

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 2024
for
The National Organisation For FASD

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

The National Organisation For FASD

**Contents of the Financial Statements
For The Year Ended 31 December 2024**

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The National Organisation For FASD

Report of the Trustees For The Year Ended 31 December 2024

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 December 2024. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

OBJECTIVES AND ACTIVITIES

Objectives and aims

What we do:

The National Organisation for FASD is the UK's national charity for individuals with Fetal Alcohol Spectrum Disorder (FASD), a lifelong condition caused by alcohol harm in pregnancy. We seek both to decrease incidence of FASD and to create brighter futures for those who have it. Founded in 2003, The National Organisation for FASD is the country's longest-standing organisation raising awareness of alcohol-exposed pregnancies and supporting wellbeing for people with FASD and their families. In 2024 we continued to develop innovative approaches to FASD prevention and support while also highlighting areas where further action is needed.

Our mission and values

The National Organisation for FASD provides support to people with Fetal Alcohol Spectrum Disorder (FASD), their families and communities; campaigns to raise public awareness; and promotes relevant policies and practices.

National FASD unequivocally promotes alcohol-free pregnancy and the CMOs guidance. We operate on a no-shame, no-blame ethos.

We place a high priority on engaging those with lived experience at the core of our projects and programmes, and we are always looking at ways to increase this further as we continue to develop organisationally.

Who benefits from our work and how?

" People with FASD lead more positive lives, because they have resources to better understand themselves and they learn strategies that can help from their peers.

" Families have improved wellbeing and hope, because we support them in their understanding and advocacy.

" Professionals and researchers have more impact, in their support for people with FASD and in their efforts to raise awareness of the risks of alcohol and pregnancy and FASD among their peers. We provide a crucial lived experience and evidence-based resources.

" Pregnant women and those seeking to become pregnant have access to evidence-based advice on the latest guidance on the risks associated with an alcohol-exposed pregnancy from informed practitioners and via easily digestible resources.

" Policy makers have access to clear resources and have opportunities to explore ways forward in respected roundtable formats following Chatham House Rules.

Who we reach

Our stats speak for themselves. In 2024, our three key websites had some 303,000 views. We had 10,200 free downloads of our resources from our websites. We distributed more than 30,000 physical resources. We engaged more than 2,600 people in meetings and trainings. We continued to promote coping strategies and highlight the successes of people with FASD through our Living FASD magazine and our Me and My FASD Club. We answered more than 200 helpline calls and our YouTube channels had more than 12,300 views representing more than 510 hours of viewing. In addition, we helped support more than 4,500 families in the FASD UK Facebook support group in cooperation with other FASD UK Alliance organisations. In 2024 we also gave evidence to the Health and Social Care Committee and released a major report based on Freedom of Information requests to all English and Welsh NHS health boards and trusts to see what action has happened in the 2 years since the NICE Quality Standard on FASD was released and we conducted a September 9th awareness day event in Manchester that was covered by the BBC.

The National Organisation For FASD

Report of the Trustees For The Year Ended 31 December 2024

OBJECTIVES AND ACTIVITIES

Significant activities

Our Learning Programme

Focused on prevention by raising awareness of the risks of alcohol and pregnancy

In the UK 77% of women drink alcohol and nearly half of pregnancies are unplanned. Studies have suggested between 41 and 79% of women drink alcohol in pregnancy. In comparison 11.5% of women smoke and 7.3% smoke in pregnancy. Alcohol is a teratogen, that means it affects the development of a baby. Prenatal alcohol exposure increases the risk of miscarriage, premature birth and stillbirth and is the only cause of FASD (Fetal Alcohol Spectrum Disorder). FASD is a lifelong complex neurodevelopmental disorder. Whilst the biggest effect is on the development and function of the brain, FASD is a whole-body disorder and 428 conditions are known to co-occur. This condition can be life-limiting and without early recognition, diagnosis and appropriate support there is an increased risk of associated issues such as mental health problems, homelessness, drug and alcohol misuse, employment problems and contact with the criminal justice system. FASD is more common than autism, yet unlike autism it is preventable. The guidance from the Chief Medical Officers since 2016 has been that there is no known safe amount of alcohol in pregnancy and all the major UK health bodies (NICE, SIGN, DHSC) are in agreement with this.

Despite alcohol being more harmful to a developing baby and alcohol use in pregnancy much more prolific than smoking, the government policy is on reducing smoking in pregnancy and local areas are giving financial incentives to support this. As it is not yet in policy, teaching about the risks associated with prenatal-alcohol use is not mandatory. NICE Quality Standard 204 (2022) says that all pregnant women should be given information about the risk of prenatal alcohol exposure throughout their pregnancy. However, as midwives have not received mandatory training on the risks associated with alcohol in pregnancy and FASD, many of the mothers of the 605,000 babies born each year in the UK will not have received the information and support that they needed regarding prenatal alcohol exposure.

National FASD's Alcohol and Pregnancy Toolkit - the only resource package like it in the UK

With the support of Diageo, we created an expert-reviewed and midwives-reviewed Alcohol and Pregnancy toolkit to fill this void. The toolkit includes a range of resources to meet Quality Standard 204, addressing issues like: The latest guidance on alcohol in pregnancy; Why and how to ask about prenatal alcohol exposure; What to do if you're pregnant and have been drinking alcohol; How to recognise FASD; and Advice for when women are drinking in pregnancy. The toolkit includes, a free online CPD-accredited ecourse, posters, banners, leaflets, a tabletop discussion aide, a pocket guide, banners, bunting, balloons and more. We have begun to receive bulk orders for some of these materials from local areas and fantastic feedback from midwives who have taken our e-course.

As a natural next step, we also have begun a scoping project to see what might be possible and what might be needed when engaging Health Visitors.

There is a need for more behind-scenes policy work to ensure the needed changes are made. In 2024, we supported national work on improving digital maternity standards around alcohol use in pregnancy, raised awareness through social media campaigns, and began work to pilot our toolkit in clinical settings. We engaged closely with key policy leaders such as those from NHS England, the Nursing and Midwifery Council and the Royal College of Midwives to advocate for mandatory training on the risks associated with an alcohol exposed pregnancy, how to have effective conversations about alcohol and pregnancy and on FASD. We have also been working with these groups about the need for specialist resources for maternity teams. We promoted our messaging at a major maternity and neonatal event 'The National Maternity Safety Conference' in September 2024. We have provided more than 30,000 leaflets, posters and other materials (some of these via the Greater Manchester FASD Network, described further below). Our Alcohol and Pregnancy e-course for maternity teams has had 718 learners.

In 2024 we also continued meetings with industry - including encouraging more information about the risks of alcohol and pregnancy at the point of sale - a project slated for piloting in 2025.

Feedback on our e-course for maternity teams:

"[This course has] helped expand my knowledge around FASD and [I] will be able to take this into practice." - Midwife

"I will be advising all midwives in my trust to access this course as the information is current and provides support in how to get the most from women regarding their alcohol use during a booking in a supportive and educational way in order to support their health and that of baby's in a kind and non-judgmental way." - Midwife

The National Organisation For FASD

Report of the Trustees For The Year Ended 31 December 2024

OBJECTIVES AND ACTIVITIES

"I have gained confidence in how to talk to women antenatally and postnatally about alcohol. I found the videos very useful." - Midwife

"There was lots of valuable information and helped me learn how to approach the subject of alcohol usage in pregnancy, something that can sometimes feel uncomfortable to talk about." - Student Midwife

"This is a brilliant course which has answered questions I didn't even know I had. Branching out into how to care for women affected by FASD is wonderful. I will definitely be taking this forward into practice." - Midwife

Our Wellbeing Programme

Promoting best practice in supporting people with FASD and helping people with FASD learn strategies to help them live their best lives

FASD affects 2-4% of the population, more than autism, but most are undiagnosed. Without recognition, diagnosis and support, people with FASD are among society's most vulnerable. Policy changes in recent years have increased prospects for a more positive future for FASD prevention, diagnosis and support people with FASD, but we are in danger of missing the opportunity created by these new policies due the challenging time confronting health and social care systems.

People with FASD, when not recognised and appropriately supported, are among society's most vulnerable. People with FASD remain a hidden and overlooked subgroup of nearly every category of vulnerable children, young people, and adults. We promote positive futures for people with FASD, recognising that people with FASD live lives of courage every day. We work to create brighter tomorrows. For those without appropriate support, statistics are grim. Too many with diagnosed or undiagnosed FASD are often homeless, suffer from poor mental health, addictions, sexual vulnerability, and premature death. Some children and young people with FASD have poor educational attainment, develop mental health problems, and have a higher risk of becoming addicted to alcohol and other drugs. These young people are also more likely to become involved in criminal activity and die prematurely from violence, accident, or suicide (National Institute for Health & Care Excellence Briefing Paper, 2020). Because the vast majority are as yet undiagnosed, FASD is called the 'hidden epidemic'. Until we get to grips with FASD as a country, all the good work to improve child mental health and to raise up society's most vulnerable will be ineffective. But the good news is that with early recognition and appropriate support people with FASD can and do lead positive lives.

A gold-standard study by the University of Salford showed that at least 2-4% of the UK population have FASD-this is a rate higher than autism. Researchers at the Centre for Addiction and Mental Health have identified 428 distinct disease conditions that co-occur in people with FASD. Almost every system in the body can be permanently damaged by prenatal alcohol exposure, including: the central nervous system (brain), vision, hearing, cardiac, circulation, digestion, musculoskeletal and respiratory. Those with FASD are affected in different ways. As the DHSC (2021) said:

"There is no mild FASD." FASD has "lifelong consequences" (DHSC, 2021).

In addition, FASD disproportionately affects Children Looked After (CLA), which according to Gregory et al, 2015, is prevalent amongst 27% of this group. They are extremely vulnerable in the transition to adulthood, which often happens far earlier for them than their non-looked after peers. This study also showed a high rate of alcohol-exposed pregnancies (>70%) among those put up for adoption.

What's our impact? What difference do we make?

Our fingerprint is on the most profound policy changes on FASD in recent decades. Our Chief Executive was a contributor to the DHSC FASD Health Needs Assessment and a lay member on the NICE Quality Standard Committee. These grew out of some pivotal roundtables involving people with FASD, their families and policy makers that we helped to organise. We serve as PPI on key national research studies in partnership with academic leaders.

Our joint work with education, healthcare and social care now addresses needed frontline service changes, though the services have yet to catch up with the policy changes. We help provide ICBs, practitioners, families and others seeking to improve services with advice and insights. Our UK FASD Manifesto, created with input from more than 60 with FASD - featuring how people with FASD would like to be treated continues to show a way forward.

The National Organisation For FASD

Report of the Trustees For The Year Ended 31 December 2024

OBJECTIVES AND ACTIVITIES

Providing evidence to the Health and Social Care Committee

In February 2024, our Chief Executive was invited to speak before the Health and Social Care Committee about preventing harm from alcohol exposed pregnancies and the prevention of further harm from undiagnosed and unsupported FASD. The evidence called for:

" Policy makers to meet with people with FASD and their families.

" A Government Green Paper based on the DHSC FASD Health Needs Assessment, leading to an FASD Prevention and Response Act.

" Urged the Committee to invite the Secretary of State for Health to come discuss next steps following the Needs Assessment and the NICE Quality Standard 204.

" An FASD Prevention and Response Fund at about the level at least of 0.1% or 0.2% of the alcohol duty.

" Industry to act on better labelling about alcohol and pregnancy and information about the risks at point of sale.

Highlighting the reality that the majority of NHS bodies across England and Wales are failing to take action on NICE Quality Standard 204

National FASD continuing our emphasis on pivotal research. Our in-depth 140-page report, *The Time is Now: The National Perspective on Ramping Up FASD Prevention, Diagnosis and Support Services* continues to be used across the country to inform development of services following the NICE Quality Standard, and in 2024 - a year after its release - there were 864 views of the report, which emphasises best practice.

In September 2024, National FASD released its new report, *Not Commissioned: Systemic confusion in NHS services for alcohol, pregnancy and FASD*.

The report found that the majority of NHS Integrated Care Boards and NHS Trusts are missing a golden opportunity to protect baby's brains and futures with their slow, non-strategic and uncoordinated responses to the 2022 NICE Quality Standard 204 on Fetal Alcohol Spectrum Disorder (FASD). NICE QS 204 is in effect in England and Wales and calls for improvements in care regarding discussions about risks of alcohol in pregnancy during antenatal visits and recognition, diagnosis and support of those with FASD.

" While there are pockets of hope and encouraging progress, more broadly there is systemic confusion and a lack of coordination and commissioning across the NHS.

" Nearly 53% of Integrated Care Boards (ICBs) and 56% of NHS Trusts (not including the 11 specialist ambulance trusts) that replied by the statutory deadline to National FASD's Freedom of Information requests are not taking action to meet the needs of this vulnerable population with FASD and to prevent alcohol-exposed pregnancies. In Wales all the health boards that responded are taking at least partial action.

" There are unclear lines of responsibility between ICBs/ Health Boards and Trusts, as well as within Trusts between different services.

" The vast majority of English ICBs that replied by the statutory deadline are not commissioning for diagnosis and management of care for children (70%), young people (73%), and adults (87%) and the majority of Welsh Health Boards have not commissioned services for diagnosis and management of people for children (67%), young people (67%) and adults (83%). Responses indicate the rest of the NICE QS 204 suggestions for commissioners are not being followed.

" There is a nearly universal failure to track improvements in services over time using NICE indicators.

" Training across the workforce as called for by NICE is not happening in many areas.

" Local pathways are unclear and under resourced. Many responses indicate that local diagnosis is not available.

On 16 September 2024 we held an online briefing about the report that had 120 participants, many from the NHS. The report has led many areas to have a look at what they are doing. As one policy maker said, "This has been a really helpful reframe for me thank you - like you say, we are already doing this work, maybe we just need to go ahead and offer diagnosis and follow up support." The report was shared with the Health and Social Care Committee, who were ready to have a briefing on it, but an election was called and that committee was disbanded.

Promoting wellbeing for people with FASD via the hands-on, expert-reviewed Me and My FASD Toolkit

National FASD was originally funded through a one-off DHSC grant to create, along with our partner Seashell, some cutting-edge resources and training to support children and young people with FASD. Some further COVID funding and funding from Contact/Pears helped us to create some additional resources in the Me and My FASD Toolkit.

The National Organisation For FASD

Report of the Trustees For The Year Ended 31 December 2024

OBJECTIVES AND ACTIVITIES

The Me and My FASD website is at the core of this work, hosting an interactive My, Brain, Me and FASD comic and booklet, coping resources, songs created by and for people with FASD, pages featuring successes of people with FASD and more. In 2024 www.fasd.me had more than 69,699 views from 13,687 users and 8,746 free downloads of our resources. This unique website is used by people all across the UK and around the world.

The Me & My FASD Club is the part of the National Organisation for FASD that produces the Living FASD magazine.

The Living FASD magazine is a unique publication that features the successes and diversity of people with FASD, and highlights peer-to-peer coping strategies for challenges that can arise.

In 2024 we produced the last issue of Series 1 of the Living FASD magazine (produced with support from Contact/Pears and subscriptions) and the start of Series 2 (produced as part of our work coordinating the Greater Manchester FASD Network, described further below, and through subscriptions.).

The final edition of Series 1 and our 5th magazine in the series was also a celebration edition featuring the 57 people with FASD who contributed to the Series 1 magazines and the 12 members of our advisory committee. This version also focused on pets. We were able to feature our first two guest authors with FASD, Jody and Eduardo who spoke about how their love of animals has translated into the careers in dog walking and equestrianism.

The Me and My FASD Education Toolkit

The first edition of the second series was issued in September 2024 and focused on learning. This included a hard copy of the completely updated and revised 'Teaching a Student with FASD' booklet, based on extensive research previously done by Dr Carolyn Blackburn and Prof Barry Carpenter OBE for the then-FASD-ed project. The booklet is available in hard copy and PDF versions and has now become the centre piece of the schools' toolkit that is being marketed throughout England. The booklet includes information about FASD, how it presents, the strengths of students with FASD and practical suggestions on how to support various educational challenges of those with FASD, including a section on reasonable adjustments that can be requested without diagnosis or an Education, Health and Care Plan.

Training a new generation of practitioners, educators, social workers to support people with FASD

NICE Quality Standard 204 and the DHSC FASD Health Needs Assessment (2021) highlight the need for multi-sector training on FASD to ensure that people with FASD are appropriately recognised, diagnosed and supported.

We provided 40 training events spread across in-person training (17) as well as those delivered virtually via Zoom or Teams (23). This is double the number of events that we delivered in 2023 as we were experimenting with a different type of training offer. We reached just over 1,300 people at the various trainings. We have been providing training for educational providers (individual mainstream and special schools, independent special schools, multi academy chains, & virtual schools for Children in Care) and Children's social care (social workers, foster carers, adopters, kinship carers and residential care settings)

Participants valued the unique blend of lived experience (from people with FASD, those who live with them and those who work professionally with them) mixed in with the latest information from research and national developments. The average evaluation score was 5.5 out of 6. A score that we are very pleased with and on that stands at the highest level for training providers. The vast majority of people filling in evaluation forms commented that the strategies that we were suggesting for working with people with FASD worked in their own practice and many commented that our training had made them realise potentially how many people were affected.

Developing more in-depth collaboration with key partners

In Greater Manchester via the Greater Manchester FASD Network work (described further below) we have offered a range of virtual training opportunities for workers in fields that include supporting people with FASD. Additionally, in January 2024 in Greater Manchester, we provided a Speech & Language Master Class for the local area, using the specialist knowledge of Louise Fox from the National Clinic, alongside our CEO to provide the professional lived experience the importance of speech and language input to the lives of people with FASD.

The National Organisation For FASD

Report of the Trustees For The Year Ended 31 December 2024

OBJECTIVES AND ACTIVITIES

In Hackney we began developing training that aims to reach as many of the children's work force as possible in all sectors, including the Family and Children Hubs. In 2024, we delivered one training to all of the teams that work with children in care including social care, health and the virtual school. The training included a Zoom input from Dr Patricia Jackson (co-coordinator of the SIGN 156 committee that established the current diagnostic guidelines in effect across England, Scotland and Wales) to explain why a diagnosis of FASD is essential for wellbeing. This work continues into 2025.

In 2024 we also negotiated a training offer for the charity Kinship in 8 in person trainings across the north of England and 12 virtual training events funded by a DfE grant to Kinship. 2024 saw the agreement of the package and the development of the resources that will be used in the trainings in 2025. This is an important group of people to support as we anticipate that many of the kinship families will be supporting at least one child with FASD.

We continue to work in partnership with Seashell in Greater Manchester to grow and deliver out one-day and three-day training packages created under our DHSC grant with them. This partnership continues to flourish to the mutual benefit of both organisations.

Our collaboration with the Cambridgeshire Virtual School and the media & training company Cornerstone was nominated for a national Children & Young Peoples Award for Partnership working within the children's workforce. We didn't win the final but presented what was a unique partnership between a charity, Local Authority and commercial company working together to raise awareness of a major impact on children and young people in the UK. One of our Adults & Young people's advisors voiced the thoughts of a fetus in an alcohol exposed pregnancy for a virtual reality film to be used in training in Cambridgeshire and offered through the UK. The Cambridgeshire Virtual school continues to use the Me & My FASD and National Organisation for FASD resources as the key materials for raising awareness of FASD with in the county. This is built on members of their team attending the first three day supporting a child with FASD trainings that we delivered.

E-school

154 people took our e-learning course 'Introduction to FASD', from a range of sectors including, education, health and social. Those who undertook it from education contacted us for more specific information about teaching and learning strategies. 210 individuals: obstetricians, midwives and midwifery support workers undertook our free e-learning module 'Talking about Alcohol and Pregnancy'.

Coordinating the Greater Manchester FASD Network

National FASD was contracted to run the Greater Manchester FASD network from January 2024-June 2025, working in cooperation with a local steering group and FASD Greater Manchester. The Greater Manchester FASD Network was founded in 2019 and exists to provide a link across Greater Manchester for parents, carers, professionals, community, and voluntary organisations to facilitate information sharing and communication on how to promote better outcomes for individuals with FASD and prevent alcohol exposed pregnancies. In 2024, the Greater Manchester FASD Network fostered meaningful engagement among families and professionals, enhancing support, awareness, and access to services and resources.

In 2024 the Greater Manchester FASD work included:

- " 16 in person & online 'roadshows' & thematic introductory events involving 350 attendees including parents, carers, health and social care professionals, educators and those from community and voluntary organisations. In person roadshows were held in local areas across Greater Manchester and online roadshows included themes of prevention, working with vulnerable adults, education and more.

- " Development of independent branding, online presence, website, social media and new resources including an 'Ask about FASD' poster and leaflet with the aim to better engage birth families and a Teaching a Student with FASD booklet

- " Distribution of 9800 Alcohol & Pregnancy leaflets; 4660 of newly created "Ask about FASD" leaflets; 1820 Network Postcards; 4070 alcohol and pregnancy posters distributed to Greater Manchester hospitals and maternity services.

- " Awareness day event reported by BBC, highlighting 660 babies likely born each year in Greater Manchester with FASD video here: https://www.youtube.com/watch?v=_wFgCL60ToI

- " Created a growing database of 132 network members across Greater Manchester

- " Living FASD magazine subscriptions made available to families and professionals across Greater Manchester

The Network has received positive feedback from parents and professionals.

Feedback highlights how valuable and needed the Greater Manchester FASD Network is and how it helps to fill gaps in knowledge:

The National Organisation For FASD

Report of the Trustees For The Year Ended 31 December 2024

OBJECTIVES AND ACTIVITIES

"Health care professionals don't know enough about this condition, and [the network is] spreading the word and educating." - Parent

"[The GM FASD Network has] helped me get a diagnosis for a child and is a great community for help and advice." - Parent

"[The GM FASD Network has supported me to gain] an understanding of why my son doesn't know why he does what he does." - Parent

"I'll use this information to pass on to the professionals, family and friends involved with my 6-year-old son with FASD and talk about it more openly in general to people. Feel more empowered to help and understand my son."

"I return as and when needed to the website to look for different strategies/ agencies that may help at the time." - Parent

"[It was useful] learning about FASD and finding out who we can network with to help our parents in our local area." - Social worker, Trafford

"[The network is helping] greatly, health care professionals don't know enough about this condition and they [the Network] are spreading the word and educating."

"[One key take home message from the Roadshow is] how to approach families who may need to take steps for FASD diagnosis." - Practitioner, Bolton

"[I plan] to think, 'Is it FASD?' and help others to consider this too." - Nurse, Bolton

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 surplus for the year of £5,581, compared with a deficit of £214,525 for the year ended 31st December 2023.. The total net reserves at 31st December 2024 were £57,005 compared with £51,424 at 31st December 2023. Total expenditure during the year was £242,838 (2023: £359,234.)

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 2024 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 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.

The National Organisation For FASD

Report of the Trustees For The Year Ended 31 December 2024

FINANCIAL REVIEW

Reserves policy

The charity's reserve policy is to maintain sufficient reserves at a level which is equivalent to six month's operational expenditure. Trustees review the reserves policy annually.

In 2024, reflecting the challenges facing the charitable sector as a whole and in particular the health related and educational sectors, the organisation continued to struggle to find new income. Nevertheless, the organisation successfully continued to expand its unrestricted income via service contracts and through sales of resources and training. As a result Trustees approved spending some reserves while ensuring minimal reserves available to meet outstanding commitments. At the end of 2024, through the ongoing work with the Greater Manchester FASD Network, and through the secured funding for the Learning project and the assurances that at least £75,000 of funds from Diageo would be likely in 2025, the Trustees had no concerns at the end of 2024 about the viability of the organisation although they are tracking closely the possible need for a further decrease in staffing.

The Trustees are monitoring our expenditure, commitments and anticipated income closely and are prepared to make further cutbacks on costs, including staff costs, as needed. They note the charitable sector has been hit hard by the national economic situation and especially by changes in healthcare and education sectors, they are confident the organisation will continue to operate in the next 12 months and are exploring promising opportunities for new funding and income sources.

FUTURE PLANS

In 2025 National FASD will continue to explore new funding streams that will enable the organisation to increase its level of financial security. This will include looking more closely at options for services and products that can be commissioned by local public and voluntary organisations. We also are exploring further ideas on how to bring the prevention message to a wider audience.

The organisation remains focused on working with maternity, sexual health and other relevant practitioners on improving the training and resources they receive to support discussions on alcohol and pregnancy. This work continues to be funded by Diageo.

We also have 6 months left on an 18-month contract to funded by the NHS Greater Manchester Integrated Care Board to coordinate the Greater Manchester FASD Network in cooperation with a local steering group. We hope to discuss the renewal or extension of this contract during the course of 2025 but public funds are becoming more constrained so this source of funding is at risk.

We will continue to promote wellbeing for people with FASD and their families via our training and resources, including the 'Me and My FASD' resources. This work is largely funded through sales of our training and resources.

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.

The National Organisation For FASD

Report of the Trustees For The Year Ended 31 December 2024

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').

Providing advice and support across the community

National FASD works collaboratively across the FASD community. We recognise that at the end of the day, our work comes down to the individual impact on people's lives. In 2024 we had more than 200 helpline calls that ranged from topics including: How to get a diagnosis; EHCP Advice; General advice on supporting a YP / adult with FASD; School settings suitable for those with FASD; Resources; Signposting for professionals; Advice for adults with FASD; Looking to promote research; Specific professionals, including legal, education, SaLTs and OTs looking for case specific advice; Specific questions regarding traits and how it manifests in individual cases

Two of our staff members are also co-admin on the FASD UK Facebook support group, supporting more than 4,500 families in cooperation with other groups that are part of the FASD UK Alliance.

In 2024 our team supported researchers, staff, educators, and others at a range of more than 60 organisations, institutions, universities, charities, local and national policy makers, industry. This takes significant time and expertise, and we are proud of our collaborative work. Though it often is unseen, this work is helping to change how the nation thinks about FASD.

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

R Reynolds
T V Griffiths
N L Pasek MBE
P Jackson OBE, FRCPCH
A Bovaird

Hon. Vice-President

Michael Attwell

Chief Executive

Sandra Butcher

The National Organisation For FASD


**Report of the Trustees
For The Year Ended 31 December 2024**

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 23 September 2025 and signed on its behalf by:


.....
A Bovaird - 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 2024.

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.

Sue Keane

Susan Keane

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

Date: 24/09/2025

The National Organisation For FASD

Statement of Financial Activities
(Incorporating an Income and Expenditure Account)
For The Year Ended 31 December 2024

	Notes	Unrestricted funds £	Restricted funds £	31.12.24 Total funds £	31.12.23 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	10,305	108,751	119,056	83,685
Other trading activities	3	128,127	1,236	129,363	61,024
Total		<u>138,432</u>	<u>109,987</u>	<u>248,419</u>	<u>144,709</u>
EXPENDITURE ON					
Raising funds		1,621	1,078	2,699	23,049
Charitable activities	4				
Wellbeing		137,279	350	137,629	114,054
Learning		326	90,835	91,161	126,306
Prevention project		-	-	-	92,730
General and administrative		-	887	887	-
Governance		10,462	-	10,462	3,095
Total		<u>149,688</u>	<u>93,150</u>	<u>242,838</u>	<u>359,234</u>
NET INCOME/(EXPENDITURE)		(11,256)	16,837	5,581	(214,525)
RECONCILIATION OF FUNDS					
Total funds brought forward		27,825	23,599	51,424	265,949
TOTAL FUNDS CARRIED FORWARD		<u><u>16,569</u></u>	<u><u>40,436</u></u>	<u><u>57,005</u></u>	<u><u>51,424</u></u>

The notes form part of these financial statements

The National Organisation For FASD

**Balance Sheet
31 December 2024**

	Notes	Unrestricted funds £	Restricted funds £	31.12.24 Total funds £	31.12.23 Total funds £
FIXED ASSETS					
Tangible assets	11	3,233	-	3,233	3,598
CURRENT ASSETS					
Stocks	12	26,542	-	26,542	19,500
Debtors	13	11,474	-	11,474	2,176
Cash at bank and in hand		23,566	40,436	64,002	70,781
		<u>61,582</u>	<u>40,436</u>	<u>102,018</u>	<u>92,457</u>
CREDITORS					
Amounts falling due within one year	14	(48,246)	-	(48,246)	(44,631)
NET CURRENT ASSETS		<u>13,336</u>	<u>40,436</u>	<u>53,772</u>	<u>47,826</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>16,569</u>	<u>40,436</u>	<u>57,005</u>	<u>51,424</u>
NET ASSETS		<u>16,569</u>	<u>40,436</u>	<u>57,005</u>	<u>51,424</u>
FUNDS	15				
Unrestricted funds				16,569	27,825
Restricted funds				40,436	23,599
TOTAL FUNDS				<u>57,005</u>	<u>51,424</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 December 2024.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 December 2024 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 National Organisation For FASD

Balance Sheet - continued
31 December 2024

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 23 Sept 2025 and were signed on its behalf by:


.....
A Bovaird - Trustee

Notes to the Financial Statements
For The Year Ended 31 December 2024

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. From January 2024 the allocation of support costs for the Charity has been between:

Wellbeing

Learning

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.

Fund accounting

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

The National Organisation For FASD

Notes to the Financial Statements - continued For The Year Ended 31 December 2024

1. ACCOUNTING POLICIES - continued

Fund accounting

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 designated to provide resources and to raise awareness of alcohol, pregnancy and FASD among maternity, sexual health teams and other practitioners, as well as to provide funding for specific projects for people with FASD and their families.

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

	31.12.24	31.12.23
	£	£
Donations	10,756	9,560
Grants	108,300	74,125
	<u>119,056</u>	<u>83,685</u>

3. OTHER TRADING ACTIVITIES

	31.12.24	31.12.23
	£	£
Shop income	12,711	13,933
Training/educational services	116,652	47,091
	<u>129,363</u>	<u>61,024</u>

The National Organisation For FASD

Notes to the Financial Statements - continued
For The Year Ended 31 December 2024

4. CHARITABLE ACTIVITIES COSTS

	Direct Costs (see note 5) £	Support costs (see note 6) £	Totals £
Wellbeing	11,242	126,387	137,629
Learning	(5,558)	96,719	91,161
General and administrative	827	60	887
Governance	-	10,462	10,462
	<u>6,511</u>	<u>233,628</u>	<u>240,139</u>

5. DIRECT COSTS OF CHARITABLE ACTIVITIES

	31.12.24 £	31.12.23 £
Project printing, promotion and distribution	6,484	39,568
Entertainment	27	877
	<u>6,511</u>	<u>40,445</u>

6. SUPPORT COSTS

	Other £	Governance costs £	Totals £
Wellbeing	126,387	-	126,387
Learning	96,719	-	96,719
General and administrative	60	-	60
Governance	-	10,462	10,462
	<u>223,166</u>	<u>10,462</u>	<u>233,628</u>

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

	Wellbeing £	Learning £	General and administrative £
Wages	86,181	71,328	-
Rent, rates and utilities	10,713	11,962	-
Insurance	682	1,393	-
Training	7,290	-	-
Telephone	722	839	-
Office costs	9,649	9,251	60
Sundries	5,321	1,256	-
Travel	4,584	690	-
Depreciation of tangible fixed assets	1,245	-	-
Independent examiners fee	-	-	-
Accountancy, legal and consultancy costs	-	-	-
	<u>126,387</u>	<u>96,719</u>	<u>60</u>

The National Organisation For FASD

Notes to the Financial Statements - continued
For The Year Ended 31 December 2024

6. SUPPORT COSTS - continued

		31.12.24	31.12.23
	Governance	Total	Total
	£	activities	activities
		£	£
Wages	-	157,509	213,115
Rent, rates and utilities	-	22,675	19,467
Insurance	-	2,075	1,969
Training	-	7,290	-
Telephone	-	1,561	1,258
Office costs	-	18,960	23,751
Sundries	-	6,577	7,470
Travel	-	5,274	14,617
Depreciation of tangible fixed assets	-	1,245	816
Independent examiners fee	4,980	4,980	2,500
Accountancy, legal and consultancy costs	5,482	5,482	10,777
	<u>10,462</u>	<u>233,628</u>	<u>295,740</u>

7. NET INCOME/(EXPENDITURE)

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

	31.12.24	31.12.23
	£	£
Independent examiners fee	4,980	2,500
Depreciation - owned assets	<u>1,245</u>	<u>816</u>

8. TRUSTEES' REMUNERATION AND BENEFITS

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

Trustees' expenses

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

9. STAFF COSTS

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

	31.12.24	31.12.23
Administration	<u>5</u>	<u>7</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 2024

10. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	19,185	64,500	83,685
Other trading activities	61,024	-	61,024
Total	<u>80,209</u>	<u>64,500</u>	<u>144,709</u>
EXPENDITURE ON			
Raising funds	15,517	7,532	23,049
Charitable activities			
Wellbeing	100,157	13,897	114,054
Learning	-	126,306	126,306
Prevention project	-	92,730	92,730
Governance	3,095	-	3,095
Total	<u>118,769</u>	<u>240,465</u>	<u>359,234</u>
NET INCOME/(EXPENDITURE)	(38,560)	(175,965)	(214,525)
RECONCILIATION OF FUNDS			
Total funds brought forward	66,385	199,564	265,949
TOTAL FUNDS CARRIED FORWARD	<u>27,825</u>	<u>23,599</u>	<u>51,424</u>

11. TANGIBLE FIXED ASSETS

	Fixtures and fittings £
COST	
At 1 January 2024	4,414
Additions	880
At 31 December 2024	<u>5,294</u>
DEPRECIATION	
At 1 January 2024	816
Charge for year	1,245
At 31 December 2024	<u>2,061</u>
NET BOOK VALUE	
At 31 December 2024	<u>3,233</u>
At 31 December 2023	<u>3,598</u>

The National Organisation For FASD

Notes to the Financial Statements - continued
For The Year Ended 31 December 2024

12. STOCKS		31.12.24	31.12.23
		£	£
Stocks		26,542	19,500
		<u> </u>	<u> </u>
13. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR		31.12.24	31.12.23
		£	£
Trade debtors		10,632	935
Other debtors		-	399
Prepayments and accrued income		842	842
		<u> </u>	<u> </u>
		11,474	2,176
		<u> </u>	<u> </u>
14. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR		31.12.24	31.12.23
		£	£
Trade creditors		4,614	2,727
Other creditors		2,532	1,464
Deferred income		37,500	37,500
Accrued expenses		3,600	2,940
		<u> </u>	<u> </u>
		48,246	44,631
		<u> </u>	<u> </u>
15. MOVEMENT IN FUNDS			
		Net	
	At 1.1.24	movement	At
	£	in funds	31.12.24
		£	£
Unrestricted funds			
Unrestricted	27,825	(11,256)	16,569
Restricted funds			
Learning	21,712	18,724	40,436
Contact/Pears Grant	887	(887)	-
Austin & Hope	1,000	(1,000)	-
	<u> </u>	<u> </u>	<u> </u>
	23,599	16,837	40,436
	<u> </u>	<u> </u>	<u> </u>
TOTAL FUNDS	51,424	5,581	57,005
	<u> </u>	<u> </u>	<u> </u>

The National Organisation For FASD

**Notes to the Financial Statements - continued
For The Year Ended 31 December 2024**

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	138,432	(149,688)	(11,256)
Restricted funds			
Learning	109,987	(91,263)	18,724
Contact/Pears Grant	-	(887)	(887)
Austin & Hope	-	(1,000)	(1,000)
	<u>109,987</u>	<u>(93,150)</u>	<u>16,837</u>
TOTAL FUNDS	<u>248,419</u>	<u>(242,838)</u>	<u>5,581</u>

Comparatives for 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	-	1,000	1,000
	<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>

Comparative 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	1,000	-	1,000
	<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>

The National Organisation For FASD

**Notes to the Financial Statements - continued
For The Year Ended 31 December 2024**

15. MOVEMENT IN FUNDS - continued

Other projects

The other restricted funds for Learning, 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.