

REGISTERED COMPANY NUMBER: 04883580 (England and Wales)
REGISTERED CHARITY NUMBER: 1101935

Report of the Trustees and
Unaudited Financial Statements For The Year Ended 31 December 2023
for
The National Organisation For FASD

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The National Organisation For FASD

**Contents of the Financial Statements
For The Year Ended 31 December 2023**

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The National Organisation For FASD

Report of the Trustees For The Year Ended 31 December 2023

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 December 2023. 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).

OBJECTIVES AND ACTIVITIES

Objectives and aims

What we do:

The National Organisation for FASD is the UK's national charity for Fetal Alcohol Spectrum Disorder (FASD), a lifelong condition caused by alcohol harm in pregnancy. We seek to decrease incidence of FASD and to create brighter futures for those who have it. A key part of our mission is to educate professionals about the need for greater awareness of the importance of helping people understand the risks of alcohol in pregnancy including how to have difficult discussions about alcohol-exposed pregnancies and to help them understand the life changing need for FASD diagnosis and FASD-informed support.

The need:

FASD affects 2-4% of the population, more than autism. Most people living with FASD are undiagnosed and are among society's most vulnerable due to lack of recognition, few avenues for diagnosis and limited support. For the first time recent policy changes have increased prospects for a more positive future for FASD prevention, diagnosis and support to people with FASD. We are in danger of missing this unique opportunity due the challenging time confronting health and social care systems.

OBJECTIVES AND AIMS

Significant Activities

Where we work:

We are the national FASD action and advocate-based charity focusing on educating professionals, increasing public awareness of the risks of alcohol in pregnancy and supporting people of all ages with FASD and those who care for them. We have three core programmes (please note a training element runs cross-organisationally throughout these programmes).

1. Our learning programme has recently launched a new alcohol and pregnancy toolkit that includes innovative eLearning and hands-on resources to help maternity teams and others have life-changing conversations about the risks of alcohol and pregnancy.
2. Our wellbeing programme supports children and young people with FASD and their families - and includes the internationally acclaimed Me and My FASD toolkit and website (www.fasd.me), along with information and resources to help families effectively advocate.
3. Our prevention and innovation programme raises awareness of FASD among professionals and policy makers via our publications like *The Time is Now: The National Perspective on Ramping up FASD Prevention, Diagnosis and Support Services* as well as via our expanding training programme and eschool. These are all in line with the new NICE Quality Standard 204.

How many do we reach:

We are helping to change the way the nation thinks about FASD. Though we have a small staff (see below for more details), our fingerprints are on major national policy changes. Our resources are used nationally and we are consulted by local areas across the country.

Our website in 2023 had 40,741 users and 154,452 views. Our website for young people with FASD had 12,209 users and 55,957 views. There have been more than 10,620 videos views on Me and My FASD YouTube channel in the past 2 years. Our videos on National FASD YouTube have been viewed 22,469 times in the past 5 years.

We co-administer with other sister organisations the FASD UK Alliance the 4,000-person strong FASD UK Facebook group. Our helpline responded to more than 164 inquiries. Our recent virtual book club had more than 600 attendees over 21 sessions. Our Facebook page has 4,028 followers, Twitter has 3,195 and our Chief Executive's account has 2,184 followers. There are more than 830 followers on National FASD's Instagram and 800 followers on @PreventFASD. We reach 1,745 directly via our core mailing list and 2,346 directly via our FASD.me mailing list. Our eschool had 499 users in 2023. Given that the main need is raising awareness, these statistics prove we are at the forefront.

The National Organisation For FASD

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OBJECTIVES AND ACTIVITIES

Significant activities

The difference we make:

National FASD has succeeded in raising the profile of FASD. The publication of NICE Quality Standard 204 in March 2022 now provides a platform for equity (we were involved in this process). It covers assessing, diagnosing, and managing FASD in children and young people, support over the life course, as well as support during pregnancy to prevent FASD. For the first time it provides guidelines for FASD diagnosis across Scotland, England and Wales (based on SIGN 156) and follows the DHSC FASD Health Needs Assessment for England (2021). Our achievements are heavily featured in this document. Our work supporting people with FASD has gained international attention for its unique and transformational approach. Most importantly, we help improve lives. Our work is proudly co-produced with people with FASD and their families and nationally renowned experts/trustees.

"It's important to learn about FASD because it's not very known about. Compared to when I was younger it's a lot more now but it's important to get it out there so the younger people can get the help that some of us didn't get." Claire, young adult with FASD

2023 - a time of growth:

At the end of 2022 National FASD received one-off legacy grants from Four Acres and Sylvia Adams Charitable Trust to allow us to see what we could accomplish at a higher level of staffing while also bringing in outside fundraising consultants to seek to widen our funding base. We increased our staff in 2023 to include 3 full-time and 4 part-time staff.

What that infusion of funding and increased staffing enabled, with guidance from our Trustees, was for us to explore how we could structure ourselves to generate more unrestricted income while forwarding the goals of the charity. So the year was spent developing our training offer and our eschool and further developing resources. While the staff expansion was highly successful and allowed us to help meet the increasing need generated by policy changes, the fundraising consultants were not successful in bringing in the level of funding we'd hoped for and Government still has not renewed its FASD funding, so some staff contracts were unable to be renewed at the end of 2023 and we have gone down to 2 full-time and 3 part-time staff in 2024 (which is still a higher level than pre-2023). The work done in 2023 has helped us realign and restructure in a positive way that will benefit the organisation's long-term stability.

While programmatically 2023 was a strong year, financially it was challenging. We note that unrestricted income was not covering unrestricted costs. Trustees have encouraged staff to reorient toward focusing on increasing our work with Integrated Care Boards, Health Boards and Trusts and Local Authorities moving forward. Trustees are confident the organisation can continue its activities and meet its core mission because thanks to the added work in 2023 made possible with the increased staffing we have a plan in place to increase our unrestricted income through service contracts to ICBs, Trusts, Local Authorities and other means.

Me & My FASD Club & Living FASD:

At the heart of our work is promoting positive futures for people with FASD. In addition to our widely acclaimed website www.fasd.me - we do this through the Me and My FASD Club and the Living FASD magazine, which went from strength to strength in 2023. The purpose has evolved to allow people with FASD to understand the condition, the impact that it has on them, to suggest strategies that may be effective in their lives and show case people with FASD who have achieved. Not only has the Me & My FASD project managed to reach out to people who have been isolated because they have not been aware of the condition or the support that we offer as a charity or have not met other people with FASD, it has also given people with FASD who are amazing a platform to broadcast their achievements.

The key impact of the Me & My FASD Club, but particularly the Living FASD Magazine has been that it has been able to share the success of people with FASD throughout the UK. In the four magazines that we published in 2023 we have featured 65 young people and adults with FASD who have achieved. This has ranged from learning to tie their shoelaces, transitioning successfully into school or better managing their meltdowns through to gaining a Gold Duke of Edinburgh's Award, winning medals at the special Olympics or becoming riding for the disabled national champions. Each young person becomes a role model for the readers and chips away at reinforcing the narrative that people with FASD can and do achieve.

We have now attempted to start to link younger people who express an interest in a hobby with an older person with FASD in the magazine so that people can see an aspirational route from small beginnings to bigger things.

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In the main all of those who are featured in the Magazine are self-selecting initially nominating themselves or their children to be included. We have developed a portal email address that allows us to capture the important permissions to make us GDPR compliant from the first stages of communication.

Working alongside our new Education Projects manager for a year we have also created a template for the magazine in particular that allows us to more easily develop the 24 pages of copy that is needed for each magazine. Increasingly the magazine and Club is being featured as part of our social media feed with the aim of developing more interaction and subscribers.

In addition to the packs that people have subscribed to receive the magazine and resources (such as our "where are you today and now/next whiteboard") and a new FASD passport to help people with FASD self advocate) are featured on the Me & My FASD Club pages on the website - www.fasd.me/club

The resources and magazine also provide the foundation for much of the training that we deliver as an organisation and as such this also evolves with what we provide via the Me & My FASD Club. What is particularly gratifying is now when we are providing face to face training where there are families present often there are people there who have subscribed to the Club and sign its praises as a game changer for how their young person views FASD.

Although the Club has not yet reached the numbers of subscribers that we anticipated it is distributed widely and in the future subscriptions form part of our offer in bigger projects and also forms part of the toolkits that we offer for working with individuals with FASD. This means that the reach of this project, both in terms of numbers and internationally is much greater than just those who subscribe.

Moving forward: The final and fifth edition of series 1 of the Me & My FASD was sent out in Spring 2024. We have secured the future of the magazine and club for another year with plans to publish four Series 2 editions between Summer 2024 and Summer 2025. The grant programme that we have utilised in order to produce previous copies of the Me & My FASD Club sadly has been discontinued and therefore the work relating to this has needed to be built into the other offers that we make with in training and special commissioned projects.

FASD in the UK national conference at the University of Salford

National FASD was a co-organiser of the March 2023 FASD in the UK: Building on 20 Years of Progress conference held at the University of Salford Conference 30 March 2023 with more than 200 attendees. We supported 5 people with FASD and their families to participate and lead a session on the UK FASD Manifesto and the FASD UK Alliance session on a management plan for those with FASD. We had an information table and two posters displayed about our work.

UK FASD Manifesto

The Manifesto was created with the direct input of more than 60 people with FASD, and is a guide for those who work with people with FASD, showing how they would like to be treated. It communicates, in the words of people with FASD, how they would like to be treated by others around them. The information was collected partly by the use of a survey, and partly by direct, creative input from people with FASD from across the UK.

The Manifesto has 15 key points, ranging from "listen to us," "speak slowly and calmly," to "remember our difficulties are lifelong," and "never give up on us." It is designed to act as a reference document for professionals working with people with FASD and other additional needs, who are often side-lined in their own care. Georgia, a young adult with FASD met with her MP (then the Secretary of State for Health and Social Care), Steve Barclay, and presented him with copies of the UK FASD Manifesto. <https://fasd.me/uk-fasd-manifesto/>

"It's so important that doctors and teachers listen to people with FASD. This manifesto is how we'd like them to support us. When we say we need help, even if it's not verbal, just ask and talk to us, then we will tell you when we are ready. Medication and therapy aren't always the answer."

Rachel

"People with FASD are like everyone else. We want people to be kind to us and to be patient. Understanding and believing that FASD is a lifetime disability is most important. Educators need to arm themselves with lots of knowledge about it in order to understand us."

Baillie

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"It's critical that we listen to the voices and experiences of people with FASD as we begin to ramp up services across the UK following on from the NICE Quality Standard on FASD. This manifesto should be a great starting point for every discussion any professional has when supporting a person with FASD."

Prof Raja Mukherjee, Consultant Psychiatrist and FASD Service Lead

Alcohol and pregnancy toolkit:

Another major development in 2023 with lasting impact for future work was that during the first half of 2023 we created and launched the Alcohol and Pregnancy toolkit which includes:

- CPD accredited e-course on Alcohol and Pregnancy, free for maternity practitioners
- Table-top discussion guides to help midwives and others have important discussions about alcohol and pregnancy
- Fast-fact z-cards
- Posters
- Leaflets
- Pull-up banners
- Alcohol & pregnancy balloons and bunting

The toolkit informs and supports Maternity Teams with the aim of reducing alcohol exposed pregnancies and FASD. It aims to ensure that:

- Maternity teams have the latest information and policy around alcohol in pregnancy and FASD.
- Maternity teams feel empowered to discuss alcohol in pregnancy.
- Maternity teams are confident to share their knowledge of the risks of alcohol in pregnancy with pregnant women and their families.
- Maternity teams can accurately record alcohol consumption in pregnancy to potentially support a future diagnosis of FASD where needed.

Alcohol and pregnancy e-course:

This is a first of its kind and groundbreaking CPD-accredited e-course with up-to-date information based on NICE Quality Standard 204. It has been designed by award-winning charity e-learning specialists at LittleMan Project. The course contains case studies and uses interactive techniques to maintain engagement. As it is free to use for Maternity Teams, will enable access to midwives, obstetricians and maternity care assistants throughout the UK.

The course aims to build confidence and knowledge and contains the following modules:

1. Alcohol and Pregnancy
2. Why women drink whilst pregnant
3. What is FASD?
4. Effective conversations with Pregnant women
5. Understanding and recording prenatal alcohol exposure
6. Supporting pregnant women with alcohol dependency
7. Caring for a pregnant woman with FASD

The toolkit was reviewed by the Midwives advisory committee and the National FASD experts committee. The Royal College of Midwives also reviewed the e-course. We created a new landing page on the National FASD website so that practitioners and pregnant women could get more information and easily access the toolkit.

National launch:

On the 21st June, at the National Liberal Club we lifted the curtain on our brand-new Alcohol & Pregnancy toolkit for midwives and maternity practitioners.

Maternity staff from a range of backgrounds attended an "Audience with the experts" CPD session that gave them the first look at the new toolkit and access to a series of talks from experts in their fields. Each professional also received a bag containing some of the new resources

Presenters included:

- Deputy Chief Medical Officer Dr Jeanelle de Gruchy

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- Specialist Substance and Alcohol Misuse Midwife Laney Holland
- Senior Commissioner for Children, Young people and Maternity and National Midwife Research Specialist in FASD and Alcohol Dr Helen Howlett
- Consultant psychiatrist and leading UK FASD specialist Prof Raja Mukherjee MBE, Member of National FASD Experts Committee
- Founder of Birth Mum and Son and Member of National FASD Experts Committee Janet Griffin
- National FASD's Director of Innovation and author of the Alcohol and Pregnancy Toolkit Joanna Buckard.
- Young adult with FASD who is one of our advisors
- National FASD's Chief Executive and parent of a young adult with FASD Sandra Butcher opened and closed the event.

There were displays containing elements of the toolkit for practitioners to explore.

Feedback from the presenters:

"Thanks to everyone who has worked so tirelessly in developing these resources [...] more needs to be done to reduce the number of alcohol-exposed pregnancies and to support those already living with FASD...hopefully these resources will be shared widely among frontline practitioners."

Deputy Chief Medical Officer Dr Jeanelle de Gruchy

"I'm very excited to know there is a credible resource out there for my colleagues to support their skill base at booking. Exploring FASD as early surveillance and being able to confidently share good information with women is so important."

Laney Holland, Substance and Alcohol Misuse Specialist Midwife

"I really want to get the message to people about the considerable risk involved in drinking while pregnant, or attempting to get pregnant. Midwives and their teams are one of the key players in getting this message across."

Georgia Roberts, Member National FASD Adults and Young Adults with FASD Advisory Committee

Feedback from attendees

"I now feel more confident in talking to students about the effects of alcohol in pregnancy. I believe in the past week I have already had the opportunity to mention this topic on at least three different occasions whilst teaching."

"Inspired and reinvigorated"

"The toolkit is a boon! The E course so in depth. Huge well done"

"There are such an impressive range of resources; accessible and really high quality".

Northern Maternity and Midwifery festival:

National FASD attended the Northern Maternity and Midwifery festival held in Manchester on 4th July 2023. The event was an opportunity to meet midwives from across the UK and showcase our new alcohol and pregnancy resources. Joanna presented a seminar to midwives and student midwives which outlined the alcohol and pregnancy project and discussed our newly created resources. The seminar was well received by those who attended with participants identifying that out of all of the key research and information shared throughout the day from exhibitors, the information around FASD had the most impact on them. The event was attended by over 200 healthcare professionals with a further 160 watching live online. Joanna's seminar 'Midwives at the heart of the battle - the creation of a toolkit for midwives about alcohol in pregnancy' is now available to view on the Maternity and Midwifery forum website. Prior to our attendance, Joanna and Katie wrote an article which was published in the Maternity and Midwifery forum newsletter which was shared with over 29000 readers and remains available to read on their website.

When asked what key pieces of research or evidence did you learn about today that have made the most impact on you? One student midwife said: "Information regarding FASD and how it has the same prevalence as autism but is often misdiagnosed, hence the importance of educating women prior to and during pregnancy."

Some participants outlined alcohol and pregnancy and FASD as an area for further learning with one senior university lecturer stating that the event encouraged her to "expand teaching on alcohol in pregnancy [and] add new resources."

One student midwife also stated, "I feel the event has enabled me to access available resources in relation to my training."

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This event allowed for National FASD to improve its outreach and engage in critical discussions with healthcare staff around the demand for further resources and training around FASD and alcohol in pregnancy. It was found that Midwives often lacked knowledge and confidence discussing alcohol use in pregnancy and welcomed the new resources produced by National FASD.

September FASD awareness month:

National FASD joined with others in the FASD UK Alliance during September FASD Awareness month for the #FASDGiveMe5 campaign, focused on Statement 5 of the NICE Quality Standard calling for management plans for those with FASD. It also represented taking 5 for FASD, whether that's taking 5 minutes to explain FASD to someone new, taking the time to learn 5 new things about FASD, or giving someone with FASD a high-five to celebrate their achievements. National FASD staff each did videos that were widely shared and the campaign was active through the month.

In addition, we sent 170 Alcohol and Pregnancy packs to midwifery teams across the UK for awareness month.

Other prevention and innovation activities

Raja and Neil's FASD Book Club:

Raja and Neil FASD Book Club online book club ran in 2022 and 2023 (, designed to make more accessible the leading research from the academic book "Prevention, Recognition and Management of Fetal Alcohol Spectrum Disorders" (Springer 2021) by Raja Mukherjee and Neil Aiton

- 21 'bite size' lunch episodes (10 in 2023)

- Total online attendees - ~609

- YouTube Video views - >1969

Discussions with policy makers and Time is Now follow up:

During 2023 we continued to follow up on our 2022 report, "The Time is Now: National Perspectives on Ramping up FASD Diagnosis, Prevention and Support Services," created based on 9 roundtables involving more than 60 leading practitioners, experts, commissioners, policy makers, people with lived experience that resulted in a 140-page booklet outlining best practice and ways forward following the NICE Quality Standard on FASD. We worked with families and groups who reached out to their Integrated Care Boards to determine what action has been taken since publication of NICE Quality Standard 204. We also worked directly with some areas seeking to improve their care related to alcohol, pregnancy and FASD.

In autumn 2023, we met with the new Chief Midwife, Kate Brintworth to discuss alcohol and pregnancy and our recommendations to reduce the number of alcohol exposed pregnancies. We met with Senior Digital Midwife Advisor, Dawn Cross from NHS England to start a discussion with her about if it would be possible to make alcohol and pregnancy discussions mandatory in the digital maternity records. We continued ongoing and valued discussions with key leaders in OHID and DHSC and in key local and regional areas across the UK.

Spreading awareness, collaboratively:

National FASD values working collaboratively. We participate in the steering committee for the FASD UK Alliance and have been working with them on a model management plan as called for in NICE Quality Standard 204.

In 2022-2023, we have spoken at, displayed at, had meetings with and taken part in a wide range of conferences and events reaching thousands, including but not limited to the ADHD Foundation, the Virtual School Heads National Conference, Cambridgeshire Virtual School Heads conference, Paediatric trainees and neurodevelopmental network, Keys, South Wales Doctoral Training Programme in Clinical Psychology, Royal College of Speech and Language Therapists, University East Anglia, FASD national service away day, Portman Group, Forensic CAMHS training, Kingston CCG SEND Partnership, Birmingham City University, EUFASD, BACCH (British Association of Community Child Health), SLT Aware, Sheffield All Age FASD Steering Group, Early years SEND conference Hertfordshire, South East Post Adoption Network, Evelina Children's Hospital, Learning Technology awards, CoramBaaf, Council for Disabled Children, BBCThree. Our chief executive is on the faculty of the Royal College of Paediatrics and Child Health trainings on FASD. She also participated in podcasts for the Association for Adolescent and Child and Mental Health and one for Greater Manchester ICB for speech and language therapists.

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OBJECTIVES AND ACTIVITIES

We also provide support to a wide range of researchers and studies, including key studies from the University of Salford and University of Bristol.

Training:

The National FASD training offer received a positive boost in 2023 from the one-off legacy funding. We hired a new Training Project Officer to help guide the programme and have been able to retain this post into 2024 as a result of its success. National FASD is committed to advancing understanding and support for individuals with Fetal Alcohol Spectrum Disorder (FASD) throughout the UK. Our training initiatives are designed to raise awareness, empower families, inform professionals, and advocate for improved services and support systems, and they are based on NICE Quality Standard 204 and the Best Practice in FASD Training Guide. <https://nationalfasd.org.uk/learn-more/training/>

Training Sessions: In 2023, while a portion of the year was spent on training programme reorganisation and planning, National FASD conducted a total of 19 training sessions, reaching over 1000 individuals across the UK. These sessions included diverse formats such as in-person workshops and online seminars, with presentations at conferences and engagements in regions spanning from the southwest to Yorkshire. We continue to offer 1-day "Introduction to Supporting Children and Young People with FASD" training and our unique "Me and My FASD" 3-day training with our partner Seashell, as well as bespoke training organised to meet needs of a range of schools, local authorities, organisations and other groups.

New Resource - Allies Booklet: In 2023, we released our 'FASD Allies Booklet'. This resource was crafted to assist parents in advocating for their children living with FASD. An online event was hosted, drawing over 60 sign-ups, to introduce this empowering tool. Moreover, the booklet serves a dual purpose by educating professionals about FASD, motivating them to seek additional training and support services which will thus increase our organisation's revenue.

Bespoke Training Package: In 2023, we finalised our bespoke training package. This tailor-made offering is specifically designed for organisations, ensuring that training sessions are customised to meet their unique needs and requirements. This flexibility allows us to provide targeted and effective training interventions to a wide range of stakeholders.

Champions Slides: We developed and implemented "Champions Slides," a strategic tool aimed at enhancing our three-day training program. These slides enable professionals to cascade learning within their teams, fostering a culture of awareness and understanding of FASD among peers.

Associate Trainers: The onboarding of three associate trainers in 2023 bolstered our team's capacity to deliver high-quality training sessions and support our organisational objectives.

Introduction to FASD E-Course: We updated our "Introduction to FASD" e-course and received significant enrolment, with 140 individuals signing up to deepen their understanding of FASD and its implications. We also sold an additional 115 licences to a local authority, with another ICB having 205 licenses.

Public benefit

The Trustees confirm that they have referred to the guidance contained in the Charity Commission's General Guidance on Public Benefit when reviewing the Charity's aims and objectives in planning future activity.

FINANCIAL REVIEW

Financial position

The financial results are set out in the attached accounts. They show a deficit for the year of £214,525, compared with a surplus of £161,503 for the year ended 31st December 2022. The 2022 surplus was largely as a result of 2 one-off legacy grants received in late 2022 for expenditure in 2023. The total net reserves at 31st December 2023 were £51,424 compared with £265,949 at 31st December 2022. Total expenditure during the year was £359,234 (2022: £233,271.)

As noted above, the organisation recognises in 2023 unrestricted income was not covering unrestricted costs. Trustees have encouraged staff to reorient toward focusing on increasing our work with Integrated Care Boards, Health Boards and Trusts and Local Authorities moving forward. Trustees are confident the organisation can continue its activities and meet its core mission because thanks to the added work in 2023 made possible with the increased staffing we have a plan in place to increase our unrestricted income through service contracts to ICBs, Trusts, Local Authorities and other means.

The National Organisation For FASD

Report of the Trustees For The Year Ended 31 December 2023

FINANCIAL REVIEW

Principal funding sources

The National Organisation for FASD relies upon the generosity of individuals, foundations and philanthropic entities. The National Organisation for FASD retains strict substantive independence over its work and content.

Every contribution is valued.

In 2023 our individual supporters ranged from friends of The National Organisation for FASD who donate regularly each month, to individuals who conduct creative fundraising events. We also rely on larger grants. Recent supporters include The Sylvia Adams Charitable Trust, Four Acres Trust, Diageo GB, The Austin & Hope Pilkington Trust, and Contact/Pears.

At the end of 2023 the organisation signed a contract in the amount of £89,897 with NHS Greater Manchester ICB and had promises of £75,000 renewed funding from Diageo in 2024.

Reserves policy

The charity's reserve policy is to maintain sufficient reserves at a level which is at least equivalent to six months operational expenditure and have done so having regards to its manner of operation of likely funding streams and taking account of potential risks that may arise from time to time. This policy is annually reviewed by the trustees.

Due to the failure of government renewal of any funding for FASD projects, the challenging financial situation for health related causes post-COVID, and the lack of understanding of FASD among the philanthropic community, the organisation struggled in 2023 to bring in new funders, despite engaging a consulting firm at the request of prior funders as part of their legacy grant awards. As a result, Trustees approved spending some reserves, while keeping minimal reserves needed for any outstanding commitments. They approved a renewed focus on pursuing unrestricted income via contracts and service agreements with NHS bodies and local authorities, as well as increasing our provision of resources, as this not only helps the organisation fulfil its mission, but it meets the needs of NHS bodies vis-à-vis the NICE Quality Standard and helps local areas to meet the growing need resulting from recent policy changes. This strategy is working. At the end of 2023 the organisation secured an £89,897 contract for continued development of the Greater Manchester FASD Network and also had assurances that the £75,000 Diageo funding would be renewed in 2024, and resource sales are increasing. This enabled the Trustees to conclude the organisation was stable moving into 2024.

FUTURE PLANS

Outlook for 2024:

As we look forward to 2024, National FASD is poised to build upon the successes of 2023. We remain steadfast in our commitment to advancing awareness of the risks of alcohol in pregnancy and recognition, support, and advocacy for individuals with FASD, their families and the growing network of professionals and practitioners who support them. We anticipate even greater strides in the year ahead despite a constricted funding environment.

2023 was a productive and transformative year for National FASD, characterised by notable achievements in training and resource development. We are dedicated to our mission and look forward to continuing our efforts to make a positive difference in the lives of individuals with FASD and through promoting alcohol-free pregnancies.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

Recruitment and appointment of new trustees

Trustees are selected and invited to join the Board of Trustees by existing Trustees and the appointment of Trustees is vested with the Trustees. Existing Trustees can recommend the appointment of a new Trustee at any time.

The number of trustees shall be not less than three but shall not be subject to any maximum.

Organisational structure

The day to day management of the charity, as designated by the trustees, is undertaken by the Chief Executive.

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STRUCTURE, GOVERNANCE AND MANAGEMENT

Induction and training of new trustees

A potential Trustee is invited to become a Trustee and the aims of the Charity are explained in detail. Copies of annual reports and accounts and a copy of the governing trust deed and the Charity Commission's guidance, The Essential Trustee, are made available to potential Trustees. The potential Trustee is then invited to a normal board meeting and introduced to the rest of the Trustees and unless there are any objections is invited to join the charity as a Trustee, after the meeting.

It is recommended that all Trustees read the relevant Charity Commission guidelines and the responsibilities of a Trustee are clearly defined under these guidelines. (ICSA guide 'Recruitment Appointment and Induction of Charity Trustees').

Wider network

WORKING COOPERATIVELY: The National Organisation for FASD is proud to be a member of the FASD UK Alliance, a coalition of independent groups across the British Isles. As a sister organisation in the FASD UK Alliance, we actively contribute and advertise FASD UK Facebook support groups for families, professionals, teens and adults with FASD and one focused on FASD and gender identity. These groups reach more than 4,000 individuals and families. The National Organisation for FASD helps channel stakeholder views from the FASD UK Alliance into policy debates. We work in cooperation with other disability groups, advocacy groups and professional organisations on a range of intersecting interests. The National Organisation for FASD fully agrees with the motto "Together We Are Stronger." We work collaboratively with a wide range of networks, researchers and professional organisations.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

04883580 (England and Wales)

Registered Charity number

1101935

Registered office

Mill House
58 Guildford Street
Chertsey
Surrey
KT16 9BE

Trustees

L Bradford (resigned 18.4.23)
K L Price (resigned 1.7.23)
R Reynolds
T V Griffiths
N L Pasek MBE
G Daniel (appointed 1.1.23) (resigned 19.7.23)
P Jackson OBE, FRCPCH (appointed 1.1.23)
B Carpenter CBE D.Litt (appointed 1.4.23) (resigned 13.6.23)
A Bovaird (appointed 16.10.23)

Hon. Vice-President

Michael Attwell

Chief Executive

Sandra Butcher

The National Organisation For FASD

**Report of the Trustees
For The Year Ended 31 December 2023**

REFERENCE AND ADMINISTRATIVE DETAILS

Independent Examiner

Susan Keane
Fuller Spurling
Mill House
58 Guildford Street
Chertsey
Surrey
KT16 9BE

Approved by order of the board of trustees on 22nd October 2024 and signed on its behalf by:



.....
N L Pasek MBE - Trustee

**Independent Examiner's Report to the Trustees of
The National Organisation For FASD**

Independent examiner's report to the trustees of The National Organisation For FASD ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 December 2023.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under Section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under Section 145(5) (b) of the 2011 Act.

Independent examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by Section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of Section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



Susan Keane

Fuller Spurling
Mill House
58 Guildford Street
Chertsey
Surrey
KT16 9BE

Date: 25th October 2024

The National Organisation For FASD
Statement of Financial Activities
(Incorporating an Income and Expenditure Account)
For The Year Ended 31 December 2023

	Notes	Unrestricted funds £	Restricted funds £	31.12.23 Total funds £	31.12.22 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	19,185	64,500	83,685	379,629
Other trading activities	3	<u>61,024</u>	<u>-</u>	<u>61,024</u>	<u>15,145</u>
Total		<u>80,209</u>	<u>64,500</u>	<u>144,709</u>	<u>394,774</u>
EXPENDITURE ON					
Raising funds		15,517	7,532	23,049	3,384
Charitable activities	4				
Wellbeing		100,157	13,897	114,054	26,069
Learning		-	126,306	126,306	65,087
Prevention project		-	92,730	92,730	136,421
Governance		<u>3,095</u>	<u>-</u>	<u>3,095</u>	<u>2,310</u>
Total		<u>118,769</u>	<u>240,465</u>	<u>359,234</u>	<u>233,271</u>
NET INCOME/(EXPENDITURE)		(38,560)	(175,965)	(214,525)	161,503
RECONCILIATION OF FUNDS					
Total funds brought forward		<u>66,385</u>	<u>199,564</u>	<u>265,949</u>	<u>104,446</u>
TOTAL FUNDS CARRIED FORWARD		<u>27,825</u>	<u>23,599</u>	<u>51,424</u>	<u>265,949</u>

The notes form part of these financial statements

The National Organisation For FASD

**Balance Sheet
31 December 2023**

	Notes	Unrestricted funds £	Restricted funds £	31.12.23 Total funds £	31.12.22 Total funds £
FIXED ASSETS					
Tangible assets	11	3,598	-	3,598	-
CURRENT ASSETS					
Stocks	12	19,500	-	19,500	-
Debtors	13	2,176	-	2,176	132,279
Cash at bank and in hand		<u>9,682</u>	<u>61,099</u>	<u>70,781</u>	<u>174,157</u>
		31,358	61,099	92,457	306,436
CREDITORS					
Amounts falling due within one year	14	(7,131)	(37,500)	(44,631)	(40,487)
NET CURRENT ASSETS		<u>24,227</u>	<u>23,599</u>	<u>47,826</u>	<u>265,949</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>27,825</u>	<u>23,599</u>	<u>51,424</u>	<u>265,949</u>
NET ASSETS		<u>27,825</u>	<u>23,599</u>	<u>51,424</u>	<u>265,949</u>
FUNDS	15				
Unrestricted funds				27,825	66,385
Restricted funds				<u>23,599</u>	<u>199,564</u>
TOTAL FUNDS				<u>51,424</u>	<u>265,949</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 December 2023.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 December 2023 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

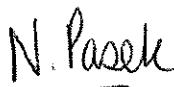
The notes form part of these financial statements

The National Organisation For FASD

**Balance Sheet - continued
31 December 2023**

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

The financial statements were approved by the Board of Trustees and authorised for issue on 22nd October 2024 and were signed on its behalf by:



.....
N L Pasek MBE - Trustee

The notes form part of these financial statements

The National Organisation For FASD

Notes to the Financial Statements For The Year Ended 31 December 2023

1. ACCOUNTING POLICIES

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.

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.

Revenue grants are credited to the statement of financial activities when receivable.

Expenditure

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.

Charitable activities

Charitable activities include expenditure associated with the provision of training and education to healthcare professionals to raise awareness of Fetal Alcohol Spectrum Disorder and support services to those affected by the condition. They include both the direct costs and support costs relating to these activities. The charitable activities headings have been changed for 2020 and onwards to reflect the programmatic focus of the trustees going forward.

Governance costs

Governance costs include those incurred in the governance of the charity and its assets and are primarily associated with constitutional and statutory requirements.

Allocation and apportionment of costs

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, e.g., allocating staff costs by the time spent and other costs by their usage. A new system of allocation of support costs for the Charity was implemented in 2020 to apportion costs between:

Wellbeing
Learning
Prevention

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Fixtures and fittings - 25% on cost

Stocks

Stocks are valued at the lower of cost and net realisable value, after making due allowance for obsolete and slow moving items.

Taxation

The charity is exempt from corporation tax on its charitable activities.

The National Organisation For FASD

Notes to the Financial Statements - continued For The Year Ended 31 December 2023

1. ACCOUNTING POLICIES - continued

Fund accounting

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

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

The restricted income funds are specifically designated for GP/Midwives projects, which are used to educate and raise awareness about FASD and its harm to over 15,000 GP and midwives in the UK. It also includes funding for the Me and My FASD, for an experiment in staff expansion and bringing in external fundraising expertise.

Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash at bank and in hand

Cash at bank and cash in hand includes cash at bank and in hand, and demand deposits with banks.

Creditors

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Financial Instruments

The Charitable Company 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, except for Investments which are measured at their market valuation at the balance sheet date.

2. DONATIONS AND LEGACIES

	31.12.23	31.12.22
	£	£
Donations	9,560	8,254
Grants	<u>74,125</u>	<u>371,375</u>
	<u>83,685</u>	<u>379,629</u>

3. OTHER TRADING ACTIVITIES

	31.12.23	31.12.22
	£	£
Shop income	13,933	8,342
Training/educational services	<u>47,091</u>	<u>6,803</u>
	<u>61,024</u>	<u>15,145</u>

The National Organisation For FASD

**Notes to the Financial Statements - continued
For The Year Ended 31 December 2023**

4. CHARITABLE ACTIVITIES COSTS

	Direct Costs (see note 5) £	Support costs (see note 6) £	Totals £
Wellbeing	8,831	105,223	114,054
Learning	31,404	94,902	126,306
Prevention project	210	92,520	92,730
Governance	-	3,095	3,095
	<u>40,445</u>	<u>295,740</u>	<u>336,185</u>

5. DIRECT COSTS OF CHARITABLE ACTIVITIES

	31.12.23 £	31.12.22 £
Project printing, promotion and distribution	39,568	36,591
Entertainment	877	154
	<u>40,445</u>	<u>36,745</u>

6. SUPPORT COSTS

	Other £	Governance costs £	Totals £
Wellbeing	100,396	4,827	105,223
Learning	92,270	2,632	94,902
Prevention project	89,797	2,723	92,520
Governance	-	3,095	3,095
	<u>282,463</u>	<u>13,277</u>	<u>295,740</u>

Support costs, included in the above, are as follows:

	Wellbeing £	Learning £	Prevention project £
Wages	79,945	66,528	66,642
Rent, rates and utilities	5,469	8,405	5,593
Insurance	553	645	771
Telephone	374	442	442
Office costs	12,579	8,034	3,138
Sundries	660	6,484	326
Travel	-	1,732	12,885
Depreciation of tangible fixed assets	816	-	-
Independent examiners fee	-	-	-
Accountancy, legal and consultancy costs	4,827	2,632	2,723
	<u>105,223</u>	<u>94,902</u>	<u>92,520</u>

The National Organisation For FASD

**Notes to the Financial Statements - continued
For The Year Ended 31 December 2023**

6. SUPPORT COSTS - continued

		31.12.23	31.12.22
	Governance	Total	Total
	£	activities	activities
		£	£
Wages	-	213,115	134,816
Rent, rates and utilities	-	19,467	19,263
Insurance	-	1,969	1,846
Telephone	-	1,258	1,209
Office costs	-	23,751	9,714
Sundries	-	7,470	6,782
Travel	-	14,617	3,182
Depreciation of tangible fixed assets	-	816	-
Independent examiners fee	2,500	2,500	2,310
Accountancy, legal and consultancy costs	595	10,777	14,020
	<u>3,095</u>	<u>295,740</u>	<u>193,142</u>

7. NET INCOME/(EXPENDITURE)

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

	31.12.23	31.12.22
	£	£
Independent examiners fee	2,500	2,310
Depreciation - owned assets	<u>816</u>	<u>-</u>

8. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 December 2023 nor for the year ended 31 December 2022.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 December 2023 nor for the year ended 31 December 2022.

9. STAFF COSTS

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

	31.12.23	31.12.22
Administration	<u>7</u>	<u>4</u>

No employees received emoluments in excess of £60,000.

The National Organisation For FASD

**Notes to the Financial Statements - continued
For The Year Ended 31 December 2023**

10. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	8,252	371,377	379,629
Other trading activities	<u>15,145</u>	<u>-</u>	<u>15,145</u>
Total	<u>23,397</u>	<u>371,377</u>	<u>394,774</u>
 EXPENDITURE ON			
Raising funds	2,836	548	3,384
Charitable activities			
Wellbeing	608	25,461	26,069
Learning	-	65,087	65,087
Prevention project	-	136,421	136,421
Governance	<u>2,310</u>	<u>-</u>	<u>2,310</u>
Total	<u>5,754</u>	<u>227,517</u>	<u>233,271</u>
 NET INCOME	17,643	143,860	161,503
Transfers between funds	<u>8,750</u>	<u>(8,750)</u>	<u>-</u>
Net movement in funds	26,393	135,110	161,503
 RECONCILIATION OF FUNDS			
Total funds brought forward	<u>39,992</u>	<u>64,454</u>	<u>104,446</u>
 TOTAL FUNDS CARRIED FORWARD	<u>66,385</u>	<u>199,564</u>	<u>265,949</u>

11. TANGIBLE FIXED ASSETS

	Fixtures and fittings £
COST	
Additions	<u>4,414</u>
 DEPRECIATION	
Charge for year	<u>816</u>
 NET BOOK VALUE	
At 31 December 2023	<u>3,598</u>
At 31 December 2022	<u>-</u>

The National Organisation For FASD

**Notes to the Financial Statements - continued
For The Year Ended 31 December 2023**

12. STOCKS

	31.12.23	31.12.22
	£	£
Stocks	<u>19,500</u>	<u>-</u>

13. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.12.23	31.12.22
	£	£
Trade debtors	935	131,521
Other debtors	399	508
Prepayments and accrued income	<u>842</u>	<u>250</u>
	<u>2,176</u>	<u>132,279</u>

14. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.12.23	31.12.22
	£	£
Trade creditors	2,727	182
Other creditors	1,464	2,335
Deferred income	37,500	35,625
Accrued expenses	<u>2,940</u>	<u>2,345</u>
	<u>44,631</u>	<u>40,487</u>

15. MOVEMENT IN FUNDS

	At 1.1.23	Net movement in funds	At 31.12.23
	£	£	£
Unrestricted funds			
Unrestricted	66,385	(38,560)	27,825
Restricted funds			
Learning	100,800	(79,088)	21,712
Prevention project	83,980	(83,980)	-
Wellbeing	14,784	(13,897)	887
Austin & Hope	<u>-</u>	<u>1,000</u>	<u>1,000</u>
	<u>199,564</u>	<u>(175,965)</u>	<u>23,599</u>
TOTAL FUNDS	<u>265,949</u>	<u>(214,525)</u>	<u>51,424</u>

The National Organisation For FASD

**Notes to the Financial Statements - continued
For The Year Ended 31 December 2023**

15. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
Unrestricted	80,209	(118,769)	(38,560)
Restricted funds			
Learning	54,750	(133,838)	(79,088)
Prevention project	8,750	(92,730)	(83,980)
Wellbeing	-	(13,897)	(13,897)
Austin & Hope	<u>1,000</u>	<u>-</u>	<u>1,000</u>
	<u>64,500</u>	<u>(240,465)</u>	<u>(175,965)</u>
TOTAL FUNDS	<u>144,709</u>	<u>(359,234)</u>	<u>(214,525)</u>

Comparatives for movement in funds

	At 1.1.22 £	Net movement in funds £	Transfers between funds £	At 31.12.22 £
Unrestricted funds				
Unrestricted	39,992	17,643	8,750	66,385
Restricted funds				
Learning	36,441	55,702	(8,750)	83,393
Prevention project	28,013	54,713	-	82,726
Wellbeing	<u>-</u>	<u>33,445</u>	<u>-</u>	<u>33,445</u>
	<u>64,454</u>	<u>143,860</u>	<u>(8,750)</u>	<u>199,564</u>
TOTAL FUNDS	<u>104,446</u>	<u>161,503</u>	<u>-</u>	<u>265,949</u>

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
Unrestricted	23,397	(5,754)	17,643
Restricted funds			
Learning	121,221	(65,519)	55,702
Prevention project	191,250	(136,537)	54,713
Wellbeing	<u>58,906</u>	<u>(25,461)</u>	<u>33,445</u>
	<u>371,377</u>	<u>(227,517)</u>	<u>143,860</u>
TOTAL FUNDS	<u>394,774</u>	<u>(233,271)</u>	<u>161,503</u>

The National Organisation For FASD
Notes to the Financial Statements - continued
For The Year Ended 31 December 2023

15. MOVEMENT IN FUNDS - continued

Midwives Project

Grants received from Diageo are restricted to be used on these projects and are utilised as and when appropriate.

Other projects

The other restricted funds for Learning, Prevention, Well-Being, Austin-Hope and Contact/Pears are explained further in the Trustees' Report.

16. RELATED PARTY DISCLOSURES

One trustee also works for the Greater Manchester ICB but is not a member of the finance and governance committee. The Trustee has recused herself from all trustee discussions related to the contract with that body mentioned in Trustees Report and was duly transparent with the ICB.

The National Organisation For FASD

**Detailed Statement of Financial Activities
For The Year Ended 31 December 2023**

	31.12.23 £	31.12.22 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	9,560	8,254
Grants	<u>74,125</u>	<u>371,375</u>
	83,685	379,629
Other trading activities		
Shop income	13,933	8,342
Training/educational services	<u>47,091</u>	<u>6,803</u>
	<u>61,024</u>	<u>15,145</u>
Total incoming resources	144,709	394,774
EXPENDITURE		
Other trading activities		
Fund raising costs	23,049	3,384
Charitable activities		
Project printing, promotion and distribution	39,568	36,591
Entertainment	<u>877</u>	<u>154</u>
	40,445	36,745
Support costs		
Other		
Wages	213,115	134,816
Rent, rates and utilities	19,467	19,263
Insurance	1,969	1,846
Telephone	1,258	1,209
Office costs	23,751	9,714
Sundries	7,470	6,782
Travel	14,617	3,182
Computer equipment	<u>816</u>	<u>-</u>
	282,463	176,812
Governance costs		
Independent examiners fee	2,500	2,310
Accountancy, legal and consultancy costs	<u>10,777</u>	<u>14,020</u>
	<u>13,277</u>	<u>16,330</u>
Total resources expended	<u>359,234</u>	<u>233,271</u>
Net (expenditure)/income	<u>(214,525)</u>	<u>161,503</u>

This page does not form part of the statutory financial statements