

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

| | Page |
|--|-------------|
| Trustees' annual report (incorporating the director's report) | 1 |
| Independent examiner's report to the trustees | 7 |
| Statement of financial activities (including income and expenditure account) | 8 |
| Statement of financial position | 9 |
| Notes to the financial statements | 10 |

The Fatherhood Institute

Company Limited by Guarantee

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

Year ended 31 March 2023

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

Registered charity name The Fatherhood Institute

Charity registration number 1075104

Company registration number 03709549

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

The trustees Jack O'Sullivan
Yusuf Chadun
William MacDonald
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 2023

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

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

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

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.

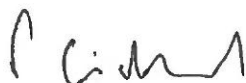
Independent examiner's statement

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 | £ | £ | £ | £ |
| Income and endowments | | | | | |
| Donations and legacies | 5 | 62 | 23,224 | 23,286 | 102,202 |
| Charitable activities | 6 | 174,889 | 211,540 | 386,429 | 98,590 |
| Investment income | 7 | 468 | — | 468 | 11 |
| Total income | | <u>175,419</u> | <u>234,764</u> | <u>410,183</u> | <u>200,803</u> |
| Expenditure | | | | | |
| Expenditure on charitable activities | 8,9 | 201,298 | 67,984 | 269,282 | 188,311 |
| Total expenditure | | <u>201,298</u> | <u>67,984</u> | <u>269,282</u> | <u>188,311</u> |
| Net income and net movement in funds | | <u>(25,879)</u> | <u>166,780</u> | <u>140,901</u> | <u>12,492</u> |
| Reconciliation of funds | | | | | |
| Total funds brought forward | | 106,774 | 6,585 | 113,359 | 100,867 |
| Total funds carried forward | | <u>80,895</u> | <u>173,365</u> | <u>254,260</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 notes on pages 10 to 19 form part of these financial statements.

The Fatherhood Institute
Company Limited by Guarantee
Statement of Financial Position
31 March 2023

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

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 £ |
|---------------------|----------------------------|--------------------------|--------------------------|
| Donations | | | |
| Donations | 62 | — | 62 |
| Grants | | | |
| 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 £ |
|---------------------|----------------------------|--------------------------|--------------------------|
| Donations | | | |
| Donations | 89 | — | 89 |
| Grants | | | |
| Nuffield Foundation | — | 42,050 | 42,050 |
| Women In Sport | — | 17,063 | 17,063 |
| Dulverton Trust | 25,000 | — | 25,000 |
| Garfield Weston | 15,000 | — | 15,000 |
| Other grants | 3,000 | — | 3,000 |
| | <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 | 2,850 | – |
| | <u>2,850</u> | <u>4,350</u> |

11. Auditors remuneration

| | 2023 | 2022 |
|--|------|-------|
| | £ | £ |
| Fees payable for the audit of the financial statements | – | 4,350 |

12. Independent examination fees

| | 2023 | 2022 |
|--|-------|------|
| | £ | £ |
| Fees payable to the independent examiner for: Independent examination of the financial statements | 2,850 | – |

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 | 2,990 | 1,750 |
| | <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 £ |
|-----------------------------------|----------------|--------------|
| Cost | | |
| At 1 April 2022 and 31 March 2023 | <u>1,191</u> | <u>1,191</u> |
| Depreciation | | |
| At 1 April 2022 and 31 March 2023 | <u>1,191</u> | <u>1,191</u> |
| Carrying amount | | |
| 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> | <u>51,383</u> |
| Prepayments and accrued income | <u>—</u> | <u>17,391</u> |
| | <u>74,212</u> | <u>68,774</u> |

17. Creditors: amounts falling due within one year

| | 2023 £ | 2022 £ |
|---------------------------------|---------------|---------------|
| Trade creditors | <u>1,311</u> | <u>1,825</u> |
| Accruals and deferred income | <u>10,050</u> | <u>27,019</u> |
| Social security and other taxes | <u>16,811</u> | <u>10,368</u> |
| Other creditors | <u>525</u> | <u>—</u> |
| | <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) |
| Net assets | 80,895 | 173,365 | 254,260 |

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

22. Financial instruments

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

| | 2023 £ | 2022 £ |
|--|---------------|---------------|
| Financial assets that are debt instruments measured at amortised cost | | |
| Trade debtors | 74,212 | 51,383 |
| Accrued income | — | 17,391 |
| | 74,212 | 68,774 |

The Fatherhood Institute

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

22. Financial instruments *(continued)*

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