enabled us to support the development of an anthology of chapters from renowned children's authors.

20. Analysis of net assets between funds

	Unrestricted Funds £	Total Funds 2017 £
Tangible fixed assets	794	794
Current assets	52,049	52,049
Net assets	52,843	52,843

The Fatherhood Institute

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2017

21. Financial instruments

The carrying amount for each category of financial instrument is as follows:

	2017 £	2016 £
Financial assets that are debt instruments measured at amortised cost		
Trade debtors	42,403	14,888
Accrued income	—	21,267
	<u>42,403</u>	<u>36,155</u>
Financial liabilities measured at amortised cost		
Trade creditors	2,162	523
VAT and other taxes	9,135	12,026
Other creditors	—	9,406
	<u>11,297</u>	<u>21,955</u>

22. Transition to FRS 102

These are the first financial statements that comply with FRS 102. The charity transitioned to FRS 102 on 1 April 2015.

No transitional adjustments were required in the retained funds or income or expenditure for the year.