



2022-23

# ANNUAL REPORT

Incorporating the report and financial statements  
for the period ended 31 March 2023

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**Verity Glasgow**  
CEO, OnePlusOne

# Foreword

## Supporting parents and families in challenging times

This has been a year of listening to the practitioners and parents we support and improving our approach to reaching them and meeting their needs. We are delighted that there has been a surge of interest in early intervention relationship support over the last two years, particularly as the need has not reduced.

Early intervention is notoriously challenging. We know that couples are not seeking relationship counselling until three to six years after identifying they are struggling. The average marriage lasts 12 years, making it very likely that if there are children, they will still be living at home when the marriage ends. In 2013, the last time data was collected on this, more than 55,000 children experienced their parents' divorce.

Since then, the context has become even more challenging for families: living through a pandemic, and facing a cost of living crisis. The protective factor of the relationship is even more vital, but we know many families are casualties of the additional stressors being felt in homes across the country. The impact is huge.

This is why our work is so important – getting to people early to give them the skills and knowledge that can change their relationships and, in turn, improve their own and their children's mental health and wellbeing. Key to any early intervention is building the capacity of individuals, families, and communities, as well as normalising talking about relationships when they are not going well and seeking help.

Prioritising our connections with practitioners across England and Wales with a focus on embedding our training and resources has been of primary importance this year. Our monthly Lunch & Learn sessions have been a great way to engage with hundreds of practitioners informally to share knowledge, while our quarterly learning sets have provided practitioners with the opportunity to identify barriers and challenges they are facing and discuss them with our research team.

As well as these touchpoints throughout the year with local authorities licensing our interventions, we have trained over 1,500 practitioners and reached over 2,000 parents across England and Wales. However, we recognise that to achieve our vision of **relational capability for all**, our reach needs to be broader and the culture around

relationship help-seeking has to change. This change starts with us all, creating a more open, supportive environment for people to be able to talk about the difficult times as well as the good times: in the workplace, at the school gates, on social media and in our daily interactions with friends and family members. We can all learn to spot the signs that someone is having difficulty in their relationship and offer support.

Addressing this culture change is something we will be working towards in 2023. We have begun discussions with employers around developing training for managers to improve the workplace culture of talking about relationships, and we look forward to contributing to this more significantly in the year ahead.

This is a huge challenge, but it's one we are well equipped to address. With the foundations the charity is built on I feel sure that we can develop creative, innovative ways to continue to bring relationship science to life and turn it into something relatable and engaging. With the extraordinary experts that make up our team here at OnePlusOne, I know we can tackle it.

A handwritten signature in black ink, appearing to read 'Verity Glasgow', written in a cursive style.

**Verity Glasgow**  
CEO



**Ruth Kennedy**  
Chair, OnePlusOne

## Foreword

I was reminded recently of the English novelist EM Forster's words in *Howard's End* (written in 1910): "Personal relations are the important thing for ever and ever, and not this outer life of telegrams and anger." Swap telegrams for Snapchat or Facebook, and he could have been speaking to us today! The world continues to be a challenging and unsettling place to live, and it remains clear that our ability to find, nurture and retain relational connectedness to one another is perhaps THE life skill that we all need.

I'm so pleased that One Plus One continues to bring hope and possibility, despite the continuing context of significant social, economic and political challenge. The progress that we have made this

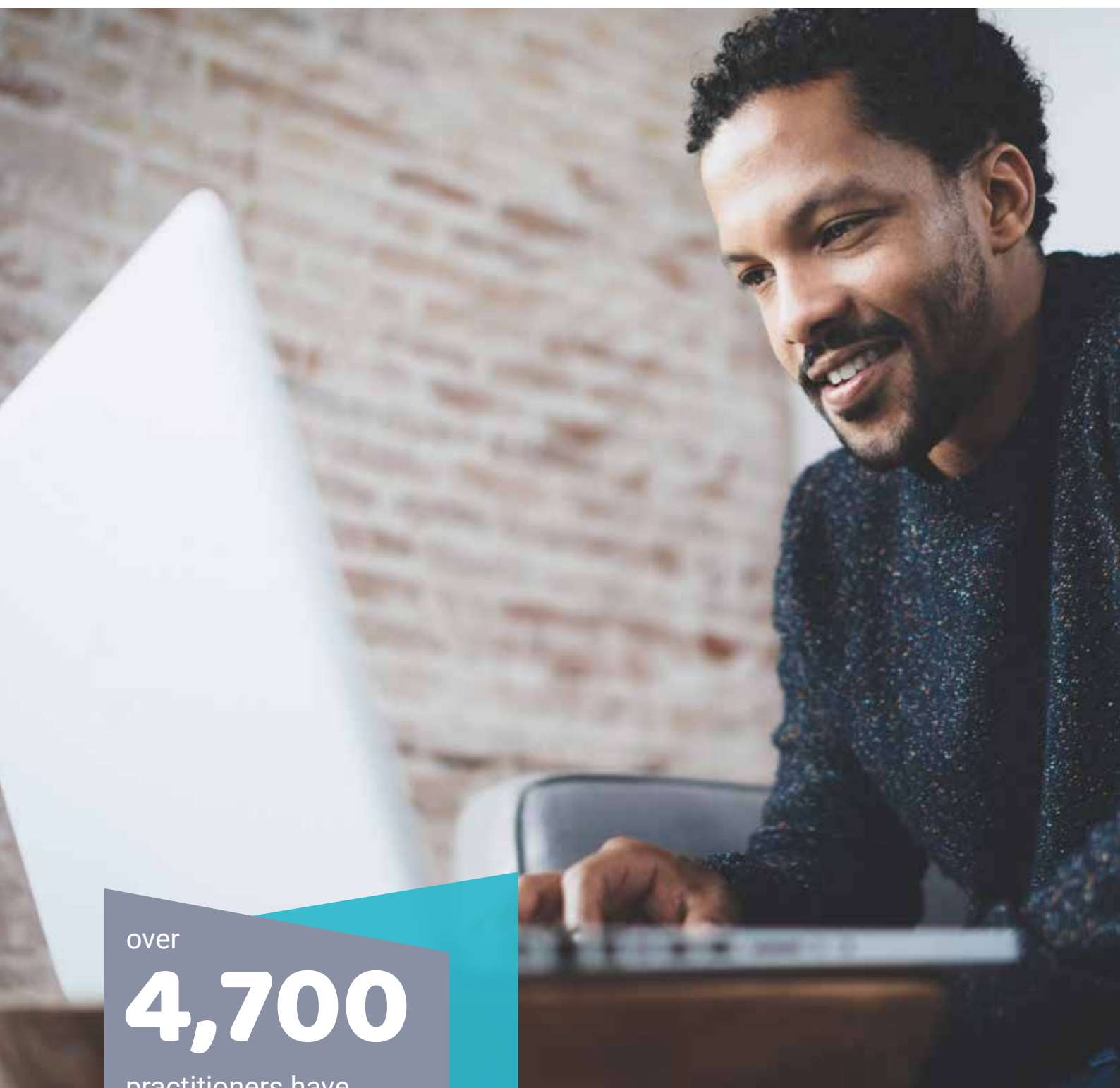
year, cementing relationships with local authorities across England and Wales and deepening conversation with practitioners working with families across these nations is really pleasing. With an ever-strengthening financial foundation, we have started to invest again, and it is exciting to share with the world our intentions in 2023-24 to create new insights, new products and reach new markets.

As a board I believe we have matured this year, and I am really grateful to have trustee colleagues so willing to offer not only their insights, challenge and expertise but their time too: we want to remain a sleeves-rolled-up board. Seeing the faces and stories of some of One Plus One's staff in the pages of this Annual Report is brilliant! As trustees we salute you all, and thank you (and your pets) for your unwavering commitment, energy and good cheer. We don't take it for granted.

A handwritten signature of Ruth Kennedy in blue ink. The signature is written in a cursive, flowing style, with the first letter 'R' being particularly large and stylized.

**Ruth Kennedy**  
Chair





over

**4,700**

practitioners have  
received OnePlusOne  
training in how to use  
our digital interventions

# About us

**OnePlusOne is a leading research and innovation charity with over 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 innovative digital services and tools to support couples and co-parents.
- 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 in the same household.

## The team

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

### Core staff

- Verity Glasgow, CEO
- Johnny Burke, Content designer
- Jen Cameron, Finance manager
- Claire Cooper, Practice development lead (started September 2022)
- Ben Coulson, UX manager
- Charmari Downing, Practice development lead (started September 2022)
- Tabitha Frangoullides, Communications manager
- Dr Shannon Hirst, Senior research lead
- Jolanta Kaczmarek, Partnerships manager (left September 2022)
- Sara Light, Operations manager
- Jimi Odell, Content manager
- Chantal Savignon, Organisational operations and support manager
- Gemma Slade, Customer service administrator (started March 2023)
- Claire Trainor-Gray, Customer relationship manager (started January 2023)
- Alexandra Tzvetkova, Research and training assistant (started August 2022)

### Associates and trainers

- Michelle Hayes, Trainer
- Emma Joyce, Accounts
- Jan Mitcheson, Practice and innovation associate
- Caroline Morgan, Trainer
- Clare Murray, Trainer
- Jenny Reynolds, Researcher
- Natasha Silverman, Trainer
- Helen Molloy, Research and content associate

### Placement students

- Sereena Vaja
- Albertine Wheeler





**Jimi Odell**  
Content manager,  
OnePlusOne

“

When I joined OnePlusOne in 2014, I was part of a research team whose skills and knowledge far outweighed my own. It quickly became clear that I would be more valuable on the content side of things and, thankfully, senior colleagues supported me to make this move. I am now part of a five-person content team.

At OnePlusOne we assess the available evidence, make decisions based on what is most likely to work, and evaluate the results so we can make improvements. My story shows how this willingness to test, learn, and evolve is reflected not just in the resources we produce but in our working culture.

It has been a pleasure to see the organisation grow in recent months and I look forward to working with our new team members.



# 335

subscribers to  
the OnePlusOne  
newsletter

# 421

subscribers to our local  
authority newsletters  
(England and Wales)



# Report of the Trustees

OnePlusOne Marriage and Partnership Research — for the year ending 31 March 2023.

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 2023 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 2019).

## 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 companies exemptions provided by section 415A of the Companies Act 2006.



**Gemma Slade**  
Customer service  
administrator,  
OnePlusOne

“

When I joined the team I learned very quickly that everyone is so skilled and knowledgeable in their area, and very quick to help and support others. I could tell I was going to love it, and I wasn't wrong.

Working for a charity that makes a big difference to people's lives is very special and I am grateful to be a part of it. We all get the chance to get involved in discussions and decision making. It is an exciting time for the organisation with many new projects, and I look forward to playing my part in helping to achieve our strategy in the coming years.





# Aims and achievements 2022-23

## SUPPORTING PRACTITIONERS TO EMBED OUR RESOURCES INTO PRACTICE

### Learning materials for practitioners

As a result of feedback from practitioners, this year we have added supplementary resources to our online practitioner guide, including ideas on how to engage parents with digital resources, and techniques for supporting parents through specific parts of the interventions. We also added useful insights on group work and addressing concerns around domestic abuse. This new guidance is available to all license holders who have been trained in delivering the resources.

A number of other resources requested by practitioners have been added to the online practitioner guide. These include:

- An interactive PDF with reminders of where to find the digital resources.
- Downloadable versions of our evaluation surveys.
- Completion certificates for parents.
- Expanded promotional material in English and Welsh, with QR codes leading directly to the parent resource.

### Translating our material

Many families in the UK do not use English or Welsh as a first language and we want to ensure our resources are accessible for these families too. We have begun translating our *Getting on Better* cards and the *Getting it right for children* skills cards into additional languages. To date these are available in Polish, Tamil, Somali, Arabic, Gujarati, Punjabi, Urdu, Hindi, Simplified Chinese and Italian. We are building translation into future projects and are pleased to have taken our first steps towards language inclusivity this year.

### Lunch & Learns

We launched our Lunch & Learn events in December 2022. Exclusively for practitioners working in areas which have licenced our *Reducing parental conflict* package, these informal online events aim to help practitioners to get the most from their OnePlusOne interventions and resources to support families. They offer a forum to share ideas and ask questions, often featuring a guest speaker from a local authority sharing their own ideas of what works well when using the interventions with parents.

Our first Lunch & Learn event was attended by over 400 practitioners. Monthly sessions since then have ranged between 75-150 attendees.

“

Very informative and great to hear the success (others) are having. Really useful, thank you.  
Lunch & Learn participant



## Delivering training

This year we trained more than 1,500 practitioners in our digital interventions across 54 local authorities in England and two government-funded cohorts in Wales. OnePlusOne trainers delivered to 116 local authority groups, as well as 13 Train the Trainer sessions. Train the Trainer enables in-house local authority trainers to cascade training across local services, more effectively embedding the interventions into their Reducing Parental Conflict (RPC) pathways. We ran four Refresher sessions for our standard training and Train the Trainer, as well as three tailored consultancy sessions for local authority-based RPC co-ordinators and their relationship champions across multi-agency teams.



“

A useful tool that I can access easily and support with parents to make change, I have really enjoyed this course and like that it's a tool you can pick up and run with. Already scheduled my first session with a parent. Practitioner from Dorset CC after completing OnePlusOne's training

over

**3,000**

parents have signed up  
to use our interventions

## REIGNITING RESEARCH INTO PRACTICE

### Learning sets with practitioners

As part of our commitment to applying research into practice we have continued our quarterly learning sets with practitioners from England and Wales. During these sessions two members of the research team speak with practitioners from a mix of local authorities to discuss their strategy for rolling out the OnePlusOne digital package and wider Reducing Parental Conflict (RPC) agenda. This is an opportunity for practitioners to learn from each other, discuss challenges they have had and share the strategic RPC priorities in their local authority. It also provides an opportunity for us to gather evidence about what works in our digital interventions and practitioner training, and to share our knowledge with local authorities around best practice. As well as building on the evidence base about the impact of our interventions on parents' outcomes, we are also gathering evidence on best practice for delivering the interventions within a local authority setting.

### Relational capability

This year we began redeveloping our training offer for relational capability, collaborating with an experienced practitioner seconded to our practice development team. We have reviewed the original training delivered in 2015 and our past theoretical work on relational capability. We are hoping to develop training that will link systemic practice with the day-to-day interactions that practitioners have with service users. Our research team have updated the evidence base, and have run development days with the practice development team to produce a framework for delivering training. We have also begun to expand on previous work on a psychometric assessment of relational capability.

### Supporting the next generation of researchers

This year we had three psychology students join us on placements, with one of those continuing as part of our associate programme and another signing up to return through a sandwich placement scheme. By working with students we hope to share our knowledge with the next generation of researchers and bring new methods and approaches into the team. We are members of the Sheffield Hallam University student placement scheme, where second year psychology and sociology students spend eight weeks on a placement with an organisation to develop their professional and practice skills. We are also members of Sheffield Hallam University's sandwich placement scheme where students take a year out before their third year to embed themselves in their preferred career.

### Working with local authorities

We have continued to engage with practitioners in local authorities, supporting them with the rollout of our digital package. Our senior research lead was invited to speak at two conferences held by local authorities relaunching their RPC agenda. This was an opportunity to collaborate with these authorities and to share the evidence base behind RPC interventions, including previous evaluations and our learnings from the last two years of monitoring and evaluation of the digital package in practice. We have continued to speak with strategic leads at local authorities monthly, offering support in the approaches they take delivering the digital interventions.

# 86

local authorities  
are currently using  
OnePlusOne's RPC  
digital interventions



**Sereena Vaja**  
Placement student,  
OnePlusOne

“

I wanted to work for OnePlusOne as they advocate a friendly approach to business. With the charity being psychology-based, I appreciated their value of maintaining a work-life balance and caring for their employees' wellbeing.

As a placement student, I felt OnePlusOne trusted and supported my ideas: for example, publishing an article I had written on Click. I found OnePlusOne's attention to keeping the work environment social and friendly, even when working remotely, refreshing, and suited my work style. All the members of OnePlusOne team were unbelievably welcoming and gave me guidance when writing a new piece or conducting research, helping me to learn and flourish. It has been an honour to work with the charity and I feel very lucky to have found morals and values that suit me to be so well reflected at OnePlusOne.



## REVIEWING AND REFRESHING OUR RESOURCES

### Optimising our debt support

We identified that our *Debt and relationships* series was not being used to its full potential. Originally hosted on Click, this is a series of animated clips in which real people tell true stories of how debt affected their relationships. The package includes advice on how to talk to a partner about debt, addressing a common theme of secrecy.

Many local authorities using our *Reducing parental conflict* package told us that debt and money worries were a major concern for the parents they work with, exacerbated by the ongoing cost of living crisis. In response, we added *Debt and relationships* to the digital package, making it more readily accessible to families across the country. We also provided social media assets, as well as flyers in English and Welsh, for local authorities to promote the debt resource.

### Developing our corporate offer

In 2015 we developed a resource for employers: *Brief Encounters® Skills Training (B.E.S.T.)*. This training is now being reviewed and rewritten to make it relevant to the current corporate climate. Using our existing research on relationships, including how family life and relationship distress can impact work stress, teamwork and organisational performance, we hope to relaunch a new resource, developed specifically for corporate clients.

### Feedback from local authorities

We engaged with feedback from practitioners, RPC leads, and our subject matter experts and made more than 100 amendments to our resources and services to enhance quality, delivery, and accessibility. We created support cards to accompany *Getting it right for children*, and acted responsively to requests for *Getting on Better* and *Getting it right for children* cards in additional languages. We also updated our illustrations to represent a wider range of families, with a particular focus on LGBTQ+ parents.



## Reviewing Click in partnership with University of the West of England

We partnered with the UWE Community Action and Knowledge Exchange (CAKE) scheme, which offers organisations consultancy in exchange for hosting a final year undergraduate student project team. We were one of eight projects chosen for the scheme and assigned a dedicated student team for six months. The team included three software developers and two business planning specialists. The software developers investigated the backend and performance side of Click, and the business planning students carried out market research and devised a social media strategy.

The students were incredibly knowledgeable and provided great insight into the challenges with the site. This scheme is run annually, and we have been invited to apply again this year. We are confident that using consultancy provided by the CAKE scheme, we can develop and improve Click to provide the best possible experience for its users.

## STRATEGIC PARTNERSHIPS

### The Parents Promise

The Parents Promise is an initiative designed to encourage parents to make a positive commitment to putting their children first should they break up in future. It is supported by several companies and charities including OnePlusOne. For the parliamentary launch in February 2023, we contributed to an information pack for employers supporting parents going through a separation.

### Podcasts and webinars

We were invited to contribute to several podcasts and webinars by partners and collaborators this year:

- **First 1001 Days** – *The Transition to Parenthood*. We joined the First 1001 Days team to talk about the challenges relationships face when a baby arrives, and shared advice about how parents can cope with stress together.
- **The Happiness Index** – *The Last Workplace Taboo? Personal Relationship Stress*. We talked about the impact of relationships on productivity at work, and why it's important for employers to support employees going through challenging times in their personal relationships.
- **Right Up My Podcast** – *Argue Better*. We shared our tips on how to argue better and manage conflict constructively.

### Academic partnerships

We continued to strengthen our partnerships with universities this year. We collaborated with the Sheffield Hallam University Centre for Behavioural Science and Applied Psychology (CeBSAP) on emotional readiness work. Our senior research lead was invited to be part of funded research projects with two University academic partnerships: University of Surrey and University of Southampton's research into digital behaviour in romantic relationships, and Manchester Metropolitan University and University of West of England's study on living together apart. Our senior research lead was also invited to be on the advisory board of a Leverhulme research project with Manchester Metropolitan University.



### Equality, diversity, and inclusion

Our aim at OnePlusOne is to create a culture of fairness, respect, and inclusion where individual differences and the contributions of all employees are recognised and valued. We are fully committed to treating everyone fairly. Our staff are all equal and everyone is given equal opportunities to thrive at work. We value the differences everyone brings, and we believe they make us a better team.

We recognise that we still have work to do to ensure all groups in society are fairly represented at OnePlusOne. To help address this, we piloted a blind recruitment process in 2022. It proved successful and we will carry this out in future recruitment campaigns. We also improved our flexible working offer – parents were able to reduce their working hours in the summer and we introduced the nine-day fortnight flexible option for full-time staff.



# Our team

Our dedicated team is at the heart of the work we do. Over the years, we have seen a number of changes to our staff and our working approach. We started in a permanent London office, then moved to remote working a full 18 months before the pandemic forced others to follow suit. This move has given us greater flexibility in the way we work, and allowed us to recruit the best people across the country stretching from the west of Cornwall to the north of Scotland.

One thing that has remained constant through all this change is the drive to support people with evidence-based resources. There have been times when the future of OnePlusOne looked uncertain, but we have persevered, even when our team shrank to only 10 people. We are delighted to be welcoming so many new members to our team as they join us for the next phase of our evolution.



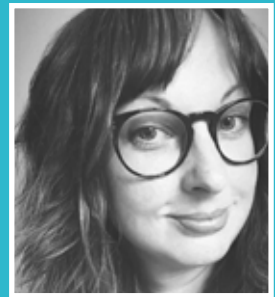
*Charmari*



*Claire TG*



*Johnny (with Manon)*



*Gemma*



*Jen (with Maggie)*



*Jimi*



*Shannon and Alex (with Ruby)*



*Ben*



*Verity*



*Sara*



*Chantal*



*Tabitha*



*Blossom (Tabitha's cat)*

## Who we've worked with

- University of Exeter
- Sheffield Hallam University –  
Centre for Behavioural Science  
and Applied Psychology
- University of Sheffield

 English and Welsh local authorities







more than

**6,000**

practitioners have signed up to our practitioner guide to access the range of resources which accompany our digital interventions

# Looking forward: Aims for 2023-24

## Aim 1

### Improve service delivery platform and experience

This year marks the third year of delivering our evidence-based interventions under a license model. Last year we focused on reviewing the content of our interventions. While this is still a priority, our aim this year is to review our delivery platform, improve our customer experience, and make this a sustainable long-term option for our customers. We will identify priorities across customer service, user experience, and research to ensure we can elevate our offer to the next level in terms of experience for practitioners and parents, as well as improve data collection to share learning and add to the evidence base.

## Aim 2

### Build on research, investment, and experience

Targeting separating parents is one of our strategic priorities for 2023-24. OnePlusOne has decades of experience in this area, from our early work in *My mum and dad argue a lot*, to launching *Getting it right for children* in 2013, and the development of our emotional readiness measure (EARDA) in 2018. We will work with a strategic partner in mediation to bring together a support service for separating parents. This will further develop the interventions, add to the evidence base, and allow us to test our previous work. We will review options for funding sources to achieve this, and where funding is not readily available, set out a phased plan to achieve our aims.

## Aim 3

### Develop new relational capability training

OnePlusOne has a long history of providing high quality evidence-based training shown to improve the knowledge and skills of practitioners. This year alone we have trained 1,500 frontline practitioners, including family support workers, social workers, and education and prison staff. Following a thorough review of our interventions and the needs of practitioners, this year we will develop relational capability training to equip practitioners with relational skills that strengthen their relationships with the families they support. We will take the training from an original concept to a psychological framework, through to a full training intervention for practitioners which we will evaluate.

## Aim 4

### Reach out to new markets

Our review of resources and products last year allowed us to further explore the learning resource we developed for employers in 2015: *Brief Encounters® Skills Training (B.E.S.T.)*. This built on the *Brief Encounters®* model of training and focused on supporting managers and their conversations with employees. Since then, there has been significant movement in how employees are supported, in the evidence base we draw from, and in the wider context of new workplace norms we are all experiencing. We will invest in reviewing this intervention in line with new evidence and draw on sector expertise to provide support. We aim to develop a pilot training intervention in 2023-24.



# Governance, legal and administration

## GOVERNANCE

One Plus One 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 Sarah Healey** (resigned 23 May 2023)

**Ms Josephine Richardson**, Treasurer (resigned 13 September 2022)

**Ms Emma Ries**

**Gavin Peter Hartland-Shaw**

**Simon James Eckstein**

**Jonathan Richard Marston Slater**

**Ms Eleanor Alison Boase**, Treasurer

## PROFESSIONAL ADVISERS

### Bankers

Lloyds Bank Plc  
25 Gresham Street  
London  
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Triodos Bank UK Limited  
Deanery Road  
Bristol  
BS1 5AS

Redwood Bank  
The Nexus Building  
Broadway  
Letchworth Garden City  
Hertfordshire  
SG6 3TA

### Solicitors

EARM Services Limited  
Unit 4 Vista Place  
Coy Pond Business Park  
Ingworth Road  
Poole  
BH12 1JY

### Accountants

Larking Gowen LLP  
Prospect House  
Rouen Road  
Norwich  
NR1 1RE

## SENIOR MANAGEMENT TEAM

**Verity Glasgow, CEO**

**Jennifer Cameron BFP FCA**, Finance Manager

**Chantal Savignon**, Company Secretary

## ORGANISATIONAL STRUCTURE

The Trustees meet on a quarterly basis to monitor the strategic objectives, financial data and operational activities.

The **CEO**, **finance manager** and **company secretary** attend the main Trustee meetings.

## 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.

## FINANCIAL REVIEW

The results for the year are shown in the Statement of Financial Activities on page 32 and the financial position is shown in the Balance Sheet on page 33. In 2022-2023 a surplus of £153k (£10k surplus 2021-2022) was recorded, a continuation of the improvement in profitability. OnePlusOne was profitable for the first time since 2015 in 2022, and 2023 continues to build on this.

## RESERVES POLICY

It is the Trustees' general view that the desirable level of immediately available unrestricted reserves is three months' operating costs. This ensures the charity can cashflow its activities without recourse to drawing on longer term cash deposits 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 2022-23 were £183k and the balance held on instant access with Lloyds Bank Plc was £194k at the year end. Trustees regularly review the reserves policy and continue to maintain this position, at 31 March 2023.

Reserves which may be applied at the discretion of trustees comprised of the general fund, expendable endowment, and funds designated by trustees, in total £416k.

Reserves designated for development and delivery of services and the general fund total £280k, 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

The charity's main sources of funding are listed above. There has been a significant change in funding from the Department for 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 £110k.

Source	2022-2023	2021-2022
DWP - Welsh grant	£110,000	NIL
FASD	NIL	£28,790
LA training and licence	£621,789	£433,214
Cafcass	NIL	£10,500

## FINANCIAL POSITION AND GOING CONCERN

At the balance sheet date, OnePlusOne had unrestricted reserves of £416k (£261k 2021-2022) and unrestricted reserves of £10k (£11k 2021-2022). Cash at bank amounted to £1,051k (£545k 2021-2022).

A significant change looking forward to 2023-24 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 a 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 wellbeing resources in response to employee demand. The forecast position for sales of *Reducing parental conflict* packages is:

Reducing Parental Conflict	2023-24	2024-25	2025-26	2026+
Forecast income				
Receipts received in advance	£450,922	£142,430	£28,916	£5,000
Renewals	£431,040	£300,000		
New business	£202,840			
<b>Net Income</b>	<b>£1,084,802</b>	<b>£442,430</b>	<b>£28,916</b>	<b>£5,000</b>

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 CEO, finance manager, and trustees.

Risk at 31 March 2023	Actions to mitigate
1. DWP are committed to RPC until March 2025 at this represents significant proportion of OPO's income. There is a continuing risk that support beyond this date may cease and with this the income generated through provision of licensing and training.	<ul style="list-style-type: none"> <li>Central Government have been committed to supporting relationships within the UK since the 1970s. OPO remain a member of the Relationship Alliance who are continuing to work to affect policy.</li> </ul>
2. OPO has experienced rapid expansion especially within staffing numbers in order to facilitate recent grant awards. This could represent a longer term financial risk financing employees beyond the life of the project.	<ul style="list-style-type: none"> <li>OPO will utilise temporary contracts where possible.</li> <li>Further development of strategic goals, such as new products to increase longer term revenues beyond the life of the DWP funded project.</li> </ul>
3. Failure to deliver DWP grant milestones could result in the non payment of grant claims by DWP.	<ul style="list-style-type: none"> <li>Project manager function in place for the length of the project to oversee all key goals.</li> <li>Monthly project board meetings are held to assess any risks to project delivery and how to resolve.</li> <li>Weekly maintenance of project risk register to facilitate planning.</li> <li>Monthly update meetings with the DWP.</li> </ul>

## CORONAVIRUS IMPACT CONTINUED

During the financial year 2022-2023 Coronavirus moved from being a current issue to one of history. However, the lessons learned around remote working including sales, training, reporting and consultancy have remained. Face to face training has been made available should the client prefer; however, the take-up has been extremely limited and many organisations who purchase OnePlusOne's licensed products and training still prefer to access this via online methods. This facilitates flexibility within their own local authority with regards to time and availability for staff.

Thinkific remained OnePlusOne's main operating platform during the course of the year and continues to be accessed on desktops, tablets and mobile devices. This has enabled us to continue to group user data for evaluations and generate meaningful impact reporting.

Training continues to be provided predominantly in a virtual environment and accounts for the largest single revenue stream within the licensing model representing one third of all income. It was identified that cohort sizes should be reduced from 20 to 15 to provide a greater level of personalisation and time for participants to engage more deeply with the training.

The transition from government grant funding remains a notable challenge for OnePlusOne as this is deemed a less stable funding environment. 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.

**Approved by the Trustees on 7 November 2023 and signed on their behalf by Ruth Kennedy and Eleanor Boase.**



**Ruth Kennedy**  
**Chair of Trustees**

**7 November 2023**

Company No 04133340



**Eleanor Boase**  
**Treasurer**

**7 November 2023**

Charity No 1087994

# 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 2023.

### 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

Since the company'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, 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 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 14 November 2023

**Giles Kerkham FCA DChA**  
**Larking Gowen LLP**  
**Chartered Accountants**  
**Prospect House**  
**Rouen Road**  
**Norwich**  
**NR1 1RE**

## Statement of Financial Activities (incorporating Income and Expenditure Account) for the year ended 31 March 2023

	Note	Expendable endowment	Restricted funds	Unrestricted funds	2022-23 Total	2021-22 Total
		£	£	£	£	£
<b>Income</b>						
Core income	3	-	-	12,221	12,221	7,171
<b>Income from charitable activities</b>	4	-	110,000	621,789	731,789	594,984
<b>Total income</b>		-	110,000	634,010	744,010	602,155
<b>Expenditure on charitable activities</b>						
Project initiatives		-	111,462	373,997	485,459	440,078
Governance costs		-	-	14,030	14,030	32,232
Core support costs		-	-	79,050	79,050	33,374
<b>Total expenditure on charitable activity</b>		-	111,462	467,077	578,539	505,684
Business development and fundraising		-	-	12,038	12,038	86,108
<b>Total expenditure</b>	5	-	111,462	479,115	590,577	591,792
<b>Net income/(expenditure)</b>		-	(1,462)	154,895	153,433	10,363
Transfer between funds	12	-	43	(43)	-	-
<b>Net movement in funds</b>		-	(1,419)	154,852	153,433	10,363
<b>Reconciliation of funds</b>						
<b>Funds brought forward at 1 April</b>		136,239	11,290	124,811	272,340	261,977
<b>Funds carried forward at 31 March</b>	12	136,239	9,871	279,663	425,773	272,340

Prior year income was £151,270 restricted grants, and £450,885 unrestricted earnings and funding. Expenditure was £149,851 restricted and £441,941 unrestricted.

## Balance sheet as at 31 March 2023

	Note	2022-23 £	2021-22 £	£
<b>Fixed assets</b>				
Tangible assets	9	499	1,873	
			499	1,873
<b>Current assets</b>				
Debtors and prepayments	10	105,853	193,546	
Cash on deposit		856,555	90,878	
Cash at bank and in hand		194,891	453,935	
		1,157,299	738,359	
Creditors: amounts falling due within one year	11	(732,025)	(467,892)	
Net current assets		425,274	270,467	
<b>Total funds</b>		<b>425,773</b>	<b>272,340</b>	
<b>Restricted funds</b>				
Expendable endowment	12	9,871	11,290	
Designated fund		136,239	136,239	
General funds		279,663	124,811	
		-	-	
<b>Unrestricted funds</b>		<b>415,902</b>	<b>261,050</b>	
<b>Total funds</b>		<b>425,773</b>	<b>272,340</b>	

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 7 November 2023 and signed on their behalf by Ruth Kennedy and Eleanor Boase.**



**Ruth Kennedy**  
Chair of Trustees  
7 November 2023

Company No 04133340



**Eleanor Boase**  
Treasurer  
7 November 2023

Charity No 1087994



## Cash flow statement for the year ended 31 March 2023

	2022-23 £	2021-22 £
<b>Net cash inflow (outflow) from operating activities</b>	<b>503,133</b>	<b>221,141</b>
Interest received from returns on investment	3,500	147
<b>Net cash inflow from investments</b>	<b>3,500</b>	<b>147</b>
<b>Capital expenditure and financial investment</b>		
Purchase of tangible fixed assets	-	(1,029)
<b>Net cash outflow from capital expenditure</b>	<b>-</b>	<b>(1,029)</b>
<b>Change in cash and cash equivalents in the reporting period</b>	<b>506,633</b>	<b>220,259</b>
Cash and cash equivalents at beginning of year	544,813	324,554
<b>Cash and cash equivalents at the end of year</b>	<b>1,051,446</b>	<b>544,813</b>
<b>Reconciliation of operating deficit to net outflow from operating activities</b>		
<b>Increase (decrease) in cash</b>	<b>506,633</b>	<b>220,259</b>
<b>Operating surplus (deficit)</b>	<b>153,433</b>	<b>10,363</b>
Investment income	(3,500)	(147)
Depreciation charges	1,373	2,247
Decrease/(increase) in debtors and prepayments	87,693	(172,222)
Increase/(decrease) in receipts in advance	226,552	341,677
Increase/(decrease) in creditors	37,582	39,223
<b>Net cash (outflow)/inflow from operating activities</b>	<b>503,133</b>	<b>221,141</b>
<b>Reconciliation of cash movement from operating activities</b>		
Government grants	111,250	191,580
Other grants and donations	8,748	7,030
Other cash receipts from contracts and trading	939,293	573,184
Payments to suppliers	(86,906)	(141,557)
Employment costs	(469,252)	(409,096)
<b>Net cash inflow (outflow) from operating activities</b>	<b>503,133</b>	<b>221,141</b>

# 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 2019), 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) The trustees assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the company to continue as a going concern. The trustees make this assessment in respect of a period of at least one year from the date of authorisation for issue of the financial statements and have concluded that the charity has adequate resources to continue in operational existence for the foreseeable future, and thus they continue to adopt the going concern basis of accounting in preparing the financial statements.
- c) 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.
- d) 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.
- e) 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.
- f) 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.

- g) 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.

- h) 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.
- i) 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.
- j) 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.
- k) The expendable endowment fund is for unrestricted funding purposes which will be approved by the trustees when appropriate.
- l) The cost of generating funds relates to the costs incurred by the charitable company in raising funds for the charitable work.
- m) 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.
- n) 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.
- o) 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.
- p) Cash at bank relates to cash held in instant access no penalty accounts.
- q) Cash on deposit relates to cash held in 90-day access accounts and 35 day access accounts where depending on the notice period given there may be a loss of interest on sums withdrawn.
- r) 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.
- s) 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**

	Restricted	Unrestricted	2022-23 £	Restricted	Unrestricted	2021-22 £
General donations, incl Gift Aid	-	8,721	<b>8,721</b>	-	6,603	6,603
Bank interest	-	3,500	<b>3,500</b>	-	147	147
Sundry income	-	-	-	-	421	421
	<b>-</b>	<b>12,221</b>	<b>12,221</b>	<b>-</b>	<b>7,171</b>	<b>7,171</b>

**4) Income from charitable activities**

FASD grant	-	-	-	28,790	-	28,790
Parents in Wales - grant	110,000	-	<b>110,000</b>	65,480	-	65,480
Parents in Wales - evaluation grant	-	-	-	57,000	-	57,000
Sales of training and resources	-	329,038	<b>329,038</b>	-	75,250	75,250
Reducing parental conflict product licensing	-	193,341	<b>193,341</b>	-	357,964	357,964
Sales of consultancy	-	99,410	<b>99,410</b>	-	-	-
Cafcass	-	-	-	-	10,500	10,500
<b>Incoming from charitable activities</b>	<b>110,000</b>	<b>621,789</b>	<b>731,789</b>	<b>151,270</b>	<b>443,714</b>	<b>594,984</b>

**TOTAL INCOME**

<b>110,000</b>	<b>634,010</b>	<b>744,010</b>	<b>151,270</b>	<b>450,885</b>	<b>602,155</b>
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**5) Total expenditure****2022-23**

	Business development	Support costs	Direct costs	Governance and fundraising	2022-23 £
Staff costs (note 7)	3,605	31,262	412,403	13,921	<b>461,191</b>
Project expenses	2,467	1,303	66,553	-	<b>70,323</b>
Travel, recruitment and training	130	13,622	113	-	<b>13,865</b>
Premises and office costs	-	21,579	4,311	2,587	<b>28,477</b>
Telephone, postage and stationery	-	143	-	19	<b>162</b>
Legal and professional fees	-	9,769	2,079	3,338	<b>15,186</b>
Depreciation	-	1,373	-	-	<b>1,373</b>
Irrecoverable VAT	-	-	-	-	-
<b>TOTAL EXPENDITURE</b>	<b>6,202</b>	<b>79,051</b>	<b>485,459</b>	<b>19,865</b>	<b>590,577</b>

**2021-22**

	Business development	Support costs	Direct costs	Governance and fundraising	2021-22 £
Staff costs (note 7)	84,959	(7,241)	302,384	27,270	<b>407,372</b>
Project expenses	-	763	132,417	-	<b>133,180</b>
Travel, recruitment and training	-	9,334	101	-	<b>9,435</b>
Telephone, postage and stationery	-	116	-	-	<b>116</b>
Premises and office costs	12	20,195	3,312	2,034	<b>25,553</b>
Legal and professional fees	1,137	8,244	650	2,928	<b>12,959</b>
Depreciation	-	2,247	-	-	<b>2,247</b>
Irrecoverable VAT	-	(284)	1,214	-	<b>930</b>
<b>TOTAL EXPENDITURE</b>	<b>86,108</b>	<b>33,374</b>	<b>440,078</b>	<b>32,232</b>	<b>591,792</b>

**6) Net income is stated after charging**

	<b>2022-23 £</b>	<b>2021-22 £</b>
Depreciation	1,372	2,247
Independent examiner - examination fee	2,975	2,730
Independent examiner - tax advisory	350	-

The charity pays the expenses of trustees who attend meetings and events on behalf of the charity. During the year nine trustees could have claimed expenses or had expenses paid by the charity, but chose not to.

**7) Staff costs and numbers**

	<b>2022-23 £</b>	<b>2021-22 £</b>
Salaries	401,409	353,511
Social security costs	37,169	30,170
Pension contributions	22,613	23,691
	<b>461,191</b>	<b>407,372</b>

During 2022-23 no employees received remuneration exceeding £60,000 (2021-22 none).

	<b>2022-23 £</b>	<b>2021-22 £</b>
Key management team remuneration (inclusive of employers national insurance contributions)	115,465	122,227
	<b>115,465</b>	<b>122,227</b>

The key management team comprises: the CEO and Finance Lead.

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%.

The average number of persons employed by the charity during the year was as follows:

	<b>2022-23</b>	<b>2021-22</b>
Head count	11.6	9.8
Full time equivalents	9.3	7.4

**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 2022  
Additions  
Cost of disposals  
Period ending 31 March 2023

Intangible	Tangible	Total
Equipment		
	£	£
At 31 March 2022	125,000	20,262
Additions	-	-
Cost of disposals	-	-
Period ending 31 March 2023	125,000	20,262
At 31 March 2022	125,000	18,390
Charge for the year	-	1,373
On disposals	-	-
Period ending 31 March 2023	125,000	19,763

### Depreciation

At 31 March 2022  
Charge for the year  
On disposals  
Period ending 31 March 2023

At 31 March 2023	-	499	499
At 31 March 2022	-	1,873	1,873

### 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 2022-23, but it remains a platform enabling further sales of licensed products.

## 10) Debtors

Trade debtors  
Grants receivable  
Accrued income  
Prepayments

2022-23	2021-22
£	£
100,986	191,938
-	1,250
-	27
4,867	331
<b>105,853</b>	<b>193,546</b>

## 11) Creditors

Trade creditors  
Pre-paid income  
Accruals  
Other creditors  
VAT

2022-23	2021-22
£	£
3,682	1,154
627,269	400,717
7,396	3,935
5,400	6,732
88,278	55,354
<b>732,025</b>	<b>467,892</b>

Deferred income at 1 April  
Resources deferred in the year  
Amounts released from previous periods  
Deferred income at 31 March

2022-23	2021-22
£	£
400,717	59,040
582,769	400,417
(356,217)	(59,040)
<b>627,269</b>	<b>400,417</b>

## 12) Movements in funds

2022-23

	At 1 April 2022	Income	Expenditure	Transfers	At 31 March 2023
	£	£	£	£	£
<b>Expendable endowment</b>	136,239	-	-	-	<b>136,239</b>
<b>Restricted funds</b>					
Product licensing - Wales	-	110,000	(110,014)	14	-
Wales evaluation	1,419	-	(1,448)	29	-
Appeal fund (digital Platform)	7,159	-	-	-	<b>7,159</b>
Edith Dominican Memorial Fund	2,712	-	-	-	<b>2,712</b>
<b>Total restricted funds</b>	<b>11,290</b>	<b>110,000</b>	<b>(111,462)</b>	<b>43</b>	<b>9,871</b>
<b>Designated funds</b>					
Development and delivery of services	124,811	-	-	154,852	<b>279,663</b>
	<b>124,811</b>	-	-	<b>154,852</b>	<b>279,663</b>
<b>General funds</b>					
Click digital platform	-	-	(16,925)	16,925	-
Cafcass	-	-	(4,225)	4,225	-
Family hubs	-	-	(200)	200	-
Sales of training and resources	-	329,038	(109,586)	(219,452)	-
RPC product licensing	-	193,341	(243,061)	49,720	-
Sales of consultancy	-	99,410	-	(99,410)	-
General fund balance	-	12,221	(105,118)	92,897	-
<b>Total general funds</b>	-	<b>634,010</b>	<b>(479,115)</b>	<b>(154,895)</b>	-
<b>Total unrestricted funds</b>	<b>124,811</b>	<b>634,010</b>	<b>(479,115)</b>	<b>(43)</b>	<b>279,663</b>
<b>Total funds</b>	<b>272,340</b>	<b>744,010</b>	<b>(590,577)</b>	-	<b>425,773</b>

**12) Movements in funds** *contd.***2021-22**

	<b>At 1 April 2021</b>	<b>Income</b>	<b>Expenditure</b>	<b>Transfers</b>	<b>At 31 March 2022</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>Expendable endowment</b>	136,239	-	-	-	<b>136,239</b>
<b>Restricted funds</b>					
FASD	-	28,790	(28,790)	-	-
Product licensing - Wales	-	65,480	(65,480)	-	-
Wales evaluation	-	57,000	(55,581)	-	<b>1,419</b>
Appeal fund (digital platform)	7,159	-	-	-	<b>7,159</b>
Edith Dominican Memorial Fund	2,712	-	-	-	<b>2,712</b>
<b>Total restricted funds</b>	<b>9,871</b>	<b>151,270</b>	<b>(149,851)</b>	<b>-</b>	<b>11,290</b>
<b>Designated funds</b>					
Development and delivery of services	115,867	-	-	8,944	<b>124,811</b>
	<b>115,867</b>	<b>-</b>	<b>-</b>	<b>8,944</b>	<b>124,811</b>
<b>General funds</b>					
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	(151,715)	144,544	-
<b>Total general funds</b>	<b>-</b>	<b>450,885</b>	<b>(441,941)</b>	<b>(8,944)</b>	<b>-</b>
<b>Total unrestricted funds</b>	<b>115,867</b>	<b>450,885</b>	<b>(441,941)</b>	<b>-</b>	<b>124,811</b>
<b>Total funds</b>	<b>261,977</b>	<b>602,155</b>	<b>(591,792)</b>	<b>-</b>	<b>272,340</b>

**Transfers**

Transfers to designated reserves are in line with the accounting policy (Note 1 i.) of setting aside resources for the sustainability of contract services through surpluses generated in contract delivery. Transfers to restricted funds relate to the match funding brought to restricted activity from the general reserve. Transfers within general funds are made to reflect the funding sources, and application, of the charity's general activities.

**Restricted Funds**

**Product licenses - Wales** - during the year the Welsh Government issued and paid a grant so that all Welsh local authorities could enjoy a year-long license of OnePlusOne digital products. The accounts recognise the proportion 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****2022-23**

	Endowment funds	Restricted funds	Designated funds	2022-23 Total Funds
	£	£	£	£
Tangible fixed assets	-	-	499	<b>499</b>
Net current assets	136,239	9,871	279,164	<b>425,274</b>
	<b>136,239</b>	<b>9,871</b>	<b>279,663</b>	<b>425,773</b>

**2021-22**

	Endowment funds	Restricted funds	Designated funds	2021-22 Total Funds
	£	£	£	£
Tangible fixed assets	-	-	1,873	<b>1,873</b>
Net current assets	136,239	11,290	122,938	<b>270,467</b>
	<b>136,239</b>	<b>11,290</b>	<b>124,811</b>	<b>272,340</b>

**14) Related party transactions**

There were no emoluments paid to trustees in the period (2021-22: nil). There were no related party transactions in either the current or the prior year.



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