



2023-24

Annual Report

Incorporating the report and financial statements
for the period ended 31 March 2024

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FOREWORD

Verity Glasgow, CEO

At a time where misinformation can move quickly, evidence matters more than ever. For over fifty years, OnePlusOne has worked from an evidence base, building trust and credibility through openness and a willingness to learn. Our resources are not based on beliefs or opinions. They are based in what the evidence tells us is most likely to help. We adapt as we learn.

By demonstrating and teaching relational skills, we empower people to take action towards strengthening the relationships in their lives. This prevents the escalation of conflict and promotes positive outcomes for all involved. This type of proactive support allows people to forge their own paths, using skills and knowledge to build healthy relationships and

make positive choices about the way they relate to others – at home, at work, or online.

This year we have expanded our focus from the family home to the workplace, recognising the significant portion of our lives that so many of us spend at work. There are days when I see my colleagues more than my own partner, so getting along with people I work with is a priority for me!

Research shows that 72% percent of people would be more likely to stay at a job where they feel supported and valued than a job where they don't feel valued but are paid 30% more. When colleagues build strong and respectful connections, it leads to better communication, collaboration, and trust. This is why we have focused our efforts on bringing our relational capability expertise to the workplace.

In another area of strategic focus this year, our *Separating better* app has brought together decades of research to provide a trustworthy space for separated parents to find support and build their communication and collaboration skills. The app has been helping parents navigate the difficult process of separation with the wellbeing of all family members in mind. As well as providing much-needed support, our evaluation will provide insights into how we can adapt and improve our service as it evolves.

We have continued our work with local authorities, providing digital behaviour change interventions to support families in their local communities and training over 1,000 practitioners to deliver this critical work. We look forward to working with the new government and are urging them to fund resources nationally, allowing practitioners everywhere to have these resources in their toolkit and ending the postcode lottery for the families who need them.

As we look to the year ahead, we are embracing technological advances while using evidence to guide us as always. We have been working with artificial intelligence experts to explore new research around the use of AI in counselling interventions. Who knows what more will come from these new and exciting innovations.

We have always excelled at translating research evidence into tools that people can use in their everyday lives. Part of our role is to apply this research to real-life settings, furthering the evidence base as we employ new developments in our interventions. Keep an eye on Separating better to see how we are doing this. We will also be carrying out market research around education, healthcare, young people, and beyond – looking at where the need is and what we can do to further our mission of relational capability for all.

A handwritten signature in black ink, appearing to read 'Verity Glasgow', with a stylized, flowing script.

Verity Glasgow
CEO



FOREWORD

Ruth Kennedy, Chair

This Annual Report tells an important story, showcasing the unique work of OnePlusOne to straddle the worlds of academic research, of frontline practice, and of households up and down the country. We remain committed to leveraging research insights to support the development and maintenance of strong, healthy relationships – whether in the workplace or in the living room.

In a market overflowing with therapeutic apps, few seem to offer the rigor that OnePlusOne employs. That's why the launch of our *Separating better* app is particularly exciting. This resource puts evidence-based tools directly into the hands of parents navigating separation – something as a Board we have aspired to achieve for years. As we assess its usage and gather feedback, we aim to deepen our understanding of what users truly need and what helps them most.

As trustees we remain deeply grateful for the dedication and energy of the OnePlusOne team that lies behind all the achievements and developments laid out in this report. Together with our broader networks, we look forward to continuing to ask thoughtful questions, explore practical solutions and share our learning widely, in pursuit of relational capability for all.

A handwritten signature of Ruth Kennedy in blue ink. The signature is stylized, with the first letters of the first and last names being large and prominent.

Ruth Kennedy
Chair



It is never too late to learn the skills that can help you have happy and healthy relationships

ABOUT US

OnePlusOne is a leading research and innovation charity with over 50 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 created 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.

Vision

Relational capability for all.

Mission

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.

Objectives for the public benefit

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 partnership, or an enduring family relationship whether recognised in law or otherwise, and whether or not the relationship is conducted in the same household.

Values

We are inclusive, transparent, evidence-based, relatable, and progressive.

The team

We are a small, agile organisation with a unique range of expertise. Each member of our 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
- Rob Beal, Project manager
- Johnny Burke, Content designer
- Jennifer Cameron BFP FCA, Head of finance
- Katie Connolly, Content producer (left March 2024)
- Emma Cookson, Communications officer (started July 2023)
- Claire Cooper, Practice development lead (left March 2024)
- Ben Coulson, UX manager
- Charmari Downing, Practice development manager
- Shaun Ellerton, UX support officer (left January 2024)
- Tabitha Frangoullides, Communications manager
- Alex Hamilton, Content producer (started March 2024)
- Dr Shannon Hirst, Senior research lead
- Sara Light, Operations manager
- Stephanie Millward, Training manager
- Sarah Naula, Project manager (left September 2023)
- Matt Nel, UX and operations officer (started April 2024)
- Jimi Odell, Content manager
- Chantal Savignon, Organisational operations and support manager
- Gemma Slade, Customer service administrator
- Claire Trainor-Gray, Customer relationship manager
- Alex Tzvetkova, Research assistant
- Amy Watts, Research assistant (left May 2024)

Associates

- Clive Hyland (left December 2023)
- Emma Joyce
- Roxanne McDowell
- Helen Molloy
- Dr Clare Murray
- Jenny Reynolds

Trainers

- Natalia Medina
- Heleen Molenaar
- Caroline Morgan
- Natasha Silverman (left August 2023)
- Natasha Vickers

Placement students

- Sereena Vaja, Junior research assistant

REPORT OF THE TRUSTEES

OnePlusOne Marriage and Partnership Research — for the year ending 31 March 2024.

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2024. The trustees have adopted the provisions of 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).

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.

Aims and Achievements 2023-2024

1. Improve service delivery platform and experience

Reducing parental conflict

We have continued to license our *Reducing parental conflict* (RPC) digital package to local authorities across England and Wales, with 97 local authorities in licence across the year. This includes four local authorities signing up for the first time and four customers who returned to license.

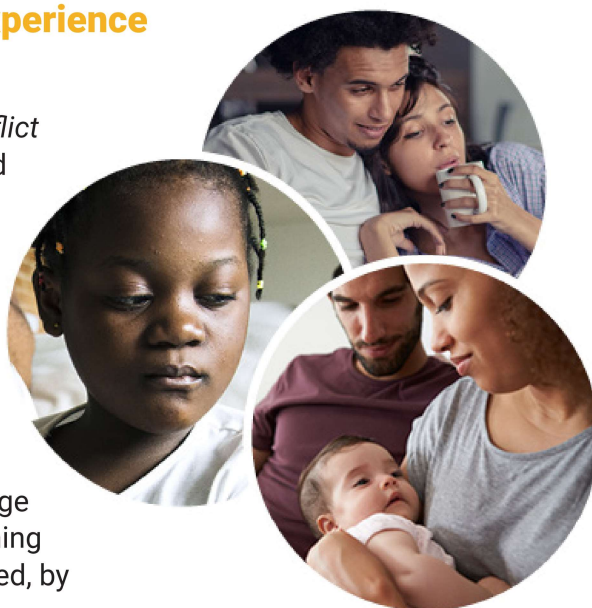
Marriage Care

This year, another charity has licensed our RPC digital resources for the first time. Marriage Care will use these resources to triage couples awaiting counselling. Marriage Care found that couples on their waiting list were becoming more entrenched in their conflict, or had already separated, by the time they were able to access support.

Their aim is to provide interim support, ensuring both parties enter counselling with more self-awareness, open communication, and reflective understanding. As well as *Arguing better* and *Me, You and Baby Too* for intact couples, they have included *Getting it right for children* for cases where counselling has come too late to restore the relationship.

Lunch & Learns

We have continued to offer Lunch & Learns for local authorities that license our RPC digital package. We have delivered four sessions, with between 60 and 120 attendees at each. This year, we covered topics such as delivering the OnePlusOne digital package in group settings, strategic rollout of RPC products, case studies of families who used the OnePlusOne digital resources, and a seasonal session on managing conflict at Christmas. We also welcomed guest speakers from local authorities to share their real world examples of working with the OnePlusOne resources.

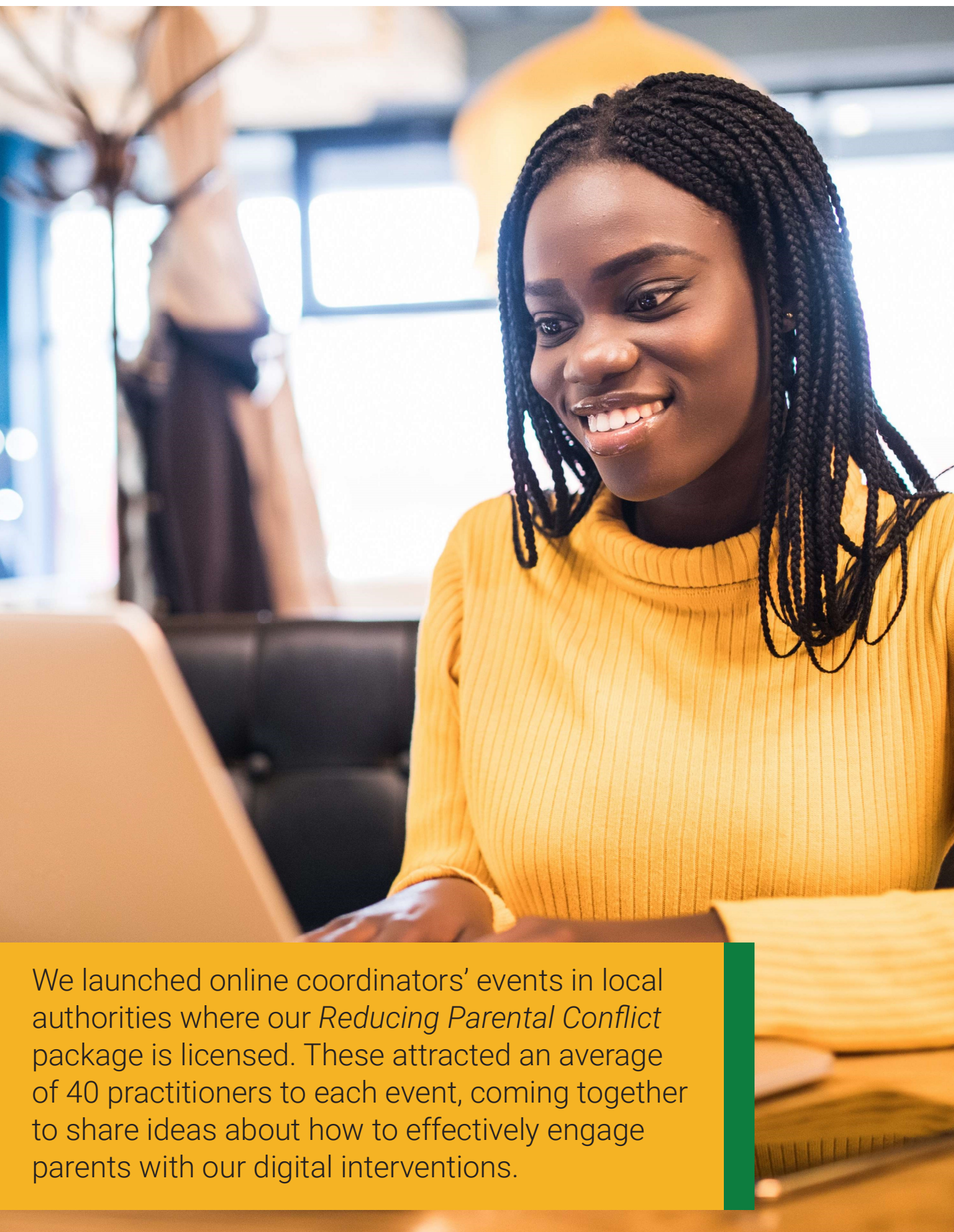


We continued to host our popular Lunch & Learn events. Each event typically attracts over 100 participants.

Coordinators' events

Our inaugural RPC coordinators' event took place in late 2023, with a follow-up event in February 2024. Local authorities have told us that the RPC coordinator role can often feel isolating. These events provide an opportunity to come together by sharing concerns and solutions, creating ideas for delivery, and developing a supportive community.

November's event focused on understanding the culture change that is needed to roll out RPC pathways, including discussions around training and Family Hubs. For February's event, we invited coordinators to talk about their most pressing issues and share ideas for best practice on how to navigate these.



We launched online coordinators' events in local authorities where our *Reducing Parental Conflict* package is licensed. These attracted an average of 40 practitioners to each event, coming together to share ideas about how to effectively engage parents with our digital interventions.

Train the Trainer

Our Train the Trainer (TTT) programme has continued to help in-house local authority trainers relay the *Reducing parental conflict* digital intervention training to their teams. We revamped this training to better assist the practitioner's learning journey. We also included a section for delegates to devise their own personalised training plans.

Over the year, we ran 25 TTT courses for 139 practitioners across 35 local authorities. The current programme includes mixed-cohort follow-up sessions three months after training, where newly trained facilitators can share their learning experiences and receive further support from OnePlusOne colleagues. Feedback has been positive and we have been encouraged to hear how the programme has been effective, embedding the knowledge and skills within the workforce, ensuring greater sustainability.



Over the year, we ran 25 TTT courses for 139 practitioners across 35 local authorities.

Outreach to local authorities

This year a number of local authorities invited us to speak at remote and in-person seminars to raise awareness around the importance of working with parents in conflict, and the OnePlusOne RPC resources specifically. We have attended events with practitioners from Derby, Gloucester, Hampshire, and Cambridgeshire.

To build and maintain positive relationships, it's essential to make time to speak directly with practitioners who are using our resources or may use them in future. By attending these seminars, we offer the opportunity to raise the profile of the research OnePlusOne does and the impact of our work in this area.

New areas

We are excited to be helping families in four new areas: Cheshire West and Chester, Wigan, North East Lincolnshire, and Newcastle. We also welcomed back families from four areas that have returned to OnePlusOne licenses after a break: Knowsley, St Helens, Middlesbrough, and Lancashire.

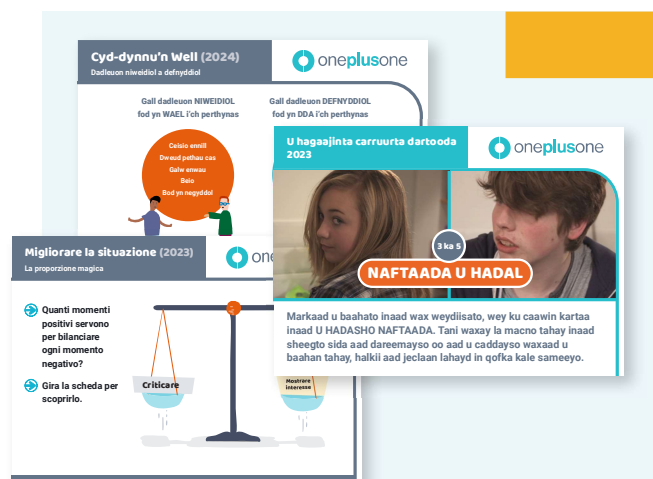
For the next financial year, we have been in discussions with four new local authorities regarding licenses. We have received commitments from Hackney, Halton, Sutton, and Trafford for the financial year 2024-25. Given the uncertainty around local authority funding beyond 2024-2025, we were pleased to see commitment from these new authorities.

2. Build on research, investment, and experience

Platform improvements

In this last year, both the Operations and UX team researched and tested many new learning management systems (LMS) to host our digital interventions to attempt to improve our current platform. After researching these systems, it was concluded that none would be able to meet our requirements. In order to meet them, we would need to build something bespoke which would be too costly and require more time than we had.

Fortunately, our existing platform Thinkific has made big improvements to its system this year. These included adding more analytics options and providing new ways to gather data, which were high on our list of priorities. These improvements help us to continue having a better understanding of our user engagement and performance, with greater insights into how they're progressing through their learning journey. Thinkific is also rolling out new updates regularly to ensure platform efficiency. After our intensive research into new systems, we have concluded that we are currently using the best out-of-the-box software for our requirements.



Translating our *Getting on Better* cards

We now offer our *Getting on Better* and *Getting it right for children* cards in 13 languages. These are currently being used by nine English local authorities, with the most popular languages being Polish, Arabic, and Urdu. Local authorities in Wales all have access to Welsh language versions of the cards at no additional cost. This was made possible with support from Helo Blod.

Separating better

Our successful application to the DWP Challenge Fund meant we were able to start work this financial year on *Separating better*, our app for separating parents. All development work for the app was completed before launching *Separating better* at the end of March 2024 for testing in the following financial year (2024-25).

Separating better has been developed to provide practical and emotional support to parents who are thinking of separating, are in the process of separating, or have recently separated or divorced. The hope is that this will help them navigate the complexities of separation while minimising the negative impact on themselves and their children. *Separating better* features advice and guidance articles, a budgeting tool, a parenting plan, local support service signposting, and domestic abuse signposting, with a digital behaviour change intervention (DBCI) using Behaviour Modelling Training (BMT) videos to support conflict and communication resolution skills for their co-parenting journey.



Quarter 1 (June-August 2023) focused on preparation and development with three separate literature reviews: one on parents' and children's experience of divorce or separation, one on separating and divorcing parents' use of technology, and one on where separating and divorcing parents go for support in the UK. We also established the project team including recruiting new staff members to support with the project, established an advisory board of experts, began development of our marketing and communications strategy, and completed our evaluation design. This included establishing referral pathways for our pilot phase in the Isle of Wight and Northumberland.



We recruited parents as part of our co-production strategy and spoke with 11 mums and three dads about their experiences of separation. These sessions allowed us to better understand the experiences of separating parents, the kinds of things they disagree about, how they resolve conflict, the language they use when discussing their co-parenting relationships, and how they communicate with each other in general. This ensures our content is relevant to parents who use the app. We then developed the wireframes and interactive prototype for *Separating better* and commenced production with our development agency, Holdens.



In **Quarter 2 (September-November 2023)** we focused on content development for *Separating better*, with our content team creating the DBCI materials for the app. A big component of this was *Work it out*, a series of Behaviour Modelling Training videos depicting five families navigating separation and co-parenting. The aim is to teach parents effective conflict resolution and communication skills grounded in relational capability. Our content team wrote the scripts, consulted on casting, and worked with Blackburn Media to produce the videos. During this quarter, we also made progress on developing a budgeting tool and a parenting plan section.

By **Quarter 3 (December-February 2024)** we began piloting the test version of *Separating better* in our two pilot local authorities. Throughout the pilot phase, we analysed preliminary demographic and baseline data of pilot app users and reviewed this alongside feedback from stakeholders to provide an enhanced iteration of the app. Adaptations were also made, with 12 updates released in the pilot phase.

Due to the time constraints of the project funding and the desire to achieve the maximum number of downloads and users, we used paid media marketing to promote engagement. Our CEO Verity Glasgow was featured on a TV news piece for the BBC. The app was also covered in a news article about the piloting stage, and on the radio for Wave 105, giving us wider reach and awareness.

Separating better was launched nationally on 19 March 2024, and saw great success in the first few weeks, with 401 downloads by April 2024. As of September 2024, it has since been downloaded 3,548 times and is being actively recommended by local authorities to families who are going through a separation or divorce.

"I absolutely love this app and have been using it with families and professionals already."

A practitioner from Dorset talking about the app shortly after it launched

Divorce Podcast

In October, our content manager Jimi Odell was a guest on the Divorce Podcast, hosted by Kate Daly. The podcast covers a wide range of discussions around various issues surrounding divorce and co-parenting. This particular episode focused on 'Separation in the workplace' which tied in with OnePlusOne's *Relational leaders* work, upskilling managers to support staff through tough times at home.

Jimi was a guest alongside Tesco's Mustafa Faruqi and James Hayhurst, founder of the Positive Parenting Alliance. They talked about how employers can support staff during a separation and how a relational approach to work-life balance can help people to feel better both at home and at work.

The episode is available from **The Divorce Podcast's website** or wherever you get your podcasts.



3. Develop new *Relational capability* training

Relational capability is our new evidence-based programme designed to help frontline practitioners build effective relationships with their service users. The programme has been developed from evidence drawn together from the health and social care sector over the last decade about what makes for an effective helping interaction.

"I hope this training is taught everywhere and anywhere possible. It's vital for people to learn about this topic."

A practitioner from Sutton talking about our *Relational capability* training

We collaborated with practitioners, researchers, and training experts to develop a comprehensive training programme that includes:

- An initial consultation with the lead commissioners or managers.
- The full two-day course for 10 practitioners with subsequent reflective practice sessions.
- Three-month follow-ups to help embed learning.

At the end of training, participants receive reflective journals for their own casework observations and a practitioner handbook. These resources serve as training summaries and tools for additional learning.

The three core elements of the programme help to build skills in emotional competence, communication, and mentalisation. The course allows practitioners to develop and practice these

relational skills which lead to better outcomes for service users and clients. It is ideal for people working in a wide variety of settings, including family hubs, children's centres, early help, and social care.

In October 2023, a cohort of practitioners from Blackburn with Darwen participated in the first pilot delivered by OnePlusOne's training manager, Stephanie Millward. Further programmes have trialled a hybrid model, combining a face-to-face workshop with a digital follow-up. In total, 38 practitioners have taken part in the *Relational capability* programme.

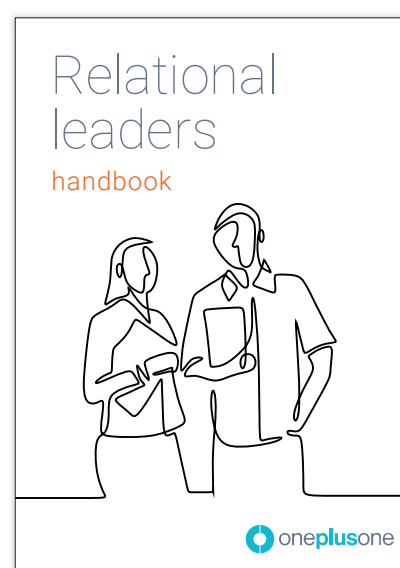
Feedback from the pilot programmes has been overwhelmingly positive. Many participants and their managers have cited specific examples of practitioners demonstrating enhanced relational skills with a beneficial impact in their interactions with service users.

4. Reach out to new markets

Relational leaders

Over the last year, we continued our work with subject matter experts to review our existing programmes which have the potential for reach into new markets.

We spent some months reviewing previous material including our B.E.S.T. course, a short workplace version of Brief Encounters®. The consensus was to use the relational capability research to adapt this course to an organisational setting. We worked in collaboration with Dr Clare Murray, a relationship therapist, organisational psychologist and leadership coach; and Clive Hyland, a previous CEO, business coach, and organisational trainer, to develop a programme for leaders and managers in the corporate sector.



This new *Relational leaders* programme will be piloted in 2024-25. It will run over two consecutive face-to-face days with coaching-based action learning sessions taking place some weeks after the initial training, and additional meetings with organisational sponsors.

Our research team provided new research into corporate and organisational settings. With support from our associate Jenny Reynolds, we have created a handbook and an 'Action learning journal' to use in the pilot programme. We are developing a marketing and communications strategy targeting the corporate sector to help introduce us to this new market.

Relational leaders equips participants with skills based on three core areas for successful leadership: emotional capability, reflective capability, and collaborative communication. The training is based on building trust and psychological safety within teams, to positively impact performance, productivity, strategic partnerships, and organisational creativity. Evidence shows that when line managers and leaders demonstrate effective relational skills, it improves employee wellbeing and staff retention. The pilot programme acknowledges the recent changes to workplace settings, including the impact of hybrid working and the environmental challenges that organisations face. Dr Clare Murray will deliver the pilots, tailoring the programme for organisations, and providing a personalised approach to suit team or away days.



We envisage a world where everyone has the knowledge and skills to form, maintain, and strengthen relationships with the people in their lives

Other business

Recruitment

To help with our Challenge Fund project and support with ongoing business, we recruited six new roles:

- Project manager
- Communications officer
- UX officer
- Content producer
- Training manager
- Research assistant

Equality, diversity, and inclusion

Following the success of the previous year's pilot, we implemented a blind recruitment process for these roles. Personal information such as name, gender, nationality, and educational institutions are removed from applications to minimise unconscious bias in the hiring process. Panels are encouraged to evaluate applications based on skills and ability to carry out the role.

As part of our recruitment process, we offer to make reasonable adjustments to accommodate candidates with disabilities.

Mental health

OnePlusOne offers various forms of support to its staff, including an employee assistance programme, flexible working arrangements, and the option to reduce working hours for those who wish to do so. Regular discussions are held with all staff members to promote and maintain a healthy work-life balance.

Ties with academic partners

We have maintained our relationships with academic partners, including the Centre for Behavioural Science and Applied Psychology (CeBSAP) on our emotional readiness work and Sheffield Hallam University through participation in their student placement programme.

This year, OnePlusOne has been involved in a number of research funding applications for academic partners. These include being an impact partner for the University of Surrey's ESRC (Economic and Social Research Council) bid investigating nostalgia, a cross-university research group application for University of Surrey and University of Southampton investigating the 'digital good' in relationships, and being included as a stakeholder partner for a potential research project at the University of Cambridge Centre for Child and Family Research.

OnePlusOne's research lead, Dr Shannon Hirst, was also part of the successful bid for the 2026 International Association for Relationship Research (IARR) conference that will be held in Glasgow.

Partnership with Emotional Health Alliance

The Emotional Health Alliance is a collaborative organisation run by the Centre for Emotional Health, focused on improving mental and emotional wellbeing of families. OnePlusOne is proud to be a part of the Emotional Health Alliance. As a collective, the alliance aims to influence policy to create a more emotionally healthy society. There are approximately 47 members from across different areas of support, understanding the importance of good emotional health.

Seasonal Christmas social media campaign: 12 winter warmers

OnePlusOne had the opportunity to create a seasonal campaign in alignment with our pro-social behaviour change work. With the Christmas holidays being a time for relationships, connections, and 'get togethers' for so many, it seemed like the perfect time of year to engage.

Until this point, we had never created a dedicated seasonal, cohesive campaign spanning over a month as part of a series. A Christmas campaign proved to be a great opportunity to promote evidence-based research around behaviour change tips and guidance by linking back to the holiday season.

Our Communications team worked closely with our Research team to ensure all messaging was evidence-based and supported by previous research. This led to the creation of 12 clear, actionable bite-sized behaviour change gestures for people to try out over the Christmas period. These were aimed at improving relationships and communication, hopefully lessening feelings of loneliness, grief, and conflict over the Christmas holidays.

This was an organic campaign, pushed out via social media with our brand awareness in mind and engagement objectives outlined. This campaign was staggered across the month of December, culminating over the holiday period. It was successful in increasing reach, engagement and content interactions, and receiving post shares and user generated content (UGC), particularly on Facebook.

Although this was not the objective, we also saw a 2% increase in social media followers across our channels during this campaign. The campaign increased reach and doubled engagement rates on X (formerly Twitter), something that had become challenging due to the changing nature of the platform.



Looking forward

Aims for 2024-2025

1. Further develop and implement a strategic approach for entering new markets with innovative products that enhance and nurture both personal and professional relationships. This approach will leverage market research, customer insights, and tailored marketing strategies to effectively meet the unique needs and preferences of diverse target audiences, fostering strong customer relationships and driving sustainable growth of the organisation.
2. Expand the evidence base through re-igniting our partnerships with academic institutions, applying the latest research in our innovative products and content while sharing knowledge and expertise. The comprehensive evaluations of our products will inform continuous improvement, drive innovation, and support evidence-based decision making. This will enhance the quality and effectiveness of our resources and cement our reputation as industry experts and thought leaders in this area of applied research. We will reinforce ourselves as the go-to applied relationship research experts and producing not only our own research but also partnering with academics to create impact by sharing their findings with our users.
3. Develop and promote a compelling narrative that underscores the importance of early intervention in relationships. This narrative will be grounded in evidence-based research and real life stories, highlighting the benefits of proactive support in fostering healthy, resilient relationships. By effectively communicating this message through various channels we aim to raise awareness, encourage timely action, and ultimately contribute to the wellbeing of individuals and communities – while increasing brand awareness.
4. Consolidate the public-facing and professional websites into a single, cohesive online platform to effectively serve the diverse needs of the charity's stakeholders. This unified website will enhance user experience, streamline access to information and resources, and strengthen our brand identity.

Success criteria

As we work towards these aims, we will measure our success on a range of criteria:

- The number of people reached and supported by our digital interventions.
- Evaluation of the efficacy of our interventions.
- The happiness of the staff team.
- How we are applying the latest research.
- Working with other researchers, and adding to the evidence base.

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 2023-2024 a surplus of £337k (£153k surplus 2022-2023) was recorded, a continuation of the improvement in profitability.

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 2023-24 were £280k and the balance held on instant access with Lloyds Bank Plc was £280k at the year end. Trustees regularly review the reserves policy and continue to maintain this position, at 31 March 2024.

Reserves which may be applied at the discretion of trustees comprised of the general fund, expendable endowment, and funds designated by trustees, in total £753k.

Reserves designated for development and delivery of services and the general fund total £617k, 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 Welsh Authorities and whilst continuing as a significant contributor, this is now accessed through direct sales to local authorities rather than via grants which ended in March 2023.

OPO were awarded grant funding via a Challenge Fund from the DWP (England) for a digital intervention test and learn project to run from June 2023 to February 2025. This has provided a significant source of income although offset with associated expenditure.

Source	2023-2024	2022-2023
DWP - Welsh grant	NIL	£110,000
LA training and licence	£776,764	£621,789
DWP Challenge fund grant	£473,424	NIL

Financial position and going concern

At the balance sheet date, OnePlusOne had unrestricted reserves of £753k (£416k 2022-2023) and restricted reserves of £10k (£10k 2022-2023). Cash at bank amounted to £1,174k (£1,051k 2022-2023).

A focus on developing new products for 2024-25 will give us the opportunity to develop and investigate different income streams to support our strategic direction in broadening our reach and customer base beyond working with local authorities. This will primarily be within employee wellbeing, public and commercial sectors. Beyond this year, OnePlusOne's five year strategy focuses on bringing relational capability and leadership skills to different sectors such as health, social care, and commercial organisations, where there is a market.

Delivering the final evaluation for the Challenge Fund Grant in this year will offer new opportunities for OnePlusOne in the divorce and separation market. An election during the year is likely to cause some delayed decision making for central and local government which we will keep a watching brief on and work closely with our current local authority customer base to ensure as much as we can that our workforce training and licensed digital products are a sustainable option.

With a combination of robust cash reserves and strong position forecast for the Reducing Parental Conflict opportunity along with the Challenge Fund grant funded project 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 2024	Actions to mitigate
<p>1. DWP are committed to RPC until March 2025 this represents a significant proportion of OPO's income and was agreed under a previous parliament. There is a risk with a new government in place, parliamentary objectives will be reviewed as part of the spending review and the impact of any change could downgrade RPC as a priority in the way it has been to date.</p>	<ul style="list-style-type: none"> ● Central Government have been committed to supporting relationships within the UK since the 1970s, irrespective of which party is leading. OPO remain a member of the Relationship Alliance who are continuing to work to affect policy at this time of change.
<p>2. OPO has experienced rapid expansion especially within staffing numbers in order to facilitate grant awards. This could represent a longer term financial risk financing employees beyond the life of the project.</p>	<ul style="list-style-type: none"> ● OPO will utilise temporary contracts where possible. ● Further development of strategic goals, such as new products to increase longer term revenues beyond the life of the DWP funded project.
<p>3. Failure to deliver the final project evaluations could result in the non payment of remaining grant claims by DWP and impact future sustainability.</p>	<ul style="list-style-type: none"> ● Project manager function in place for the length of the project to oversee all key goals. ● Monthly project board meetings are held to assess any risks to project delivery and how to resolve. ● Weekly maintenance of project risk register to facilitate planning. ● Monthly update meetings with the DWP. ● The existing licensing model is being reviewed to support sustainability considerations.

Structure, governance and management

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, as defined by the Companies Act 2006. It was 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.

Registered Charity Number: 1087994

Registered Company Number: 04133340

Registered Office: c/o MHA MacIntyre Hudson, 6th Floor, 2 London Wall Place, London EC2Y 5AU

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, Director, ThePublicOffice, **Chair**

Ms Katharine Landells, Lawyer, **Deputy Chair**

Ms Eleanor Alison Boase, Digital management, **Treasurer**

Ms Emma Ries, Lawyer

Gavin Peter Hartland-Shaw, Accountant

Simon James Eckstein, Product lead, Deloitte Digital

Jonathan Richard Marston Slater, Consultant

Ms Karen Ritchie, Financial Planner (appointed 7 November 2023)

Mr Pravin Somasundram, Deputy CFO Homerton Healthcare NHS Trust (appointed 7 November 2023)

Ms Sarah Healey (resigned 23 May 2023)

Bankers

Lloyds Bank Plc
25 Gresham Street
London
EC2V 7HN

Triodos Bank UK Limited
Deanery Road
Bristol
BS1 5AS

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

Insignis Asset
Management
SJIC
Cowley Road
Cambridge
CB4 0WS

Solicitors

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

Auditors and Accountants

Ward Goodman Audit
Services Limited
Statutory Auditor
4 Cedar Park
Cobham Road
Ferndown Industrial Estate
Wimborne
Dorset
BH21 7SF

Professional advisers**Senior management team**

Verity Glasgow, CEO

Jennifer Cameron BFP FCA, Head of finance

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, head of finance 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 10 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.

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.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

Auditors

The auditors, Ward Goodman Audit Services Limited, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Report of the trustees, incorporating a strategic report, approved by order of the board of trustees, as the company directors, on **5 November 2024** and signed on the board's behalf by:

Ruth Kennedy and **Eleanor Boase**.



Ruth Kennedy
Chair of Trustees

5 November 2024

Company No 04133340



Eleanor Boase
Treasurer

5 November 2024

Charity No 1087994

Report of the independent auditors

Opinion

We have audited the financial statements of One Plus One Marriage & Partnership Research (the 'charitable company') for the year ended 31 March 2024 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2024 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Trustees.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Our responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- We obtained an understanding of the legal and regulatory frameworks applicable to the charity and the sector in which they operate.
- We obtained an understanding of how the charity is complying with those legal and regulatory frameworks by making enquires of management
- We assessed the susceptibility of the charities' financial statements to material misstatement, including how fraud might occur. Audit procedures performed by the engagement team included:
 1. Identifying and assessing the design effectiveness of controls management has in place to prevent and detect fraud
 2. Understanding how those charged with governance considered and addressed the potential for override of controls or other inappropriate influence over the financial reporting process
 3. Challenging assumptions and judgements made by management in its accounting estimates
 4. Identifying and testing journal entries, in particular any journal entries posted with unusual account combinations;
and
 5. Assessing the extent of compliance with the relevant law and regulations.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Auditors.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

Other matters which we are required to address

The comparative financial statements are unaudited.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Signed



Dated 7 November 2024

I M Rodd BSc FCA FCCA (Senior Statutory Auditor)

for and on behalf of

Ward Goodman Audit Services Limited

Statutory Auditor

4 Cedar Park

Cobham Road

Ferndown Industrial Estate

Wimborne

Dorset

BH21 7SF

Statement of Financial Activities for the year ended 31 March 2024

	Note	Unrestricted funds	Restricted funds	Endowment fund	2024 Total £	2023 Total £
Income and endowments from		£	£	£	£	£
Donations and legacies	3	7,623	-	-	7,263	8,722
Charitable activities	5					
Project initiatives		776,764	473,424	-	1,250,188	731,789
Investment income	4	23,819	66	-	23,885	3,499
Other income		16,800	-	-	16,800	-
Total income		825,006	473,490	-	1,298,496	744,010
Expenditure on						
Raising funds	6	1,286	-	-	1,286	5,835
Charitable activities	7	-				
Core support costs		71,166	-	-	71,166	79,050
Project initiatives		385,198	473,703	-	858,901	485,459
Core governance costs		10,679	-	-	10,679	14,030
Business Development		19,369	-	-	19,369	6,203
Total		487,698	473,703	-	961,401	590,577
Net income/(expenditure)		337,308	(213)	-	337,095	153,433
Reconciliation of funds						
Transfer funds brought forward		279,663	9,871	136,239	425,773	272,340
Total funds carried forward		616,971	9,658	136,239	762,868	425,773

Balance sheet as at 31 March 2024

	Note	Unrestricted funds	Restricted funds	Endowment fund	2024 Total £	2023 Total £
Fixed assets		£	£	£	£	£
Tangible assets	14	228	-	-	228	499
Current assets						
Debtors	15	223,346	-	-	223,346	105,853
Cash at bank	16	1,027,616	9,658	136,239	1,173,513	1,051,446
		1,250,962	9,658	136,239	1,396,859	1,157,299
Creditors						
Amounts falling due within one year	17	(634,219)	-	-	(634,219)	(732,025)
Net current assets		616,743	9,658	136,239	762,640	425,274
Total assets less current liabilities		616,971	9,658	136,239	762,868	425,773
Net assets		616,971	9,658	136,239	762,868	425,773
Funds	18					
Unrestricted funds					616,971	279,663
Restricted funds					9,658	9,871
Endowment funds					136,239	136,239
Total funds					762,868	425,773

The financial statements were approved by the Board of Trustees and authorised for issue on 5th November 2024 and were signed on its behalf by



Ruth Kennedy
Chair of Trustees

5th November 2024

Company No 04133340



Eleanor Boase
Treasurer

5th November 2024

Charity No 1087994

Cash flow statement for the year ended 31 March 2024

	Note	2024 £	2023 £
Cash flows from operating activities			
Cash generated from operations	1	98,182	503,134
Net cash provided by operating activities		98,182	503,134
Cash flows from investing activities			
Interest received		23,885	3,499
Net cash provided by investing activities		23,885	3,499
Change in cash and cash equivalents in the reporting period		122,067	506,633
Cash and cash equivalents at the beginning of the reporting period		1,051,446	544,813
Cash and cash equivalents at the end of the reporting period		1,173,513	1,051,446

Notes to the Cash Flow Statement

1.Reconciliation of net income to net cash flow from operating activities

	2024 £	2023 £
Net income for the reporting period (as per the Statement of Financial Activities)	337,095	153,433
Adjustments for:		
Depreciation charges	271	1,373
Interest received	(23,885)	(3,499)
(Increase)/decrease in debtors	(117,493)	87,693
(Decrease)/increase in creditors	(97,806)	264,134
Net cash provided by operations	98,182	503,134

2. Analysis of changes in net funds

	As at 1.4.2023 £	Cash flow £	As at 1.4.2024 £
Net cash			
Cash at bank	1,051,446	122,067	1,173,513
Total	1,051,446	122,067	1,173,513

Notes to the financial statements for the year ended 31 March 2024

1) 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

2) Accounting policies

a) Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, 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)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

b) Going Concern

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) Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

d) Voluntary income

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.

e) Grants

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.

f) Sales of license packages

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.

g) Resources expended

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources

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.

h) Expenditure

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) Debtors

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."

j) **Tangible Fixed Assets**

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.

k) **Taxation**

The charity is exempt from corporation tax on its charitable activities

l) **Fund Accounting**

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.

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.

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 and can be used in accordance with the charitable objectives at the discretion of the trustees.

The expendable endowment fund is for unrestricted funding purposes which will be approved by the trustees when appropriate.

The cost of generating funds relates to the costs incurred by the charitable company in raising funds for the charitable work.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

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.

m) **Creditors**

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.

n) **Cash**

Cash at bank relates to cash held in instant access no penalty accounts.

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.

o) **Financial Instruments**

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.

3) Donations and legacies

Donations

2024 £	2023 £
7,623	8,722

4) Investment income

Deposit account interest

2024 £	2023 £
23,885	3,499

5) Income from charitable activities

RPC Product Licensing

Sales of training and resource

Sales of consultancy

Grants

Activity

Project initiatives

Project initiatives

Project initiatives

Project initiatives

2024 £	2023 £
308,821	193,341
327,825	329,038
140,118	99,410
473,424	110,000
1,250,188	731,789

Grants received, included in the above, are as follows:

Parents in Wales - Grant

Challenge Fund

2024 £	2023 £
-	110,000
473,424	-
473,424	110,000

6) Raising funds**Raising donations and legacies**

Staff costs

2024 £	2023 £
1,286	5,835

7) Charitable activities costs

Core support costs

Project initiatives

Core governance costs

Direct costs £	Support costs (see note 8) £	Totals £
-	71,166	71,166
857,605	1,296	858,901
-	10,679	10,679
857,605	83,141	940,746

8) Support costs

	Management £	Finance £	Information technology £
Core support costs	33,752	550	22,919
Project initiatives	1,240	53	3
Core governance costs	-	-	-
	34,992	603	22,922
	Other £	Governance costs £	Totals £
Core support costs	4,535	9,410	71,166
Project initiatives	-	-	1,296
Core governance costs	-	10,679	10,679
	4,535	20,089	83,141

9) Net income/(expenditure)

Net income/(expenditure) is stated after charging/(crediting):

	2024 £	2023 £
Depreciation - owned assets	271	1,372
Auditors remuneration - audit services	10,250	-
Auditors remuneration - non-audit services	1,250	-
Independent examiner - examination fee	-	2,975
Independent examiner - tax advisory	-	350

10) Trustees remuneration and benefits

There were no trustees' remuneration or other benefits for the year ended 31 March 2024 nor for the year ended 31 March 2023.

Trustees expenses

There were no trustees' expenses paid for the year ended 31 March 2024 nor for the year ended 31 March 2023.

11) Staff costs

	2024	2023
	£	£
Wages and salaries	590,970	401,409
Social security costs	50,917	37,169
Other pension costs	33,175	22,613
	675,062	461,191

Key management remuneration totalled £122,370 (2023: £115,465). The key management team comprises of the CEO and Head of finance.

The full time equivalent employee numbers are 14 (2023: 9).

The average monthly number of employees during the year was as follows:

	2024	2023
Headcount	19	12

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2024	2023
£60,001 - £70,000	-	1
£70,001 - £80,000	1	-
	1	1

12) Comparatives for the statement of financial activities

	Unrestricted funds £	Restricted funds £	Endowment fund £	Total funds £
INCOME AND ENDOWMENTS FROM				
Donations and legacies	8,722	-	-	8,722
Charitable activities				
Project initiatives	621,789	110,000	-	731,789
Investment income	3,499	-	-	3,499
Total	634,010	110,000	-	744,010
EXPENDITURE ON				
Raising funds	5,835	-	-	5,835
Charitable activities				
Core support costs	79,050	-	-	79,050
Project initiatives	373,997	111,462	-	485,459
Core governance costs	14,030	-	-	14,030
Business Development	6,203	-	-	6,203
Total	479,115	111,462	-	590,577
NET INCOME/(EXPENDITURE)	154,895	(1,462)	-	153,433
Transfers between funds	(43)	43	-	-
Net movement in funds	154,852	(1,419)	-	153,433
RECONCILIATION OF FUNDS				
Total funds brought forward	124,811	11,290	136,239	272,340
TOTAL FUNDS CARRIED FORWARD	279,663	9,871	136,239	425,773

13) Intangible fixed assets**Cost**

At 1 April 2023 and 31 March 2024

Amortisation

At 1 April 2023 and 31 March 2024

Net Book Value

At 31 March 2024

At 31 March 2023

**Computer software
£****125,000****125,000****-****-****14) Tangible fixed assets****Fixtures & fittings
£****Computer equipment
£****Totals
£****Cost**

At 1 April 2023

15,003

20,262

35,265

Disposals

-

(16,144)

(16,144)

At 31 March 2024

15,003

4,118

19,121**Depreciation**

At 1 April 2023

15,003

19,763

34,766

Charge for year

-

271

271

Eliminated on disposal

-

(16,144)

(16,144)

At 31 March 2024

15,003

3,890

18,893**Net Book Value**

At 31 March 2024

-

228

228

At 31 March 2023

-

499

499**15) Debtors: amounts falling due within one year****2024
£****2023
£**

Trade debtors

81,852

100,986

Prepayments and accrued income

141,494

4,867

223,346

105,853

16) Cash at bank**2024
£****2023
£**

Cash on deposit

893,293

856,555

Cash at bank and in hand

280,220

194,891

1,173,513

1,051,446

17) Creditors: amounts falling due within one year

	2024 £	2023 £
Trade creditors	4,317	3,682
VAT	46,434	88,278
Other creditors	-	5,400
Accruals and deferred income	583,468	634,665
	634,219	732,025

18) Movement in funds

	At 1.4.2023 £	Net movement in funds £	Transfers between funds £	At 31.3.2024 £
Unrestricted funds				
General fund	-	(57,506)	57,506	-
Development and delivery of service	279,663	(272)	337,580	616,971
Click digital platform	-	(15,940)	15,940	-
Sales of training and resources	-	143,368	(143,368)	-
RPC product licensing	-	120,505	(120,505)	-
Sales of consultancy	-	83,563	(83,563)	-
Product licensing - Wales	-	63,590	(63,590)	-
	279,663	337,308	-	616,971
Restricted funds				
Edith Dominian Memorial Fund	2,712	(213)	-	2,499
Appeal fund (digital platform)	7,159	-	-	7,159
	9,871	(213)	-	9,658
Endowment funds				
Expendable Endowment	136,239	-	-	136,239
TOTAL FUNDS	425,773	337,095	-	762,868

18) Movement in funds *contd*

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	48,050	(105,556)	(57,506)
Development and delivery of service	-	(272)	(272)
Click digital platform	192	(16,132)	(15,940)
Sales of training and resources	287,951	(144,583)	143,368
RPC product licensing	240,565	(120,060)	120,505
Sales of consultancy	110,518	(26,955)	83,563
Product licensing - Wales	137,730	(74,140)	63,590
	825,006	(487,698)	337,308
Restricted funds			
Edith Dominican Memorial Fund	67	(280)	(213)
Challenge Fund 3 - Digital Project	473,423	(473,423)	-
	473,490	(473,703)	(213)
TOTAL FUNDS	1,298,496	(961,401)	337,095

Comparatives for movement in funds

	At 1.4.2022 £	Net movement in funds £	Transfers between funds £	At 31.3.2023 £
Unrestricted funds				
General fund	-	(92,897)	92,897	-
Development and delivery of service	124,811	-	154,852	279,663
Cafcass	-	(4,225)	4,225	-
Click digital platform	-	(16,925)	16,925	-
Family hubs	-	(200)	200	-
Sales of training and resources	-	219,452	(219,452)	-
RPC product licensing	-	(49,720)	49,720	-
Sales of consultancy	-	99,410	(99,410)	-
	124,811	154,895	(43)	279,663
Restricted funds				
Edith Dominican Memorial Fund	2,712	-	-	2,712
Appeal fund (digital platform)	7,159	-	-	7,159
Wales evaluation	1,419	(1,448)	29	-
Product licensing - Wales	-	(14)	14	-
	11,290	(1,462)	43	9,871

18) Movement in funds *contd*

	At 1.4.2022 £	Net movement in funds £	Transfers between funds £	At 31.3.2023 £
Endowment funds				
Expendable Endowment	136,239	-	-	136,239
TOTAL FUNDS	272,340	153,433	-	425,773

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	12,221	(105,118)	(92,897)
Cafcass	-	(4,225)	(4,225)
Click digital platform	-	(16,925)	(16,925)
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
	634,010	(479,115)	154,895
Restricted funds			
Wales evaluation	-	(1,448)	(1,448)
Product licensing - Wales	110,000	(110,014)	(14)
	110,000	(111,462)	(1,462)
TOTAL FUNDS	744,010	(590,577)	153,433

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.4.2022 £	Net movement in funds £	Transfers between funds £	At 31.3.2024 £
Unrestricted funds				
General fund	-	(150,403)	150,403	-
Development and delivery of service	124,811	(272)	492,432	616,971
Cafcass	-	(4,225)	4,225	-
Click digital platform	-	(32,865)	32,865	-
Family hubs	-	(200)	200	-
Sales of training and resources	-	362,820	(362,820)	-
RPC product licensing	-	70,785	(70,785)	-
Sales of consultancy	-	182,973	(182,973)	-
Product licensing - Wales	-	63,590	(63,590)	-
	124,811	492,203	(43)	616,971

18) Movement in funds *contd*

	At 1.4.2022 £	Net movement in funds £	Transfers between funds £	At 31.3.2024 £
Restricted funds				
Edith Dominican Memorial Fund	2,712	(213)	-	2,499
Appeal fund (digital platform)	7,159	-	-	7,159
Wales evaluation	1,419	(1,448)	29	-
Product licensing - Wales	-	(14)	14	-
	11,290	(1,675)	43	9,658
Endowment funds				
Expendable Endowment	136,239	-	-	136,239
TOTAL FUNDS	272,340	490,528	-	762,868

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	60,271	(210,674)	(150,403)
Development and delivery of service	-	(272)	(272)
Cafcass	-	(4,225)	(4,225)
Click digital platform	192	(33,057)	(32,865)
Family hubs	-	(200)	(200)
Sales of training and resources	616,989	(254,169)	362,820
RPC product licensing	433,906	(363,121)	70,785
Sales of consultancy	209,928	(26,955)	182,973
Product licensing - Wales	137,730	(74,140)	63,590
	1,459,016	(966,813)	492,203
Restricted funds			
Edith Dominican Memorial Fund	67	(280)	(213)
Wales evaluation	-	(1,448)	(1,448)
Product licensing - Wales	110,000	(110,014)	(14)
Challenge Fund 3 - Digital Project	473,423	(473,423)	-
	583,490	(585,165)	(1,675)
TOTAL FUNDS	2,042,506	(1,551,978)	490,528

18) Movement in funds *contd*

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.

Restricted Funds

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

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

Product licenses - Wales - In the year 2022 to 2023 the Welsh Government issued and paid a grant so Welsh Local Authorities were able to utilise a years license of OPO digital products. The comparative data recognises the proportion of funding spent by the close of 2023.

Wales - Evaluation - The Welsh government commissioned an assessment of the impact of the three digital interventions on relationship quality outcomes specific to each digital resource.

Challenge Fund 3 - Digital Project - funding received from the Department for Work and Pensions to produce a new app for separating parents to self-manage the separation process, thereby reducing pressure on the family court system.

Transfers between funds

Transfers to designated reserves are in line with the accounting policy 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.

19) Related party disclosures

There were no related party transactions for the year ended 31 March 2024.



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