

**THE FATHERHOOD INSTITUTE
COMPANY LIMITED BY GUARANTEE**

FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2015

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THE FATHERHOOD INSTITUTE COMPANY LIMITED BY GUARANTEE

TRUSTEES ANNUAL REPORT

YEAR ENDED 31 MARCH 2015

The trustees, who are also directors for the purposes of company law, present their report and the financial statements of the charity for the year ended 31 March 2015.

REFERENCE AND ADMINISTRATIVE DETAILS

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

The trustees

The trustees who served the charity during the period were as follows:

Mark Bunting	(Retired 20 May 2014)
Yusuf Chadun	
Martin Field	(Retired 27 January 2015)
Arturo Franco	
Humera Khan	
Tim Linehan	(Retired 27 January 2015)
Will McDonald	
Tina Miller	
Julian Shaw	(Retired 20 May 2014)
Charlotte Vere	

Secretary	Katherine Jones
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Joint chief executive officers	Adrienne Burgess & Katherine Jones
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Auditor	Elliott Bunker Limited Chartered Accountants & Statutory Auditor 1st Floor, 61 Macrae Road Eden Office Park Ham Green Bristol BS20 0DD
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Bankers	CAF Bank Limited The Co-operative Bank
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THE FATHERHOOD INSTITUTE COMPANY LIMITED BY GUARANTEE

TRUSTEES ANNUAL REPORT *(continued)*

YEAR ENDED 31 MARCH 2015

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 at least 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. The Chief Executives report to the trustees at each meeting.

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.

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.

THE FATHERHOOD INSTITUTE COMPANY LIMITED BY GUARANTEE

TRUSTEES ANNUAL REPORT *(continued)*

YEAR ENDED 31 MARCH 2015

ACHIEVEMENTS AND PERFORMANCE

The activities in 2014-15 are summarised below.

DfE National Prospectus Grant (2013-15) – Early Years

We undertook the final year of a two year project to get fathers reading with young children and to increase male participation in the early year's workforce across 4 local authorities: Southwark, Lambeth, Leicester and York.

Our Fathers Reading Every Day (FRED) programme engaged 1300 fathers in over 40 separate locations across the 4 authorities. Over 280 practitioners have taken part in or trained to deliver FRED across the four authorities. 92% of four year old children who participated exceeded their expected outcomes across an academic year.

The "Men into Childcare" strand of the project was completed in March 2015 and successfully transformed the way in which men are recruited to train to join the early years' workforce in two sites, York and Southampton. Each local authority established steering groups to develop local strategies to recruit more men into the workforce. We published a guide for local authorities for engaging men in early years' settings and disseminated this to 11,000 members of our database.

DfE Relationship Support Grant with TCCR (2013-15)

We completed the second year of our two year contract with the Tavistock Centre for Couple Relationships. We trained staff in children's centres to help them understand the role of the father in early development and to support team parenting and father-inclusive practice. We also rolled out a new advanced course for managers.

By the end of the project we had trained 1500 managers and practitioners who work in early years, health visiting and social care. We achieved high levels of course satisfaction with over 80% reporting an increased understanding of how to identify and engage with couple relationship issues. Over 80% of participants assessed the course as excellent.

EU (Daphne) - Safeguarding

We completed our EU funded project which commenced in February 2013. The project was carried out in Finland, the Czech Republic, Romania and two Welsh areas Conwy and Newport. The aim of the project was to help social care services improve the engagement of fathers in child protection.

To date our work has proved particularly effective in Wales – where we have influenced the All Wales Safeguarding Board's national safeguarding strategy with our model for auditing case work and training social service teams in a father-inclusive approach. We hosted a final dissemination event in Cardiff in spring 2015 to promote learning from the programme and to share good practice. This was attended by European partners as well as experts and leaders from the Welsh Assembly and LA safeguarding programmes.

The father-inclusive audit model developed via this programme has had small but highly significant impacts on outcomes for children and has resulted in a reduction in numbers of children being placed in the care system.

THE FATHERHOOD INSTITUTE COMPANY LIMITED BY GUARANTEE

TRUSTEES ANNUAL REPORT *(continued)*

YEAR ENDED 31 MARCH 2015

Men into Childcare

Our two year *Trust for London* project with City Gateway, a local youth project in Tower Hamlets commenced in autumn 2014. The project aims to develop strategies for more men being trained and working in early years and childcare services. The task of FI is to develop and implement strategies to promote the training opportunity and recruit young men for a programme that begins in September 2015.

Young Carers in Focus

We are partners in a project run by the Children's Society aimed at improving the lives of children and young people with caring responsibilities and also involving leading mental health charity Rethink. As part of this we have now disseminated our review of research on fathers and fatherhood in young carer families to a network of 10,000 organisations and individuals. This year we took part in a successful national photographic exhibition telling the stories of young carers and their families.

Corporate consultancy

In September 2014 we launched a new partnership with the Working Parent Company to sell seminars and workshops into business. We started delivering seminars in March and this is a promising area of work for future development.

Communications, Policy and Research

Communications

We focused on low cost ways of increasing our profile including building awareness through social media. During the year we grew our Twitter following from 3,000 to more than 4,600 and increased our Facebook page supporters to 1,300 followers.

During the year we responded to requests for comments from TV, radio and the print media. Our contributions covered a range of subjects including the new shared parental leave legislation, post-natal depression, and stay at home dads

We sent out monthly e-newsletters and e-shots to our database of 10,000 key professionals, as well as communicating about Fathers' Story Week with over 12,000 primary schools. We have also done some limited, targeted communications work to support our policy goals, including coordinating key academics and opinion formers to engage with the press and briefing journalists.

Policy

We contributed to an international parental leave campaign in working groups in Washington DC and New York, and to a report on the *State of the World's Fathers* which addresses international audiences on this topic.

We have continued to foster good relationships with Government ministers and civil servants in key departments including the Departments for Education and for Work and Pensions and we have published articles and blogs and spoke on the introduction of Shared Parental Leave at the beginning of April 2015.

THE FATHERHOOD INSTITUTE COMPANY LIMITED BY GUARANTEE

TRUSTEES ANNUAL REPORT *(continued)*

YEAR ENDED 31 MARCH 2015

Research

We are continuing with our scoping review of the UK fatherhood literature for The Nuffield Foundation entitled *Contemporary Fathers in the UK: what do we know? What do we need to know?*

We presented our mid-project results to a meeting of 40 academics in London on 10 March 2015

FINANCIAL REVIEW

The gross incoming resources for the year amounted to £509,465 of which £349,777 had to be used on restricted projects. General reserves decreased to £69,486 at the Balance Sheet date.

RESERVES POLICY

The unrestricted reserves at the Balance Sheet date amounted to £69,486. The reserves policy is to hold in unrestricted funds enough money to cover close down costs. At 31 March 2015 this sum was estimated to be £60,000.

The charity does not currently have sufficient reserves to warrant 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 2015/16.

To this end, the organisation will continue to work to diversify our funding base including through cultivating and developing relationships with potential donors and undertaking crowd-funding for some of our programmes.

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.

PLANS FOR FUTURE PERIODS

Training

With TCCR (funded by DWP) we will train 160 health visitors across England in father-inclusive practice and the couple relationship.

Policy

Currently we have no funding to support policy work. However, we are speaking on fathers and fatherhood in International Development at the House of Commons in June 2015, upon the launch of the report *State of the World's Fathers* which we have been funded to review.

We continue to maintain a presence in the public policy debate about couple relationships, and have contributed to an essay collection to be published by *Relate* in June 2015 on couple relationships during the transition to fatherhood.

THE FATHERHOOD INSTITUTE COMPANY LIMITED BY GUARANTEE

TRUSTEES ANNUAL REPORT *(continued)*

YEAR ENDED 31 MARCH 2015

PLANS FOR FUTURE PERIODS *(continued)*

Research

The report of our scoping review of the UK fatherhood literature for The Nuffield Foundation entitled *Contemporary Fathers in the UK: what do we know? What do we need to know?* will be launched at the Nuffield Foundation on 19 November 2015.

Extending our work with schools

We will implement the first phase of our Fathers and Education strategy piloting and testing a programme for engaging fathers in primary schools and to develop our evidence base in this area. We have begun to deliver the first pilot of Dad Factor Plus (from April 2015) in Sandwell and Southend funded by Dulverton Trust and local matched funding and donations from The Funding Network.

We intend to extend our reach into schools by developing Fathers Story Week further and securing donor funding to support this - including developing a FRED training offer, and increasing registrations by schools - turning the event into a year-long process for engaging fathers and an income generator for the Institute.

New Projects

Fulfilling Lives Big Lottery Programme

As members of three of five successful local authority consortiums to be awarded major grants: Nottingham Lambeth and Southend, we will work to create local strategies for father-inclusion within these authorities and deliver direct interventions with fathers including FRED and Family Foundations. We expect our engagement to continue for at least two years in each site.

We will also be involved in a three year contract with Luton Flying Start to develop a systematic approach to father-inclusion including rolling out Hit the Ground Crawling and several other interventions. We will also support a systems change process in Croydon to increase engagement with fathers.

Major Donor Fundraising:

We have now instigated a process for systematically engaging new supporters and donors. This process is supported by the team and by Field Works consultancy which has assisted us in developing a focused offer for donors to help us to fund FRED as well as providing unrestricted income for core.

We are currently approaching key contacts and supporters to ask them to sign up to a new crowd-funder scheme to roll out FRED to 3,000 children and their fathers in 2015-16.

THE FATHERHOOD INSTITUTE COMPANY LIMITED BY GUARANTEE

TRUSTEES ANNUAL REPORT *(continued)*

YEAR ENDED 31 MARCH 2015

TRUSTEES' RESPONSIBILITIES STATEMENT

The trustees (who are also the directors of the Fatherhood Institute for the purposes of company law) are responsible for preparing the Trustees Annual Report and the financial statements in accordance with applicable law and regulations.

Company law requires the trustees to prepare financial statements for each financial year. Under that law the trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charity and the income and expenditure of the charity 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 accounting estimates that are reasonable and prudent; and
- 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 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

Elliott Bunker Limited are deemed to be re-appointed under section 487(2) of the Companies Act 2006.

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

- so far as each trustee is aware, there is no relevant audit information of which the charity's auditor is unaware; and
- each trustee has 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.

SMALL COMPANY PROVISIONS

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

Registered office:
Unit 1 Warren Courtyard
Savernake, Marlborough
Wiltshire, SN8 3UU

Signed by order of the trustees

K. Jones

Katherine Jones
Charity Secretary

25th June 2015

**THE FATHERHOOD INSTITUTE
COMPANY LIMITED BY GUARANTEE****INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE FATHERHOOD
INSTITUTE****YEAR ENDED 31 MARCH 2015**

We have audited the financial statements of the Fatherhood Institute for the year ended 31 March 2015 which comprise the Statement of Financial Activities, the Balance Sheet and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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 trustees 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 trustees 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 Annual Report, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of 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 Annual Report to identify material inconsistencies with the audited financial statements. 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 charitable company's affairs as at 31 March 2015 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 Annual 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 2015

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; or
- 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 Annual Report.

1st Floor, 61 Macrae Road
Eden Office Park
Ham Green
Bristol
BS20 0DD

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

25th June 2015

**THE FATHERHOOD INSTITUTE
COMPANY LIMITED BY GUARANTEE**

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING THE INCOME AND
EXPENDITURE ACCOUNT)**

YEAR ENDED 31 MARCH 2015

	Note	Unrestricted Funds £	Restricted Funds £	Total Funds 2015 £	Total Funds 2014 £
INCOMING RESOURCES					
Incoming resources from generating funds:					
Voluntary income	2	11,467	349,777	361,244	481,622
Activities for generating funds	3	147,833	—	147,833	182,237
Investment income	4	388	—	388	586
TOTAL INCOMING RESOURCES		159,688	349,777	509,465	664,445
RESOURCES EXPENDED					
Charitable activities	5	(170,044)	(346,646)	(516,690)	(615,251)
Governance costs	6	(1,479)	(3,131)	(4,610)	(4,750)
TOTAL RESOURCES EXPENDED		(171,523)	(349,777)	(521,300)	(620,001)
NET (OUTGOING)/ INCOMING RESOURCES FOR THE YEAR	7	(11,835)	—	(11,835)	44,444
RECONCILIATION OF FUNDS					
Total funds brought forward		81,321	—	81,321	36,877
TOTAL FUNDS CARRIED FORWARD		69,486	—	69,486	81,321

The Statement of Financial Activities includes all gains and losses in the year and therefore a statement of total recognised gains and losses has not been prepared.

All of the above amounts relate to continuing activities.

**THE FATHERHOOD INSTITUTE
COMPANY LIMITED BY GUARANTEE**

BALANCE SHEET

31 MARCH 2015

	Note	2015 £	2014 £
FIXED ASSETS			
Tangible assets	9	185	2,493
CURRENT ASSETS			
Debtors	10	73,778	140,431
Cash at bank		119,849	193,228
		<u>193,627</u>	<u>333,659</u>
CREDITORS: Amounts falling due within one year	11	<u>(124,326)</u>	<u>(254,831)</u>
NET CURRENT ASSETS		69,301	78,828
TOTAL ASSETS LESS CURRENT LIABILITIES		69,486	81,321
NET ASSETS		69,486	81,321
FUNDS			
Restricted income funds	13	—	—
Unrestricted income funds	14	69,486	81,321
TOTAL FUNDS		69,486	81,321

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

These financial statements were approved by the Directors and Trustees and authorised for issue on the 25th June 2015 and are signed on their behalf by:



WILL McDONALD
Chair & Trustee

Company Registration Number: 03709549

THE FATHERHOOD INSTITUTE COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2015

1. ACCOUNTING POLICIES

Basis of accounting

The financial statements have been prepared under the historical cost convention and in accordance with applicable United Kingdom accounting standards and the requirements of the Statement of Recommended Practice 'Accounting and Reporting by Charities' issued in March 2005 (SORP 2005).

In common with many other charities of our size and nature, we use our auditors to assist with the preparation of the financial statements.

Cash flow statement

The trustees have taken advantage of the exemption in Financial Reporting Standard No 1 (revised) from including a cash flow statement in the financial statements on the grounds that the charity is small.

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 charitable activities is mainly consultancy and publications and is included in the year in which it is receivable.

Investment income is included when receivable.

Charitable trading

The total turnover of the charity for the year has been derived from its activities wholly undertaken in the UK.

Restricted funds

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.

**THE FATHERHOOD INSTITUTE
COMPANY LIMITED BY GUARANTEE**

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2015

1. ACCOUNTING POLICIES *(continued)*

Resources expended

Expenditure is recognised on an accrual basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates.

Costs of generating funds comprise the costs associated with attracting voluntary income.

Charitable expenditure comprises those costs incurred by the Charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the Charity and include the audit fees and costs linked to the strategic management of the Charity.

Fixed assets

All fixed assets are initially recorded at cost.

Depreciation

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

Equipment - Over 3 years

Pension costs

The charity operates a defined contribution pension scheme for employees. The assets of the scheme are held separately from those of the charity. The annual contributions payable are charged to the statement of financial activities.

Going concern

The trustees/directors have prepared an income and expenditure forecast for the charity and 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 are 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.

**THE FATHERHOOD INSTITUTE
COMPANY LIMITED BY GUARANTEE**

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2015

2. VOLUNTARY INCOME

	Unrestricted Funds £	Restricted Funds £	Total Funds 2015 £	Total Funds 2014 £
Donations				
Donations	330	—	330	680
Grants receivable				
Department for Education - FRED	—	142,128	142,128	152,700
Grant for FRED	—	26,777	26,777	53,707
Nuffield Foundation	—	41,800	41,800	12,106
Trust for London	—	5,247	5,247	27,000
Van Leer	750	—	750	22,762
Garfield Weston	—	—	—	25,000
Other grants	—	5,000	5,000	18,246
Burdett Trust for Nursing	—	2,000	2,000	45,238
Children's Society	10,387	—	10,387	10,183
EU Daphne	—	121,825	121,825	114,000
Noel Buxton	—	5,000	5,000	—
	<u>11,467</u>	<u>349,777</u>	<u>361,244</u>	<u>481,622</u>

3. INCOMING RESOURCES FROM ACTIVITIES FOR GENERATING FUNDS

	Unrestricted Funds £	Total Funds 2015 £	Total Funds 2014 £
Consultancy	146,532	146,532	180,037
Publications	1,301	1,301	2,200
	<u>147,833</u>	<u>147,833</u>	<u>182,237</u>

4. INVESTMENT INCOME

	Unrestricted Funds £	Total Funds 2015 £	Total Funds 2014 £
Bank interest receivable	388	388	586

**THE FATHERHOOD INSTITUTE
COMPANY LIMITED BY GUARANTEE**

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2015

5. COSTS OF CHARITABLE ACTIVITIES BY FUND TYPE

	Unrestricted Funds £	Restricted Funds £	Total Funds 2015 £	Total Funds 2014 £
Wages and salaries	121,393	158,436	279,829	278,118
Employer's NIC	11,099	14,485	25,584	30,062
Pension costs	6,262	8,173	14,435	15,291
Rent and rates	1,401	4,858	6,259	5,928
Motor and travel costs	5,509	15,289	20,798	24,653
Accountancy fees	287	479	766	785
Consultancy fees	3,019	25,695	28,714	53,986
Project expenses	1,483	82,227	83,710	141,316
Administration costs	19,516	36,880	56,396	64,259
Sundry expenses	75	124	199	853
	<u>170,044</u>	<u>346,646</u>	<u>516,690</u>	<u>615,251</u>

In the opinion of the trustees the charity only engages in one activity, that of promotion of health and wellbeing, both physically and mentally of those involved in family life and assisting the education of support professionals and volunteers.

6. GOVERNANCE COSTS

	Unrestricted Funds £	Restricted Funds £	Total Funds 2015 £	Total Funds 2014 £
Audit fees	<u>1,479</u>	<u>3,131</u>	<u>4,610</u>	<u>4,750</u>

7. NET (OUTGOING)/INCOMING RESOURCES FOR THE YEAR

This is stated after charging:

	2015 £	2014 £
Staff pension contributions	14,435	15,291
Redundancy costs	14,512	-
Auditors' fees	<u>4,610</u>	<u>4,750</u>

**THE FATHERHOOD INSTITUTE
COMPANY LIMITED BY GUARANTEE**

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2015

8. STAFF COSTS AND EMOLUMENTS

Total staff costs were as follows:

	2015	2014
	£	£
Wages and salaries	279,829	278,118
Social security costs	25,584	30,062
Other pension costs	14,435	15,291
	<u>319,848</u>	<u>323,471</u>

Wages and salaries includes redundancy costs of £14,512 (2014 £Nil).

Particulars of employees:

The average number of employees during the year, calculated on the basis of full-time equivalents, was as follows:

	2015	2014
	No	No
Number of general staff	<u>6</u>	<u>7</u>

No employee received remuneration of more than £60,000 during the year (2014 - Nil).

9. TANGIBLE FIXED ASSETS

	Equipment £
COST	
At 1 April 2014 and 31 March 2015	<u>6,923</u>
DEPRECIATION	
At 1 April 2014	4,430
Charge for the year	<u>2,308</u>
At 31 March 2015	<u>6,738</u>
NET BOOK VALUE	
At 31 March 2015	<u>185</u>
At 31 March 2014	<u>2,493</u>

**THE FATHERHOOD INSTITUTE
COMPANY LIMITED BY GUARANTEE**

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2015

10. DEBTORS

	2015	2014
	£	£
Trade debtors	63,849	107,177
Accrued income	8,923	32,356
Prepayments	1,006	898
	<u>73,778</u>	<u>140,431</u>

11. CREDITORS: Amounts falling due within one year

	2015	2014
	£	£
Trade creditors	30,528	18,289
PAYE and social security	4,292	7,387
VAT	692	1,880
Wages control account	733	-
Other creditors	13,731	11,939
Accruals (including deferred income – see below)	74,350	215,336
	<u>124,326</u>	<u>254,831</u>

	2014	2014
	£	£
Deferred income		
EU Daphne	5,000	151,535
Dulverton	25,000	-
Trust for London	13,253	
SHINE/Walcot	-	26,777
Noel Buxton Trust	-	5,000
Others	867	750
Burdett Trust	-	2,000
	<u>44,120</u>	<u>186,062</u>

The above grants have been deferred as entitlement to the income had not been earned within the accounting period.

12. PENSIONS

The company operates a defined contribution pension scheme in respect of the employees. The scheme and its assets are held by independent managers. The pension charge represents contributions due from the company and amounted to £14,435 (2014 - £15,291). At the year end £13,731 (2014 - £11,939) was outstanding, this is included within other creditors.

**THE FATHERHOOD INSTITUTE
COMPANY LIMITED BY GUARANTEE**

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2015

13. RESTRICTED INCOME FUNDS

	Incoming resources	Outgoing resources	Balance at 31 Mar 2015
	£	£	£
DfE FRED	142,128	(142,128)	—
Dad Factor/FRED	26,777	(26,777)	—
Nuffield	41,800	(41,800)	—
Men into Childcare	5,247	(5,247)	—
Health Visitor Training	2,000	(2,000)	—
EU DAPHNE / Noel Buxton	126,825	(126,825)	—
Fathers Story Week	5,000	(5,000)	—
	<u>349,777</u>	<u>(349,777)</u>	<u>—</u>

DfE FRED

The DfE have provided funding to get fathers reading with young children and to increase male participation in the early year's workforce in 4 local authorities: Southwark, Lambeth, Leicester and York.

Dad Factor/FRED

This funding, provided from a number of sources, was to deliver training in father-inclusive practice and Fathers Reading Every Day (FRED) to ten schools, eight in London and two in Manchester. An evaluation measured the impact of each intervention on teachers and on children's attainment.

Nuffield

Funded by the Nuffield Foundation a systematic review of the UK research on fatherhood will be undertaken and father-related questions and approaches in major public datasets described and critiqued.

Men into Childcare

Our two year *Trust for London* project with City Gateway, a local youth project in Tower Hamlets commenced in autumn 2014. The project aims to develop strategies for more men being trained and working in early years and childcare services.

Health Visitor Training

This fund, which has been provided by the Burdett Trust, was for a two year project to develop and deliver a new course for health visitors.

EU DAPHNE

This fund was for a two year project to improve engagement with fathers/father figures and to reduce levels of risk and raise levels of care for children in families where there are safeguarding concerns. The funding is provided by the European Union and the work is taking place in four European countries - UK, Czech Republic, Finland and Romania. The project began in February 2013.

Fathers Story Week

This fund is to support our annual Fathers' Story Week event, designed to help schools use fatherhood as a hook for learning activities and getting them to take part in school life.

**THE FATHERHOOD INSTITUTE
COMPANY LIMITED BY GUARANTEE**

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2015

14. UNRESTRICTED INCOME FUNDS

	Balance at 1 Apr 2014	Incoming resources	Outgoing resources	Balance at 31 Mar 2015
	£	£	£	£
General Funds	<u>81,321</u>	<u>159,688</u>	<u>(171,523)</u>	<u>69,486</u>

15. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Tangible fixed assets	Net current assets	Total
	£	£	£
Unrestricted Income Funds	<u>185</u>	<u>69,301</u>	<u>69,486</u>
Total Funds	<u>185</u>	<u>69,301</u>	<u>69,486</u>

16. RELATED PARTY TRANSACTIONS

No directors or trustees received payments for services or goods provided during the period (2014 - £nil). Travel expenses amounting to £92 were reimbursed to two trustees during the year (2014 - £25).

The company is not controlled by any one party.

17. COMPANY 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 2015, the number of trustees was 6 (2014 - 10).