

ANNUAL REPORT 2021-22

Incorporating
the report
and financial
statements for
the period ended
31 March 2022



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‘Our research does not fill books which lie on shelves gathering dust. Every bit becomes the basis for the development of active preventative work.’

Jack Dominian,
founder, OnePlusOne



Foreword: Making a difference one step at a time

Hello. This year has been particularly special, as we have celebrated our 50th anniversary. It has been wonderful to reconnect with people who were part of the organisation in its early years, and those we have worked with more recently.

Starting at the bottom of this page, you will see a timeline running through this report which showcases our achievements over these five decades. From our early work in understanding the impact of relationship breakdown on adult mental health to our recent digital provision, we have continued to adapt to a changing environment in order to best support the practitioners and parents who use our resources.

This year we have achieved some exciting milestones, most notably the rollout of our license model. As funding for relationship support moved from a national model to a local one, it was essential for us to move quickly to ensure continuity of service. This was a new way of working for OnePlusOne and it came at a critical time for the organisation and the families we support. The team adapted to it and got it up running, ensuring our resources were available to families in over 100 local authority areas across England and Wales. Without the team's quick work and vision this would not have been achieved.

Our aim is to ensure that our early intervention resources are accessible to everybody. While we are pleased to be working with many local authorities to deliver this support, the absence of a centrally funded approach in England makes this more challenging, presenting a postcode lottery for families who find themselves with limited options for support depending on where they live. We will work to bridge this gap, connecting with organisations who recognise the value of offering practical early help to families when and where it is needed.

For the 50 years OnePlusOne has been active, we have been grounded in science, taking an evidence-based approach to everything we do. The steps of discovery, research, creation, and evaluation ensure that we are constantly applying the learning.

celebrating
50
years
1971-2021

Making a difference, differently.
OnePlusOne's journey to identify, explore, discover, create and evaluate relationship support that works...

1971

Dr Jack Dominian, a leading psychiatrist, founded the Marriage Research Centre (now OnePlusOne) in response to growing concern about the impact of family breakdown on the mental health of children and adults. He brought together academics and health professionals to study the characteristics of relationship breakdown and explore how to provide effective support early on.

1979

Who Divorces? was published. This was a quantitative study of 2,000 spouses, exploring the characteristics and experiences of couples who divorced compared to those whose marriage remained intact.

Our founder Jack Dominian summed it up: 'Our research does not fill books which lie on shelves gathering dust. Every bit becomes the basis for the development of active preventative work.'

Our recently updated vision – **relational capability for all** – provides the inspiration for us all to make changes that matter to our own lives. We look forward to sharing the steps to developing relational capability in the coming years.

As the year draws to a close, we say a huge thank you to our recently retired director, Penny Mansfield. Penny's passion and commitment to this work was demonstrated through her 46-year connection with OnePlusOne and recognised with a CBE, awarded for services to children and families in 2013.

Penny has been a huge part of OnePlusOne and as we look to the future, it's clear that the power of our organisation still lies with the passionate people who live and breathe our shared vision every day. The team that Penny helped to build holds a unique mix of talent and enthusiasm which will make the next decade count.



Verity Glasgow
CEO

1982

With one in three UK marriages breaking down, *Marriages in Trouble* was a qualitative study looking at how people seek relationship help. It revealed that many people first turn to a health practitioner, especially in postnatal periods and the early years of family life.

1988



The Beginning of the Rest of your Life was published, exploring difficulties couples experience in the early years of marriage. This study showed that the transition to parenthood was unsettling for couples, with a rise in conflict and a drop in relationship satisfaction.

1989

Using the ONS Morbidity and Mortality statistics, OnePlusOne was the first organisation to assess the financial cost of relationship breakdown in England and Wales. In 2018, The Relationships Foundation estimated this figure to be around £51 billion.

1991

OnePlusOne presented evidence on the physical and psychological impact of relationship breakdown in its publication, *Marital Breakdown and the Health of the Nation*.



Foreword

What a year 2021-22 proved to be!

I'm extraordinarily proud to be chairing OnePlusOne, not only in its 50th year, but also as it has navigated so skilfully and successfully a year of huge challenge and opportunity. The stories of OnePlusOne's work contained in this annual report showcase brilliantly how the organisation continues to take evidence about what

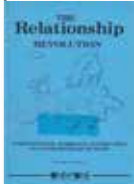
matters in relationships and how to change behaviours and turns it into powerful interventions for practitioners and for parents that really make a difference to people's everyday lives. I believe we are getting better and better at evaluating how things really work on the ground and feeding that reflection back into the way we design and promote services and train practitioners to use them. Our work to explore and create an evidence base about the use of digital services within blended practice is testament to this nuanced, systemic approach.

I'd like to pay especial tribute to the extraordinary legacy of Penny Mansfield, our retiring co-director. Without her sharp research skills and eye for innovation opportunities the field of relationship support in the UK would be much less well established. There of course remains much to do. What support there is for relational capability is still focused far too much on intervention at crisis point, rather than investing early to grow preventative strengths. OnePlusOne's work in the last year with over 70 local authorities gives us a platform to continue to make this case and prove its efficacy.

As I write it is clear that as a nation, we face grave challenges ahead. As families struggle with the cost of living, relationships will undoubtedly be under huge strain, as well as potentially being a hugely significant protective factor against worsening physical and mental health and wider wellbeing outcomes. Re-reading our charitable objects (see page 8) I'm struck by how absolutely necessary OnePlusOne's work is. I am so grateful for the ongoing work and commitment of my fellow trustees and all the staff.

Ruth Kennedy
Chair

1992



The Relationship Revolution was published, looking at how relationships were changing across Europe, focusing on the rise in couples cohabiting, later marriages and increasing relationship breakdown.

1993

The charity changed its name to OnePlusOne, recognising social change in families and the growing evidence of the impact of children on couple relationships and vice versa.

1996

OnePlusOne was heavily involved in the passage of the Family Law Bill, coordinating Parliamentary briefings on behalf of national marriage organisations and other initiatives with the Lord Chancellor's Department, as the Bill passed into the Family Law Act.

1999

A cluster randomised controlled trial of OnePlusOne's *Brief Encounters*® training for health practitioners, was found to be 'strikingly successful', with 97% of trainees feeling more confident in their ability to support people with relationships problems.





Penny Mansfield CBE retires as co-director

In March 2022, Penny Mansfield CBE retired from her role as co-director, after an incredible 46-year connection with OnePlusOne.

Penny first joined as a senior research officer in 1976 and has maintained a connection to the organisation ever since, with short breaks following the births of her two daughters. She was appointed by our founder Dr Jack Dominian and has been at the forefront of much of our research work. This has contributed to the robust evidence base that underpins the digital resources used by thousands of families and practitioners across England and Wales today.

Penny is a leading figure in the sector and was awarded a CBE for her services to children and families in 2013. She is renowned for her expertise in qualitative research on relationships and early intervention, evidence-based practice, and policy. She was also involved in the development of two TV series exploring family life.

Together with an acute understanding of what people need, Penny's research expertise embodies the spirit of OnePlusOne. Her innovative approach to doing things differently helped the charity become one of the first organisations to seize the potential of digital technology to revolutionise early relationship support.

The trustees and team at OnePlusOne would like to extend a heartfelt thank you to Penny for her tireless dedication to OnePlusOne's vision of relational capability for all. While she has retired as co-director, we are delighted that Penny will still be involved in our research work in an honorary associate capacity.

2001

OnePlusOne holds its inaugural lecture at The British Library, bringing together leading international scholars. Supported by the Nuffield Foundation, and chaired by OnePlusOne trustee (now patron) Michael Buerk, these became the Edith Dominian Memorial Lectures, named after our founder's wife following her death.

Married Life, a booklet funded by the government, co-produced by OnePlusOne and real couples, was given to every couple getting married in England and Wales this year.



OnePlusOne's extensive review of over two hundred international research studies exploring the impact of conflict on children resulted in the widely acclaimed publication of *Not in front of the children?* This became the evidence base for a range of resources created over the next two decades.

About us

OnePlusOne is a leading research and innovation charity with fifty years' experience in relationship science. We create evidence-based resources to help people learn relationship skills that will serve them throughout their lives.

To develop these innovative resources, we combine evidence from a range of disciplines. Our inclusive co-design process involves the people that the resources are designed to support, including parents and practitioners from communities all over the country.

It is never too late to learn the skills that can help you have happy and healthy relationships. Our research and evaluation contributes to the wider evidence base on how relationships work and their impact on individuals, families, and society.

For more information, see our websites
OnePlusOne.org.uk and **ClickRelationships.org**

How we work

We strengthen couple and family relationships by:

- Providing digital services and tools to support couples and co-parents through platforms such as Click, Thinkific, and See it differently.
- Training frontline practitioners and volunteers to help families with relationship issues.
- Promoting a culture that recognises the benefits of family and relationship support at all stages of life.
- Building expert knowledge of how relationships are evolving, to inform and improve family policies and services.

Our mission and objectives

Relational capability for all

We envisage a world where everyone has the knowledge and skills to form, maintain, and strengthen relationships with the people in their lives. We empower people to do this through evidence-based training and digital resources.

Our objectives for the public benefit are:

- To advance the education of the public in all aspects of committed relationships.
- To safeguard and protect the mental, physical, emotional, and psychological health of people involved in committed relationships and their dependents.
- To prevent and relieve poverty, hardship, and distress caused by difficulties in or the breakdown of committed relationships for people involved in such relationships and their dependents.
- To further such other exclusively charitable purposes according to the law of England and Wales that the trustees in their absolute discretion from time to time determine that may assist those people who are in or who have been in committed relationships and their dependents.

Where 'committed relationship' means marriage, civil partnerships, or an enduring family relationship whether recognised in law or otherwise, and whether or not the relationship is conducted the same household.

The team

We are a small, nimble organisation with a unique expertise. Every member of the team is passionate about our mission and is encouraged to grow and develop with the organisation. Thank you to our core staff and associates.

Core staff

- **Verity Glasgow**, Co-director – operations and strategy (became CEO in April 2022)
- **Penny Mansfield CBE**, Co-director – research, innovation, and policy (retired in March 2022)
- **Johnny Burke**, Content editor
- **Jen Cameron**, Finance manager (joined in March 2022)
- **Jonathan Devereux**, Head of finance (retired in March 2022)
- **Tabitha Frangoullides**, Communications manager
- **Dr Shannon Hirst**, Research associate
- **Jolanta Kaczmarek**, Partnerships manager
- **Sara Light**, Digital project manager
- **Jimi Odell**, Content manager
- **Chantal Savignon**, Organisational operations and support manager
- **Dean Wilson**, Senior UX and technical manager (left in April 2022)

Outside of this reporting period, we welcomed **Ben Coulson** to the team in May 2022, as our new UX manager.

Associates and trainers

- **Claire Cooper**, Trainer
- **Charmari Downing**, Trainer
- **Michelle Hayes**, Trainer
- **Jan Mitcheson**, Practice and innovation associate
- **Jenny Reynolds**, Research associate
- **Natasha Silverman**, Trainer

Placement students

- **Jafrul Islam** (joined January 2022, left March 2022)

Research volunteer

- **Leo Richardson** (joined December 2020, left December 2021)

Report of the Trustees

OnePlusOne Marriage and Partnership Research — for the year ending 31 March 2022.

The Trustees are pleased to represent their annual directors report together with the consolidated financial statements of the charity for the year ending 31 March 2022 which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, The Memorandum and Articles of Association, and Accounting and Reporting by Charities: 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 (FRS102) (effective 1 January 2015).

Public benefit

All our charitable activities focus on providing a broad range of early interventions in support of relationships and are undertaken to further our charitable purposes for the public benefit. We work in partnership with other organisations and have established online services accessible to the general public. This allows us to greatly extend the reach of our services. The Trustees confirm that in exercising their powers and duties, they have complied with their duty to have due regard to the guidance on public benefit published by the Charity Commission.

In preparing this report, the Trustees have taken advantage of the small company's exemptions provided by section 415A of the Companies Act 2006.

2004-06



OnePlusOne created *My mum and dad argue a lot*, a 25-minute docudrama about parental conflict and its impact on children, for health and family support workers to use with parents. It was rolled out at nine regional shows across England and Wales.

2005

The Civil Partnership Act came into force, enabling same-sex couples to receive legal recognition of their relationship.



2007

OnePlusOne published *Growing Together or Drifting Apart*, a review of the impact of caring for a child with a disability on parental relationships.





“Netmums recognises the importance of having easily accessible, understandable resources based on healthy relationships. The evidence-based range available through OnePlusOne delivers just that. Their commitment to child and family-centred, respectful relationships gives us confidence to access their services and wealth of knowledge whilst supporting the wonderful community of Netmums in our Drop-In Clinic.”

Tracey Stone, Health Visitor Parent Supporter & Team Leader, Netmums

2008

Supporting Couple Relationships: A sourcebook for practitioners turned the evidence from relationship research into a useful guide for practitioners supporting couples and families.

2008-09

The Department for Children Schools and Families awards a substantial grant to OnePlusOne to create two online self-help relationship support services. These provided couple support, advice for separating or separated parents, and a community forum covering a wide range of relationship issues. (In 2018, these popular services were incorporated into one dedicated virtual space – *Click Relationships*.)

2008

Working with Brazelton Centre UK, OnePlusOne creates resources to support new parents. This was a forerunner to *Me, You and Baby Too*.

2009

OnePlusOne publishes *When Couples Part*, a review of the consequences of relationship breakdown for parents and children, based on the most recent evidence.



Looking forward: Aims for 2021-22

Aim 1

Support practitioners to embed our resources into practice

Learning from the rollout of our license model since 2020, we have identified the importance of developing materials for local authorities and practitioners to promote our digital resources and increase engagement. It is important to be able to blend face-to-face practice with digital, and we will be developing a suite of easy-to-use printable and digital materials to support practitioners in their daily work. This will help them to encourage use of our digital resources and embed them into their regular practice.

Aim 2

Reignite research into practice

Research into practice has always been a key part of OnePlusOne's foundation. Thanks to the success of last year's refined license model and increased reach, we are in a strong position to build on this area again. We aim to spend more time reviewing the existing evidence base around areas of interest and concern and develop new evidence-based resources and content. We will feed into the existing evidence base, adding value which reaches beyond the scope of our own resources. We will also seek to further inform practice, sharing our knowledge and expertise with the sector.

Aim 3

Review and refresh our resources

We will strengthen our internal review process to go beyond quality assurance and explore how we can maximise the use of resources. We will commit to reviewing all of OnePlusOne's resources and identifying those that can be updated and repurposed cost effectively. These resources will go through our 'research into practice' process using up-to-date evidence as a foundation for content development. In line with our commitment to use our resources as efficiently as possible, we will also consult with our newly established practitioner and parent panels. Where gaps are identified we will seek to respond with new project ideas and proposals.

Aim 4

Strategic partnerships

We will build and strengthen strategic relationships to influence policymakers within government and political parties to prioritise relationship support. We will review the evidence base and key policy areas that will be important drivers in relationship support over 2022-23, including family hubs, reducing parental conflict, no fault divorce and families with special educational needs and disability (SEND).

‘Over the last 50 years, OnePlusOne has shown that stable, supportive relationships – whatever form they take – are vital for our mental health and wellbeing. The OnePlusOne team have created effective and easy-to-access resources to strengthen relationships across the course of life.’

Dame Judi Dench,
patron, OnePlusOne



Aims and achievements 2021-22

Developing our licence model

Over the past year we have refined our package of digital resources and workforce training, taking into account the varying needs of the different organisations we work with.

Our work with local authorities across England and Wales has given us an in-depth understanding of the different approaches that are taken to offering support to families, and how services are accessed. A 'one size fits all' approach does not meet the needs of local authorities serving different communities, who each face different challenges and operate within different frameworks.

In developing our licence model, we have considered what improvements we can make to our external service to maximise positive outcomes for practitioners and parents, and looked internally at ways in which we can build capacity and efficiency.

We have updated our workforce training programme and enhanced our digital resources for parents, improving the accessibility of our online content. We have also adapted our approach to reporting, aiming to provide local authorities with timely, helpful data showing how the resources are being used in their local areas.

After completing their workforce development training the next step for many practitioners is to embed their new skills and the toolkit of online resources into their everyday work. Local authorities take different approaches to how they use the digital resources with families, varying from general signposting for universal use, to more targeted support with families they already work with.

Over

3,600

people
registered
to use
our digital
courses

To help local authorities communicate the resources to local communities, we have built a bank of supporting materials for them to use. This includes content for social media, as well as printable leaflets for them to distribute at a local level.

The success of our licence model combining workforce training and resources to use with parents has contributed to a large growth in our customer base. Where we used to work with one or two central government departments, we now support over 100 local authorities. To meet this challenge and maintain efficiency without compromising on quality, we have adopted new software and project management techniques that help us meet the demands of this growing number.

Refining OnePlusOne's digital behaviour change methodology

Evidence-based innovation remains the focus of our approach. We continually look for opportunities to understand what works in our digital behaviour change methodology and apply this learning to our resources.

We are committed to building partnerships with other organisations from the voluntary and community sectors to co-create innovative content that will help us expand our reach, especially those who are vulnerable due to exclusion and low engagement. This year we have worked on two funding bids with potential partners which would enable us to develop new resources for underrepresented groups who could benefit from our support.

Competition for funding is incredibly tight, especially at a time when so many charities are looking for ways to continue their vital work. Unfortunately, one of OnePlusOne's bids, in partnership with the Race Equality Foundation, was unsuccessful but both organisations will look for more opportunities to work together again in the future. At the time of publishing this review, we are awaiting the outcome of a second bid which seeks to offer support to prisoners and their families.



This year we have reconnected with Contact, a charity supporting families with children with additional needs. Fifteen years ago, OnePlusOne and Contact partnered on a report on the increase of relationship breakdown in couples who have children with additional needs. We aim to work together again to update this.

Extending our reach through blended practice

We have trained over 2,100 practitioners this year and know that many are using our resources in a blended way to complement existing support and ways of working. Our evaluation of the rollout of our training and digital resources across all local authorities in Wales has also given us a deeper understanding of how our resources are being used with parents as part of a blended practice approach.

The accessible and flexible nature of our resources lends itself to this approach, making it possible to intervene early and reach out to people when support is first needed. We have seen examples of the resources being used in group sessions, face-to-face meetings, and online.



'Why do relationships matter? They matter more now than ever with a HUGE strain placed on many families during the pandemic. I think we will find that "recovery" will require special attention to recalibrating and supporting relationships between parents, children and their communities. OnePlusOne has been in the forefront of this work for a large part of my career and I am delighted to have received training and the opportunity to help the team over many years.'

**Mitch Blair, Professor of Paediatrics and Child Public Health,
Imperial College London**

65

local
authorities
licenced our
resources
to use with
families

We have held learning sets with practitioners to help us understand more about this. In the past year, over 3,600 people have registered to use our digital resources. We are encouraged to see that we have extended our reach and we will work to identify and overcome barriers to access to extend this even further next year.

Expand and diversify OnePlusOne's digital community

We have used a variety of digital channels to make connections and expand our reach over the past 12 months. Using our own platforms, we have increased our social media presence across Twitter, Facebook, and LinkedIn. We have also increased the news section of the OnePlusOne website to feature guest blogs from organisations with similar interests.

It has been our pleasure to share with our own growing audience thoughts and insights from organisations such as the digital inclusion charity Good Things Foundation, DAD.info, Fastn, and the Race Equality Foundation.

Offering a vehicle for likeminded organisations to share relevant information with our audiences is just one way in which we will add value to our service. Equally, we actively seek to contribute news about our work on external platforms, and have secured signposting opportunities on popular websites such as Netmums and the helpline pages of ITV's This Morning.

Thinkific is a bespoke learning platform that we use to host our digital resources for parents. It allows us to offer structured e-learning that supports behaviour change and has provided a central hub for parents and practitioners to easily access online resources when they need them.

We have used digital technologies to engage with other communities too. Recruit for Spouses, a social enterprise dedicated to supporting the partners of people serving in the military, featured us on their podcast, talking about the art of having difficult but constructive conversations. This was aimed at helping military spouses talk to their partner or employer about their own career ambitions.

Throughout the year we have taken the opportunity to speak at different events, promoting our practitioner training and digital resources to help reduce parental conflict. This has included a reducing parental conflict event for the East Midlands

2010

At the national e-learning awards, OnePlus One wins Gold for *Relationship Support: An Early Intervention*, an innovative online training course.

NESTA funded OnePlusOne and the Innovation Unit to explore ways of transforming services for families in the early years. *Working with Parents 1st*, a model for training parents as peer supporters was developed, extending reach to parents not accessing local authority run services.

2012

OnePlusOne receives government funding to conduct a series of evidence reviews: *Understanding 21st Century Relationships*; *A compendium of Key Data and Understanding Relationship Quality*.



Together with Working Families, over 2,000 employees took part in research exploring the connection between relationship quality and work engagement. It found that research quality facilitated greater engagement at work. This positive association is an asset which requires investment.

region, a national showcasing event organised by the Department for Work and Pensions, and our own learning and sharing webinar for local authorities.

As part of Alcohol Awareness Week, members of the OnePlusOne team presented to the All Party Parliamentary Group (APPG) on Alcohol Harm, and the South London and Maudsley NHS Foundation, about how resources help to improve relational capability skills so that people can deal with challenging situations in healthier ways.



Taking our resources to where they are needed

We know from past projects that placing our resources where people already look for advice and support is an effective way to reach our target audience.

Following the creation of *Just the one?*

Avoiding alcohol in pregnancy last year, capacity issues in the NHS and midwifery services resulting from the Covid-19 pandemic meant that it wasn't possible to use these channels to reach people using pregnancy services.

Instead, we formed a partnership with Parents 1st UK, a free online community hub for practitioners, volunteers, parents, and funders to connect, share, and learn from each other. This hub helps bring expectant families together online, and in local areas through face-to-face sessions such as prenatal yoga classes.

"OnePlusOne has a deep commitment to evidence-based practice and early prevention – a vision we share."

Celia Suppiah, CEO Parents 1st UK

Working with Parents 1st UK, we created a dedicated webpage for *Just the one?* on their website, so that members could learn more about the topics covered in the resource and access it free of charge.

A digital advertising and social media campaign promoted access to the resource via the Parents 1st UK website. It was also advertised in newsletters published by the Maternity and Midwifery Forum and the First 1001 Days movement and promoted internally at the Royal College of Midwives.

As a result of direct emailing to members and other connections, and session leaders signposting to the resource in face-to-face gatherings and via WhatsApp, this partnership led to over 1,500 visits to the *Just the One?* webpage. This further demonstrates the effectiveness of delivering resources via sources that are familiar to and trusted by the target audience. We will continue to look for partnership opportunities to help extend our reach with future projects.

We delivered
136
training sessions

Separating parents: Working with others to keep children's best interests at the heart of decision-making

We are proud to be a member of the Positive Parenting Alliance, a group of more than 20 organisations backing a campaign to encourage parents to think about the impact of parental separation before it happens.

Encouraging parents to work co-operatively from the very start of their child's life creates important foundations for their approach to parenting and their ability to prioritise their child's needs, whatever the future may hold for their own relationship.

Launched in May 2021, the Parents Promise aims to encourage parents to have a conversation about how they would parent co-operatively should their relationship come to an end.

Relationships are complex and not all of them will last forever. However, parents will always be parents regardless of whether they remain together or separate. Encouraging couples to think about how they might parent co-operatively if they find themselves dealing with the emotional and practical challenges of separation is a positive step towards ensuring that their children's best interests remain at the centre of the decisions they make.

Dealing with the breakdown of a relationship is rarely easy. As part of the Positive Parenting Alliance, we want to ensure that parents can access relationship support when they need it, so that they can be equipped with relational capability skills which will help them deal with challenging and stressful times together and reduce harmful conflict. Our training and digital resources are already helping many families and we look forward to continuing to work with other organisations to extend the availability of support for parents to improve their communication and conflict resolution skills.

"The simple toolkit of resources complements our existing work with families, either as an online tool to signpost parents to access themselves, or for us to work through together. Relationship issues come up in so many different areas of our work and it's useful to have different information to hand that we can use to help families whenever they need it."

Practitioner from Denbighshire County Council

2012

Getting it Right for Children When Parents Part was created with funding from the Department for Children, Schools and Families. This went on to be part of the CAFCASS co-parent hub and is now being used by many local authorities across England and Wales.

2013

The Marriage (same-sex couples) Act 2013 received royal assent, with the first same-sex marriage taking place in March 2014.

Using what had been learned from *My mum and dad argue a lot* in 2004-6, OnePlusOne developed the evidence-based training programme, *How to Argue Better*.

Helping couples seek relationship support before reaching a crisis point was the aim behind *Strengthening Families*, a project the Department for Education commissioned OnePlusOne to lead, working in collaboration with other organisations, to share evidence-based relationship content with wider audiences.

2014

A workbook called, *Me, You and Baby Too* was published with funding from the Department for Work and Pensions, helping practitioners guide people through the transition to parenthood.



“Many congratulations to OnePlusOne for half a century of intelligent and constructive work to make society better. The increase in relationship breakdown is not just tragic for those involved, it is damaging for all of us – a root cause of social inequality, educational underachievement, crime and psychological disorder. For 50 years, OnePlusOne has worked to analyse the causes of the problem, find the best methods to support relationships, the most effective ways to help. It is needed now more than ever.”

Michael Buerk,
patron, OnePlusOne

“After doing the *Getting it right for children* and *Arguing better* resources, it has made me more aware of how us arguing affects our son and has made me see it from his point of view. Doing the resources at my own pace when I was ready to, and then being able to go back over them was really useful.”

Parent from Ceredigion

We have
trained over
2,100
practitioners
in how to
use our
digital
courses

Supporting parents in Wales

In April 2021 the Welsh government commissioned OnePlusOne to support their work with families to improve parental relationships and reduce conflict. This work formed part of a £12.5m package to support a range of services for children and families affected by the Covid-19 pandemic.

We worked with 41 practitioners across all local authorities in Wales, using our evidence-based Train the Trainer programme to equip them with knowledge, skills, and confidence to cascade our *reducing parental conflict* package to other local practitioners. This offered a sustainable workforce development plan for supporting families through early intervention and prevention services.

We also provided access to three online courses for parents, designed to support healthy parental relationships by improving communication, conflict resolution skills, and relational capability.

Each online course is designed to help parents experiencing different relationship challenges. *Me, You and Baby Too* helps new and expecting parents to cope with the transition to parenthood, *Arguing better* is aimed at supporting couples experiencing stress and conflict, and *Getting it right for children* is for parents who are separated or separating.

Every local authority in Wales was given the freedom to use the resources in whichever way felt most appropriate for their communities. Some rolled access out universally using social media to signpost parents to the resources, while others used them in a more targeted way with families they were already working with.

2014

Splitting Up? Put Kids First was a free, online service launched to help separating couples communicate better and create a plan to co-parent effectively.

Work starts on the development of an emotional readiness tool. This involved exploring the common emotions experienced during separation and measuring individual parents' ability to make effective co-operative parenting arrangements.

2015

The National Offender Management Service (NOMS) funded OnePlusOne to develop an innovative family relationship strengthening programme. Tailored to the specific needs of prisoners, *Staying Connected with Loved Ones* focused on building skills to help improve couple relationships, understanding children's behaviour and parenting.

2015-17

The Department for Work and Pensions funded access to expert support from OnePlusOne and Innovation Unit for twelve local authorities, to help them develop local services specifically focused on improving the quality of couple or co-parenting relationships, which are known to be associated with better outcomes for children.

“Relationships matter because they are fundamental to our happiness and wellbeing. Knowing how to commit, communicate, build trust, and grow together is crucial for a happy and lasting relationship. Most of us need to learn these skills and this is why OnePlusOne’s work is so important. Happy 50th birthday OnePlusOne and thank you for all you do.”

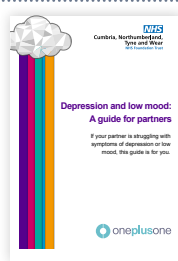
Amanda Edwards, Explore Relationships



2017

The Department for Work and Pensions funded a project by OnePlusOne exploring the impact of debt on relationships. Animations and interviews with real couples featured in an online package to help couples recognise and deal with debt issues together.

In collaboration with Northumberland, Tyne and Wear NHS Foundation Trust, OnePlusOne’s guide: *Depression and low mood: A guide for partners* was nominated for a Patient Information Award by the British Medical Journal (BMJ).



In partnership with the charity Adfam, OnePlusOne produced a series of audio interviews – Relationship Realities – in which real families describe how their lives were affected by addiction.

Working with Essex County Council and Innovation Unit, Relationships Matter was a project which focused on developing relational capability skills for early years practitioners.

Over the past 12 months OnePlusOne's lead researcher Dr Shannon Hirst regularly met with practitioners and parents from across Wales to evaluate how the training and resources were being used and the impact they were having on improving outcomes for families.

Overall findings show that using the resources has led to **statistically significant improvements** for parents on a number of relationship outcomes including couple coping and co-operation between co-parents. Parents who used the resources also tended to spend a good length of time working through them, often re-visiting sections. People found them accessible, relatable, and easy to use.

Evidence from the evaluation also show that the resources are meeting parents' needs, improving their understanding of conflict and their own communication patterns.

Practitioners across Wales have reported how well our resources have fitted into their existing provision, offering them greater options for supporting parents. The resources have also been praised for their flexibility, enabling practitioners and parents to choose how and when they use them to suit their needs.

People found [the resources] accessible, relatable, and easy to use



2018

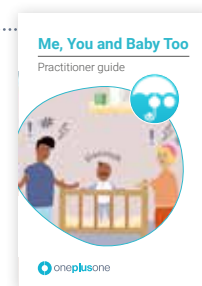
The launch of Click, an online relationship support platform featuring evidence-based articles, a community forum and a listening room, enabling visitors to talk online with a relationship expert.



OnePlusOne worked on a new co-parenting hub for Cafcass (the Children and Family Court Advisory and Support Service). This was an innovative, digital resource for separated families.

2019-20

As part of the government's Reducing Parental Conflict programme, OnePlusOne embarked on two Challenge Fund projects. Working with Best Beginnings, our *Me, You and Baby Too* resource – designed to help people with the transition to parenthood – was made available via their award-winning Baby Buddy app. Parents who used the resource showed significant reduction in the level of conflict in their relationship, and improved relationship satisfaction.

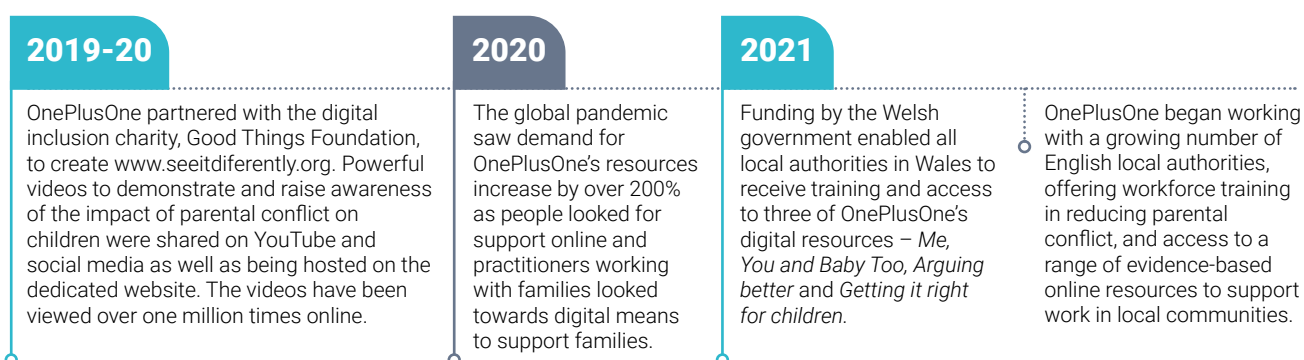


The opportunity for us to work so closely with practitioners offering direct support to families has enabled us to learn more about what practitioners and parents need, and how our resources can be best used to support families. We have enjoyed learning about the innovative approaches many local authorities are taking to get support to families where it is needed and help overcome digital accessibility challenges. One example of this is engaging schools and Family Advice and Information Services to share information about the resources with parents, with some schools offering access to their own computers for parents to complete the online courses.

With our mission to make relational capability skills accessible for all, this community approach to early support is incredible to see and highlights the role services can play in supporting relationships.

Some local authorities in Wales are using the resources in a blended way, either alongside existing services or while families wait to be enrolled in other programmes. Our digital resources have helped to fill gaps in the toolkits of many practitioners working with families and have enabled support for families who may not otherwise have accessed help.

There is still work to do to embed our digital resources into everyday practice across Wales, but we are delighted that the Welsh government has invested in this work for a further 12 months. We are looking forward to the year ahead where we can build on what we have learned so far and help local authorities increase their use of our digital resources to achieve positive outcomes for even more families.



Who we've worked with

- Cumbria, Northumberland, Tyne and Wear NHS Foundation Trust
- The Welsh government
- Recruit for Spouses
- Parents 1st UK
- The Positive Parenting Alliance
- The Race Equality Foundation
- Fastn
- DAD.info
- University of Exeter
- Sheffield Hallam University – Centre for Behavioural Science and Applied Psychology
- University of Sheffield
- University of West of England
- Manchester Metropolitan University



English and Welsh local authorities



Governance, legal and administration

Governance

OnePlusOne Marriage and Partnership Research was originally registered as a charity in 1971. It is now a charitable private company limited by guarantee, incorporated on 29 December 2000 and registered as a charity on 13 August 2001. It commenced activities on 1 January 2002 with the transfer of operations from the unincorporated charity.

The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association.

Trustees

The charity is governed by a board of Trustees, who are also directors under company law. The board consists of three to fifteen persons elected by the membership and up to five members co-opted by the Trustees. The charity has a policy that the members are all directors. The recruitment for the Trustees is conducted by the senior Trustees and the senior staff and is based on an evaluation of the skills required to govern the charity.

Newly appointed Trustees receive a letter of appointment and a pack of information about the charity, their fellow Trustees, and their responsibilities as Trustees. They are invited to away days and additional training is provided as requested. Trustees are elected for a three-year period and may be re-elected for further three-year periods.

The Trustees and key management personnel serving during the year and since the year end were as follows:

Trustees and directors

Ms Ruth Kennedy (Chair)

Ms Katharine Landells (Deputy chair)

Ms Elizabeth Mills (Treasurer), resigned 14 September 2021

Ms Sarah Healey

Ms Josephine Richardson

Ms Emma Ries

Mr Gavin Shaw, appointed 20 April 2020

Mr Jonty Slater, appointed 20 April 2020

Mr Simon Eckstein, appointed 20 April 2020

Ms Nell Boase, appointed 20 April 2020

Senior management team

Penny Mansfield CBE, Director – Research, Innovation and Policy

Verity Glasgow, Director – Operations and Strategy

Jonathan Devereux, Head of Finance and Company Secretary, resigned 14 April 2021

Jennifer Cameron BFP FCA, Finance Manager

Organisational structure

The board has an established sub-committee with specific terms of reference and functions delegated by the board and chaired by a Trustee:

- The finance sub-committee, which oversees all financial aspects of the charity's operations.

The **co-directors** and **head of finance** attend the main Trustee meetings. They also attend the finance sub-committee. Minutes of these meetings are taken by the **organisational operations and support manager**.

The board can co-opt to the sub-committee additional expert members who are not Trustees should they see the need. The board has delegated the day-to-day running of the charity to the **co-directors**, working with the **head of finance**.

Pay policy for senior staff

The trustee directors of the charity are not remunerated. Details of directors' expenses are contained at Note 7 to the accounts. In line with the pay of all staff, the pay of senior staff is reviewed annually with the aim to maintain staff salaries between the top of the lower quartile and the median of market salaries compared to organisations of a similar size, nature, and location. Trustees consider the rationale and affordability of any cost of living rise, or individual salary adjustment, annually in the light of benchmark reviews. No Pay award was made in 2021-22.

Financial review

The results for the year are shown in the Statement of Financial Activities on page 30 and the financial position is shown in the Balance Sheet on page 31. In 2021-22 a surplus of £10k (£46k deficit 2020-21), was recorded taking One Plus One out of deficit, for the first time since 2015.

Reserves policy

It is the Trustees' general view that the desirable level of unrestricted reserves is three months' operating costs. Trustees regularly review the reserves policy and continue to maintain this position, at 31 March 2022, reserves which would cover three months' operating costs.

This ensures the Charity can cashflow its activities without recourse to bank loans if there are delays in payment from funders or clients and allows current activities to continue in the short term. Three months' operating costs during 2021-22 were £178k. Reserves which may be applied at the discretion of Trustees comprised the

General fund, Expendable Endowment, and funds designated by Trustees, in total £261k. Reserves designated for Development and delivery of services and the general fund total £125k, with a further £136k available at Trustees' discretion held as the expendable endowment.

Trustees go beyond reviewing the level of reserves by regularly reviewing the cashflow forecast and measuring against actuals to ensure any anomalies or cash related pressure is quickly identified and resolved.

Principal funding sources

Source	2021-2022	2020-2021
DWP Challenge	NIL	£291,483
FASD	£28,790	£124,210
LA Training and Licence	£433,214	£51,750
Click	£10,500	£47,395

The charity's main sources of funding are listed above. There has been a significant change in funding from the Department of Work and Pensions (England) and whilst continuing as the major contributor, this is now accessed through direct sales to local authorities rather than via grants which ended in December 2020. By contrast the Welsh authorities obtain licensing and training via the use of grant payments and 22 authorities had committed to one year license agreements and associated training and reporting for 2022-2023 with a total value of £111K.

Financial position and going concern

At the balance sheet date, OnePlusOne had un-recognised grant offers worth £111k for the period to 31 March 2023 and unrestricted reserves of £261k. Cash at bank amounted to £545k.

A significant change looking forward to 2022-23 is the opportunity expanded into the Scottish authorities in addition to the 22 Welsh authorities and a potential 72 English local authorities to sell workforce training linked to licensed digital products. This renewable income stream initially funded through DWP grant to each local authority gives OnePlusOne a significantly expanded customer base among key stakeholder practitioners. The longer term horizon detailed in OnePlusOne's five-year strategy document details exploration into the health, fire and policing authorities and then into commercial organisations who are growing their well-being resources in response to employee demand. The forecast position for sales of *Reducing Parental Conflict* packages is:

Reducing Parental Conflict	2022-23	2023-24	2024-25	2025+
Forecast income				
Receipts received in advance	£336,533	£59,945	£26,217	£8,750
Renewals	£225,750	£225,000		
New Business	£317,000			
Grants	£110,000			
Net Income	£989,283	£284,945	£26,217	£8,750

With a combination of cash reserves and a strong position forecast for the Reducing Parental Conflict opportunity, Trustees are of the view that OnePlusOne remains able to meet its liabilities as they fall due in the twelve months ahead.

Risk statement

The Trustees consider the risks to the charity on a regular basis, in particular those related to the governance and management, operations and finances of the charity. Risks are identified and assessed for their likelihood and their impact on both reputation and finances. Systems are in place for mitigation and their efficacy is reviewed by the Co-Directors, Finance Manager, and Trustees.

Coronavirus impact continued

During 2021-22, OnePlusOne did not call upon any Government assistance programmes or furlough staff in the same way as 2020-21. Having bedded in well to 100% remote working in 2019-20 we spent the early part of the Covid 19 pandemic reviewing how we could ensure our behaviour change interventions remained available. Hosting our interventions on a platform with a paywall was essential to this, so we developed a set of criteria to help with this selection. The work done and lessons learned continued into 2021-22 and were further developed facilitating continued engagement across England and Wales.

We identified Thinkific as a platform to host our interventions in 2020-2021 and the use of this platform continued into 2021-22. Thinkific is a cloud-based “course builder” where we can host and modify our courses in a way that maintains the integrity of the original material. We are able to use a paywall, giving exclusive access to license holders and packaging our resources for appropriate audiences.

The platform can be accessed on desktop, tablet, and mobile devices and allows us to group user data for evaluation purposes. It has provided us with an affordable and adaptable way of packaging our resources for appropriate audiences and reaching as wide a user base as possible.

In addition to this training has been fully adapted to be provided in the virtual environment and has been well received and continues to be supplied in this format despite a return to the “normal” working environment, when restrictions were fully lifted in July 2021 under the governments “Living with Covid” plan, this could sit alongside the licensed materials on the Thinkific platform. This enabled us to continue to sell these digital interventions and training to English local authorities and all 22 Welsh local authorities, resulting in sales performing far better than originally anticipated and facilitating a return to profitability for the first time in 7 years.

The challenge for OnePlusOne in this less stable funding environment is that of transitioning from government grants to individual license sales. There is continued development of ongoing practitioner support, refresher training for those who have previously undertaken Train the Trainer courses and more targeted account management with a focus on customer service to embed long term relationships with local authorities.

Statement of Trustees' responsibilities

The trustees (who are also directors of OnePlusOne Marriage and Partnership Research 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 trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charitable company and of the incoming resources, including the income and expenditure, of the charitable company for the year. In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently.
- Observe the methods and principles in the Charities SORP.
- Make judgements and estimates that are reasonable and prudent.
- State whether or not UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements.
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company 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 charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other regularities.

Independent examiner's report

Independent examiner's report to the Trustees of One Plus One Marriage & Partnership Research

I report to the charity Trustees on my examination of the accounts of the company for the year ended 31 March 2022.

Responsibilities and basis of report

As the Trustees of the Company (and its directors for the purposes of company law) you are responsible for the preparation of the accounts 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 Company's accounts 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

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 company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts 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 accounts 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.

This report is made solely to the Company's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the Company's Trustees those matters

I am required to state to them in an Independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the Company and the Company's Trustees as a body, for my work or for this report.

Signed

Dated

13 September 2022

A handwritten signature in black ink, appearing to read 'Larking', followed by a long, horizontal, wavy line.

**Joanne Fox BA FCA
Larking Gowen LLP
Chartered Accountants
King Street House
15 Upper King Street
Norwich
NR3 1RB**

Statement of Financial Activities (incorporating Income and Expenditure Account) for the year ended 31 March 2022

	note	Expendable endowment	Restricted Funds	Unrestricted Funds	2021-22 Total	2020-21 Total
		£	£	£	£	£
Incoming resources						
Core Income	3	-	-	7,171	7,171	4,696
Incoming resources from charitable activities	4	-	151,270	443,714	594,984	527,608
Total incoming resources		-	151,270	450,885	602,155	532,304
Resources expended ON CHARITABLE ACTIVITIES						
Project initiatives	12	-	149,851	290,227	440,078	483,010
Governance Costs		-	-	32,232	32,232	19,285
Total resources expended on charitable activity		-	149,851	322,459	472,310	502,295
Business development and Fund raising		-	-	86,108	86,108	19,234
Core support costs		-	-	33,374	33,374	56,281
Total resources expended		-	149,851	441,941	591,792	577,810
Transfer between funds	12	-	-	-		-
Net Movement in Funds		-	1,419	8,944	10,363	(45,506)
Reconciliation of Funds						
Funds brought forward at 1 April		136,239	9,871	115,866	261,976	307,482
Funds carried forward at 31 March	13	136,239	11,290	124,810	272,340	261,976

Prior year Income was £151,270 restricted grants, and £450,885 unrestricted earnings and funding. Resources expended were £149,851 restricted and £441,941 unrestricted.

Ruth Kennedy
Chair

Balance sheet as at 31 March 2022

	note	2021-22 £	2020-21 £	£
Fixed assets				
Tangible assets	9	1,873	3,091	
			1,873	3,091
Current assets				
Debtors & Prepayments	10	193,546	21,324	
Cash on deposit		90,878	90,758	
Cash at bank and in hand		453,935	233,793	
		738,359	345,875	
Creditors: amounts falling due within one year	11	(467,891)	(86,990)	
Net current assets		270,468	258,885	
Total funds		272,340	261,976	
Restricted funds				
Expendable endowment	12	11,290	9,871	
Designated Fund		136,239	136,239	
General funds		124,811	115,866	
		-	-	
Unrestricted funds		261,050	252,105	
Total funds		272,340	261,976	

The Charity's financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime. The Trustees consider that the Charity is entitled to exemption from the requirement to have an audit under the provisions of section 477 of the Companies Act 2006 ("the Act") and members have not required the Charity to obtain an audit for the year in question in accordance with section 476 of the Act. The Trustees acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

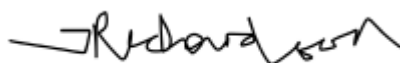
Approved by the Trustees on 13 September 2022 and signed on their behalf by Ruth Kennedy and Josephine Richardson.



Ruth Kennedy
Chair of Trustees

13 September 2022

Company No 04133340



Josephine Richardson
Treasurer

13 September 2022

Charity No 1087994

Cash flow statement for the year ended 31 March 2022

Cash flow statement for the year ended 31 March 2021

	2021-22 £	2020-21 £
Net cash inflow (outflow) from operating activities	221,141	128,194
Interest received from returns on investment	147	395
Net cash inflow from investments	147	395
Capital Expenditure and financial investment		
Purchase of tangible fixed assets	(1,029)	(3,091)
Purchase of intangible fixed assets	-	-
Net cash Outflow from Capital Expenditure	(1,029)	(3,091)
Change in cash and cash equivalents in the reporting period	220,259	125,498
Cash and cash equivalents at beginning of year	324,551	199,053
Cash and cash equivalents at the end of year	544,810	324,551
Reconciliation of operating Deficit to net outflow from operating activities		
Increase (decrease) in cash	220,259	125,498
Operating surplus (deficit)	10,363	(45,506)
Depreciation Charges	2,247	35,828
Decrease/(increase) in debtors and prepayments	(172,222)	76,465
Increase/(decrease) in receipts in advance	341,677	55,540
Increase/(decrease) in creditors	39,223	6,262
(increase)/decrease in fixed assets	(1,029)	(3,091)
Net cash (outflow)/inflow from operating activities	220,259	125,498
Reconciliation of cash movement from operating activities		
Government Grants	191,580	534,431
Other grants and donations	7,030	4,011
Other cash receipts from contracts and trading	573,184	124,127
Payments to suppliers	(141,557)	(171,642)
Cash paid to and on behalf of employees	(409,096)	(362,733)
Net cash inflow (outflow) from operating activities	221,141	128,194

Accounting policies

1)

- a) Basis of Preparation. The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: 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) (effective 1 January 2015), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006. Assets and liabilities are initially recognised at historic or transaction costs unless otherwise stated in the relevant accounting policy notes. All transactions are reported in pounds sterling (£) to the nearest £.
- b) In preparing the accounts Trustees have considered whether in applying FRS102 and the SORP the requirement to recognise the employee benefit to paid annual leave leads to a potential liability for annual leave due but not taken at 31st March on a leave year commencing on 1st January. There is no potential impact of that accrued entitlement as reported in note 8 based on the maximum value accrued leave could be at 31 March 2022 given staff leave entitlement.
- c) Preparation of the accounts is on a going concern basis. The accounts are prepared on the basis the Charity remains a going concern. At the balance sheet date reserves were £272K, with £545K held as cash. All year end debtors had been paid in full within terms by May 2022, with the exception of the Welsh grant which was paid in July 2022. Opportunities through the Reducing Parental Conflict DWP funded program and distributed to local authorities are expected to deliver £879K of sales with £336K being from receipts received in the prior year and £543K of new sales business and renewals. Contracts and grants award for 2022-23 relate to 22 Welsh Local Authorities and represent £110K of income at the beginning of the year. OnePlusOne will continue to be able to meet liabilities pertaining to normal activity levels and the current staffing structure.
- d) Transitioning to a home working model and full on-line delivery during Covid19 has reduced not added to costs of operation, returning to an office based working model is an option not a requirement. On-line training has proved successful and is expanding in 2022-23, with additional local authorities in England being targeted and work beginning to engage in Scotland. One Plus One does not rely on any investment income for funding or in support of a pensions liability and is therefore immune to any direct impact on stock market movements occasioned by on-going Covid19 issues and the subsequent war in Ukraine.
- e) Voluntary income is received by way of donations and gifts and is included in full in the statement of financial activities when receivable. Donated goods and services are recognised as an incoming resource at an estimate of the value of the contribution to the charity, where this can be quantified. Volunteer time is not included in the financial statements.
- f) Grants, including grants for the purchase of fixed assets, are recognised in full in the statement of financial activities in the year in which they are received or receivable whichever is the earlier unless:
 - The donor specifies that the grant or donation must only be used in future accounting periods; or
 - The donor has imposed conditions which must be met before the company has unconditional entitlement.
- g) Sales of license packages are recognised in line with the license period of each contract signed excepting where components such as training and resources are delivered at the point of sale or within the financial year of the sale.
- h) Resources expended are recognised in the period in which they are incurred. Any irrecoverable VAT associated with that expenditure appears as a separate line in the accounts. Resources expended are allocated to the particular activity where the cost relates directly to that activity.

Support costs, consisting of staff costs and other overheads are allocated between activities on the basis of staff time or a base appropriate to the specific support cost.

Governance costs include the management of the charity's assets, organisational management and compliance with constitutional and statutory requirements.

i) Depreciation is provided at rates calculated to write down the cost of each asset over its expected useful life. The depreciation rates in use are as follows:

- | | |
|-----------------------|-----------------------|
| i. Office equipment | 3 years straight line |
| ii. Intangible assets | 3 years straight line |

Items of equipment are normally capitalised where the purchase price exceeds £1,000, or where it is clear that future economic benefits will be derived from equipment purchases of a lower value which should be recognised against future activity. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use.

Intangible assets are recognised where their creation is reasonably expected to result in future revenue generation with the value of direct development cost forming the basis of valuation excluding research and design or staff costs applied to create and manage the assets development. Intangible assets are depreciated once brought into use having reached the stage of minimum viable product. Further enhancements to the assets through development are added to the asset value reported. Intangible assets remaining in use generating license sales although fully depreciated, have not been revalued.

- j) Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.
- k) Designated funds are funds set aside by Trustees from unrestricted reserves to meet specific purposes they may define from time to time. Funds are designated to develop activities which are essential to the sustainability of the organisation's capacity to deliver its objectives.
- l) Unrestricted funds are donations and other incoming resources receivable or generated for the objects of the charity without further specified purpose and are available as general funds.
- m) The expendable endowment fund is for unrestricted funding purposes which will be approved by the trustees when appropriate.
- n) The cost of generating funds relates to the costs incurred by the charitable company in raising funds for the charitable work.
- o) Exceptional items are recognised in the accounts where they are material to the understanding of financial statements in relation to continuing activities. They are reported in notes to the accounts so as to highlight within a relevant cost category exceptional activity during the reporting period.
- p) Trade and other debtors are recognised at the settlement date due less and trade discounts offered. Prepayments are valued at the amount pre-paid net of any trade discounts due.
- q) Creditors and provisions are recognised where the charity has a present obligation as a result of a past event that will probably result in the transfer of funds to a third party and the settlement obligation can be reliably measured or estimated. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due. It is the charity's aim to pay creditors within agreed terms where there is no dispute over liability.
- r) Cash at bank relates to cash held in instant access no penalty accounts.
- s) Cash on deposit relates to cash held in 90-day access accounts where depending on the notice period given there may be a loss of interest on sums withdrawn.
- t) Pension contributions are made at 6% where staff opt to join the money purchase scheme One Plus One operates through AEGON. New staff are entitled to join the scheme after a three-month delay period. All staff are auto enrolled into a basic pension scheme operated by AEGON which is compliant with the terms and rates specified by auto enrol requirements. There were no contribution arrears at the balance sheet date.
- u) Operating leases are limited to outstanding lease obligations on office printing equipment which is no longer in the possession of One Plus One. Having no premises to house the equipment the contract was renegotiated with the lessor. The remaining commitment is based on the outstanding payments due under the terms of that renegotiated contract.

- v) The company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

2) Legal status

One Plus One Marriage and Partnership Research is a company limited company number 4133340 with the working name One Plus One and is also a registered Charity No. 1087994.

The registered office is c/o MHA MacIntyre Hudson, 6th Floor, 2 London Wall Place, London, EC2Y 5AU

3) Core Income

	Endowment	Restricted	Unrestricted	2021-22 £	2020-21 £
General donations, incl Gift aid		-	6,603	6,603	4,057
Bank Interest		-	147	147	395
Sundry Income		-	421	421	244
	0	0	7,171	7,171	4,696

4) Income from Charitable Activities

DoH Section 64 Alcohol Project		-		-	-
Challenge Fund 1 Crossroads		-		-	163,060
Challenge Fund 2		-		-	128,423
FASD Grant		28,790		28,790	124,210
Parents in Wales - Grant		65,480		65,480	12,770
Parents in Wales - Evaluation Grant		57,000		57,000	-
Sales of training and resources		-	75,250	75,250	50,750
Reducing Parental Conflict Product Licensing		-	357,964	357,964	1,000
Sales of consultancy		-	-	-	-
CAFCASS		-	10,500	10,500	47,395
	-	151,270	443,714	594,984	527,608

Building the Knowledge Base

Brain Tumour Charity	-	-	-	-	-
	-	-	-	-	-

Incoming resources from charitable activities

	-	151,270	443,714	594,984	527,608
TOTAL INCOMING RESOURCES	-	151,270	450,885	602,155	532,304

5) Total Resources expended

	Business Development	Support costs	Direct costs	Governance	2021-22 £	2020-21 £
Staff costs (note 7)	84,959	(7,241)	302,384	27,270	407,372	362,895
Project expenses	-	763	132,417	-	133,180	129,942
Travel, recruitment and training	-	9,334	101	-	9,435	948
Premises and office costs	12	20,194	3,312	2,033	25,551	28,246
Telephone, postage and stationery	-	116	-	-	116	35
Legal and professional fees	1,137	8,245	650	2,928	12,960	10,926
Depreciation	-	2,247	-	-	2,248	35,826
Irrecoverable VAT	-	(284)	1,214	-	930	8,992
Total resources expended	86,108	33,374	440,077	32,232	591,792	577,810

6) Net incoming resources are stated after charging

	2021-22 £	2020-21 £
Depreciation	2,247	35,826
Trustees' expenses	-	-
Independent examination	2,730	2,650
Operating lease		6,120

The charity pays any expenses of Trustees who attend meetings and events on behalf of the charity. During the year 11 Trustees could have claimed expenses or had expenses paid by the charity directly. During the year all trustee Meetings were held remotely on-line.

7) Staff costs and numbers

	2021-22 £	2020-21 £
Salaries	353,511	314,562
Social security costs	30,170	27,028
Pension contributions	23,691	21,305
	407,372	362,895

During 2021-22 no employees received remuneration exceeding £60,000 (2020-21 none).

Key management team remuneration
(inclusive of Employers National Insurance Contributions)

	2021-22 £	2020-21 £
	122,227	113,439
	122,227	113,439

The key management team comprises: the Co-Directors and Head of Finance during the year. It should be noted that the Head of Finance role was terminated through redundancy at a cost of £6,732 which was fully provided in the current year. This role has been replaced with a Finance Manager.

All staff are able to join a defined contribution scheme for pension provision. The employer contribution is set at 6% provided the employee contributes a minimum of 3%.

On average 9.3 (9.8) people were employed during the year 5.0 (5.0) full time and 4.8 (3.8) part time.

8) Taxation

There is no corporation tax charge as all the charity's income falls under charitable tax exemptions where income is applied for charitable purposes.

9) Fixed assets

Cost

At 31 March 2021
Additions
Cost of disposals
Period Ending 31 March 2022

Intangible	Tangible	Total
Equipment		
	£	£
At 31 March 2021	125,000	19,234
Additions	-	1,029
Cost of disposals	-	-
Period Ending 31 March 2022	125,000	20,263
At 31 March 2021	125,000	16,143
Charge for the year	-	2,247
On disposals	-	-
Period Ending 31 March 2022	125,000	18,390

Depreciation

At 31 March 2022 - **1,873** **1,873**
At 31 March 2021 - 3,091 3,091

Intangible and Tangible Asset

The intangible digital asset relates to **Click** which was fully depreciated during 2020-21. Funding was not secured to significantly enhance or develop the intangible asset during 2021-22 but it remains a platform enabling further sales of licensed products. There has not been a revaluation of intangible assets deployed in the delivery of services. Tangible assets represent the depreciated value of remaining IT equipment for operational use the charity makes use of cloud server services for agile remote working operation.

10) Debtors

Trade debtors
Grants receivable
Other debtors
Accrued Income
Prepayments

2021-22	2020-21
£	£
191,938	8,100
1,250	12,770
-	-
27	454
331	0
193,546	21,324

11) Creditors

Trade creditors
Pre-paid income
Accruals
PAYE and NIC
Other Creditors
VAT

2021-22	2020-21
£	£
1,154	932
400,717	59,040
3,934	2,650
-	8,456
6,732	-
55,354	15,912

12) Movements in funds

	At 31 March 2021	Incoming resources	Resources expended	Transfers	At 31 March 2022
	£	£	£	£	£
Expendable endowment	136,239	-	-	-	136,239
Restricted funds					
FASD	-	28,790	28,790	-	-
Product Licensing - Wales	-	65,480	65,480	-	-
Wales Evaluation	-	57,000	55,581	-	1,419
Appeal Fund (Digital Platform)	7,159	-	-	-	7,159
Edith Dominican Memorial Fund	2,712	-	-	-	2,712
Total restricted funds	9,871	151,270	149,851	-	11,290
Designated Funds					
Development and delivery of services	115,866	-	-	8,945	124,811
	115,866	-	-	8,945	124,811
Click Digital Platform	-	-	8,795	8,795	-
CAFCASS	-	10,500	4,979	(5,521)	-
DWP Challenge Fund 1 - Crossroads	-	-	941	941	-
Training Sales	-	75,250	53,712	(21,538)	-
Product Licensing	-	357,964	221,799	(136,165)	-
General Fund balance	-	7,171	151,714	144,543	-
General Funds	-	450,885	441,941	(8,945)	-
	115,866	450,885	441,941	-	124,810
Unrestricted funds					
Total funds	261,976	602,155	591,792	-	272,340

Restricted Funds

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

DoH Section 64 - Department of Health restricted grant funding of the impact of Alcohol dependency on family relationships.

DWP Challenge Fund 1 - Project lead by Good Things Foundation tackling parenting, poverty and worklessness impacting on relationships. Restricted grant from DWP. Funding ceased in 2021 the Listening room has been maintained in 2021-22.

FASD - Department of Health grant focused on the impact of alcohol in pregnancy.

Product Licenses - Wales - At the close of the financial year the Welsh Government issued and paid a grant so that all Eslsh Local Authorities could enjoy a years License of OPO digital products. The accounts recognise the propotion of that funding spent by the close of the year.

Appeal Fund - specific campaign to raise funds for development costs of the digital platform - Click.

Edith Dominican Memorial Fund - funds restricted to the delivery of a memorial lecture.

Designated funds

Trustees review formally the opportunity to designate funds from resources available and at least annually specify in the light of known funding for at least the next twelve months, what designations to make for future aims and objectives. At the balance sheet date these were as shown below.

Development and delivery of services - recognising the need to maintain core costs for existing services while seeking new funding, and develop those services in response to contract or grant opportunities which arise, together with the cost of submitting bids. At the balance sheet date in the light of known funding commitments no specific designations beyond supporting delivery of existing services could be made.

13) Analysis of net assets between funds

2021-22	Endowment funds	Restricted funds	Designated funds	Unrestricted funds	2021-22 Total Funds
	£	£	£	£	£
Intangible Fixed Assets	-	-	-	-	-
Tangible Fixed assets	-	-	-	1,873	1,873
Net current assets	136,239	11,290	122,938	-	270,467
	136,239	11,290	122,938	1,873	272,340

2020-21	Endowment funds	Restricted funds	Designated funds	Unrestricted funds	2020-21 Total Funds
	£	£	£	£	£
Intangible Fixed Assets	-	-	-	-	-
Tangible Fixed assets	-	-	-	3,091	3,091
Net current assets	136,239	9,871	112,775	-	258,885
	136,239	9,871	112,775	3,091	261,976

14) Obligations under operating leases

At 31 March 2022, the Charity had outstanding commitments under operating leases as set out below:

Operating leases for office equipment

	2021-22 £	2020-21 £
Expiring within 1 year	-	3,060
Expiring between 2 and 5 years	-	-
	-	3,060

15) Related Party Transactions

There were no emoluments paid to Trustees in the period (2020-21: nil). Trustees and the Senior Management Team declare annually any business interests they have. During 2021-22 there was no spend with an organisation where a business interest was declared.

16) Post balance sheet events

The Welsh Government renewed their license agreement for 22 local authorities a contract valued at £110,000. Additionally the final instalment of the prior year Parents in Wales Evaluation Grant was received totalling £28,500.

The department for work and pensions grant scheme to local authorities continued and those who placed bids started to have their funding approved and in turn place orders. New business and renewals is forecast for 2022-23 at £463,500 and at July 2022. Sales to date amounted to £57,390 excluding VAT achieving 12% of the forecast for sales in England. These sales represented 10 local authorities of which 3 were new clients and 7 were either renewal of licenses or additional training requests.



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