

COMPANY REGISTRATION NUMBER: 03709549  
CHARITY REGISTRATION NUMBER: 1075104

**The Fatherhood Institute  
Company Limited by Guarantee  
Financial Statements  
31 March 2020**



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

# **The Fatherhood Institute**

**Company Limited by Guarantee**

## **Financial Statements**

**Year ended 31 March 2020**

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# The Fatherhood Institute

## Company Limited by Guarantee

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

Year ended 31 March 2020

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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 2020.

#### Reference and administrative details

<b>Registered charity name</b>	The Fatherhood Institute
<b>Charity registration number</b>	1075104
<b>Company registration number</b>	03709549
<b>Principal office and registered office</b>	57 Chevening Road Greenwich London SE10 OLA
<b>The trustees</b>	Tina Miller William McDonald Yusuf Chadun Jack O'Sullivan (Retired 31 January 2020)
<b>Company secretary</b>	Katherine Jones
<b>Auditor</b>	Elliott Bunker Limited Chartered accountants & statutory auditor 61 Macrae Road Ham Green Bristol BS20 0DD
<b>Bankers</b>	CAF Bank Limited 25 Kings Hill Avenue West Malling Kent ME19 4JQ
<b>Joint CEOs</b>	Adrienne Burgess & Katherine Jones

#### 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.

## **The Fatherhood Institute**

### **Company Limited by Guarantee**

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

**Year ended 31 March 2020**

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##### **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 2020**

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#### **Achievements and performance**

The activities in this financial year were:

#### **Department for Education grant: Increasing the gender diversity of the early years' workforce**

With a one-year grant from the Department for Education we undertook a project aimed at increasing gender diversity in the early years workforce. We were commissioned by the Department for Education to produce a strategy and sector-wide resources, a national conference, and the development of a Men in The Early Years (MITEY) Charter.

#### **ESRC Gender Eye Project**

In partnership with Lancaster University we continued the second year of a three year study of ways to improve male recruitment, support and retention. Latest figures suggest that only 3% of the early years workforce in England & Wales, and 4% in Scotland, are men. This proportion has remained virtually static for 20 years. The research aims to identify the obstacles that stand in the way of greater gender diversity; to learn about possible solutions (including those developed overseas); and to use this knowledge to produce practical resources that can help the UK diversify this vital part of the education sector.

#### **Sport England: Daughters and Dads Active and Empowered (DADs)**

We completed the pilot and began the second phase of an original, rigorously evaluated, physical activity and gender empowerment programme for primary school aged girls and their dads. The programme was developed in Australia, is being delivered in partnership with Women in Sport and the English Football League. We completed a successful pilot of the programme with Fulham CCO then trained five new community clubs including West Bromwich Albion, Middlesbrough, and Leighton Orient. Delivery to dads and daughters (aged 5 - 11) began in January 2020 and was halted half way through the eleven session programme when the Covid-10 lockdown began.

#### **The Nuffield Foundation: Contemporary Fathers in the UK (TWO): What do we know? what do we need to know? (state of the UK's fathers)**

We have been funded since 2014 to develop a comprehensive literature library on UK research on fathers, and to produce a series of research reviews with recommendations for policy and practice. From September 2019, with our second tranche of funding, we updated our Literature Library on which all our research reviews are based. This was the necessary 'first step' in establishing the evidence base on which the first of our new reports (on fathers in the postnatal period - "Bringing Baby Home") will be based. We appointed an eminent Advisory Group and received feedback on our (well received) Research Protocol, paving our way to begin synthesising the research.

#### **Training and Consultancy**

##### **Father-Inclusive Practice Training**

We created and delivered a new three day train the trainer course for multi-disciplinary teams in Camden.

##### **Family Foundations**

We trained new cohorts of practitioners to deliver this perinatal couple programme in Brighton and Hove and Monmouthshire.

##### **FRED (Fathers Reading Every Day)**

We successfully extended our reach into schools and early years education via Fathers Reading Every Day We

# **The Fatherhood Institute**

## **Company Limited by Guarantee**

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

**Year ended 31 March 2020**

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also trained A Better Start Nottingham to deliver FRED.

#### **Corporate consultancy**

We continued to deliver via our partnership with the Working Parent Company a series webinars and face-to-face presentations law firms, large employers, and banks across the UK.

#### **Communications**

##### **Newsletters and social media**

We sent out 7 e-newsletters to our database, and grew our social media following to just over 9,000 (Twitter) and 2,200 (Facebook).

#### **Financial review**

The gross incoming resources for the year amounted to £209,927 of which £149,060 had to be used on restricted projects. General reserves increased from £96,499 to £115,301.

#### **Reserves policy**

The unrestricted reserves at the Balance Sheet date amounted to £115,301.

The reserves policy is to hold in unrestricted funds enough money to cover close down costs, should that eventuality arise. At 31 March 2020 that cost was estimated to be £20,000.

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 has been the immediate and longer-term impact of the Covid-19 pandemic. In the immediate term, the pandemic provided FI with opportunities to undertake new pieces of research directly related to the effect of the lockdown on fathers and children. Our ability to rapidly pivot our work will create a further body of new research which we can build on to lever further research partnerships. For the longer term we have put in place plans to digitise our training programme, so it remains a viable income stream and accessible to public sector practitioners. We have plans to secure new income beyond the end of current funding streams in 2021 - 22 including building fundraising partnerships with peer organisations and piloting and replicating our new model for gender diversity in early years education workforce. 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 2020**

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#### **Plans for future periods**

##### **Manchester Apprenticeship Programme**

We will commence delivery of a two-year project in collaboration with Kids Planet, a large nursery chain - the third largest nursery provider in the UK, based in the North West of England - and the Fatherhood Institute, a highly respected charity which runs the MITEY (Men In The Early Years) network/campaign. We will work closely together to prepare for, recruit and support a cohort of 12 men through an Early Years (Level 2) apprenticeship, working in pairs across six settings. The target audience for our programme is men who are career-changers, including men who have lost their jobs or changed their working patterns during the Covid-19 crisis and school leavers.

##### **Women in Sport : Dads and Daughters Exercising and Empowered (DADs)**

We will continue the second year of the three-year pilot of DADs with low income families at six English Football League CCOs in conjunction with Women in Sport and the EFL. In the light of the Covid-19 pandemic we have adapted the programme to take into account the need for socially distanced delivery.

##### **ESRC: Men in the Early Years (MITEY)**

We will complete the final phase of our three-year ESRC research project as co-investigators with Lancaster University with a study of ways to improve male recruitment. We will produce new resources for the early years to help recruit, support and retain men.

##### **Nuffield Foundation: Daddy's Home**

In September 2020 we will report on our recent survey of the Covid-19 parenting experiences of 2,000 UK fathers (recruited via the Populus panel).

##### **AIM Foundation and Best Beginnings**

We will develop and write a father's pathway within a re-designed version of an existing Baby Buddy app for mothers which covers the perinatal period.

##### **Training and Consultancy**

We will continue to adapt and modify our existing programmes for practitioners in early years, maternal health, education, and social care to ensure they are accessible digitally.

We will develop and promote our digital FRED training offer for early years and schools.

**The Fatherhood Institute****Company Limited by Guarantee****Trustees' Annual Report (Incorporating the Director's Report) (continued)****Year ended 31 March 2020**

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**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 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 December 2020 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 2020**

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#### **Opinion**

We have audited the financial statements of The Fatherhood Institute (the 'charity') for the year ended 31 March 2020 which comprise the statement of financial activities (including income and expenditure account), statement of financial position and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2020 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;
- have been prepared in accordance with the requirements of the Companies Act 2006.

#### **Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

#### **Conclusions relating to going concern**

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charity's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

**The Fatherhood Institute****Company Limited by Guarantee****Independent Auditor's Report to the Members of The Fatherhood Institute (continued)****Year ended 31 March 2020**

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**Other information**

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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

We have nothing to report in this regard.

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

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

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

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

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report.

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

- adequate accounting records have not been kept, 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' exemptions in preparing the directors' report and from the requirement to prepare a strategic report.

# **The Fatherhood Institute**

## **Company Limited by Guarantee**

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

**Year ended 31 March 2020**

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#### **Responsibilities of trustees**

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, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

#### **Auditor's responsibilities for the audit of the financial statements**

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

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

# **The Fatherhood Institute**

## **Company Limited by Guarantee**

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

#### **Year ended 31 March 2020**

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

#### **Use of our report**

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.



Elliott Bunker Limited  
Chartered accountants & statutory auditor

61 Macrae Road  
Ham Green  
Bristol  
BS20 0DD

7 December 2020

# The Fatherhood Institute

## Company Limited by Guarantee

### Statement of Financial Activities (including income and expenditure account)

Year ended 31 March 2020

		Unrestricted funds £	2020 Restricted funds £	Total funds £	2019 Total funds £
	Note				
<b>Income and endowments</b>					
Donations and legacies	5	3,754	133,342	137,096	114,815
Other trading activities	6	57,038	15,718	72,756	69,073
Investment income	7	75	—	75	59
<b>Total income</b>		<u>60,867</u>	<u>149,060</u>	<u>209,927</u>	<u>183,947</u>
<b>Expenditure</b>					
Expenditure on charitable activities	8,9	40,061	156,064	196,125	169,442
<b>Total expenditure</b>		<u>40,061</u>	<u>156,064</u>	<u>196,125</u>	<u>169,442</u>
<b>Net income</b>		<u>20,806</u>	<u>(7,004)</u>	<u>13,802</u>	<u>14,505</u>
Transfers between funds		(2,004)	2,004	—	—
<b>Net movement in funds</b>		<u>18,802</u>	<u>(5,000)</u>	<u>13,802</u>	<u>14,505</u>
<b>Reconciliation of funds</b>					
Total funds brought forward		96,499	5,000	101,499	86,994
<b>Total funds carried forward</b>		<u>115,301</u>	<u>—</u>	<u>115,301</u>	<u>101,499</u>

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

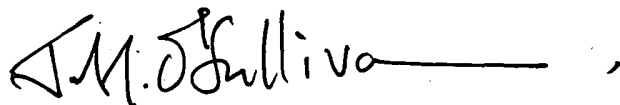
**The Fatherhood Institute**  
**Company Limited by Guarantee**  
**Statement of Financial Position**

**31 March 2020**

	Note	2020 £	2019 £
<b>Current assets</b>			
Debtors	16	106,905	121,283
Cash at bank and in hand		32,561	19,570
		<u>139,466</u>	<u>140,853</u>
<b>Creditors: amounts falling due within one year</b>	17	<u>24,165</u>	<u>39,354</u>
<b>Net current assets</b>		<u>115,301</u>	<u>101,499</u>
<b>Total assets less current liabilities</b>		<u>115,301</u>	<u>101,499</u>
<b>Net assets</b>		<u>115,301</u>	<u>101,499</u>
<b>Funds of the charity</b>			
Restricted funds		—	5,000
Unrestricted funds		<u>115,301</u>	<u>96,499</u>
<b>Total charity funds</b>	18	<u>115,301</u>	<u>101,499</u>

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 December 2020, and are signed on behalf of the board by:



Jack O'Sullivan  
Trustee

# **The Fatherhood Institute**

## **Company Limited by Guarantee**

### **Notes to the Financial Statements**

**Year ended 31 March 2020**

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#### **1. General information**

The charity is a public benefit entity and 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 57 Chevening Road, Greenwich, London, SE10 0LA.

#### **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 Companies Act 2006.

#### **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 March 2020. 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.

##### **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. We confirm that there are no critical judgements or estimates to note.

##### **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.

# The Fatherhood Institute

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

Year ended 31 March 2020

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#### 3. Accounting policies *(continued)*

##### 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.

##### 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
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##### Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.



# The Fatherhood Institute

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

Year ended 31 March 2020

#### 3. Accounting policies *(continued)*

##### 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.

#### 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 2020, the number of trustees was 3 (2019 - 4).

#### 5. Donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2020 £
<b>Donations</b>			
Donations	3,754	—	3,754
<b>Grants</b>			
Department for Education	—	25,000	25,000
Big Lottery	—	23,750	23,750
Nuffield Foundation	—	45,542	45,542
Women In Sport	—	39,050	39,050
	<u>3,754</u>	<u>133,342</u>	<u>137,096</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2019 £
<b>Donations</b>			
Donations	2,474	1,875	4,349
<b>Grants</b>			
Department for Education	—	5,000	5,000
Big Lottery	—	89,195	89,195
Nuffield Foundation	—	—	—
Women In Sport	—	16,271	16,271
	<u>2,474</u>	<u>112,341</u>	<u>114,815</u>

# The Fatherhood Institute

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

Year ended 31 March 2020

#### 6. Other trading activities

	Unrestricted Funds £	Restricted Funds £	Total Funds 2020 £
Consultancy	57,038	14,526	71,564
Publications	—	1,192	1,192
	<u>57,038</u>	<u>15,718</u>	<u>72,756</u>
	Unrestricted Funds £	Restricted Funds £	Total Funds 2019 £
Consultancy	67,773	—	67,773
Publications	1,300	—	1,300
	<u>69,073</u>	<u>—</u>	<u>69,073</u>

#### 7. Investment income

	Unrestricted Funds £	Total Funds 2020 £	Unrestricted Funds £	Total Funds 2019 £
Bank interest receivable	<u>75</u>	<u>75</u>	<u>59</u>	<u>59</u>

# The Fatherhood Institute

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

Year ended 31 March 2020

#### 8. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2020 £
Wages and salaries	8,375	54,945	63,319
Employer's NIC	1	3,356	3,357
Rent and rates	302	145	447
Motor and travel costs	—	654	654
Accountancy fees	5,581	2,114	7,695
Consultancy fees	8,350	63,038	71,389
Project expenses	4,618	24,814	29,433
Administration costs	9,707	3,724	13,431
Support costs	3,127	3,274	6,400
	<u>40,061</u>	<u>156,064</u>	<u>196,125</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2019 £
Wages and salaries	6,563	54,790	61,353
Employer's NIC	2,182	710	2,892
Rent and rates	268	330	598
Motor and travel costs	110	3,515	3,625
Accountancy fees	4,504	1,040	5,544
Consultancy fees	23,598	47,229	70,827
Project expenses	5,290	2,774	8,064
Administration costs	5,706	1,933	7,639
Support costs	5,852	3,048	8,900
	<u>54,073</u>	<u>115,369</u>	<u>169,442</u>

#### 9. Expenditure on charitable activities by activity type

	Activities undertaken directly £	Support costs £	Total funds 2020 £	Total fund 2019 £
Wages and salaries	63,319	—	63,319	61,353
Employer's NIC	3,357	—	3,357	2,892
Rent and rates	447	—	447	598
Motor and travel costs	654	—	654	3,625
Accountancy fees	7,695	—	7,695	5,544
Consultancy fees	71,389	—	71,389	70,827
Project expenses	29,433	—	29,433	8,064
Administration costs	13,431	—	13,431	7,639
Governance costs	—	6,400	6,400	8,900
	<u>189,725</u>	<u>6,400</u>	<u>196,125</u>	<u>169,442</u>

# The Fatherhood Institute

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

Year ended 31 March 2020

#### 10. Analysis of support costs

	2020	2019
	£	£
Audit fees	3,900	3,900
Legal and professional fees	2,500	5,000
	<u>6,400</u>	<u>8,900</u>

#### 11. Net income

Net income is stated after charging/(crediting):

	2020	2019
	£	£
Depreciation of tangible fixed assets	<u>—</u>	<u>397</u>

#### 12. Auditors remuneration

	2020	2019
	£	£
Fees payable for the audit of the financial statements	<u>3,900</u>	<u>3,900</u>

#### 13. Staff costs

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

	2020	2019
	£	£
Wages and salaries	63,319	61,353
Social security costs	3,357	2,892
	<u>66,676</u>	<u>64,245</u>

The average head count of employees during the year was 2 (2019: 2). The average number of full-time equivalent employees during the year is analysed as follows:

	2020	2019
	No.	No.
Number of general staff	<u>2</u>	<u>2</u>

No employee received employee benefits of more than £60,000 during the year (2019: 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 £74,111 (2019: £67,672).

# The Fatherhood Institute

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

#### Year ended 31 March 2020

#### 14. 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.

#### 15. Tangible fixed assets

	Equipment £	Total £
<b>Cost</b>		
At 1 April 2019 and 31 March 2020	<u>1,191</u>	<u>1,191</u>
<b>Depreciation</b>		
At 1 April 2019 and 31 March 2020	<u>1,191</u>	<u>1,191</u>
<b>Carrying amount</b>		
At 31 March 2020	<u>—</u>	<u>—</u>
At 31 March 2019	<u>—</u>	<u>—</u>

#### 16. Debtors

	2020 £	2019 £
Trade debtors	106,905	103,338
Prepayments and accrued income	<u>—</u>	<u>17,945</u>
	<u>106,905</u>	<u>121,283</u>

#### 17. Creditors: amounts falling due within one year

	2020 £	2019 £
Trade creditors	1,051	1,694
Accruals and deferred income	5,616	22,464
Social security and other taxes	<u>17,498</u>	<u>15,196</u>
	<u>24,165</u>	<u>39,354</u>

# The Fatherhood Institute

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

Year ended 31 March 2020

#### 18. Analysis of charitable funds

##### Unrestricted funds

	At 1 April 2019	Income	Expenditure	Transfers 31 March 2020	At 31 March 2020
	£	£	£	£	£
Unrestricted Funds	<u>96,499</u>	<u>60,867</u>	<u>(40,061)</u>	<u>(2,004)</u>	<u>115,301</u>

	At 1 April 2018	Income	Expenditure	Transfers 31 March 2019	At 31 March 2019
	£	£	£	£	£
Unrestricted Funds	<u>86,994</u>	<u>71,606</u>	<u>(54,073)</u>	<u>(8,028)</u>	<u>96,499</u>

##### Restricted funds

	At 1 April 2019	Income	Expenditure	Transfers 31 March 2020	At 31 March 2020
	£	£	£	£	£
Nuffield Foundation	—	45,542	(45,542)	—	—
Department for Education	5,000	25,000	(30,000)	—	—
Southend- A Better Start	—	23,750	(23,750)	—	—
Women In Sport	—	39,050	(39,050)	—	—
Fatherhood Network	—	—	—	—	—
Scotland	—	3,696	(5,700)	2,004	—
University of Lancaster -	—	—	—	—	—
ESRC/MITEY	—	12,022	(12,022)	—	—
	<u>5,000</u>	<u>149,060</u>	<u>(156,064)</u>	<u>2,004</u>	<u>—</u>

	At 1 April 2018	Income	Expenditure	Transfers 31 March 2019	At 31 March 2019
	£	£	£	£	£
Department for Education	—	5,000	—	—	5,000
Southend- A Better Start	—	89,195	(95,098)	5,903	—
Women In Sport	—	18,146	(20,271)	2,125	—
Fatherhood Network	—	—	—	—	—
Scotland	—	—	—	—	—
University of Lancaster -	—	—	—	—	—
ESRC/MITEY	—	—	—	—	—
	<u>—</u>	<u>112,341</u>	<u>(115,369)</u>	<u>8,028</u>	<u>5,000</u>

# The Fatherhood Institute

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

Year ended 31 March 2020

#### 19. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total Funds 2020 £
Current assets	139,466	–	<b>139,466</b>
Creditors less than 1 year	(24,165)	–	<b>(24,165)</b>
<b>Net assets</b>	<b>115,301</b>	<b>–</b>	<b>115,301</b>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2019 £
Tangible fixed assets	–	–	–
Current assets	135,853	5,000	140,853
Creditors less than 1 year	(39,354)	–	(39,354)
<b>Net assets</b>	<b>96,499</b>	<b>5,000</b>	<b>101,499</b>

#### 20. Financial instruments

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

	2020 £	2019 £
<b>Financial assets that are debt instruments measured at amortised cost</b>		
Trade debtors	<b>106,950</b>	<b>103,338</b>
<b>Financial liabilities measured at amortised cost</b>		
Trade creditors	<b>1,050</b>	<b>1,694</b>
VAT and other taxes	<b>14,695</b>	<b>15,196</b>
	<b>15,745</b>	<b>16,890</b>