

COMPANY REGISTRATION NUMBER: 03709549

CHARITY REGISTRATION NUMBER: 1075104

The Fatherhood Institute
Company Limited by Guarantee
Financial Statements
31 March 2022

The Fatherhood Institute
Company Limited by Guarantee
Financial Statements
Year ended 31 March 2022

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The Fatherhood Institute

Company Limited by Guarantee

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

Year ended 31 March 2022

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 2022 .

Reference and administrative details

Registered charity name	The Fatherhood Institute	
Charity registration number		1075104
Company registration number		03709549

Principal office and registered office	57 Chevening Road Greenwich London SE10 0LA
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The trustees

William McDonald	
Yusuf Chadun	
Jack O'Sullivan	
Shaddia Tembo	(Appointed 30 September 2021)

Company secretary	Katherine Jones
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Auditor	Elliott Bunker Limited Chartered accountants & 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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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.

Achievements and performance

The activities in this financial year were:

Department for Education: National Safeguarding Practice Review Panel

We were awarded a grant to produce two separate, complementary, evidence reviews, in relation to males who kill or injure infants. One review explored recent research (since 2010) about the prevalence of, and risk factors behind, such cases: what we know about the men and why they harm their babies? The other looked at safeguarding services' role in preventing such abuse: in short, what are we doing about this problem, and how might we do it better?

University of London: Early Life Birth Cohort Study

We began our work as Co-Investigators in the feasibility study for a proposed new Early Life Birth Cohort Study at UCL - ensuring new fathers are engaged from the start, including those not co-resident with their baby's mother.

ESRC PIECE study (Paternal Involvement and Its Effects on Children's Education)

We are partners in this three year study, conducting the first longitudinal analysis in England, that explores the relationship between fathers' childcare involvement and their children's attainment at primary school. Using household data from the Millennium Cohort Study (MCS) linked with official educational records of children from the National Pupil Database in England, we are exploring whether, how and at what stage fathers' childcare involvement affects children's attainment at primary school.

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

We completed the final phase of our three year collaboration with Women in Sport. This consisted of an original, robustly evidenced physical activity and gender empowerment programme for primary school aged girls and their dads. The programme, developed in Australia, was repurposed for the UK and delivered in a partnership led by Women in Sport and the English Football League. With our support, Fulham CCO trained five new community clubs including West Bromwich Albion, The Foundation of Light, Stoke City, Middlesbrough, and Leyton Orient. The impact of DADs on the participants and their families was clearly significant and positive: the evaluation found that the programme met its stated aims of improving behaviours, attitudes, sports skills and social-emotional wellbeing of girls aged 5-11 years; and increasing fathers' confidence and ability to support their daughters. The programme successfully supported greater levels of physical activity among participants and their families during a time of severe restrictions and lockdowns. The programme enhanced social-emotional wellbeing, father-daughter bonds and awareness of gender equity among daughters and their fathers.

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 of UK research on fathers, and to produce a series of research reviews with recommendations for research, policy and practice. From September 2019, with our second tranche of Nuffield funding, we updated our Literature Library on which all our research reviews are based; this updating is ongoing. Early in 2021 we completed the fifth of our research reviews. This review (Bringing Baby Home) covered UK fathers in the first year after the birth, following on from our earlier report on fathers in the antenatal period and at the birth (Who's the Bloke in the Room?)

Trusts and Foundations:

Dulverton Trust

Our unrestricted grant of £25,000 enabled us to improve our capacity to operate more strategically and invest more focus and time on increasing our presence in public services supporting children and families, including early years, education and social care. We were able to produce two new brochures to promote our training and consultancy to local authorities, public health and education who were applying for grants from DHSE and DWP funding streams. One of these was focused on reducing parental conflict (DWP) and the other on the development of family hubs (DHSE) .

Garfield Weston Foundation

Our unrestricted funding from Garfield Weston enabled us to begin the process of extending the reach of our evidence based programmes and resources into some of the most under-resourced communities in the UK including, Monmouthshire in Wales and Birmingham including delivery of our FRED father/child reading programme. The funding also helped to enable early years and primary school sectors to recognise, value and harness fathers' involvement as supporters of their children's education, learning and development. This work complements the PIECE study (see above).

Commissioned Work

The Royal College of Midwives commissioned us to run a series of consultation events for midwives and write a toolkit for midwives to be published in the autumn of 2022.

Father-Inclusive Practice Training

We were commissioned to deliver father inclusive practice training across a number of local authorities including Carmarthenshire, Durham, Camden, Cheshire and Richmond.

Communications

Newsletters and social media

We sent out 7 e-newsletters to our database, and grew our social media following to just over 10,100 (Twitter) and 3,661 (Facebook).

Financial review

The gross incoming resources for the year amounted to £200,803 of which £82,506 had to be used on restricted projects. General reserves decreased from £100,867 to £106,774.

Reserves policy

The unrestricted reserves at the Balance Sheet date amounted to £106,774.

The reserves policy is to hold in unrestricted funds enough money to cover close down costs, should that eventuality arise. At 31 March 2022 that cost was estimated to be £20,000. The trustees plan to review the reserves policy in the next financial year (22-23).

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 future risk may be the impact of the current government's policies aimed at reducing the national debt. Beyond 2024-2025 this may have an impact on training budgets held by local authorities, limiting their ability to commission CPD for their workforces. We plan to review our reserves strategy to ensure the impact of this and of inflation, is partially mitigated and our financial cushion bolstered. We also plan to review the scope for developing our international work so we have access to resources outside the UK.

We have plans to secure new income beyond the end of current funding streams in 2022 - 23 including building 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.

Plans for future periods

Nuffield Foundation: Me and My Dad

We will undertake the final of our series of research review which will focus on fathers and adolescents. The bulk of the review will cover associations between fathers' characteristic, circumstances, attitudes and behaviour from the postnatal year with child health, adjustment and educational attainment in adolescence; and between father-child relationships in adolescence and outcomes in young adulthood.

Dulverton Trust

We will use the remainder of our grant to continue to improve our capacity to operate more strategically and invest more focus and time on increasing our presence in public services supporting children and families, including early years, education and social care. This will include investing time in bidding for further grants to enable us to increase our reach in public services.

Garfield Weston

We want to further secure our reputation as the UK's expert body on fatherhood by testing the viability of establishing a new, global project **Father-Hub** which will bring together the voices of experts, academics, policy makers and leading practitioners to showcase the latest and most inspiring evidence on the impacts of fathers across the world, linking previously disconnected fields, from anthropology to psychology. **Father-Hub** will create dialogue, run seminars and conferences, create new resources.

What Works for Children's Social Care: Randomised Controlled Trial of ISAFE (Improving Safeguarding through Audited Father Engagement)

We will commence delivery of a 21 month long trial of this intervention for social workers in partnership with CASCDE (University of Cardiff). The intervention will be rolled into eight local authorities across England and the impact will be evaluated by Ipsos. It is funded by the Department of Work and Pensions.

ESRC (Economic and Social Research Council) funded: Transition to parenthood in UK SMEs (small and medium sized employers)

This project, in partnership with Middlesex, Leeds and Manchester Universities, will investigate the transition to parenthood for male and female employees working in UK SMEs and offer low-cost and scalable solutions to the effective management of new parenthood in these workplaces. This research has been designed to have a direct impact on practice and policy, as well as to develop the academic understanding, of the management of maternity and paternity in SMEs.

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 train new cohorts of practitioners in local authorities who are responsible for delivery of support to families focused on the Reducing Parental Conflict funding stream from DWP.

We will train new cohorts of practitioners responsible for developing Family Hubs in their local authorities funded by DHSC.

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 12 December 2022 and signed on behalf of the board of trustees by:

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 2022

Opinion

We have audited the financial statements of The Fatherhood Institute (the 'charity') for the year ended 31 March 2022 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 2022 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

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

Other information

The other information comprises the information included in the 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.

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. Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Key audit matters: our assessment of risks of material misstatement

Key audit matters are those matters that in our professional judgement were of most significance in the audit of the financial statements and include the most significant assessed risks of material misstatement (whether or not due to fraud) identified by us, including those which had the greatest effect on the allocation of resources in the audit, and directing the efforts of the engagement team. There are no key areas identified as the audit is very low risk with normal audit procedures adequate in all audit areas. We agreed to report to the board of directors any corrected or uncorrected identified misstatements.

Identifying and reporting of risks of material misstatement due to fraud

To identify risks of material misstatement due to fraud we assessed events or conditions that could indicate an incentive or pressure to commit fraud or provide an opportunity to commit fraud. Our risk assessment procedures included:

- Enquiries made of the directors. We communicated identified fraud risks throughout the audit team and remained alert to any indications of fraud throughout the audit. As required by auditing standards, and taking into account possible pressures to meet targets and our overall knowledge of the control environment, we performed procedures to assess the risks of management override of controls. To address the pervasive risk as it related to management override of controls, we reviewed material journal entries and agreed these to supporting documentation where appropriate.

Identifying and responding to risks of material misstatement due to non-compliance with laws and regulations

We identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our general commercial and sector experience and through discussion with the directors. Our assessment of risks involved gaining an understanding of the control environment including the entity's procedures for complying with regulatory requirements. We communicated identified laws and regulations throughout our team and remained alert to any indications of non-compliance throughout the audit. The potential effect of these laws and regulations on the financial statements varies considerably:

- firstly, the company is subject to laws and regulations that directly affect the financial statements including financial reporting regulation and taxation legislation (income taxes and VAT) and we assessed the extent of compliance with these laws and regulations as part of our procedures in the audit areas relevant to these items.
- secondly, the company is subject to many other laws and regulations where the consequence of non-compliance could have a material effect on amounts or disclosures in the financial statements, for instance through the imposition of fines or litigation. We identified the following areas as those most likely to have such an effect: Health and safety laws. Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the directors and inspection of regulatory and legal correspondence, if any. Therefore, if any breach of operational regulations is not disclosed to us or evident from relevant correspondence, an audit will not detect that breach.

Limitations to the ability of the audit to detect fraud or breaches of laws and regulation

Owing to the inherent limitation of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there remained a higher risk of non-detection of fraud, as this may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. Our audit procedures are designed to detect material misstatement, and therefore we are not responsible for preventing non-compliance or fraud and cannot be expected to detect non-compliance with all laws and regulations. A further description of our responsibilities for the audit of the financial statements is located on the FRC's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

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. 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.

Paul Cridland FCA

(Senior Statutory Auditor)

For and on behalf of

Elliott Bunker Limited

Chartered accountants & statutory auditor

61 Macrae Road

Ham Green

Bristol

BS20 0DD

22 December 2022

The Fatherhood Institute
Company Limited by Guarantee
Statement of Financial Activities
(including income and expenditure account)
Year ended 31 March 2022

		2022			2021
		Unrestricted funds	Restricted funds	Total funds	Total funds
	Note	£	£	£	£
Income and endowments					
Donations and legacies	5	43,089	59,113	102,202	121,568
Charitable activities	6	75,197	23,393	98,590	101,135
Investment income	7	11	—	11	29
		-----	-----	-----	-----
Total income		118,297	82,506	200,803	222,732
		-----	-----	-----	-----
Expenditure					
Expenditure on charitable activities	8,9	112,390	75,921	188,311	237,166
		-----	-----	-----	-----
Total expenditure		112,390	75,921	188,311	237,166
		-----	-----	-----	-----
Net income/(expenditure) and net movement in funds					
		5,907	6,585	12,492	(14,434)
		-----	-----	-----	-----
Reconciliation of funds					
Total funds brought forward		100,867	—	100,867	115,301
		-----	-----	-----	-----
Total funds carried forward		106,774	6,585	113,359	100,867

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 2022

		2022	2021
	Note	£	£
Current assets			
Debtors	15	68,774	70,183
Cash at bank and in hand		83,797	40,144
		152,571	110,327
Creditors: amounts falling due within one year	16	39,212	9,460
Net current assets		113,359	100,867
Total assets less current liabilities		113,359	100,867
Net assets		113,359	100,867
Funds of the charity			
Restricted funds		6,585	—
Unrestricted funds		106,774	100,867
Total charity funds	19	113,359	100,867

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 12 December 2022, 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 2022

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. The financial statements are prepared in sterling, which is the functional currency of the entity.

Going concern

The trustees/directors have prepared an income and expenditure forecast for the charity for the next 12 months. 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. Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds. Income 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 income is included in the statement of financial activities when entitlement has passed to the charity, it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income: - income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably. - income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted. - government grants are recognised at the fair value of the asset received or receivable. Grants are not recognised until there is reasonable assurance that the company will comply with the conditions attaching to them and the grants will be received. - 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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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 2022, the number of trustees was 3 (2021 - 3).

5. Donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Donations			
Donations	89	–	89
Grants			
Nuffield Foundation	–	42,050	42,050
Women In Sport	–	17,063	17,063
Dulverton Trust	25,000	–	25,000
Garfield Weston	15,000	–	15,000
Other grants	3,000	–	3,000
Government grant income - furlough scheme	–	–	–
	43,089	59,113	102,202
	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Donations			
Donations	94	–	94
Grants			
Nuffield Foundation	–	72,225	72,225
Women In Sport	–	36,942	36,942
Dulverton Trust	–	–	–
Garfield Weston	–	–	–
Other grants	–	–	–
Government grant income - furlough scheme	12,307	–	12,307
	12,401	109,167	121,568

6. Charitable activities

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Consultancy	50,747	23,393	74,140
Publications	11,000	–	11,000
Kids Planet	13,450	–	13,450
	75,197	23,393	98,590

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Consultancy	55,040	45,005	100,045
Publications	1,090	—	1,090
Kids Planet	—	—	—
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	56,130	45,005	101,135
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7. Investment income

	Unrestricted Funds £	Total Funds 2022 £	Unrestricted Funds £	Total Funds 2021 £
Bank interest receivable	11	11	29	29
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8. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Wages and salaries	71,186	67,884	139,070
Employer's NIC	8,052	4,025	12,077
Accountancy fees	6,137	—	6,137
Consultancy fees	—	—	—
Project expenses	22,656	200	22,856
Administration costs	9	3,812	3,821
Support costs	4,350	—	4,350
	-----	-----	-----
	112,390	75,921	188,311
	-----	-----	-----
	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Wages and salaries	—	62,000	62,000
Employer's NIC	—	2,334	2,334
Accountancy fees	6,832	—	6,832
Consultancy fees	18,010	81,642	99,652
Project expenses	46,881	7,702	54,584
Administration costs	6,771	494	7,264
Support costs	4,500	—	4,500
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	82,994	154,172	237,166
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9. Expenditure on charitable activities by activity type

	Activities undertaken directly £	Support costs £	Total funds 2022 £	Total fund 2021 £
Wages and salaries	139,070	—	139,070	62,000
Employer's NIC	12,077	—	12,077	2,334
Accountancy fees	6,137	—	6,137	6,832
Consultancy fees	—	—	—	99,652
Project expenses	22,856	—	22,856	54,584

Administration costs	3,821	—	3,821	7,264
Governance costs	—	4,350	4,350	4,500
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	183,961	4,350	188,311	237,166
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10. Analysis of support costs

	2022	2021
	£	£
Audit fees	4,350	4,500

11. Auditors remuneration

	2022	2021
	£	£
Fees payable for the audit of the financial statements	4,350	4,500

12. Staff costs

The average head count of employees during the year was 4 (2021: 2).

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

	2022	2021
	£	£
Wages and salaries	139,070	62,000
Social security costs	10,327	2,334
Employer contributions to pension plans	1,750	—
	151,147	64,334

No employee received employee benefits of more than £60,000 during the year (2021: 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, these are represented by the Trustees and the joint CEOs. The total compensation paid to key management personnel for services provided to the charity was £73,740 (2021: £74,035).

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.

14. Tangible fixed assets

	Equipment	Total
	£	£
Cost		
At 1 April 2021 and 31 March 2022	1,191	1,191
Depreciation		
At 1 April 2021 and 31 March 2022	1,191	1,191
Carrying amount		
At 31 March 2022	—	—
At 31 March 2021	—	—

15. Debtors

	2022	2021
	£	£
Trade debtors	51,383	69,469
Prepayments and accrued income	17,391	—
Other debtors	—	714
	68,774	70,183

16. Creditors: amounts falling due within one year

	2022	2021
	£	£
Trade creditors	1,825	3,402
Accruals and deferred income	27,019	5,456
Social security and other taxes	10,368	602
	39,212	9,460

17. 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 £1,750 (2021: £Nil).

18. Government grants

The amounts recognised in the financial statements for government grants are as follows:

	2022	2021
	£	£
Recognised in income from donations and legacies:		
Government grants income	—	12,307

19. Analysis of charitable funds

Unrestricted funds

	At 1 April 2021	Income	Expenditure	At 31 March 2022
	£	£	£	£
Unrestricted Funds	100,867	118,297	(112,390)	106,774

	At 1 April 2020	Income	Expenditure	At 31 March 2021
	£	£	£	£
Unrestricted Funds	115,301	68,560	(82,994)	100,867

Restricted funds

	At 1 April 2021	Income	Expenditure	At 31 March 2022
	£	£	£	£
Nuffield Foundation	—	42,050	(42,050)	—
Department for Education	—	—	—	—
Women In Sport	—	17,063	(17,063)	—
UCL	—	20,243	(13,658)	6,585
University of Lancaster - ESRC/MITEY	—	3,150	(3,150)	—
	—	82,506	(75,921)	6,585

	At 1 April 2020	Income	Expenditure	At 31 March 2021
	£	£	£	£
Nuffield Foundation	—	72,225	(72,225)	—
Department for Education	—	44,405	(44,405)	—
Women In Sport	—	36,942	(36,942)	—
UCL	—	—	—	—
University of Lancaster - ESRC/MITEY	—	600	(600)	—
	—	154,172	(154,172)	—

Nuffield Foundation:

Funding enabled us to undertake our research review into the first year of fatherhood 'Bringing Baby Home'.

Department for Education:

Funded two evidence reviews on fathers who harm or kill their babies, published as part of the Myth of Invisible Men.

Women in Sport:

This grant enabled us to undertake the evaluation of an intervention for fathers and daughters: DADS.

UCL:

This grant funded our role as co-Investigators in the feasibility study for a proposed new Early Life Birth Cohort Study.

University of Lancaster - ESRC/MITEY:

The funding was used to support research into the gender diversity of the early years workforce.

20. Analysis of net assets between funds

	Unrestricted Funds	Restricted Funds	Total Funds 2022
	£	£	£
Current assets	145,986	6,585	152,571
Creditors less than 1 year	(39,212)	—	(39,212)
Net assets	106,774	6,585	113,359

	Unrestricted Funds	Restricted Funds	Total Funds 2021
	£	£	£
Current assets	110,327	—	110,327
Creditors less than 1 year	(9,460)	—	(9,460)
Net assets	100,867	—	100,867

21. Financial instruments

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

	2022	2021
	£	£
Financial assets that are debt instruments measured at amortised cost		
Trade debtors	51,383	70,183
Accrued income	17,391	—
	-----	-----
	68,774	70,183
	-----	-----
Financial liabilities measured at amortised cost		
Trade creditors	29,763	3,402
VAT and other taxes	9,449	(714)
	-----	-----
	39,212	2,688
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