

Annual Report and Accounts

2023-2024



fertilitynetworkuk

FERTILITY NETWORK UK

LEGAL AND ADMINISTRATIVE INFORMATION

Charity number (England and Wales)	1099960
Charity number (Scotland)	SC039511
Company number	4822073
Registered office	23 St Leonards Road Bexhill-on-Sea East Sussex TN40 1HH
Accountants	McPhersons CFG Ltd 23 St Leonards Road Bexhill-on-Sea East Sussex TN40 1HH
Auditors	Sumer Auditco Ltd Unit 2, Gosforth Park Avenue Newcastle upon Tyne NE12 8EG
Bankers	Lloyds Bank PLC 25 Cornhill Bridgwater TA6 3AY

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Welcome from our Board of Trustees

This year has been incredibly special for the charity in that we reached an impressive milestone: Our 20-year anniversary of supporting beneficiaries with our critical work. The board of trustees were truly honoured and proud to see so much support at the celebratory event, raising awareness of our industry.

The trustees have dedicated a huge amount of time along with trusted partners at McPhersons and CounterCulture to ensure the charity can deliver its work. We're looking forward to the coming year, and indeed the following two decades. We plan to build on the great momentum the staff and volunteers have created focusing our efforts on providing support in modern ways in line with beneficiary needs.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Companies Act 2006 , the Charities and Trustee Investment (Scotland) Act 20025, the Charities Accounts (Scotland) Regulations 2006 (as amended) 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 (FRS 102)" (effective 1 January 2019).

About Fertility Network UK

Our Mission

Fertility Network UK aims to continue being the leading charity across the UK in the provision of a comprehensive support network for those facing fertility challenges at all stages of their journey, providing information, education as well as practical and emotional support.

Our Objectives

- To relieve the suffering from infertility particularly through the provision of information, advice, and support.
- To uphold the provision of an equitable system of publicly funded fertility treatment throughout the UK for all sufferers of infertility, subfertility, and secondary infertility.
- To support the needs of persons suffering from infertility through the provision of inter alia, a network of local support groups, a support line service, a website and a regular magazine and e-newsletter;
- To advance public education about all aspects of fertility and infertility;
- To raise the profile of issues concerning fertility and infertility in the media and in general, in an informed, responsible manner; and
- To encourage and assist continuing research of the broadest nature into infertility and its various effects.

What We Do

- Provision of information, advice, and support to people suffering from infertility
- Unbiased and free information on our website (www.fertilitynetworkuk.org)
- Network of support groups across the nations, online groups and webinars
- Information & Support telephone advice line
- Employer and employee support
- Support the provision of an equitable system of publicly-funded fertility treatment
- Advancing public education
- Engaging young people to understand how to care for their future fertility
- Provide patient representation on professional committees
- Provide a patient voice

Public benefit

The Trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the Charity should undertake.

In considering the operation, achievements and performance and finances of the Trust, the trustees are satisfied that public benefit has been provided in accordance with the Charities Act 2011, Charities and Trustee Investment (Scotland) Act 2005 and guidance provided by the Office of the Scottish Charity Regulator and the Charity Commission.

Highlights of the Year

20th birthday celebrations

Fertility Network celebrated 20 years of providing free and impartial information and support on 5 July 2023. In February 2024, we held a fantastic event at the Houses of Parliament, Westminster, London to commemorate 20 years of Fertility Network UK. It was a wonderful evening, bringing together beneficiaries, health professionals, sister organisations, former staff and trustees and so many people who have supported and worked with the charity over the last two decades.

The MP Alex Davies-Jones, who has spoken publicly about her own fertility journey and the impact this had on her, as well as campaigning for tighter regulation of IVF add-ons, sponsored this event and opened the evening. We were also privileged to welcome, as our guests of honour, Grace McDonald, one of the world's very first fertility patients, and her son Alastair McDonald, the world's first IVF boy. We also heard from former trustee and IVF campaigner Jessica Hepburn, whose fertility journey began two decades ago – as Fertility Network came into being.

Thanks to everyone who joined us to celebrate Fertility Network at 20!

“The anniversary event was a wonderful occasion...It was lovely to chat with an FNUK volunteer during the evening. The speeches were inspiring and at times very moving, and the video of fertility patients was a fantastic and powerful way to close...”

Event Attendee



“...the event was fabulous – you guys did a brilliant job. As was said on the night, here’s to another 20 years of your brilliant work.”

Event Attendee

Highlights of the Year

National Fertility Awareness Week 2023 #Forward4Fertility

The 11th National Fertility Awareness Week gained widespread attention and support across digital and traditional broadcast media across the week. There was significant media coverage for our survey investigating the impact of the cost-of-living crisis on fertility patients. More details can be found in our report [here](#). We gave press, radio and TV interviews and coverage featured many of our media volunteers.

Our research was mentioned by the chair of the Human Fertilisation and Embryology Authority (HFEA), Julia Chain, during the fertility conference held by charity Progress Education Trust in December 2023, and at the British Fertility Society's Fertility 24 conference in Edinburgh, Scotland in January 2024.

During the week we celebrated 20 years of Fertility Network UK, we signposted support for beneficiaries, released two surveys and one campaign. We had an amazing line-up of events throughout the week. These included webinars, panel discussions, Instagram lives and more, and held events with sister organisations and stakeholders; the theme of the week and our 20th birthday celebrations was #Forward4Fertility

Our webinars focused on specific communities, including ethnic minority communities, LGBTQ+, More To Life (childless not by choice), HIMfertility (male fertility), Fertility in the Workplace and fertility education.

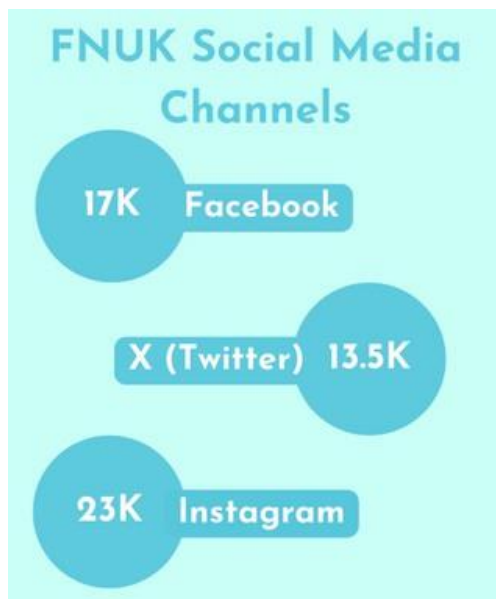
We launched our fertility education campaign, Finding your Fertility Freedom, with Merck. This was aimed at Gen Z and ran over a period of weeks, with the first part of the campaign: 20 questions for 20 somethings (as Fertility Network celebrates 20 years!) launches on our website, on Refinery 29's website, and via ads.

We launched the largest Fertility in The Workplace survey yet with Fertifa. It revealed the impact of juggling fertility treatment and work. The figures obtained from this survey have shaped some of the content provided in education programmes developed by our Fertility in the Workplace team. More details in the report can be found [here](#).

Highlights of the Year

Social Media

Alongside our growing online communities Health Unlocked, Facebook, X (formerly Twitter) and Instagram, in June 2023, we launched Fertility in the Workplace (FiTW) social media accounts on LinkedIn and Instagram. Our FiTW LinkedIn account has 156 followers, and our Instagram account has 432 followers. We also created a Fertility in the Workplace mailing list which launched in September 2023 and currently has 283 subscribers.



Recognising Trauma in Infertility

Our Northern Ireland team is collaborating with Queen's University, Belfast to develop a research project 'Trauma in Infertility'. This research aims to investigate the incidence and impact that fertility issues have on the social and emotional wellbeing of those affected. Particularly around psychological trauma. This was a result of our virtual event in November 2022 for UK and Ireland healthcare professionals. We worked with key UK researchers and the British Infertility Counselling Association to develop the survey.

The trauma survey launched in October 2023 and the response was overwhelming. With 875 responses submitted, 590 of which were completed within the first 3 weeks. Our original target was 300-400. This response highlighted the huge need and interest in this research. The research data will be released during National Fertility Awareness Week 2024.

Highlights of the Year

Educating young people

Our project 'Your Future Fertility' educates young people on lifestyle choices which could impact their future fertility. The project has continued to grow successfully in Scotland and Wales supported by the Scottish Government and The National Lottery Community Fund Wales, respectively.

Engagement across both regions provided 3,682 responses to our survey. Feedback indicated that 97% of respondents feel that fertility and information on pathways to parenthood should be included in main stream curriculum.

We also launched our fertility education campaign targeting young adults, Finding your Fertility Freedom, with Merck

Campaigning for change

We were involved in the development of a Workplace Fertility Campaign Group to campaign for much-needed change in employment legislation, support anti-discrimination in the workplace and to protect the rights of those undergoing fertility treatment. We worked with MP Nickie Aiken, supporting her fertility workplace pledge which encourages employers to pledge to provide the support and understanding fertility patients need from their workplace. Nickie actively engaged in a parliamentary bill for employee rights around fertility and the group supported this as well as the development of a proposed APPG.

Currently, those undergoing fertility treatments have no rights in the workplace and face discrimination, or anxiety around potential discrimination. As a result they often have to hide their treatment despite it being a recognised medical condition. We are privileged to be part of campaigning for change in this area and hope this will lead to a marked difference for beneficiaries in the workplace in the future. In March 2024 the Workplace Fertility Campaign Group presented a White Paper to MPs on **'The Impact of Fertility Challenges in the Workplace'**

Highlights of the Year

Surveys & Research

Cost of Living

Launched in Fertility Awareness Week 2023, we investigated the impact of the cost-of-living crisis on fertility patients. We revealed that soaring living costs coupled with rising fertility treatment fees and a lack of NHS-funded fertility care are pricing fertility patients out of the chance to become parents and forcing them into unwelcome and potentially hazardous choices.

The survey highlighted patients' actions to fund expensive private care, including maxing out credit cards, cashing in pensions, selling homes, stalling careers, cancelling weddings and more. It also revealed the majority of patients said their fertility clinic had not taken any positive action to help them during this time, with nearly a quarter stating their clinic's actions had exacerbated the effects of the cost-of-living crisis.

The survey of nearly **200 UK fertility patients** revealed the vast majority of respondents **(95%) were experiencing or had experienced financial worries in relation to fertility treatment. For most (92%), these problems were being or had been exacerbated by the current cost-of-living crisis.**

Half of respondents (49%) said the combination of the cost-of-living crisis, the lack of NHS-funded help and the high cost of private care meant they were currently unable to move forward with fertility treatment – potentially jeopardising their future chances of becoming parents.

For patients able to continue with treatment, they reported taking cost cutting action. The survey revealed that some patients were not able to have their preferred treatment option because of cost constraints. In some cases these options had potential health risks for women and any children, or were unwanted or unwelcome options.

The full report is available on our website [here](#). The British Fertility Society and the Royal College of Obstetricians and Gynaecologists commented in our press release.

Highlights of the Year

Surveys & Research

Impact of Fertility Challenges in the Workplace

03 November 2023, London UK: Capping off Fertility Awareness Week, a nationwide survey, commissioned by Fertifa and Fertility Network UK collated over **3,600 responses** to reveal the profound and extensive impact of fertility challenges on individuals in the workplace. This is the largest survey ever conducted in the UK on fertility for working professionals, and the results are too significant to ignore.

Three out of four (75%) people navigating fertility challenges said that their productivity at work was strongly impacted. Despite this, over one-third of these people received very little or no support from their employer. This reveals the serious lack of workplace support, as people struggle to manage necessary medical care with their work lives, leaving employees feeling overwhelmed and unable to cope.

The impact of this can be hugely detrimental to an individual's career long-term. Almost one in five (18%) people quit their jobs or took a significant change in responsibilities, because of the impact fertility treatment was having on their lives.

This survey aligned with our Cost of Living survey in identifying that the hidden costs of fertility treatment which extend far beyond the treatment in itself; the financial impact of fertility challenges can be long-term. The data showed that people (often women) often have to take unpaid leave, or reduce their hours to cope with fertility challenges. To compound this, people are not prepared for the financial impact of fertility challenges; 95% of women surveyed said they were not prepared financially for fertility treatment.

View the full report [here](#)

This survey went on to form part of the content of the White Paper presented to MPs as part of the Fertility Workplace Campaign Group.

Spotlight on our Services

Fertility in the Workplace

Alongside the work with the Fertility Workplace Campaign Group and the Fertifa survey. We have developed our Fertility in the Workplace initiative's programmes and resources with funding from the DHSC and VCSE Health and Wellbeing-funded project. This aims to support women in small-to-medium enterprises, business owners and self-employed women in England providing free workplace education and support.

The team have supported **39 SMEs** this year and **over 1,000 women** accessed online support, received 1:1 support or attended workshops.



This year Fertility in the Workplace has developed:

Improved support packages for workplaces launched in March 2024. These packages provide resources, access to our exclusive wellbeing in the workplace members page, 1:1 support for employees with our experienced team, support for workplace Ambassadors and support in implementing a fertility policy. This includes a badge of recognition for employers who sign up to our support packages to indicate to existing and potential employees that they will receive support from the organisation while navigating fertility struggles, in addition to raising awareness of support available through Fertility Network UK.

Wellbeing in the Workplace: This year we supported **232 women** through these programmes including mindfulness, mental health, nutrition and peer to peer support. We have developed a members page providing hints and tips for wellbeing in the workplace and recorded wellbeing sessions.

Clinic Pledge & Bourn Hall Partnership: At the end of 2023, we partnered with Bourn Hall Fertility Clinic to look at how clinics can best support their patients to navigate workplace commitments alongside fertility treatments.

Workplace Ambassadors: This programme invites ambassadors within their organization to encourage managers to develop workplace policies and strategies to support their staff in navigating fertility treatments. The role provides direct support for those who are experiencing fertility struggles within the organisation. We have engaged **7 Workplace Ambassadors** since launching in September 2023.

Spotlight on our Services

Fertility Network UK in England

With the support of The National Lottery Community Fund – Reaching Communities England, we have provided one-to-one information and support, via text, social media, phone and email to **3,780 individuals**. We engaged with **6,543 members** of our regional Facebook groups in England.



We have **34 regional fertility groups** and continue to host online peer-to-peer meetings. Our intention is to streamline our online activities to increase attendance, extending opportunities for members to connect with others on a similar journey.

Through our **Clinic Ambassador** programme we have established links to bridge gaps between our services, clinic staff and patients, with over half the fertility clinics within London and nearly three-quarters of the fertility clinics across the rest of England. England team members have attended **community events** and engaged with other stakeholder organisations, including LGBTQ+ community groups, ethnic minority community groups and women's health organisations.

Our **Wellbeing Programme** in England continues to flourish with over 750 people supported through Yoga, Mindfulness and Nutrition courses.

The England team hosted **webinars, information and Q&A Sessions** with guest speakers throughout the year. These included general fertility information and advice, discussions about topics for coping with specific events and information sessions relevant to target audiences. These sessions see an average of 30 attendees each.

The Ethnic Minorities Communities project continues to support people from racialised and minoritised communities in England. This year we ran wellbeing courses, events and talks for people from ethnic minority communities. Further outreach and engagement activities included liaising with community organisations and delivering workshops at conferences. These activities provided valuable insights about the needs of racially marginalised communities. The HFEA's 'Ethnic diversity in fertility treatment 2021' report was published in December 2023, and we continue to work collaboratively with the HFEA to address the issues raised in the report findings.

Spotlight on our Services

Fertility Network UK in Wales

With the support from The National Lottery Community Fund Wales, we have supported **784 people**. Across our four private groups (South & West Wales, Mid and West Wales, North Wales, All-Wales LGBTQ+) we have 740 members. Regular meetings of the All-Wales group include both peer support meetings and meetings with expert speakers.



We attended many events including Pride Cymru, Chartered Institute of Personnel and Development and online training events, where we spoke to event-goers about the support the charity provides and gave out information regarding fertility and fertility treatment to members of the public.

We launched the inaugural 'Walk & Talk' in Cardiff, Wales. This was a pilot project launched in the capital to reach as many people as possible and enable people on a fertility journey to connect with each other in the outside whilst having a gentle walk. Since the launch, we have also established a 'walk and talk' WhatsApp group for members to connect between walks. The walks have continued as a volunteer led project meeting regularly with between 7 and 12 attendees.

We delivered **4 emotional impact training sessions** with 110 tertiary clinic consultants, nurses, and admin staff, GPs & Obs & Gynae registrars. 249 people took part in 19 information and awareness sessions.

We attended 23 events at colleges and universities and had 645 responses to our survey looking at fertility education.

We attended the Women in the Workplace event as a guest speaker on Fertility in the Workplace at the CIPD conference in Cardiff, with 22 employers present.

We completed a pilot project into 'Fertility in the Community' working with two GP practices in South Wales who referred patients directly to Fertility Network UK, should they identify a need for our support services.

We continued to provide webinar sessions, with guest speakers covering topics such as 'Unexplained Infertility', 'Options for remaining embryos', 'PCOS' and 'Coping with friendship changes'. Topics were chosen by members – with everything we do, we try to co-produce our support with our beneficiaries and put their voice at the centre of the support we provide.

Spotlight on our Services

Fertility Network UK in Northern Ireland

With the support of the Department of Health via the Belfast Health Trust and the Belfast Cathedral Black Santa Sit-out Fund, we have:

In February 2024, the Health Minister Robin Swann announced that **publicly-funded IVF treatment** would increase from one partial cycle to one full cycle for eligible women. Previously, eligible women were entitled to one fresh and one frozen embryo transfer (FET) (or two frozen if wasn't possible to transfer a fresh embryo for clinical reasons), even if the first transfer resulted in a live birth. With the increase in provision, women who do not have a live birth from either of these transfers and have been placed on the waiting list for their publicly funded IVF/ICSI treatment on or after 1 October 2022, and still have frozen embryos, are entitled to further FET until they have a live birth, or all remaining frozen embryos have been transferred. Fertility Network UK was pleased to be part of this project board and involved in communicating with members about what the increase in provision means for patients.

More to Life in Northern Ireland: This year we developed our support for the MTL group in Northern Ireland. We increased the opportunities for face-to-face and online courses and meet-ups. Following consultation with our MTL group we provided a variety of events such as 'A Good Nutrition for Health workshop' mindfulness and CBT resources for being childless not through choice.

Donor Conception Event: We held a Donor Information evening in April hosting a panel of experts and parents with experience of donor treatment. The evening provided attendees with an opportunity to ask our panel questions about all aspects of donor conception, whether considering the process to how to speak to a donor conception child about their conception.

Wellbeing programmes: These continued this year with courses in mindfulness, covering topics such as Self Compassion and Loving Kindness and Nourishing Happiness and Resourcing. The course was delivered by Veronica Ellis, who provided attendees follow up recordings to practice mindfulness and mediation.

Spotlight on our Services

Fertility Network UK in Scotland

With the support of the Scottish government, we attended a number of events including the National Care Bereavement Pathway Conference and Baby Loss Awareness Week Alliance meetings. We presented at the IBSA Nurses meeting, and Living with Endometriosis event.

The Scotland team organised and presented regular peer support groups for beneficiaries for the trying to conceive (TTC) community in Scotland.

Fertility Network Scotland continued to offer support to beneficiaries through closed Facebook groups, WhatsApp groups and online meetings. Membership of the 4 Facebook groups increased by 177 totaling **705** by April 2024. Membership of the 9 WhatsApp groups increased by 103 to **over 830** members. These groups include support for beneficiaries with secondary infertility; solo mums, support for endometriosis and patients over 35 trying to conceive.

Your Future Fertility Project

The Scotland team attended **62 events**, promoting the Your Future Fertility (YFF) project message. These were in-person events, where staff engaged in discussions with people about the 8 wellbeing factors that can impact fertility and asked them to complete evaluation questionnaires.

The events included: 40 Fresher Events; 12 Refresher Events; 9 Health and Wellbeing events and 1 event for International Women's Day. A total of **3,037** questionnaires were completed and **8,220 young people** were engaged with.

We presented to 30 Medical Students about the emotional impact of fertility issues and treatment. Highlighting the support offered by FNUK and the YFF project.

Our engagement on social media for Your Future Fertility was a focused push. TikTok saw the largest increase in followers and reached a younger audience. The total social media reach was **75,370**; an increase of 20K since last year.

Spotlight on our Services

UK Wide Support

More to Life:

Our More to Life community continues to support beneficiaries across the UK who are living without children. We have hosted webinars and support groups as well as providing WhatsApp groups including:

- Becoming Unstuck with Meriel Whale
- NFAW 23 – Live Big and Brave with Jessica Hepburn
- My Journey with Sofia Gameiro
- Childless Voices with Lorna Gibb
- Men and Childlessness with Michael Hughes

LGBTQ+:

We have continued to develop our LGBTQ+ community groups, as people in our LGBTQ+ group, in its first incarnation, were often accidentally triggering each other. It became apparent two groups were needed – one group for those at the beginning of their journey, often filled with excitement and needing information, the second group would be for those currently undergoing treatment, where maybe they have had a few unsuccessful rounds and need peer support in what is a difficult time. Since developing this a further need was identified for those in the LGBTQ+ community who have become pregnant or gone on to become parents, and two new groups were launched to meet this need.

Our six-week LGBTQ+ Pathways to Parenthood course was well received. We collaborated with other organisations including Donor Conception Network, the Royal College of Nursing and NGA Law. The course looked at a number of topics, including legal implications, lived experience and donor conception support.

We collaborated with Maternal Mental Health Alliance to see how we can jointly support LGBTQ+ people better who might need signposting between our services and how we can promote the support each organization provides to these groups.

In addition, we attended Pride Cymru in Wales and Pride in London in 2023 and were invited to attend the Modern Family Show in London for the first time.

Spotlight on our Services

UK Wide Support

HIMfertility: This is a male-only group which supports men undergoing a fertility journey. To raise awareness of male fertility, we held an in-person, inaugural event on International Men's Day November 2023 featuring a diverse panel of experts and patients. Panel members consisted of men with lived infertility experiences, and specialists in male fertility. This group has its own mailing list which has 391 contacts to date.

Ethnic Minority Groups

Our ongoing activities have provided valuable insights about the needs of racially marginalised communities. These insights informed the launch of our Muslim Women's Fertility Support Group in November 2023 which had 39 members in its closed Facebook group by the end of the year.



The flyer is titled "UK-Wide Specialist Support Groups" and features the Fertility Network UK logo in the top right corner. The main heading is "We're here to support you". Below this, there are two columns of support groups listed with bullet points. At the bottom left, there is a QR code with the text "SCAN ME" above it. At the bottom right, there are icons for "MONTHLY ONLINE MEETINGS" and "CLOSED FACEBOOK GROUPS", followed by the website URL "www.fertilitynetworkuk.org".

UK-Wide Specialist Support Groups

We're here to support you

- Treatment Abroad
- Moving on from Treatment
- Fertility Weight Loss
- Pregnancy After Infertility
- Secondary Infertility
- Black Women
- Muslim Women
- Pregnancy Loss
- LGBTQ+ Starting Out
- LGBTQ+
- Single Women
- South Asian
- HIMfertility
- 40 and Over
- More To Life

SCAN ME

MONTHLY ONLINE MEETINGS

CLOSED FACEBOOK GROUPS

www.fertilitynetworkuk.org

Fertility Network UK is a trading name of The Infertility Network (UK) Company. Registration No. 4822073. Charity Registration No. 1099960. Charity Registered in Scotland No. SC230611

Spotlight on our Services

Support & Information Line

This is run by two former fertility nurses, available five days a week. It has been described as a 'lifeline' by those dealing with fertility issues. Diane and Janet support people through their queries and worries. This year they have handled **1,068 calls**.



Volunteers

We could not do the work we do without our amazing volunteers: we currently have a total of **82 peer support volunteers**, 47 in England, 7 in Scotland, 12 in Wales, 16 in Northern Ireland and **158 media volunteers**. We have **11 student ambassadors**: 10 in Scotland and 1 in Wales. Five volunteer training sessions were delivered during the year with a great session from the Human Fertilisation and Embryology Authority (HFEA) looking at IVF add-ons delivered by and a One Day CPD Workshop Introduction to Counselling and Listening Skills delivered by the British Infertility Counselling Association (BICA).

Our **peer support volunteers** facilitate all the regional support group meetings in England. Many of our UK groups are run by volunteers such as our Black Women's Fertility Group, HIMFertility and our Single Women Fertility Group. Peer support volunteers in Scotland, Northern Ireland and Wales support staff members hosting meetings but in England it is the volunteers that host these meetings.

Our **Student Ambassadors** assist with the Education Project and our **Media Volunteers** act as case studies within the news.

We created a **Fertility in the Workplace volunteer**. This enables the FiTW team to expand online learning sessions, training volunteers to provide presentations and attend events on our behalf. All our volunteers are provided with listening and counselling skills training, as well as presentation training, and have access to 1:1 support from our team. Most volunteers have investigated the FiTW Workplace Ambassador role within their own workplaces. This allows us to make the FiTW offering much wider than otherwise possible and to reach more workplaces across large geographical area allowing us to scale up our impact through FiTW.

Our Plans for the Future

Initiatives we intend to develop and grow during 2024/25:

- Increase our support and develop the platforms we deliver this support including podcasts, online chat and WhatsApp.
- Seek to diversify our beneficiary base to be more representative of the country's demographics. Including developing our support for the male fertility community.
- Continue to build on our successful work across the UK iwith workplaces.
- Seek to deepen our role as the leading resource for information and support by both patients and health professionals
- Extend our content, developing and hosting webinars facilitated by Fertility Network UK with expert speakers, offered regularly.
- Develop our fundraising team and initiatives to increase income streams and build on awareness raising.
- We hope to further diversify our income, and secure further long term grants from new supporters. Generating a diverse and sustainable income stream in 2024/25 and beyond is critical to the charity's future and on-going success.
- Our website and social channels will continue provide more opportunities to generate income, working closely with existing and new partners.
- We will build our capacity in digital and social media and will resource this to capitalise on increased demand in this space together with technology changes.
- We expect to continue to provide our services in a hybrid way, and continue to deliver many activities digitally and remotely.
- We will ensure our partnerships enhance and expand the good quality information and support we offer our service users. Continuing our work with professional organisations including HFEA, BFS, BICA and RCOG, to highlight the emotional impact, and promote the services offered by the charity.
- Our National Fertility Awareness Week initiative will continue to be a focus for providing support, raising awareness, funds, and changing perceptions. This will take place between 4-8 November 2024. We will develop a new key theme based on feedback from our beneficiaries to engage with audiences across social media.
- We will continue to lobby for increased funding for NHS fertility treatment in Wales, England, Scotland and Northern Ireland. We will continue our campaign to end the unfair 'postcode lottery' across England.

Thank You!

Our supporters

We are extremely grateful for the support from our partners including:

- **The Scottish Government:** To work with clinics and Health Boards on the provision of fertility services in Scotland; to provide a comprehensive support service to infertility patients; to raise awareness of issues surrounding fertility and infertility by working with universities, health professionals and employers across Scotland, and to provide recruitment and training support for our volunteers.
- **The National Lottery Community Fund Wales:** Five-year project to expand our regional network of support for infertility sufferers in Wales and to deliver the Education project across the country.
- **Health and Social Care Board, Northern Ireland:** To provide support services to local patient groups.
- **St Anne's Cathedral - Sit Out Fund:** Charitable Donation in Northern Ireland
- **The VCSE Health and Wellbeing Fund, part of a partnership programme between Department of Health & Social Care, NHS England and UK Health Security Agency:** to improve health and employment outcomes for women and people experiencing reproductive health issues. The support should ensure women facing reproductive health issues can remain in and return to work with the right support.
- **The National Lottery Community Fund, England:** This project will provide increased support and information to increase our reach so that more people are supported on their fertility journey. Dedicating resource to engage and support LGBTQ, Ethnic minority, women over 40 and male community. Increase the number of volunteers in the network especially in geographical areas where there are few.

Thank You!

Our thanks go to all our supporters, including our **corporate and clinic supporters**.

A special thanks to those **small businesses** who are donating a proportion of their proceeds to Fertility Network UK.

Our Fundraisers

We are also particularly grateful to all those individuals who have made donations or carried out fundraising activities for Fertility Network UK.

Massive thanks to all our fantastic fundraisers who raised 5,758.07 this year to help support all those facing fertility challenges. Their wonderful fundraising activities included:

- 10 men, 10km, £10,000 • Race Club
- Pen-Y-Fan Challenge • Sky-diving
- Inflatable Run

*Thank
you!*

Thanks to all our amazing donors. Thank you for your help to fund our critical work.

Thanks to volunteers. Thanks to our committed and generous volunteers, including those patients who bravely share their stories for the benefit of all our beneficiaries.

Thanks to staff. We are grateful to our passionate staff who deliver our activities for our beneficiaries.

Thanks to those departing. During 2023/2024 we said goodbye to some of our Trustees and team members. We would like to thank them for their service to Fertility Network UK and wish them all every success in the future.

Structure, Governance & Management

Governance

The charity is constituted as a company limited by guarantee and is therefore governed by Articles of Association. The number of Trustees shall not be less than 4 and not more than 10 (unless otherwise determined by ordinary resolution) individuals over the age of 18, all of whom must support the Objects. The Trustees are each members of the company and have no beneficial interest therein and guarantee to contribute £1.00 in the event of a winding up.

Trustees 23-24

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

Fiona Erasmus (appointed 26/09/23, resigned 22/03/24)

Michelle Townsend (appointed 26/09/23, resigned 23/02/24)

Hiranjit Rana (appointed 26/09/23, resigned 20/12/23)

Sabi Chawla (appointed 26/09/23, resigned 27/03/24)

Claire Hiron (appointed 26/09/23, resigned 26/03/24)

Kathryn Sparrow Robins (appointed 26/09/23)

Laura-Rose Thorogood (appointed 26/09/23, resigned 27/03/24)

Hannah Waller (appointed 26/09/23, resigned 21/03/24)

Sophie Giddings (appointed 26/09/23)

Andrew Baines-Vosper (appointed 26/09/23, resigned 20/12/23)

Hannah Graham (appointed 26/09/23, resigned 07/09/24)

Holly Atkinson (appointed 26/09/23)

Katherine Raven (appointed 26/09/23, resigned 18/03/24)

Joanna Louise Binding (resigned 31/03/24)

Rachel Bodner (resigned 27/02/24)

Francesca Claire Raine (resigned 21/02/24)

Isla Billett (resigned 23/02/24)

Katie DeLay (appointed 26/09/23, resigned 23/02/24)

Thanks to those Trustees who joined us this year for their contribution and commitment, and to those who departed, we are very grateful for your support, time and energy.

Organisational structure & decision making

The Board meets quarterly and as necessary. The Chief Executive, Catherine Hill (from May 2023 to October 2023), Sarah Fowler (October 2023 to February 2024) and Becky Kearns (February 2024) were appointed by the Board of Trustees to manage the day-to-day operations of the charity and have overall responsibility for managing the charity's operations and employees. The Board delegates to the Finance and Risk Committee for further support and scrutiny.

Structure, Governance & Management

Appointment of Trustees

A simple majority of trustees must approve the appointment of any new trustee.

Trustee Induction and training

New trustees undergo orientation to brief them on their obligations under charity law, they receive a trustee handbook (which includes the content of the Articles, description of the committee structures and decision-making processes, and their obligations under charity law), the business plan and documentation of the recent financial performance of the Charity. During the initial period, they meet key employees and other trustees. Trustees are encouraged to attend appropriate training events where these will facilitate the undertaking of their role.

Remuneration policy

It is the wish of the Trustees that the charity pay fairly and in-line with the current salary benchmarking guidelines for the sector.

Volunteers

Volunteers play a vital role in the charity. Their contribution and enthusiasm is essential for us to deliver the quality of our support services. We offer support to all our volunteers from our dedicated Volunteer Coordinator and regional staff teams. We currently have a total of 226 volunteers, 73 in England, 22 in Scotland, 14 in Wales, 7 in Northern Ireland and 110 media volunteers.

Principal risks and uncertainties

The finance and risk committee meets to provide further support and scrutiny of our finances and our risk register. The key risks identified include: loss of income from our largest donors (grants and trusts), and our governance arrangements including the turnover of Trustees.

Trustees are working with the staff to put in place plans to mitigate these risks and are using designated reserves to provide support and relevant resources. Designated reserves are to be used to support governance improvement and the growth of our impact.

Governance Statement

The Charity made a serious incident report ("RSI") in early 2023, and in the following months the trustees spent considerable time investigating and resolving the matter. The Charity Commission were fully satisfied with the investigation the Board of Trustees took and closed the regulatory compliance case in July 2023.

Financial Review

Financial Review

It is a challenging time for any charity, but as the cost of living crisis impacts not only fertility patients, it also puts pressure on our generous donors. Yet we are proud to report through dedication of an exceptional team of staff and volunteers, our total income for the year was £579,039 enabling the charity to continue with vast levels of impactful work. Compared to income of £638,297 in the previous year this is still an amazing effort.

Income & Expenditure

Of the total income, £432,150 (2023: £463,661) was restricted income. The income change is mostly as a result of a reduction in restricted grants, where the landscape has changed enormously. Total expenditure was £792,533 (2023: £644,363) leading to a deficit for the year of £213,494 (2023: deficit £6,066). This included some one-off exceptional expenditure incurred during the year for unavoidable and necessary HR, legal and professional services.

Total reserves at the year-end were £168,532 (2023: £382,026) of which restricted funds were £96,440 (2023: £188,384), unrestricted funds of £36,112 (2023: £121,078) and designated funds of £35,980 (2023: £72,566).

Reserve Policy

The Board of Trustees revised the Reserves Policy from “6 to 9 months” of normal unrestricted expenditure to “6 months”, which the board has deemed a sufficient time frame to run the organisation without any income. In line with this policy, there were sufficient unrestricted reserves available at 31 March 2024 to achieve this.

The 'free reserves' of the charity (defined as those unrestricted funds not designated for specific purposes or tied up in fixed assets) stood at £35,290 at the yearend (2023: £119,938).

Statement of Trustees' Responsibilities

The Trustees are responsible for preparing the Trustees' annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Charity 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 charity and of the incoming resources and application of resources, including the income and expenditure, of the charity for that period. In preparing these financial statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP
- Make judgements and estimates that are reasonable and prudent
- State whether applicable UK Accounting Standards and statements of recommended practice 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 charity will continue in operation

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable group and enable them to ensure that the financial statements comply with the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 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 irregularities.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Statement of Trustees' Responsibilities

Auditor

In accordance with the company's articles, a resolution proposing that Sumer Auditco Limited be reappointed as auditor of the company will be put at a General Meeting.

Disclosure of information to auditor

Each of the Trustees has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditor is aware of such information.

The Trustees' annual report has been approved by the Trustees and signed on their behalf by Sophie Giddings.



Sophie Giddings

On behalf of the Board of Trustees

Sophie Giddings, Katy Sparrow Robins, Holly Atkinsons, John O'Neil, Kiren Samra

19 December 2024

FERTILITY NETWORK UK

INDEPENDENT AUDITOR'S REPORT

TO THE TRUSTEES OF FERTILITY NETWORK UK

Opinion

We have audited the financial statements of Fertility Network UK (the 'charity') for the year ended 31 March 2024 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2024 and of its incoming resources and application of resources, 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, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon. 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 course of 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.

FERTILITY NETWORK UK

INDEPENDENT AUDITOR'S REPORT (CONTINUED) TO THE TRUSTEES OF FERTILITY NETWORK UK

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 and the Charities Accounts (Scotland) Regulations 2006 require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the trustees' report; or
- sufficient and proper accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; 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 charity for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and report in accordance with the Acts and relevant regulations made or having effect thereunder.

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

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

Capability of the audit in detecting irregularities, including fraud

Based on our understanding of the charitable company and the sector in which it operates, we identified that the following laws and regulations are significant to the entity:

- Those laws and regulations considered to have a direct effect on the financial statements including UK financial reporting standards, Company Law and Charity Law.
- Those laws and regulations for which non-compliance may be fundamental to the operating aspects of the charity and therefore may have a material effect on the financial statements include compliance with charitable objectives, public benefit, fundraising regulations, safeguarding and health and safety legislation.

These matters were discussed amongst the engagement team at the planning stage and the team remained alert throughout the audit.

Audit procedures undertaken in response to the potential risks relating to irregularities (which include fraud and noncompliance with laws and regulations) comprised of: inquiries of management and the Trustees as to whether the entity complies with such laws and regulations; enquiries with the same concerning any actual or potential litigation or claims; inspection of relevant legal correspondence and legal costs incurred; review of Trustee meeting minutes; testing the appropriateness of journal entries; and the performance of analytical review to identify unexpected movements in account balances which may be indicative of fraud.

FERTILITY NETWORK UK

INDEPENDENT AUDITOR'S REPORT (CONTINUED) TO THE TRUSTEES OF FERTILITY NETWORK UK

No instances of material non-compliance were identified. However, the likelihood of detecting irregularities, including fraud, is limited by the inherent difficulty in detecting irregularities, the effectiveness of the entity's controls, and the nature, timing and extent of the audit procedures performed. Irregularities that result from fraud might be inherently more difficult to detect than irregularities that result from error. As explained above, there is an unavoidable risk that material misstatements may not be detected, even though the audit has been planned and performed in accordance with ISAs (UK).

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

Other matters on which we are required to report

The prior year financial statements were not subject to audit and therefore the comparative figures in the financial statements are unaudited.

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008 and Regulation 10 of the Charities Accounts (Scotland) Regulations 2006. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Maxine Pott
Senior statutory auditor
For and on behalf of Sumer Auditco Limited
Statutory Auditor
Unit 2, Gosforth Park Avenue
Newcastle upon Tyne
NE12 8EG

20 December 2024

Sumer Auditco Limited is eligible for appointment as auditor of the charity by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006.

FERTILITY NETWORK UK

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2024

Current financial year		Unrestricted funds	Designated funds	Restricted funds	Total	Total
	Notes	2024 £	2024 £	2024 £	2024 £	2023 £
Income and endowments from:						
Donations and legacies	3	10,326	-	-	10,326	25,205
Charitable activities	4	27,140	-	432,150	459,290	490,139
Investments	5	8,010	-	-	8,010	576
Other income	6	101,413	-	-	101,413	122,377
Total income		146,889	-	432,150	579,039	638,297
Expenditure on:						
Charitable activities	7	205,388	36,586	550,559	792,533	644,363
Total expenditure		205,388	36,586	550,559	792,533	644,363
Net expenditure		(58,499)	(36,586)	(118,409)	(213,494)	(6,066)
Transfers between funds		(26,465)	-	26,465	-	-
Net movement in funds		(84,964)	(36,586)	(91,944)	(213,494)	(6,066)
Reconciliation of funds:						
Fund balances at 1 April 2023		121,076	72,566	188,384	382,026	388,092
Fund balances at 31 March 2024		36,112	35,980	96,440	168,532	382,026

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

FERTILITY NETWORK UK

STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED) INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2024

Prior financial year		Unrestricted funds	Designated funds	Restricted funds	Total
	Notes	2023 £	2023 £	2023 £	2023 £
Income and endowments from:					
Donations and legacies	3	25,205	-	-	25,205
Charitable activities	4	26,478	-	463,661	490,139
Investments	5	576	-	-	576
Other income	6	122,377	-	-	122,377
Total income		174,636	-	463,661	638,297
Expenditure on:					
Charitable activities	7	179,465	-	464,898	644,363
Total expenditure		179,465	-	464,898	644,363
Net income		(4,829)	-	(1,237)	(6,066)
Transfers between funds		(124,060)	72,566	51,494	-
Net movement in funds		(128,889)	72,566	50,257	(6,066)
Reconciliation of funds:					
Fund balances at 1 April 2022		249,965	-	138,127	388,092
Fund balances at 31 March 2023		121,076	72,566	188,384	382,026

FERTILITY NETWORK UK

BALANCE SHEET

AS AT 31 MARCH 2024

		2024		2023	
	Notes	£	£	£	£
Fixed assets					
Tangible assets	13		822		1,138
Current assets					
Debtors	14	27,685		12,278	
Cash at bank and in hand		202,200		601,298	
		229,885		613,576	
Creditors: amounts falling due within one year	15	62,175		232,688	
Net current assets			167,710		380,888
Total assets less current liabilities			168,532		382,026
The funds of the charity					
Restricted funds	20		96,440		188,384
Designated funds	18		35,980		72,566
Unrestricted funds			36,112		121,076
			168,532		382,026

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved by the trustees on 19 December 2024



Ms S Giddings
Trustee

Company registration number 4822073 (England and Wales)

FERTILITY NETWORK UK

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2024

	Notes	2024 £	£	2023 £	£
Cash flows from operating activities					
Cash (absorbed by)/generated from operations	23		(404,223)		78,887
Investing activities					
Purchase of tangible fixed assets		(2,885)		(5,147)	
Investment income received		8,010		576	
Net cash generated from/(used in) investing activities			5,125		(4,571)
Net cash used in financing activities			-		-
Net (decrease)/increase in cash and cash equivalents			(399,098)		74,316
Cash and cash equivalents at beginning of year			601,298		526,982
Cash and cash equivalents at end of year			202,200		601,298

FERTILITY NETWORK UK

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

1 Accounting policies

Charity information

Fertility Network UK is a private company limited by guarantee incorporated in England and Wales. The registered office is 23 St Leonards Road, Bexhill-on-Sea, East Sussex, TN40 1HH.

1.1 Accounting convention

The accounts have been prepared in accordance with the charity's Articles of Association, the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended) 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 (FRS 102)" (as amended for accounting periods commencing from 1 January 2019). The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

These financial statements are prepared on the going concern basis. The trustees have a reasonable expectation that the charity will continue in operational existence for the foreseeable future.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the accounts.

Designated funds are available for use at the discretion of the Trustees in furtherance of their charitable objectives. Such funds are subject to certain conditions agreed by the Trustees and used in accordance with the majority decision of the Trustees from time to time.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected.

The value of donated services and gifts in kind provided to the charity are recognised at their open market value in the period in which they are receivable as incoming resources, where the benefit to the charity can be reliably measured. An equivalent amount is included as expenditure under the relevant heading in the Statement of financial activities.

FERTILITY NETWORK UK

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

1 Accounting policies

(Continued)

Government grants are recognised at the fair value of the asset received or receivable when there is reasonable assurance that the grant conditions will be met and the grants will be received.

A grant that specifies performance conditions is recognised in income when the performance conditions are met. Where a grant does not specify performance conditions it is recognised in income when the proceeds are received or receivable. A grant received before the recognition criteria are satisfied is recognised as a liability.

1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, 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 classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

Fundraising and publicity costs include general advertising and promotion of the charity and its objectives.

Governance costs include costs associated with the strategic as opposed to the day to day management of the charity's activities.

All expenditure is accounted for on an accruals basis.

A liability will arise when the charity is under an obligation to make a transfer of value to a third party. Where costs cannot be attributed to a particular heading they have been allocated on a basis consistent with the use of the resources.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Fixtures, fittings & equipment	20% per annum on a straight line basis
F,F&E - grant funded	Fully depreciated in year of purchase

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

FERTILITY NETWORK UK

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

1 Accounting policies

(Continued)

1.8 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.9 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.10 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

FERTILITY NETWORK UK

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3 Income from donations and legacies

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Donations and gifts	10,326	25,205

4 Income from charitable activities

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Fundraising income						
Sale of goods	27,140	-	27,140	26,478	-	26,478
Grants receivable						
Performance related grants	-	432,150	432,150	-	463,661	463,661
	27,140	432,150	459,290	26,478	463,661	490,139

5 Income from investments

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Interest receivable	8,010	576

FERTILITY NETWORK UK

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

6 Other income

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Other income	350	-
Sponsorship	87,063	108,377
The Fertility Show income	14,000	14,000
	<u>101,413</u>	<u>122,377</u>

7 Charitable activities

	2024 £	2023 £
Staff costs	473,906	412,386
Depreciation and impairment	316	330
Activities undertaken directly	191,531	160,465
	<u>668,585</u>	<u>573,181</u>
Share of governance costs (see note 11)	123,948	71,182
	<u>792,533</u>	<u>644,363</u>
Analysis by fund		
Unrestricted funds	205,388	179,465
Designated funds	36,586	-
Restricted funds	550,559	464,898
	<u>792,533</u>	<u>644,363</u>

8 Auditor's remuneration

Fees payable to the charity's auditor and associates:	2024 £	2023 £
For audit services		
Audit of the financial statements of the charity	7,200	6,000
	<u>7,200</u>	<u>6,000</u>

FERTILITY NETWORK UK

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

9 Trustees

None of the trustees (nor any persons connected with them) received any remuneration or benefits from the charity during the year.

10 Employees

The average monthly number employees (including full time and part time staff) during the year was:

	2024 Number	2023 Number
	25	22

Employment costs	2024 £	2023 £
Wages and salaries	463,980	393,612
Social security costs	17,721	24,309
Other pension costs	7,680	7,321

The number of employees whose annual remuneration was more than £60,000 is as follows:

	2024 Number	2023 Number
£60,001 to £70,000	-	1

Key management has been determined to be the trustees and 5 members of the senior management team (2023: 3). Trustees receive no remuneration or benefits.

The remuneration of key management personnel was as follows:

Aggregate compensation	150,269	133,162
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FERTILITY NETWORK UK

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

11 Governance costs

	2024 £	2023 £
Staff costs	15,474	12,856
Legal and professional	108,474	58,326
	<u>123,948</u>	<u>71,182</u>
Analysed between Charitable activities	<u>123,948</u>	<u>71,182</u>

All costs are allocated based on estimated actual use of service provision.

12 Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

13 Tangible fixed assets

	Fixtures, fittings & equipment £
Cost	
At 1 April 2023	30,185
Additions	2,885
	<u>33,070</u>
At 31 March 2024	
Depreciation and impairment	
At 1 April 2023	29,047
Depreciation charged in the year	3,201
	<u>32,248</u>
At 31 March 2024	
Carrying amount	
At 31 March 2024	822
	<u>1,138</u>
At 31 March 2023	

FERTILITY NETWORK UK

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

14 Debtors

	2024 £	2023 £
Amounts falling due within one year:		
Trade debtors	21,498	7,810
Other debtors	4,327	200
Prepayments and accrued income	1,860	4,268
	<u>27,685</u>	<u>12,278</u>

15 Creditors: amounts falling due within one year

	Notes	2024 £	2023 £
Other taxation and social security		4,111	6,665
Deferred income	16	31,657	142,563
Trade creditors		14,887	47,060
Other creditors		-	28,240
Accruals		11,520	8,160
		<u>62,175</u>	<u>232,688</u>

16 Deferred income

	2024 £	2023 £
Other deferred income	<u>31,657</u>	<u>142,563</u>

Deferred income is included in the financial statements as follows:

	2024 £	2023 £
Deferred income is included within:		
Current liabilities	<u>31,657</u>	<u>142,563</u>
Movements in the year:		
Deferred income at 1 April 2023	142,563	153,064
Released from previous periods	<u>(110,906)</u>	<u>(10,501)</u>
Deferred income at 31 March 2024	<u>31,657</u>	<u>142,563</u>

FERTILITY NETWORK UK

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

17 Retirement benefit schemes

Defined contribution schemes

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

The charge to profit or loss in respect of defined contribution schemes was £7,680 (2023 - £7,321).

18 Designated funds

To provide funds to deliver a refreshed long-term strategy and business plan for the charity together with governance improvements. This is to ensure that the charity is in robust financial health for the foreseeable future.

	At 1 April 2023 £	Resources expended £	Transfers £	At 31 March 2024 £
	72,566	(36,586)	-	35,980
	=====	=====	=====	=====
Previous year:	At 1 April 2022 £	Resources expended £	Transfers £	At 31 March 2023 £
	-	-	72,566	72,566
	=====	=====	=====	=====

19 Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used.

	At 1 April 2023 £	Incoming resources £	Resources expended £	Transfers £	Match funding £	At 31 March 2024 £
General funds	121,076	146,889	(205,387)	17,245	(43,710)	36,113
	=====	=====	=====	=====	=====	=====
Previous year:	At 1 April 2022 £	Incoming resources £	Resources expended £	Transfers £	Match funding £	At 31 March 2023 £
General funds	249,965	174,636	(179,465)	(124,060)	-	121,076
	=====	=====	=====	=====	=====	=====

FERTILITY NETWORK UK

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

20 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	Balance at 1 April 2022	Movement in funds			Balance at 1 April 2023	Movement in funds			Transfers	Balance at 31 March 2024
		Incoming resources	Resources expended	Match Funding		Incoming resources	Resources expended	Match Funding		
	£	£	£	£	£	£	£	£	£	£
Health & Social Care Board	3,564	50,800	(46,276)	-	8,088	40,800	(42,588)	-	-	6,299
Scottish Government Health Board Project & Options	14,990	47,668	(45,893)	-	16,766	48,768	(63,162)	-	-	2,372
Scottish Government Fertility Education Project	57,440	47,357	(48,225)	-	56,572	46,235	(68,446)	-	(6,000)	28,361
Belfast Cathedral Sit Out Appeal	1,905	920	-	-	2,825	850	(362)	-	-	3,313
Scottish Government Fertility Network Scotland Projects	35,000	35,599	(41,491)	-	29,108	-	-	-	-	29,108
Restricted donations	12,300	-	-	-	12,300	-	-	-	(12,300)	-
Scottish Volunteer Project	1,317	9,500	(9,016)	-	1,801	19,098	(17,672)	-	-	3,227
VCSE Health & Wellbeing Fund	-	97,229	(97,229)	14,592	14,592	110,729	(141,418)	15,041	1,055	-
TNL Community Grant	9,708	71,254	(73,469)	29,329	36,822	71,209	(102,274)	17,057	-	22,814
Scotland Covid Funding	1,001	9,930	(10,931)	-	-	-	-	-	-	-
Match funding for Wales	901	-	(901)	-	-	-	-	-	-	-
TNL Community Fund England	-	93,403	(91,466)	7,573	9,509	94,460	(114,637)	11,612	-	944
	138,127	463,661	(464,898)	51,494	188,384	432,150	(550,559)	43,710	(17,245)	96,440

FERTILITY NETWORK UK

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

20 Restricted funds

(Continued)

Health & Social Care Board - Successful bid for tender to provide a part-time support coordinator, a confidential telephone helpline service, practical information services and the coordination and delivery of support to local patient groups.

Scottish Government - Funding to allow us to continue to provide a comprehensive support service to infertility patients throughout Scotland, to provide patient representation by participating in the various meetings following on from the National Groups and increase awareness of the services offered in Scotland, to work with Health Boards to bring about full implementation of recommendations for the provision of fertility services in Scotland, and to produce patient information packs.

Scottish Government Fertility Education Project - To raise awareness of issues surrounding fertility and infertility through working with universities, health professionals and employers across Scotland to introduce ways of ensuring people are better informed about how their fertility can be conserved.

St Anne's Cathedral Sit-Out Fund - To run workshops for the More to Life Group in Northern Ireland and provide some funding for Fertility Network Support Groups not covered by other funding.

Scottish Government Project - To work with Health Boards to bring about full implementation of recommendations for the provision of fertility services in Scotland and to produce patient information packs.

Scottish Volunteer Project - Match funding from the Scottish Government to employ a Volunteer Coordinator.

VCSE Health & Wellbeing Fund - To improve health and employment outcomes for women and people experiencing reproductive health issues. The support should ensure women facing reproductive health issues can remain in and return to work with the right support. A transfer of £1,055 was required from Unrestricted to cover a deficit in this fund during the year.

TNL Community Grant - Funding to allow us to continue to provide a comprehensive support service to infertility patients throughout Wales, to provide patient representation by participating in the various meetings following on from the National Groups and increase awareness of the services offered in Wales. To raise awareness of issues surrounding fertility and infertility through working with universities, health professionals and employers across Wales to introduce ways of ensuring people are better informed about how their fertility can be conserved.

TNL Community Grant England - This project will provide increased support and information to increase our reach in order that more people are supported on their fertility journey. Dedicating resource to engage and support LGBTQ, Ethnic minority, women over 40 and male community. Increase the number of volunteers in the network with a focus on geographical areas where there are none.

FERTILITY NETWORK UK

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

20 Restricted funds

All of the above grants were received after successful application for funding by Fertility Network UK.

All of the grants are restricted to expenditure as agreed with the grant body during the application process.

(Continued)

FERTILITY NETWORK UK

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

21 Related party transactions

Transactions with related parties

During the year the charity entered into the following transactions with related parties:

	Services received	
	2024	2023
	£	£
Other related parties	120	-

LGBT Mummies Ltd, a company in which a trustee during the year is a director, provided services in the form of a webinar for £120. At 31 March 2024 nil was outstanding.

22 Analysis of net assets between funds

	Unrestricted funds	Designated funds	Restricted funds	Total
	2024	2024	2024	2024
	£	£	£	£
At 31 March 2024:				
Tangible assets	822	-	-	822
Current assets/(liabilities)	35,290	35,980	96,440	167,710
	<u>36,112</u>	<u>35,980</u>	<u>96,440</u>	<u>168,532</u>
	Unrestricted funds	Designated funds	Restricted funds	Total
	2023	2023	2023	2023
	£	£	£	£
At 31 March 2023:				
Tangible assets	1,138	-	-	1,138
Current assets/(liabilities)	119,938	72,566	188,384	380,888
	<u>121,076</u>	<u>72,566</u>	<u>188,384</u>	<u>382,026</u>

FERTILITY NETWORK UK

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

23	Cash generated from operations	2024 £	2023 £
	Deficit for the year	(213,494)	(6,066)
	Adjustments for:		
	Investment income recognised in statement of financial activities	(8,010)	(576)
	Depreciation and impairment of tangible fixed assets	3,201	4,513
	Movements in working capital:		
	(Increase)/decrease in debtors	(15,407)	30,421
	(Decrease)/increase in creditors	(59,608)	61,096
	(Decrease) in deferred income	(110,906)	(10,501)
	Cash (absorbed by)/generated from operations	(404,224)	78,887
