

# THE FATHERHOOD INSTITUTE

England & Wales · Charity number 1075104

## Details

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**Other names** FATHERS DIRECT

**Status** Registered

**Legal form** Charitable company

**Company number** [03709549](#)

**Registered** 1999-04-14

**Register** [View on the Charity Commission register](#)

## Contact

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**Address** 57 Chevening Road  
London  
SE10 0LA

**Phone** 07704324170

**Email** [CaroleMcEwan@fatherhoodinstitute.org](mailto:CaroleMcEwan@fatherhoodinstitute.org)

**Website** [www.fathershoodinstitute.org](http://www.fathershoodinstitute.org)

## Activities

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**Objects:** 1. TO PROMOTE THE PROTECTION AND PRESERVATION OF MENTAL HEALTH AMONGST PARENTS IN PARTICULAR FATHERS 2. 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 NURTURANT PARENTING 3. 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 4. TO ASSIST IN RELIEVING IN FAMILIES FROM MENTAL DISTRESS OR EMOTIONAL DIFFICULTIES AND IN EDUCATING PROFESSIONAL WORKERS AND VOLUNTEERS ON APPROPRIATE FORMS OF ADVICE AND SUPPORT FOR FATHERS.

**Activities:** The Fatherhood Institute is the UK's fatherhood think-tank. We collate the research on fatherhood, help shape government policy, influence the public debate about fathers, support services to be father-inclusive, and provide information and support to fathers and mothers to do their best for their children and for each other.

## Classification

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- **How:** Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research, Acts As An Umbrella Or Resource Body
- **What:** Education/training, The Advancement Of Health Or Saving Of Lives
- **Who:** Children/young People, Other Charities Or Voluntary Bodies, The General Public/mankind

## Geography

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- Northern Ireland
- Scotland

## Finances

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Period end	Income	Expenditure	Assets	Employees
2025-03-31	£473,622	£427,820	-	-
2024-03-31	£385,249	£361,393	-	-
2023-03-31	£410,183	£269,282	-	-
2022-03-31	£222,732	£237,166	-	-
2021-03-31	£222,732	£237,166	-	-

## Trustees

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Name	Role	Appointed
Andrew Edmund BAUD		2024-02-26
MR JOHN JACK SULLIVAN		2017-01-24
Nina Maxwell		2024-10-08
Shaddai Tembo		2021-09-30
William McDonald		2020-12-31
YUSUF CHADUN		2013-12-03

**THE FATHERHOOD INSTITUTE**

England & Wales - Charity number 1075104

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# Accounts

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COMPANY REGISTRATION NUMBER: 03709549  
CHARITY REGISTRATION NUMBER: 1075104

**The Fatherhood Institute**  
**Company Limited by Guarantee**  
**Unaudited Financial Statements**  
**31 March 2025**

**CHARLTON BAKER (BRISTOL) LTD**  
Chartered accountants  
61 Macrae Road, Ham Green, Bristol  
BS20 0DD

**The Fatherhood Institute**  
**Company Limited by Guarantee**  
**Financial Statements**  
**Year ended 31 March 2025**

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# The Fatherhood Institute

## Company Limited by Guarantee

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

#### Year ended 31 March 2025

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The trustees, who are also the directors for the purposes of company law, present their report and the unaudited financial statements of the charity for the year ended 31 March 2025.

#### 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 OLA

**The trustees** William McDonald  
Yusuf Chadun  
Jack O'Sullivan  
Andrew Baud  
Nina Maxwell (Appointed 18 October 2024)  
Shaddai Tembo

**Company secretary** Katherine Jones

**Independent examiner** Paul Cridland FCA

#### 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 2025**

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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 2025

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#### **Achievements and performance**

The activities in this financial year were:

**Foundations: Improving Safeguarding through Auditing Father Engagement (ISAFE) Randomised Controlled Trial.** Foundations published the evaluation findings from our two-year RCT. ISAFE is an innovative online learning package we developed in partnership with CASCADE (the Children's Social Care Research and Development Centre at Cardiff University) to strengthen how local authority children's social work departments engage with fathers and father-figures. The evaluation showed that ISAFE can deliver small but significant improvements in social workers' confidence and competence in engaging fathers. We are due to publish our analysis of the full findings soon, providing important insights into how father-inclusive practice can improve safeguarding outcomes and shape service delivery nationally.

#### **Foundations: Changemakers**

Foundations invited us to participate in their evaluated Changemakers programme, aimed at testing a route to embedding evidence-based interventions in local authorities. We trained cohorts of practitioners in Stockport and York to deliver our well-evidenced perinatal couple programme, Family Foundations.

#### **Training and consultancy:**

We trained over 450 health professionals, social workers and family services practitioners in father-inclusive practice. These training and consultancy contracts were commissioned by English local authorities and focused on father-inclusive practice as well as rolling out our father-focused programmes, Family Foundations, FRED and Becoming Dad.

#### **Foundations: Fathers for change**

We have completed the adaptation and set-up phases of a feasibility study to bring Fathers for Change, a well-evidenced 1:1 therapeutic programme for families affected by paternal domestic abuse, developed at Yale University in the US, to the UK. We've worked closely with the whole project team to explore the matches and mismatches between UK and US delivery contexts, Home Office guidance on work with perpetrators, and substantive differences in workforce qualifications and experiences.

#### **Mercers Company: Fathers Reading Every Day**

We completed the second year of delivery of our four-year evaluated rollout of our FRED programme to the second of four cohorts of six early years' settings in Lambeth. Working in partnership with Unity Matters, we trained early years practitioners in five new settings - including nurseries attached to schools, private, voluntary, and independent settings, and childminders. We trained practitioners to understand fathers' roles and impacts and provided all the resources needed to support the annual implementation and evaluation of FRED. In year two of the rollout, we initiated a new approach to engaging with early years settings, building a Dad Squad of father-volunteers who have previously participated in FRED. It's been hugely successful in encouraging dads to sign up, having heard first-hand from other dads about the benefits of taking part.

#### **National Lottery: Awards for All: Fathers Reading Every Day**

This funding enabled us to deliver the programme to a cohort of nurseries and early years settings in Halton, in partnership with their fatherhood champions.

#### **Education and Outcomes Panel Study:**

This important research study, managed by the National Centre for Social Research and funded by the Department for Education, is following children and young people in England as they go through school and beyond. It will help influence the future development of schools and other services for young people and their families.

## **The Fatherhood Institute**

### **Company Limited by Guarantee**

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

#### **Year ended 31 March 2025**

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##### **Centre for Longitudinal Studies at UCL: Generation New Era**

This new study will track babies through their childhood - the first UK-wide birth cohort study in 25 years. Our role is to advise on 'dad-data' and how to maximise father recruitment and retention for the two funded waves of data collection

##### **ESRC: Transition to Parenthood in SMEs**

As co-investigators on the study, we helped shape the employer and employee questionnaires that will underpin the final report (due in late 2025), and have provided advice on participant recruitment methods, content development, and messaging.

##### **Esmee Fairbairn:**

We received a TASK trustee grant to support our core work.

Funding from our reserves enabled us to expand our work with stakeholders, advocating for the societal and personal benefits of engaged fatherhood, enabling more fathers to participate more fully in care. This funding also enabled us to invest in external support for our fundraising activity.

## The Fatherhood Institute

### Company Limited by Guarantee

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

#### Year ended 31 March 2025

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##### Financial review

The gross incoming resources for the year amounted to £473,622 of which £152,299 had to be used on restricted projects. General reserves increased from £141,344 to £278,816.

##### Reserves policy

The unrestricted reserves at the Balance Sheet date amounted to £278,816.

The reserves policy is to hold in unrestricted funds enough money to cover close down costs, should that eventuality arise. At 31 March 2025 that cost was estimated to be £61,000. The trustees plan to review the reserves policy in the next financial year (24-25).

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 2024 - 25 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.

## The Fatherhood Institute

### Company Limited by Guarantee

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

#### Year ended 31 March 2025

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#### Plans for future periods

##### **Foundations: Fathers for Change:**

We have been funded by Foundations (the What Works Centre for Children's Social Care) to undertake the feasibility study of a US intervention for fathers who have perpetrated domestic abuse, with a setup period running until December 2025 and feasibility from January 2026 for one year. The programme will be delivered to a small cohort of fathers across three local authorities in London, in partnership with St Michael's Fellowship. The feasibility will be evaluated by the Behavioural Insights Team.

##### **Mercers: Fathers Reading Every Day:**

We will roll FRED into six further early years settings in Lambeth during the third year of a four-year evaluated roll out of this reading for pleasure programme for fathers and children.

##### **Training and consultancy: Champions**

We will roll our three-day Champions training into five new local authorities. We will extend our FRED promotion across early years settings in England.

##### **Equimundo: Greater Manchester Combined Authority: City of Dads:**

We will undertake an innovative programme of work across GMCA, in partnership with three international organisations focused on embedding our cross-system approach to father-engagement - expanding our Champions programme to senior leaders.

##### **Centre for Longitudinal Studies at UCL: Generation New Era**

We will continue to support this new study tracking babies through their childhood - the first UK-wide birth cohort study in 25 years. We will advise on 'dad-data', maximising father recruitment and retention for the next funded wave of data collection.

#### **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 19 November 2025 and signed on behalf of the board of trustees by:



Katherine Jones  
Charity Secretary

## The Fatherhood Institute

### Company Limited by Guarantee

### Independent Examiner's Report to the Trustees of The Fatherhood Institute

#### Year ended 31 March 2025

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I report to the trustees on my examination of the financial statements of The Fatherhood Institute ('the charity') for the year ended 31 March 2025.

#### Responsibilities and basis of report

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

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

#### Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales (ICAEW), which is one of the listed bodies.

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

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

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

*paul cridland*

Paul Cridland FCA  
Independent Examiner

61 Macrae Road  
Ham Green  
Bristol  
BS20 0DD

## The Fatherhood Institute

### Company Limited by Guarantee

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

Year ended 31 March 2025

		2025		2024	
	Note	Unrestricted funds £	Restricted funds £	Total funds £	Total funds £
<b>Income and endowments</b>					
Donations and legacies	5	12,770	145,990	158,760	40,001
Charitable activities	6	302,002	6,309	308,311	341,302
Investment income	7	6,551	-	6,551	3,946
<b>Total income</b>		321,323	152,299	473,622	385,249
<b>Expenditure</b>					
Expenditure on charitable activities	8,9	183,851	243,969	427,820	361,393
<b>Total expenditure</b>		183,851	243,969	427,820	361,393
<b>Net income and net movement in funds</b>		137,472	(91,670)	45,802	23,856
<b>Reconciliation of funds</b>					
Total funds brought forward		141,344	136,772	278,116	254,260
<b>Total funds carried forward</b>		278,816	45,102	323,918	278,116

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 2025**

	Note	2025 £	2024 £
<b>Current assets</b>			
Debtors	14	25,889	119,771
Cash at bank and in hand		309,334	272,993
		<b>335,223</b>	392,764
<b>Creditors: amounts falling due within one year</b>	15	11,305	114,648
<b>Net current assets</b>		<b>323,918</b>	278,116
<b>Total assets less current liabilities</b>		<b>323,918</b>	278,116
<b>Net assets</b>		<b>323,918</b>	278,116
<b>Funds of the charity</b>			
Restricted funds		45,102	136,772
Unrestricted funds		278,816	141,344
<b>Total charity funds</b>	18	<b>323,918</b>	278,116

For the year ending 31 March 2025 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476;
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements.

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 19 November 2025, and are signed on behalf of the board by:

*J. M. O'Sullivan*

Jack O'Sullivan  
Trustee

# The Fatherhood Institute

## Company Limited by Guarantee

### Notes to the Financial Statements

Year ended 31 March 2025

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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 OLA.

#### 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.

# The Fatherhood Institute

## Company Limited by Guarantee

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

#### Year ended 31 March 2025

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

##### 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.

##### 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.

# The Fatherhood Institute

## Company Limited by Guarantee

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

#### Year ended 31 March 2025

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

##### 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 2025, the number of trustees was 5 (2024 - 4).

#### 5. Donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £
<b>Donations</b>			
Donations	2,770	–	<b>2,770</b>
<b>Grants</b>			
Father for Change	–	145,990	<b>145,990</b>
Esmee Fairbairn Trust	10,000	–	<b>10,000</b>
Nuffield Foundation	–	–	–
	12,770	145,990	<b>158,760</b>
	=	=	=
	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
<b>Donations</b>			
Donations	114	–	114
<b>Grants</b>			
Father for Change	–	–	–
Esmee Fairbairn Trust	–	–	–
Nuffield Foundation	–	39,887	39,887
	114	39,887	40,001
	=	=	=

# The Fatherhood Institute

## Company Limited by Guarantee

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

#### Year ended 31 March 2025

#### 6. Charitable activities

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £
Consultancy	221,073	6,309	<b>227,382</b>
FRED (Fathers Reading Every Day)	80,929	-	<b>80,929</b>
	-	-	-
	<u>302,002</u>	<u>6,309</u>	<u><b>308,311</b></u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Consultancy	262,111	-	262,111
FRED (Fathers Reading Every Day)	79,191	-	79,191
	-	-	-
	<u>341,302</u>	<u>-</u>	<u>341,302</u>

#### 7. Investment income

	Unrestricted Funds £	Total Funds 2025 £	Unrestricted Funds £	Total Funds 2024 £
Bank interest receivable	6,551	<b>6,551</b>	3,946	3,946
	-	-	-	-

# The Fatherhood Institute

## Company Limited by Guarantee

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

#### Year ended 31 March 2025

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

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £
Wages and salaries	57,033	128,024	<b>185,057</b>
Employer's NIC	15,517	–	<b>15,517</b>
Employer's pension	4,912	–	<b>4,912</b>
Accountancy fees	13,530	–	<b>13,530</b>
Consultancy fees	16,400	94,470	<b>110,870</b>
Project expenses	31,063	17,875	<b>48,938</b>
Administration costs	39,217	3,600	<b>42,817</b>
Support costs	6,179	–	<b>6,179</b>
	183,851	243,969	<b>427,820</b>
	=	=	=

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Wages and salaries	149,066	39,887	188,953
Employer's NIC	15,837	–	15,837
Employer's pension	5,231	–	5,231
Accountancy fees	10,196	–	10,196
Consultancy fees	45,933	–	45,933
Project expenses	48,629	36,593	85,222
Administration costs	7,171	–	7,171
Support costs	2,850	–	2,850
	284,913	76,480	361,393
	=	=	=

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

	Activities undertaken directly £	Support costs £	Total funds 2025 £	Total fund 2024 £
Wages and salaries	185,057	–	<b>185,057</b>	188,953
Employer's NIC	15,517	–	<b>15,517</b>	15,837
Employer's pension	4,912	–	<b>4,912</b>	5,231
Accountancy fees	13,530	–	<b>13,530</b>	10,196
Consultancy fees	110,870	–	<b>110,870</b>	45,933
Project expenses	48,938	–	<b>48,938</b>	85,222
Administration costs	42,817	–	<b>42,817</b>	7,171
Governance costs	–	6,179	<b>6,179</b>	2,850
	421,641	6,179	<b>427,820</b>	361,393
	=	=	=	=

# The Fatherhood Institute

## Company Limited by Guarantee

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

#### Year ended 31 March 2025

#### 10. Analysis of support costs

	2025	2024
	£	£
Independent examination fees	2,995	2,850
Legal and professional fees	3,184	-
	<u>6,179</u>	<u>2,850</u>

#### 11. Independent examination fees

	2025	2024
	£	£
Fees payable to the independent examiner for: Independent examination of the financial statements	2,995	2,850
	<u>2,995</u>	<u>2,850</u>

#### 12. Staff costs

The average head count of employees during the year was 4 (2024: 5).

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

	2025	2024
	£	£
Wages and salaries	185,057	188,953
Social security costs	15,517	15,837
Employer contributions to pension plans	4,912	5,231
	<u>205,486</u>	<u>210,021</u>

1 employee received employee benefits of more than £60,000 during the year (2024: 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 £104,731 (2024: £102,745).

#### 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. Debtors

	2025	2024
	£	£
Trade debtors	2,155	119,756
Prepayments and accrued income	23,734	15
	<u>25,889</u>	<u>119,771</u>

# The Fatherhood Institute

## Company Limited by Guarantee

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

#### Year ended 31 March 2025

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

	2025	2024
	£	£
Trade creditors	4,537	3,162
Accruals and deferred income	2,850	86,250
Social security and other taxes	2,949	25,236
Pension	969	-
	<b>11,305</b>	<b>114,648</b>
	=	=

#### 16. Deferred income

	2025	2024
	£	£
Amount deferred in year	-	83,400
	=	=

#### 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 £4,912 (2024: £5,231).

#### 18. Analysis of charitable funds

##### Unrestricted funds

	At 1 April 2024	Income £	Expenditure £	At 31 March 2025 £
Unrestricted Funds	141,344	321,323	(183,851)	<b>278,816</b>
	=	=	=	=

	At 1 April 2023	Income £	Expenditure £	At 31 March 2024 £
Unrestricted Funds	80,895	345,362	(284,913)	141,344
	=	=	=	=

# The Fatherhood Institute

## Company Limited by Guarantee

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

#### Year ended 31 March 2025

#### 18. Analysis of charitable funds *(continued)*

##### Restricted funds

	At 1 April 2024	Income	Expenditure	At 31 March 2025
	£	£	£	£
Nuffield Foundation	-	-	-	-
UCL	3,210	6,309	(9,519)	-
WWSCS	133,562	145,990	(234,450)	45,102
	<u>136,772</u>	<u>152,299</u>	<u>(243,969)</u>	<u>45,102</u>

	At 1 April 2023	Income	Expenditure	At 31 March 2024
	£	£	£	£
Nuffield Foundation	-	39,887	(39,887)	-
UCL	3,210	-	-	3,210
WWSCS	170,155	-	(36,593)	133,562
	<u>173,365</u>	<u>39,887</u>	<u>(76,480)</u>	<u>136,772</u>

##### Nuffield Foundation:

Funding enabled us to undertake a research review into adolescents and their fathers in the UK 'The kids are alright'.

##### UCL:

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

##### WWSCS

This grant funded a RCT in seven local authorities of an intervention for social workers focused on improving father-inclusive practice by auditing father engagement (ISAFE).

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

	Unrestricted Funds	Restricted Funds	Total Funds 2025
	£	£	£
Current assets	290,121	45,102	335,223
Creditors less than 1 year	(11,305)	-	(11,305)
<b>Net assets</b>	<u>278,816</u>	<u>45,102</u>	<u>323,918</u>

	Unrestricted Funds	Restricted Funds	Total Funds 2024
	£	£	£
Current assets	255,992	136,772	392,764
Creditors less than 1 year	(114,648)	-	(114,648)
<b>Net assets</b>	<u>141,344</u>	<u>136,772</u>	<u>278,116</u>

# The Fatherhood Institute

## Company Limited by Guarantee

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

#### Year ended 31 March 2025

#### 20. Financial instruments

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

	2025	2024
	£	£
<b>Financial assets that are debt instruments measured at amortised cost</b>		
Trade debtors	2,155	119,756
	=	=
<b>Financial liabilities measured at amortised cost</b>		
Trade creditors	4,536	3,161
VAT and other taxes	2,949	17,564
Other creditors	969	-
	-	-
	8,454	20,725
	=	=

**THE FATHERHOOD INSTITUTE**

England & Wales - Charity number 1075104

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# Accounts

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COMPANY REGISTRATION NUMBER: 03709549  
CHARITY REGISTRATION NUMBER: 1075104

**The Fatherhood Institute**  
**Company Limited by Guarantee**  
**Unaudited Financial Statements**  
**31 March 2024**

**ELLIOTT BUNKER LTD**

Chartered accountants  
61 Macrae Road  
Ham Green  
Bristol  
BS20 0DD

**The Fatherhood Institute**  
**Company Limited by Guarantee**  
**Financial Statements**  
**Year ended 31 March 2024**

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Independent examiner's report to the trustees	<b>6</b>
Statement of financial activities (including income and expenditure account)	<b>8</b>
Statement of financial position	<b>9</b>
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**The Fatherhood Institute**  
**Company Limited by Guarantee**  
**Trustees' Annual Report (Incorporating the Director's Report)**  
**Year ended 31 March 2024**

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The trustees, who are also directors for company law, present their report and the charity's unaudited financial statements for the year ended 31 March 2024.

**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>	William McDonald Yusuf Chadun Jack O'Sullivan Andrew Baud Shaddia Tembo (Appointed 26 February 2024)
<b>Company secretary</b>	Katherine Jones
<b>Independent examiner</b>	Paul Cridland FCA

**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 2024**

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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 2024

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#### Achievements and performance

The activities in this financial year were:

#### **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. We supported preparation for the launch of findings in summer 2023.

#### **The Nuffield Foundation: Contemporary Fathers in the UK (TWO).**

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. Funding from the Nuffield Foundation this period has enabled us to complete and publish our sixth research review in autumn 2023. This research review, 'The kids are alright' covers UK fatherhood during the period of adolescence (10 - 25).

#### **Training and consultancy.**

We trained over 3,600 health professionals, social workers, and family services practitioners in father-inclusive practice in 23 - 24. These training and consultancy contracts were commissioned by English local authorities with funding from Department of Work and Pensions, Reducing Parental Conflict fund and the Department for Education's Family Hubs transformation fund in notably in Peterborough and Cambridgeshire, Birmingham and Halton focused on father-inclusive practice as well as rolling out our father-focused programmes, Family Foundations, FRED and Becoming Dad.

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

We sent out 7 e-newsletters to our database and grew our social media following to just over 10,300 X/Twitter, 3,500 on Facebook and established a presence on (Instagram), 1081 followers. Our research reviews and opinion pieces were published in a number of national newspapers, five of these in December alone. We designed and built a new website, published in autumn 2023.

#### **Foundations: Improving Safeguarding through Auditing Father Engagement (ISAFE) Randomised Controlled Trial.**

We completed the final delivery phase of our two-year ISAFE RCT, training the second cohort of social workers in three local authorities, Croydon, Surrey and Durham. We supported Ipsos, the evaluator, to gather data from social workers to measure the impact of the intervention.

#### **Mercers Company: Fathers Reading Every Day.**

In September 2023 we commenced a four-year evaluated roll out of our FRED programme to the first of four cohorts of six early year's settings in Lambeth.

# The Fatherhood Institute

## Company Limited by Guarantee

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

#### Year ended 31 March 2024

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##### Financial review

The gross incoming resources for the year amounted to £385,249 of which £39,887 had to be used on restricted projects. General reserves increased from £80,895 to £141,344.

##### Reserves policy

The unrestricted reserves at the Balance Sheet date amounted to £141,344.

The reserves policy is to hold in unrestricted funds enough money to cover close down costs, should that eventuality arise. At 31 March 2024 that cost was estimated to be £20,000. The trustees plan to review the reserves policy in the next financial year (24-25).

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 control 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 impact 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 2023 - 24 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.

## The Fatherhood Institute

Company Limited by Guarantee

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

Year ended 31 March 2024

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### Plans for future periods

#### **Foundations: ISAFE.**

We will disseminate the evaluation findings of our intervention to improve engagement with fathers in social care once they have been published by Ipsos in autumn 2024.

#### **Foundations: Fathers for Change.**

We have been funded by Foundations (the What Works Centre for Children's Social Care) to undertake the evaluated adaptation and potential feasibility study of a US intervention for fathers who have perpetrated domestic abuse.

#### **Foundations: Changemakers: Family Foundations.**

We will work with two sites, Stockport, and York, to test a model for the embedding of evidence-based interventions in local authorities in partnership with specialist local evidence leads. This work will begin in summer 2024 for two years.

#### **Mercers: Fathers Reading Every Day.**

We will roll FRED into six further early years settings in Lambeth during the second of a four-year evaluated roll out of this reading for pleasure programme for fathers and children.

#### **Training and consultancy: Champions training.**

We will roll our three-day Champions training into five local authorities including Halton and Islington. We will promote FRED to early years settings in England.

### **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 23 July 2024 and signed on behalf of the board of trustees by:



Katherine Jones  
Charity Secretary

# The Fatherhood Institute

## Company Limited by Guarantee

### Independent Examiner's Report to the Trustees of The Fatherhood Institute

#### Year ended 31 March 2024

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I report to the trustees on my examination of the financial statements of The Fatherhood Institute ('the charity') for the year ended 31 March 2024.

#### Responsibilities and basis of report

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

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

#### Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales (ICAEW), which is one of the listed bodies.

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

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

**The Fatherhood Institute**

**Company Limited by Guarantee**

**Independent Examiner's Report to the Trustees of The Fatherhood Institute**  
*(continued)*

**Year ended 31 March 2024**

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



Paul Cridland FCA  
Independent Examiner

61 Macrae Road  
Ham Green  
Bristol  
BS20 0DD

23 July 2024

# The Fatherhood Institute

## Company Limited by Guarantee

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

Year ended 31 March 2024

		Unrestricted funds £	2024 Restricted funds £	Total funds £	2023 Total funds £
	Note				
<b>Income and endowments</b>					
Donations and legacies	5	114	39,887	<b>40,001</b>	23,286
Charitable activities	6	341,302	–	<b>341,302</b>	386,429
Investment income	7	3,946	–	<b>3,946</b>	468
<b>Total income</b>		<u>345,362</u>	<u>39,887</u>	<u><b>385,249</b></u>	<u>410,183</u>
<b>Expenditure</b>					
Expenditure on charitable activities	8,9	284,913	76,480	<b>361,393</b>	269,282
<b>Total expenditure</b>		<u>284,913</u>	<u>76,480</u>	<u><b>361,393</b></u>	<u>269,282</u>
<b>Net income and net movement in funds</b>		<u>60,449</u>	<u>(36,593)</u>	<u><b>23,856</b></u>	<u>140,901</u>
<b>Reconciliation of funds</b>					
Total funds brought forward		80,895	173,365	<b>254,260</b>	113,359
<b>Total funds carried forward</b>		<u>141,344</u>	<u>136,772</u>	<u><b>278,116</b></u>	<u>254,260</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 9**

	Note	2024 £	2023 £
<b>Current assets</b>			
Debtors	14	119,771	74,212
Cash at bank and in hand		272,993	208,745
		<u>392,764</u>	<u>282,957</u>
<b>Creditors: amounts falling due within one year</b>	15	114,648	28,697
<b>Net current assets</b>		<u>278,116</u>	<u>254,260</u>
<b>Total assets less current liabilities</b>		<u>278,116</u>	<u>254,260</u>
<b>Net assets</b>		<u>278,116</u>	<u>254,260</u>
<b>Funds of the charity</b>			
Restricted funds		136,772	173,365
Unrestricted funds		141,344	80,895
<b>Total charity funds</b>	18	<u>278,116</u>	<u>254,260</u>

For the year ending 31 March 2024 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476;
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements.

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 23 July 2024, and are signed on behalf of the board by:

*Jack O'Sullivan*

Jack O'Sullivan  
Trustee

# The Fatherhood Institute

## Company Limited by Guarantee

### Notes to the Financial Statements

#### Year ended 10 March 2024

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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.

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.

# The Fatherhood Institute

## Company Limited by Guarantee

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

#### Year ended 31 March 2024

---

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

##### 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.

##### 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 |
|-----------|----------------|

# The Fatherhood Institute

## Company Limited by Guarantee

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

#### Year ended 31 March 2024

#### 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.

##### 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 2024, the number of trustees was 4 (2023 - 4).

#### 5. Donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
<b>Donations</b>			
Donations	114	–	114
<b>Grants</b>			
Nuffield Foundation	–	39,887	39,887
	<u>114</u>	<u>39,887</u>	<u>40,001</u>
	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
<b>Donations</b>			
Donations	62	–	62

# The Fatherhood Institute

## Company Limited by Guarantee

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

#### Year ended 31 March 2024

#### 5. Donations and legacies *(continued)*

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
<b>Grants</b>			
Nuffield Foundation	–	23,224	23,224
	<u>62</u>	<u>23,224</u>	<u>23,286</u>

#### 6. Charitable activities

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Consultancy	262,111	–	262,111
Publications	–	–	–
Kids Planet	–	–	–
What works for Children's Social Care	–	–	–
FRED (Fathers Reading Every Day)	79,191	–	79,191
	<u>341,302</u>	<u>–</u>	<u>341,302</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Consultancy	155,970	–	155,970
Publications	5,200	–	5,200
Kids Planet	10,650	–	10,650
What works for Children's Social Care	–	211,540	211,540
FRED (Fathers Reading Every Day)	3,069	–	3,069
	<u>174,889</u>	<u>211,540</u>	<u>386,429</u>

#### 7. Investment income

	Unrestricted Funds £	Total Funds 2024 £	Unrestricted Funds £	Total Funds 2023 £
Bank interest receivable	<u>3,946</u>	<u>3,946</u>	<u>468</u>	<u>468</u>

# The Fatherhood Institute

## Company Limited by Guarantee

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

#### Year ended 31 March 2024

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

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Wages and salaries	149,066	39,887	188,953
Employer's NIC	15,837	–	15,837
Employer's pension	5,231	–	5,231
Accountancy fees	10,196	–	10,196
Consultancy fees	45,933	–	45,933
Project expenses	48,629	36,593	85,222
Administration costs	7,171	–	7,171
Support costs	2,850	–	2,850
	<u>284,913</u>	<u>76,480</u>	<u>361,393</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Wages and salaries	142,587	35,172	177,759
Employer's NIC	12,170	2,995	15,165
Employer's pension	2,388	602	2,990
Accountancy fees	10,516	–	10,516
Consultancy fees	13,343	12,418	25,761
Project expenses	11,689	15,288	26,977
Administration costs	5,755	1,509	7,264
Support costs	2,850	–	2,850
	<u>201,298</u>	<u>67,984</u>	<u>269,282</u>

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

	Activities undertaken directly £	Support costs £	Total funds 2024 £	Total fund 2023 £
Wages and salaries	188,953	–	188,953	177,759
Employer's NIC	15,837	–	15,837	15,165
Employer's pension	5,231	–	5,231	2,990
Accountancy fees	10,196	–	10,196	10,516
Consultancy fees	45,933	–	45,933	25,761
Project expenses	85,222	–	85,222	26,977
Administration costs	7,171	–	7,171	7,264
Governance costs	–	2,850	2,850	2,850
	<u>358,543</u>	<u>2,850</u>	<u>361,393</u>	<u>269,282</u>

#### 10. Analysis of support costs

	2024 £	2023 £
Independent examination fees	<u>2,850</u>	<u>2,850</u>

# The Fatherhood Institute

## Company Limited by Guarantee

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

#### Year ended 31 March 2024

#### 11. Independent examination fees

	2024	2023
	£	£
Fees payable to the independent examiner for: Independent examination of the financial statements	<u>2,850</u>	<u>2,850</u>

#### 12. Staff costs

The average head count of employees during the year was 4 (2023: 4).

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

	2024	2023
	£	£
Wages and salaries	188,953	177,759
Social security costs	15,837	15,165
Employer contributions to pension plans	5,231	2,990
	<u>210,021</u>	<u>195,914</u>

No employee received employee benefits of more than £60,000 during the year (2023: 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 £83,374 (2023: £77,233).

#### 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. Debtors

	2024	2023
	£	£
Trade debtors	119,756	74,212
Prepayments and accrued income	15	-
	<u>119,771</u>	<u>74,212</u>

# The Fatherhood Institute

## Company Limited by Guarantee

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

Year ended 31 March 2024

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

	2024	2023
	£	£
Trade creditors	3,162	1,311
Accruals and deferred income	86,250	10,050
Social security and other taxes	25,236	16,811
Other creditors	—	525
	<u>114,648</u>	<u>28,697</u>

#### 16. Deferred income

	2024	2023
	£	£
Amount deferred in year	<u>83,400</u>	<u>7,200</u>

#### 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 £5,231 (2023: £2,990).

#### 18. Analysis of charitable funds

##### Unrestricted funds

	At 1 April 2023	Income £	Expenditure £	At 31 March 2024 £
Unrestricted Funds	<u>80,895</u>	<u>345,362</u>	<u>(284,913)</u>	<u>141,344</u>

	At 1 April 2022	Income £	Expenditure £	At 31 March 2023 £
Unrestricted Funds	<u>106,774</u>	<u>175,419</u>	<u>(201,298)</u>	<u>80,895</u>

# The Fatherhood Institute

## Company Limited by Guarantee

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

#### Year ended 31 March 2024

#### 18. Analysis of charitable funds *(continued)*

##### Restricted funds

	At 1 April 23 £	Income £	Expenditure £	At 31 March 24 £
Nuffield Foundation	–	39,887	(39,887)	–
UCL	3,210	–	–	3,210
WWSCS	170,155	–	(36,593)	133,562
	<u>173,365</u>	<u>39,887</u>	<u>(76,480)</u>	<u>136,772</u>

	At 1 April 22 £	Income £	Expenditure £	At 31 March 23 £
Nuffield Foundation	–	23,224	(23,224)	–
UCL	6,585	–	(3,375)	3,210
WWSCS	–	211,540	(41,385)	170,155
	<u>6,585</u>	<u>234,764</u>	<u>(67,984)</u>	<u>173,365</u>

##### **Nuffield Foundation:**

Funding enabled us to undertake a research review into adolescents and their fathers in the UK 'The kids are alright'.

##### **UCL:**

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

##### **WWCSC:**

This grant funded a RCT in seven local authorities of an intervention for social workers focused on improving father-inclusive practice by auditing father engagement (ISAFE).

# The Fatherhood Institute

## Company Limited by Guarantee

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

Year ended 31 March 2024

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

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Current assets	255,992	136,772	<b>392,764</b>
Creditors less than 1 year	(114,648)	–	<b>(114,648)</b>
<b>Net assets</b>	<u>141,344</u>	<u>136,772</u>	<u><b>278,116</b></u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Current assets	109,592	173,365	282,957
Creditors less than 1 year	(28,697)	–	(28,697)
<b>Net assets</b>	<u>80,895</u>	<u>173,365</u>	<u>254,260</u>

#### 20. Financial instruments

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

	2024 £	2023 £
<b>Financial assets that are debt instruments measured at amortised cost</b>		
Trade debtors	<u>119,756</u>	<u>74,212</u>
<b>Financial liabilities measured at amortised cost</b>		
Trade creditors	3,161	19,558
VAT and other taxes	<u>17,564</u>	<u>9,139</u>
	<u><b>20,725</b></u>	<u><b>28,697</b></u>

**THE FATHERHOOD INSTITUTE**

England & Wales - Charity number 1075104

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# Accounts

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COMPANY REGISTRATION NUMBER: 03709549  
CHARITY REGISTRATION NUMBER: 1075104

**The Fatherhood Institute**  
**Company Limited by Guarantee**  
**Unaudited Financial Statements**  
**31 March 2023**

**ELLIOTT BUNKER LTD**

Chartered accountants

61 Macrae Road

Ham Green

Bristol

BS20 0DD

**The Fatherhood Institute**  
**Company Limited by Guarantee**  
**Financial Statements**  
**Year ended 31 March 2023**

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Statement of financial activities (including income and expenditure account)	<b>8</b>
Statement of financial position	<b>9</b>
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# The Fatherhood Institute

## Company Limited by Guarantee

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

#### Year ended 31 March 2023

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The trustees, who are also the directors for the purposes of company law, present their report and the unaudited financial statements of the charity for the year ended 31 March 2023.

#### 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>	Jack O'Sullivan Yusuf Chadun William MacDonald Shaddai Tembo
<b>Company secretary</b>	Katherine Jones
<b>Independent examiner</b>	Paul Cridland FCA

#### 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 2023**

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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 2023**

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#### **Achievements and performance**

##### **Royal College of Midwives (RCM): Supporting midwives to engage effectively with fathers**

During the summer of 2022 we ran a small number of consultation events about engaging with a range of different cohorts of fathers in the perinatal period, as part of our collaboration with the RCM. This built towards the publication of a new toolkit for maternity professionals published in spring 2023.

We also produced a range of content for the toolkit, including evidence summaries, a father-inclusive perinatal pathway, practical tips for father-inclusive practice and a series of ten podcasts, featuring interviews with key voices on fathers' impact and experiences in the perinatal period.

##### **University of London (UCL) : Early Life Birth Cohort Study**

We continued 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.

We supported preparation for the launch of findings in summer 2023.

##### **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. Funding from the Nuffield Foundation this period has enabled us to advance the sixth of our research reviews to be published in autumn 2023. This research review, 'The kids are alright' covers UK fatherhood during the period of adolescence (ages 10 – 25).

#### **Training and consultancy:**

We trained over 1000 health professionals, social workers and family services practitioners in father-inclusive practice in 22-23. These training and consultancy contracts were commissioned by English local authorities with funding from Department of Work and Pensions, Reducing Parental Conflict fund and the Department for Education's Family Hubs transformation fund.

**The Fatherhood Institute**

**Company Limited by Guarantee**

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

**Year ended 31 March 2023**

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**Achievements and performance *(continued)***

**Newsletters and social media**

We sent out 7 e-newsletters to our database, and grew our social media following to just over 10,300 X/Twitter, 3,500 on Facebook and established a presence on (Instagram), 1081 followers. Our research reviews and opinion pieces were published in a number of national newspapers, five of these in December alone. We commenced the design and build of a new website to be published in autumn 2023.

## The Fatherhood Institute

### Company Limited by Guarantee

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

#### Year ended 31 March 2023

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##### Financial review

The gross incoming resources for the year amounted to £410,183 of which £234,764 had to be used on restricted projects. General reserves decreased from £106,774 to £80,895.

##### Reserves policy

The unrestricted reserves at the Balance Sheet date amounted to £80,895.

The reserves policy is to hold in unrestricted funds enough money to cover close down costs, should that eventuality arise. At 31 March 2023 that cost was estimated to be £20,000. The trustees plan to review the reserves policy in the next financial year (23- 24).

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 is the fiscal uncertainty generated by the possibility of an impending general election in the next six to nine months. Beyond 2024-2025 this may have an impact on training budgets held by local authorities, limiting their ability to commission CPD for their workforce. We will work to ensure that our income sources are more evenly spread between commissioned work and grants. We'll review our reserves strategy to ensure the impact of this uncertainty, is partially mitigated and our financial cushion bolstered.

We have plans to secure new income beyond the end of current funding streams in 2023 - 24 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.

## The Fatherhood Institute

### Company Limited by Guarantee

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

### Year ended 31 March 2023

---

#### Plans for future periods

**Foundations**, we will complete the final phase of our two year ISAFE RCT including delivering the ISAFE training package to a second cohort of social workers in three local authorities, Croydon, Surrey and Durham.

**Mercers Company**: In September 2023 we will commence a four year evaluated roll out of our FRED programme to the first of four cohorts of six early year's settings in Lambeth.

**Nuffield Foundation**: We will conclude and publish our sixth research review 'The kids are alright' in the autumn of 2023.

**Training and Consultancy**: We will continue with a busy programme of training activities across England and Wales focused on father-inclusive practice as well as rolling out parenting programmes, Family Foundations and Becoming Dad.

#### 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 28 November 2023 and signed on behalf of the board of trustees by:

  
Kathy Jones (Nov 23, 2023 12:16 GMT)

Katherine Jones  
Charity Secretary

# The Fatherhood Institute

## Company Limited by Guarantee

### Independent Examiner's Report to the Trustees of The Fatherhood Institute (continued)

#### Year ended 31 March 2023

---

I report to the trustees on my examination of the financial statements of The Fatherhood Institute ('the charity') for the year ended 31 March 2023.

#### Responsibilities and basis of report

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

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

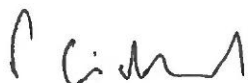
#### Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales (ICAEW), which is one of the listed bodies.

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

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

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



Paul Cridland FCA  
Independent Examiner

61 Macrae Road  
Ham Green  
Bristol  
BS20 0DD

30 November 2023

## The Fatherhood Institute

Company Limited by Guarantee

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

Year ended 31 March 2023

		Unrestricted funds	2023 Restricted funds	Total funds	2022 Total funds
	Note	£	£	£	£
<b>Income and endowments</b>					
Donations and legacies	5	62	23,224	<b>23,286</b>	102,202
Charitable activities	6	174,889	211,540	<b>386,429</b>	98,590
Investment income	7	468	–	<b>468</b>	11
<b>Total income</b>		<u>175,419</u>	<u>234,764</u>	<u><b>410,183</b></u>	<u>200,803</u>
<b>Expenditure</b>					
Expenditure on charitable activities	8,9	201,298	67,984	<b>269,282</b>	188,311
<b>Total expenditure</b>		<u>201,298</u>	<u>67,984</u>	<u><b>269,282</b></u>	<u>188,311</u>
<b>Net income and net movement in funds</b>		<u>(25,879)</u>	<u>166,780</u>	<u><b>140,901</b></u>	<u>12,492</u>
<b>Reconciliation of funds</b>					
Total funds brought forward		106,774	6,585	<b>113,359</b>	100,867
<b>Total funds carried forward</b>		<u>80,895</u>	<u>173,365</u>	<u><b>254,260</b></u>	<u>113,359</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 2023**

	Note	2023 £	2022 £
<b>Current assets</b>			
Debtors	16	74,212	68,774
Cash at bank and in hand		208,745	83,797
		<u>282,957</u>	<u>152,571</u>
<b>Creditors: amounts falling due within one year</b>	17	<u>28,697</u>	<u>39,212</u>
<b>Net current assets</b>		<u>254,260</u>	<u>113,359</u>
<b>Total assets less current liabilities</b>		<u>254,260</u>	<u>113,359</u>
<b>Net assets</b>		<u>254,260</u>	<u>113,359</u>
<b>Funds of the charity</b>			
Restricted funds		173,365	6,585
Unrestricted funds		<u>80,895</u>	<u>106,774</u>
<b>Total charity funds</b>	20	<u>254,260</u>	<u>113,359</u>

For the year ending 31 March 2023 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476;
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements.

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 28 November 2023, and are signed on behalf of the board by:

  
 Jack O'Sullivan (Dec 15, 2023 14:29 GMT)

Jack O'Sullivan  
 Trustee

The notes on pages 10 to 19 form part of these financial statements.

**The Fatherhood Institute**  
**Company Limited by Guarantee**  
**Notes to the Financial Statements**  
**Year ended 31 March 2023**

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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.

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.

# The Fatherhood Institute

## Company Limited by Guarantee

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

#### Year ended 31 March 2023

---

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

##### 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 |
|-----------|---|--------------|

# The Fatherhood Institute

## Company Limited by Guarantee

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

#### Year ended 31 March 2023

---

#### 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.

##### 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 2023, the number of trustees was 4 (2022 - 4).

#### 5. Donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
<b>Donations</b>			
Donations	62	–	62
<b>Grants</b>			
Nuffield Foundation	–	23,224	23,224
Women In Sport	–	–	–
Dulverton Trust	–	–	–
Garfield Weston	–	–	–
Other grants	–	–	–
	<u>62</u>	<u>23,224</u>	<u>23,286</u>

# The Fatherhood Institute

## Company Limited by Guarantee

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

Year ended 31 March 2023

#### 5. Donations and legacies *(continued)*

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
<b>Donations</b>			
Donations	89	–	89
<b>Grants</b>			
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
	<u>43,089</u>	<u>59,113</u>	<u>102,202</u>

#### 6. Charitable activities

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Consultancy	155,970	–	155,970
Publications	5,200	–	5,200
Kids Planet	10,650	–	10,650
What works for Children's Social Care	–	211,540	211,540
FRED (Fathers Reading Every Day)	3,069	–	3,069
	<u>174,889</u>	<u>211,540</u>	<u>386,429</u>

	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
What works for Children's Social Care	–	–	–
FRED (Fathers Reading Every Day)	–	–	–
	<u>75,197</u>	<u>23,393</u>	<u>98,590</u>

#### 7. Investment income

	Unrestricted Funds £	Total Funds 2023 £	Unrestricted Funds £	Total Funds 2022 £
Bank interest receivable	468	468	11	11

# The Fatherhood Institute

## Company Limited by Guarantee

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

#### Year ended 31 March 2023

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

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Wages and salaries	142,587	35,172	177,759
Employer's NIC	12,170	2,995	15,165
Employer's pension	2,388	602	2,990
Accountancy fees	10,516	–	10,516
Consultancy fees	13,343	12,418	25,761
Project expenses	11,689	15,288	26,977
Administration costs	5,755	1,509	7,264
Support costs	2,850	–	2,850
	<u>201,298</u>	<u>67,984</u>	<u>269,282</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Wages and salaries	71,186	67,884	139,070
Employer's NIC	6,302	4,025	10,327
Employer's pension	1,750	–	1,750
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
	<u>112,390</u>	<u>75,921</u>	<u>188,311</u>

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

	Activities undertaken directly	Support costs	Total funds 2023 £	Total fund 2022 £
Wages and salaries	177,759	–	177,759	139,070
Employer's NIC	15,165	–	15,165	10,327
Employer's pension	2,990	–	2,990	1,750
Accountancy fees	10,516	–	10,516	6,137
Consultancy fees	25,761	–	25,761	–
Project expenses	26,977	–	26,977	22,856
Administration costs	7,264	–	7,264	3,821
Governance costs	–	2,850	2,850	4,350
	<u>266,432</u>	<u>2,850</u>	<u>269,282</u>	<u>188,311</u>

# The Fatherhood Institute

## Company Limited by Guarantee

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

Year ended 31 March 2023

#### 10. Analysis of support costs

	2023	2022
	£	£
Audit fees	–	4,350
Independent examination fees	<u>2,850</u>	–
	<u>2,850</u>	<u>4,350</u>

#### 11. Auditors remuneration

	2023	2022
	£	£
Fees payable for the audit of the financial statements	–	<u>4,350</u>

#### 12. Independent examination fees

	2023	2022
	£	£
Fees payable to the independent examiner for: Independent examination of the financial statements	<u>2,850</u>	–

#### 13. Staff costs

The average head count of employees during the year was 4 (2022: 4).

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

	2023	2022
	£	£
Wages and salaries	177,759	139,070
Social security costs	15,165	10,327
Employer contributions to pension plans	<u>2,990</u>	<u>1,750</u>
	<u>195,914</u>	<u>151,147</u>

No employee received employee benefits of more than £60,000 during the year (2022: 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 £77,233 (2022: £73,740).

#### 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.

# The Fatherhood Institute

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

## 15. Tangible fixed assets

	Equipment £	Total £
<b>Cost</b>		
At 1 April 2022 and 31 March 2023	<u>1,191</u>	<u>1,191</u>
<b>Depreciation</b>		
At 1 April 2022 and 31 March 2023	<u>1,191</u>	<u>1,191</u>
<b>Carrying amount</b>		
At 31 March 2023	<u>–</u>	<u>–</u>
At 31 March 2022	<u>–</u>	<u>–</u>

## 16. Debtors

	2023 £	2022 £
Trade debtors	<u>74,212</u>	51,383
Prepayments and accrued income	–	<u>17,391</u>
	<u>74,212</u>	<u>68,774</u>

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

	2023 £	2022 £
Trade creditors	1,311	1,825
Accruals and deferred income	10,050	27,019
Social security and other taxes	16,811	10,368
Other creditors	525	–
	<u>28,697</u>	<u>39,212</u>

## 18. Deferred income

	2023 £	2022 £
Amount deferred in year	<u>7,200</u>	<u>–</u>

## 19. 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 £2,990 (2022: £1,750).

# The Fatherhood Institute

## Company Limited by Guarantee

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

#### Year ended 31 March 2023

#### 20. Analysis of charitable funds

##### Unrestricted funds

	At 1 April 2022	Income £	Expenditure £	At 31 March 2023 £
Unrestricted Funds	<u>106,774</u>	<u>175,419</u>	<u>(201,298)</u>	<u>80,895</u>

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

##### Restricted funds

	At 1 April 2022	Income £	Expenditure £	At 31 March 2023 £
Nuffield Foundation	–	23,224	(23,224)	–
Women In Sport	–	–	–	–
UCL	6,585	–	(3,375)	3,210
University of Lancaster - ESRC/MITEY	–	–	–	–
WWSCS	–	211,540	(41,385)	170,155
	<u>6,585</u>	<u>234,764</u>	<u>(67,984)</u>	<u>173,365</u>

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

# The Fatherhood Institute

## Company Limited by Guarantee

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

#### Year ended 31 March 2023

#### 20. Analysis of charitable funds *(continued)*

##### **Nuffield Foundation:**

Funding enabled us to progress our research review into fatherhood and adolescents 'The kids are alright'

##### **UCL:**

This grant funded us to continue 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.

##### **WWCSC**

For improving safeguarding through an RCT of audited father engagement (i-SAFE) delivery.

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

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Current assets	109,592	173,365	282,957
Creditors less than 1 year	(28,697)	–	(28,697)
<b>Net assets</b>	<u>80,895</u>	<u>173,365</u>	<u>254,260</u>

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

#### 22. Financial instruments

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

	2023 £	2022 £
<b>Financial assets that are debt instruments measured at amortised cost</b>		
Trade debtors	74,212	51,383
Accrued income	–	17,391
	<u>74,212</u>	<u>68,774</u>

**The Fatherhood Institute****Company Limited by Guarantee****Notes to the Financial Statements** *(continued)***Year ended 31 March 2023**

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**22. Financial instruments** *(continued)*

	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
<b>Financial liabilities measured at amortised cost</b>		
Trade creditors	<b>19,558</b>	29,763
VAT and other taxes	<b>9,139</b>	9,449
	<b><u>28,697</u></b>	<b><u>39,212</u></b>

**THE FATHERHOOD INSTITUTE**

England & Wales - Charity number 1075104

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# Accounts

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**COMPANY REGISTRATION NUMBER: 03709549**  
**CHARITY REGISTRATION NUMBER: 1075104**

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

**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 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

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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 2022.

#### 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>	William Mcdonald Yusuf Chadun Jack O'Sullivan Shaddia Tembo	(Appointed 30 September 2021)
<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	

#### 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 2022**

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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 2022

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#### **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?)

# The Fatherhood Institute

## Company Limited by Guarantee

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

#### Year ended 31 March 2022

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#### Achievements and performance *(continued)*

##### 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).

# The Fatherhood Institute

## Company Limited by Guarantee

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

#### Year ended 31 March 2022

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##### 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 increased 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.

# The Fatherhood Institute

## Company Limited by Guarantee

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

#### Year ended 31 March 2022

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##### 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.

# The Fatherhood Institute

## Company Limited by Guarantee

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

#### Year ended 31 March 2022

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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 Fatherhood Institute**

## **Company Limited by Guarantee**

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

#### **Year ended 31 March 2022**

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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**

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#### **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.

# The Fatherhood Institute

## Company Limited by Guarantee

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

#### Year ended 31 March 2022

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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 2022**

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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.

# The Fatherhood Institute

## Company Limited by Guarantee

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

#### Year ended 31 March 2022

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#### **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.

# The Fatherhood Institute

## Company Limited by Guarantee

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

#### Year ended 31 March 2022

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- 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](http://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.

# The Fatherhood Institute

## Company Limited by Guarantee

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

#### Year ended 31 March 2022

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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.

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

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

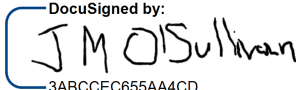
The statement of financial activities includes all gains and losses recognised in the year.  
All income and expenditure derive from continuing activities.

**The Fatherhood Institute**  
**Company Limited by Guarantee**  
**Statement of Financial Position**  
**31 March 2022**

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

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:

DocuSigned by:  
  
 3ABCCEC655AA4CD...  
 Jack O'Sullivan  
 Trustee

# The Fatherhood Institute

## Company Limited by Guarantee

### Notes to the Financial Statements

#### Year ended 31 March 2022

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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 OLA.

#### 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.

# The Fatherhood Institute

## Company Limited by Guarantee

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

#### Year ended 31 March 2022

---

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

##### 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 |
|-----------|---|--------------|

# The Fatherhood Institute

## Company Limited by Guarantee

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

#### Year ended 31 March 2022

#### 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.

##### 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 £
<b>Donations</b>			
Donations	89	–	89
<b>Grants</b>			
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	–	–	–
	<u>43,089</u>	<u>59,113</u>	<u>102,202</u>

# The Fatherhood Institute

## Company Limited by Guarantee

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

#### Year ended 31 March 2022

#### 5. Donations and legacies *(continued)*

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
<b>Donations</b>			
Donations	94	–	94
<b>Grants</b>			
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
	<u>12,401</u>	<u>109,167</u>	<u>121,568</u>

#### 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
	<u>75,197</u>	<u>23,393</u>	<u>98,590</u>
	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Consultancy	55,040	45,005	100,045
Publications	1,090	–	1,090
Kids Planet	–	–	–
	<u>56,130</u>	<u>45,005</u>	<u>101,135</u>

#### 7. Investment income

	Unrestricted Funds £	Total Funds 2022 £	Unrestricted Funds £	Total Funds 2021 £
Bank interest receivable	11	11	29	29
	<u>11</u>	<u>11</u>	<u>29</u>	<u>29</u>

# The Fatherhood Institute

## Company Limited by Guarantee

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

#### Year ended 31 March 2022

#### 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
	<u>112,390</u>	<u>75,921</u>	<u>188,311</u>

	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
	<u>82,994</u>	<u>154,172</u>	<u>237,166</u>

#### 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
	<u>183,961</u>	<u>4,350</u>	<u>188,311</u>	<u>237,166</u>

#### 10. Analysis of support costs

	2022 £	2021 £
Audit fees	<u>4,350</u>	<u>4,500</u>

# The Fatherhood Institute

## Company Limited by Guarantee

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

#### Year ended 31 March 2022

#### 11. Auditors remuneration

	2022 £	2021 £
Fees payable for the audit of the financial statements	<u>4,350</u>	<u>4,500</u>

#### 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	–
	<u>151,147</u>	<u>64,334</u>

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 £
<b>Cost</b>		
<b>At 1 April 2021 and 31 March 2022</b>	<u>1,191</u>	<u>1,191</u>
<b>Depreciation</b>		
<b>At 1 April 2021 and 31 March 2022</b>	<u>1,191</u>	<u>1,191</u>
<b>Carrying amount</b>		
<b>At 31 March 2022</b>	<u>–</u>	<u>–</u>
At 31 March 2021	<u>–</u>	<u>–</u>

# The Fatherhood Institute

## Company Limited by Guarantee

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

#### Year ended 31 March 2022

#### 15. Debtors

	2022 £	2021 £
Trade debtors	51,383	69,469
Prepayments and accrued income	17,391	–
Other debtors	–	714
	<u>68,774</u>	<u>70,183</u>

#### 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
	<u>39,212</u>	<u>9,460</u>

#### 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
	<u>–</u>	<u>12,307</u>

#### 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
	<u>100,867</u>	<u>118,297</u>	<u>(112,390)</u>	<u>106,774</u>
	At 1 April 2020 £	Income £	Expenditure £	At 31 March 2021 £
Unrestricted Funds	115,301	68,560	(82,994)	100,867
	<u>115,301</u>	<u>68,560</u>	<u>(82,994)</u>	<u>100,867</u>

# The Fatherhood Institute

## Company Limited by Guarantee

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

#### Year ended 31 March 2022

#### 19. Analysis of charitable funds *(continued)*

##### 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)	<b>6,585</b>
University of Lancaster - ESRC/MITEY	–	3,150	(3,150)	–
	–	<u>82,506</u>	<u>(75,921)</u>	<u><b>6,585</b></u>

	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)	–
	–	<u>154,172</u>	<u>(154,172)</u>	–

##### **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.

# The Fatherhood Institute

## Company Limited by Guarantee

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

#### Year ended 31 March 2022

#### 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)
<b>Net assets</b>	<u>106,774</u>	<u>6,585</u>	<u>113,359</u>
	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Current assets	110,327	–	110,327
Creditors less than 1 year	(9,460)	–	(9,460)
<b>Net assets</b>	<u>100,867</u>	<u>–</u>	<u>100,867</u>

#### 21. Financial instruments

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

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

**THE FATHERHOOD INSTITUTE**

England & Wales - Charity number 1075104

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# Accounts

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**03709549**

**1075104**

**COMPANY REGISTRATION NUMBER:**

**CHARITY REGISTRATION NUMBER:**

**The Fatherhood Institute  
Company Limited by Guarantee  
Financial Statements  
31 March 2021**

**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 2021**

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# The Fatherhood Institute

## Company Limited by Guarantee

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

#### Year ended 31 March 2021

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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 2021.

#### 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>	Jack O'Sullivan William Mcdonald Yusuf Chadun
<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 CEO</b>	Adrienne Burgess & Katherine Jones

# **The Fatherhood Institute**

## **Company Limited by Guarantee**

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

**Year ended 31 March 2021**

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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.

# **The Fatherhood Institute**

## **Company Limited by Guarantee**

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

**Year ended 31 March 2021**

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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 2021

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#### **Achievements and performance**

The activities in this financial year were:

##### **Department for Education:**

With a one off grant from the Department for Education we undertook a rapid review of research into the non-accidental injury of infants under the age of one by fathers/father-figure.

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

In partnership with Lancaster University, we continued work on a three-year study of ways to improve male recruitment, support and retention: Latest figures suggest that only 3% of the early year's 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 second phase of an original, rigorously evaluated, physical activity and gender empowerment programme for primary school aged girls and their dads. The programme, developed in Australia, is being delivered in partnership with Women in Sport and the English Football League. We trained six coaches from community clubs including Fulham, West Bromwich Albion, Middlesbrough, and Leighton Orient. During the pandemic delivery to dads and daughters (aged 5 - 11) was moved from face-to-face to virtual delivery.

##### **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)**

Our [Contemporary Fathers in the UK](#) project (Nuffield Foundation, 2017-23) is the most comprehensive review ever undertaken in Britain, of decades of research into the roles of fathers in families. we published *Lockdown Fathers - the untold story: Fatherhood during the first Covid-19 lockdown* (2021). **Nuffield Foundation: Daddy's Home** In September 2020 we reported on our recent survey of the Covid-19 parenting experiences of 2,000 UK fathers recruited via Populus.

# **The Fatherhood Institute**

## **Company Limited by Guarantee**

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

**Year ended 31 March 2021**

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

We developed and wrote a father's pathway within a re-designed version of an existing App "Baby Buddy" which was originally developed for mothers. The app is the first daily information resource for expectant and new fathers which covers the perinatal period from pregnancy to six months after the birth.

#### **Training and Consultancy**

Father-Inclusive Practice Training:

We delivered an extensive package of training events for systems leaders and early years, health care professionals and social workers in the Vale of Glamorgan.

# The Fatherhood Institute

## Company Limited by Guarantee

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

#### Year ended 31 March 2021

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##### Corporate consultancy:

We continued to deliver via our partnership with the Working Parent Company a small number of webinars for 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 9,700 (Twitter) and 3,366 (Facebook).

#### Financial review

The gross incoming resources for the year amounted to £222,732 of which £154,172 had to be used on restricted projects. General reserves decreased from £115,301 to £100,867.

#### Reserves policy

The unrestricted reserves at the Balance Sheet date amounted to £100,867.

The reserves policy is to hold in unrestricted funds enough money to cover close down costs, should that eventuality arise. At 31 March 2021 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. Our ability to rapidly pivot our work will create a further body of new research which we can build on to lever future research partnerships. For the longer term we have now digitised our training programme, accessible to public sector practitioners. We have plans to secure new income beyond the end of current funding streams in 2021 - 2023 with a tighter focus on two new strategic goals; 1. the transition to fatherhood and 2. fathers and education. We will develop partnerships with peer organisations such as RCM. 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 2021**

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## The Fatherhood Institute

### Company Limited by Guarantee

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

Year ended 31 March 2021

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#### Plans for future periods

**Nuffield Foundation:** We will begin work on the next phase of research; our new reviews of fatherhood in the postnatal period and fathers of adolescents to be published in 2022 and 2023.

**PIECE** Paternal Involvement and Its Effects on Children's Education: We will commence work as co-investigators on [PIECE](#), a study with Leeds University (ESRC, 2021-23), exploring the relationship between fathers' involvement and their children's attainment at primary school (up to the transition to secondary school).

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

We will complete the final year of a three-year pilot of DADs with low-income families in six areas of the UK with Women in Sport and the EFL. We will publish the evaluation findings from quantitative surveys and qualitative interviews with participants in spring 2022.

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

We will complete the final phase of our three-year ERSC 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 sector to help recruit, support and retain men.

#### **Early Life Cohort Feasibility Study:**

We will contribute to the feasibility study for a proposed new Early Life Cohort Study, ensuring fathers are engaged from the start. This will include overseeing qualitative research with Ipsos Mori on engaging Own Household Fathers in cohort studies and contributing to their 'branding' consultation

#### **Training and Consultancy**

We will develop new training for practitioners and improved programmes for fathers and families and publish these in a brochure to promote our work to local authorities, health providers and families. We'll 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.

# **The Fatherhood Institute**

## **Company Limited by Guarantee**

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

**Year ended 31 March 2021**

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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.

## **The Fatherhood Institute**

### **Company Limited by Guarantee**

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

#### **Year ended 31 March 2021**

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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 6 December 2021 and signed on behalf of the board of trustees by:

# The Fatherhood Institute

Company Limited by Guarantee

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

Year ended 31 March 2021

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Katherine Jones  
Charity Secretary

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# **The Fatherhood Institute**

## **Company Limited by Guarantee**

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

**Year ended 31 March 2021**

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#### **Opinion**

We have audited the financial statements of The Fatherhood Institute (the 'charity') for the year ended 31 March 2021 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 2021 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,

# **The Fatherhood Institute**

## **Company Limited by Guarantee**

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

#### **Year ended 31 March 2021**

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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.

# **The Fatherhood Institute**

## **Company Limited by Guarantee**

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

**Year ended 31 March 2021**

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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 Fatherhood Institute

## Company Limited by Guarantee

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

**Year ended 31 March 2021**

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- 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 2021**

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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.

# **The Fatherhood Institute**

## **Company Limited by Guarantee**

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

**Year ended 31 March 2021**

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#### **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

# The Fatherhood Institute

## Company Limited by Guarantee

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

#### Year ended 31 March 2021

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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.

# The Fatherhood Institute

## Company Limited by Guarantee

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

#### Year ended 31 March 2021

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- 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](http://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

# The Fatherhood Institute

## Company Limited by Guarantee

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

#### Year ended 31 March 2021

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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 2021**

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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.

61 Macrae Road  
Ham Green  
Bristol  
BS20 0DD

Elliott Bunker Limited  
Chartered accountants & statutory  
auditor

6 December 2021

# The Fatherhood Institute

## Company Limited by Guarantee

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

Year ended 31 March 2021

		2021		2020	
	Note	Unrestricted funds £	Restricted funds £	Total funds £	Total funds £
<b>Income and endowments</b>					
Donations and legacies	5	12,401	109,167	<b>121,568</b>	137,096
Other trading activities	6	56,130	45,005	<b>101,135</b>	72,756
Investment income	7	29	-	<b>29</b>	75
<b>Total income</b>		68,560	154,172	<b>222,732</b>	209,927
<b>Expenditure</b>					
Expenditure on charitable activities	8,9	82,994	154,172	<b>237,166</b>	196,125
<b>Total expenditure</b>		82,994	154,172	<b>237,166</b>	196,125
<b>Net (expenditure)/income and net movement in funds</b>		(14,434)	-	<b>(14,434)</b>	13,802
<b>Reconciliation of funds</b>					
Total funds brought forward		115,301	-	<b>115,301</b>	101,499
<b>Total funds carried forward</b>		100,867	-	<b>100,867</b>	115,301

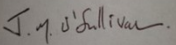
The notes on page 26 Error: Reference source not found 26 Error: Reference source not found 26 form part of these financial statements.





**The Fatherhood Institute**  
**Company Limited by Guarantee**  
**Statement of Financial Position**  
**31 March 2021**

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Jack O'Sullivan  
Trustee

**The Fatherhood Institute**  
**Company Limited by Guarantee**  
**Notes to the Financial Statements**  
**Year ended 31 March 2021**

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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 OLA.

**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 2022 and projections to March 2023. 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

**The Fatherhood Institute**  
**Company Limited by Guarantee**  
**Notes to the Financial Statements**  
**Year ended 31 March 2021**

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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 2021

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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.

# The Fatherhood Institute

## Company Limited by Guarantee

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

#### Year ended 31 March 2021

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

##### **Depreciation**

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

Equipment - Over 3 years

##### **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 2021

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

##### Government grants

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.

##### 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 2021, the number of trustees was 3 (2020 - 3).

#### 5. Donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
<b>Donations</b>			
Donations	94	-	<b>94</b>
<b>Grants</b>			
Department for Education	-	-	-
Big Lottery	-	-	-
Nuffield Foundation	-	72,225	<b>72,225</b>
Women In Sport	-	36,942	<b>36,942</b>

# The Fatherhood Institute

## Company Limited by Guarantee

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

#### Year ended 31 March 2021

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

Government grant income - furlough scheme

12,307	-	<b>12,307</b>
-----	-----	-----
12,401	109,167	<b>121,568</b>
=====	=====	=====
=====	=====	=====
=====	=====	=====
=====	=====	=====

Unrestricted Funds	Restricted Funds	Total Funds
£	£	2020
£	£	£

#### Donations

Donations	3,754	-	3,754
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# The Fatherhood Institute

## Company Limited by Guarantee

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

#### Year ended 31 March 2021

#### 5. Donations and legacies *(continued)*

	Unrestricted Funds £	Restricted Funds £	Total Funds 2020 £
<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
Government grant income - furlough scheme	-	-	-
	3,754	133,342	137,096
	=====	=====	=====
	=====	=====	=====
	=====	=====	=====
	=====	=====	=====

#### 6. Other trading activities

	Unrestricted Funds £	Restricted Funds £	<b>Total Funds 2021 £</b>
Consultancy	55,040	45,005	<b>100,045</b>
Publications	1,090	-	<b>1,090</b>
	56,130	45,005	<b>101,135</b>
	=====	=====	=====
	=====	=====	=====
	=====	=====	=====
	=====	=====	=====

	Unrestricted Funds £	Restricted Funds £	Total Funds 2020 £
Consultancy	57,038	14,526	71,564
Publications	-	1,192	1,192
	57,038	15,718	72,756
	=====	=====	=====

# The Fatherhood Institute

## Company Limited by Guarantee

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

#### Year ended 31 March 2021

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##### 5. Donations and legacies *(continued)*

Unrestricted Funds £	Restricted Funds £	Total Funds 2020 £
57,038	15,718	72,756
=====	=====	=====
=====	=====	=====
=====	=====	=====
=====	=====	=====

##### 7. Investment income

	Unrestricted Funds £	<b>Total Funds 2021 £</b>	Unrestricted Funds £	Total Funds 2020 £
Bank interest receivable	29	<b>29</b>	75	75
	=====	=====	=====	=====
	=====	=====	=====	=====



# The Fatherhood Institute

## Company Limited by Guarantee

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

Year ended 31 March 2021

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

	Activities undertake n directly £	Support costs £	<b>Total funds 2021 £</b>	Total fund 2020 £
Wages and salaries	62,000	-	<b>62,000</b>	63,319
Employer's NIC	2,334	-	<b>2,334</b>	3,357
Rent and rates	50	-	<b>50</b>	447
Motor and travel costs	-	-	-	654
Accountancy fees	6,832	-	<b>6,832</b>	7,695
Consultancy fees	99,652	-	<b>99,652</b>	71,389
Project expenses	54,584	-	<b>54,584</b>	29,433
Administration costs	7,215	-	<b>7,215</b>	13,431
Governance costs	-	4,499	<b>4,499</b>	6,400
	<u>232,667</u>	<u>4,499</u>	<u><b>237,166</b></u>	<u>196,125</u>
	=====	=====	=====	=====
	=====	=====	=====	=====
	=====	=====	=====	=====
	=====	=====	=====	=====
	=====	=====	=====	=====

# The Fatherhood Institute

## Company Limited by Guarantee

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

Year ended 31 March 2021

#### 10. Analysis of support costs

	<b>2021</b>	2020
	<b>£</b>	£
Audit fees	<b>4,499</b>	3,900
Legal and professional fees	-	2,500
	<hr/>	<hr/>
	<b>4,499</b>	6,400
	=====	=====
	=====	=====
	=====	=====
	==	==

#### 11. Auditors remuneration

	<b>2021</b>	2020
	<b>£</b>	£
Fees payable for the audit of the financial statements	<b>4,500</b>	3,900
	=====	=====
	=====	=====
	=====	=====
	==	==

#### 12. Staff costs

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

	<b>2021</b>	2020
	<b>£</b>	£
Wages and salaries	<b>62,000</b>	63,319
Social security costs	<b>2,334</b>	3,357
	<hr/>	<hr/>
	<b>64,334</b>	66,676
	=====	=====
	=====	=====
	=====	=====
	=====	=====

The average head count of employees during the year was 2 (2020: 2). The average number of full-time equivalent employees during the year is analysed as follows:

<b>2021</b>	2020
-------------	------

# The Fatherhood Institute

## Company Limited by Guarantee

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

#### Year ended 31 March 2021

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	No.	No.
Number of general staff	2	2
	=====	=====
	=====	=====

No employee received employee benefits of more than £60,000 during the year (2020: 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 £72,596 (2020: £74,111).

#### 13. Trustee remuneration and expenses

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

No trustee expenses have been incurred.

# The Fatherhood Institute

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

## 14. Tangible fixed assets

	Equipment £	Total £
<b>Cost</b>		
<b>At 1 April 2020 and 31 March 2021</b>	1,191	<b>1,191</b>
	=====	=====
	=====	=====
	=====	=====
	==	==
<b>Depreciation</b>		
<b>At 1 April 2020 and 31 March 2021</b>	1,191	<b>1,191</b>
	=====	=====
	=====	=====
	=====	=====
	==	==
<b>Carrying amount</b>		
<b>At 31 March 2021</b>	-	-
	=====	=====
	=====	=====
	=====	=====
	==	==
At 31 March 2020	-	-
	=====	=====
	=====	=====
	=====	=====
	==	==

## 15. Debtors

	2021 £	2020 £
Trade debtors	<b>69,469</b>	106,905
Other debtors	<b>714</b>	-
	-----	-----
	<b>70,183</b>	106,905
	=====	=====
	=====	=====
	=====	=====
	=====	=====

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

# The Fatherhood Institute

## Company Limited by Guarantee

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

#### Year ended 31 March 2021

	<b>2021</b>	2020
	<b>£</b>	£
Trade creditors	<b>3,402</b>	1,051
Accruals and deferred income	<b>5,456</b>	5,616
Social security and other taxes	<b>602</b>	17,498
	—	—
	<b>9,460</b>	24,165
	=====	=====
	=====	=====
	=====	=====
	==	=====

#### 17. Government grants

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

	<b>2021</b>	2020
	<b>£</b>	£
Recognised in income from donations and legacies:		
Government grants income	<b>12,307</b>	-
	=====	=====
	=====	=====
	=====	=====
	=====	=====

# The Fatherhood Institute

## Company Limited by Guarantee

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

#### Year ended 31 March 2021

#### 18. Analysis of charitable funds

##### Unrestricted funds

	At 1 April 2020	Income £	Expenditure £	Transfers £	At 31 March 2021 £
Unrestricted Funds	115,301	68,560	(82,994)	-	<b>100,867</b>
	=====	=====	=====	=====	=====
	=====	=====	=====	=====	=====
	=====	=====	=====	=====	=====
	=====	=====	=====	=====	=====

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

##### Restricted funds

	At 1 April 2020	Income £	Expenditure £	Transfers £	At 31 March 2021 £
Nuffield Foundation	-	72,225	(72,225)	-	-
Department for Education	-	44,405	(44,405)	-	-
Southend- A Better Start	-	-	-	-	-
Women In Sport	-	36,942	(36,942)	-	-
Fatherhood Network Scotland	-	-	-	-	-
University of Lancaster - ESRC/MITEY	-	600	(600)	-	-
	-----	-----	-----	-----	-----
	-	154,172	(154,172)	-	-
	=====	=====	=====	=====	=====

**The Fatherhood Institute**  
**Company Limited by Guarantee**

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

**Year ended 31 March 2021**

	At 1 April 2019 £	Income £	Expenditure £	Transfers £	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)	-	-
Fathers Network Scotland	-	3,696	(5,700)	2,004	-
University of Lancaster - ESRC/MITEY	-	12,022	(12,022)	-	-
	5,000	149,060	(156,064)	2,004	-



# The Fatherhood Institute

## Company Limited by Guarantee

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

Year ended 31 March 2021

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#### Financial liabilities measured at amortised cost

Trade creditors	<b>3,402</b>	1,050
VAT and other taxes	<b>(714)</b>	14,695
	<b>—</b>	<b>—</b>
	<b>2,688</b>	15,745