

Company Registered Number: 06713945
Charity Registered Number: 1126459

THE FOR BABY'S SAKE TRUST
(A Company Limited by Guarantee and Registered Charity)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021

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**REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS
FOR THE YEAR ENDED 31 MARCH 2021**

Trustees	Phillip Fellowes-Prynne Dame Linda Homer Lady Sally Knowles Adam Shutkever Tracey-Joy Harrison (appointed 30 April 2021) Stelio Stefanou OBE, DL, Chairman Susie Stefanou (resigned 2 June 2020)
Company registered number	06713945
Charity registered number	1126459
Registered office	4 Meadway Court Rutherford Close Stevenage SG1 2EF
Company secretary	Susie Stefanou (resigned 2 June 2020) Adam Shutkever (appointed 13 July 2020)
Independent auditors	MHA MacIntyre Hudson Chartered Accountants Statutory Auditor 6th Floor 2 London Wall Place London EC2Y 5AU
Senior Leadership Team	Elaine Fulton, Director of Strategic Partnerships Amanda McIntyre, CEO Judith Rees, Director of Operations

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TRUSTEES' REPORT
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The Trustees present their annual report together with the financial statements of The For Baby's Sake Trust for the year 1 April 2020 to 31 March 2021. The Trustees confirm that the Annual Report and financial statements of the Charity comply with the current statutory requirements, the requirements of the Charity's governing document and the provisions of the Statement of Recommended Practice (SORP), applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

Since the Charity qualifies as small under section 383, the strategic report required of medium and large companies under The Companies Act 2006 (Strategic Report and Director's Report) Regulations 2013 is not required.

Reference and administrative details

a. Name of Charity, registration numbers and address

The For Baby's Sake Trust is a registered Charity (1126459) and company limited by guarantee (6713945). Its principal and registered office address is: 4 Meadway Court, Rutherford Close, Stevenage, SG1 2EF.

The Trustees decided on 2 June 2020 to change the Charity's name from The Stefanou Foundation to The For Baby's Sake Trust and the new name took effect on 8 August 2020. The Charity's flagship programme to break the cycle of domestic abuse and give babies the best possible start in life is known as *For Baby's Sake*.

Trustees

Unless otherwise stated, the Trustees listed below were already Trustees at the start of the financial year and were still Trustees on the date when this report was signed:

- Philip Fellowes-Prynne
- Tracey Harrison (appointed 30 April 2021)
- Dame Lin Homer
- Lady Sally Knowles
- Adam Shutkever
- Stelio H Stefanou OBE, DL (Chairman)
- Susie Stefanou (resigned 2 June 2020)

The Trustees record their grateful thanks to Susie Stefanou for her wisdom as a Board member and for her passionate commitment and generous contribution to the work of the Charity. The Trustees were pleased to welcome Tracey Harrison to the Board at the end of April 2021.

b. Senior Leadership Team

The Senior Leadership Team, to whom the Trustees delegate day to day management and from whom they take advice are:

- Elaine Fulton (Director of Strategic Partnerships)
- Amanda McIntyre (CEO)
- Judith Rees (Director of Operations)

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Providers of banking services or professional advice

During the year covered by this report, the Charity has bought in financial or legal services or advice to the Board from the individuals or organisations listed below and is grateful for their support. Julie Verne was contracted to the Charity in July 2020 for six months on a part-time basis as Director of Development.

Nature of support	Provider
Independent Safeguarding Advisor to the Trustees	Jon Chapman, PS3 Safeguarding Ltd
Development and fundraising	Julie Verne, V Fundraising
Banking	Coutts Bank, 2nd Floor 440 Strand London WC2R 0QS
Investment management	Cazenove Capital, 1 London Wall Place, London EC2Y 5AU
Auditors	Macintyre Hudson, 6th Floor, 2 London Wall Place, London, EC2Y 5AU
Legal advice	Bates Wells, 10 Queen Street Place, London, EC4R 1BE

The Board is also grateful to Weil, Gotshal & Manges (110 Fetter Lane, London EC4A 1AY), notably to Rob Powell, Head of Pro Bono and CSR, for being willing to provide pro bono legal advice where possible.

Objectives and Activities

a. Purposes of the Charity

As set out in the Memorandum of Association, the objects for which the Charity was formed are for charitable activity in the furtherance of such exclusively charitable purposes as the Trustees may in their absolute discretion determine.

The Charity's primary objective is to improve the wellbeing and long-term life-chances of babies who are at risk and unable to tell others. Evidence about the scale of domestic abuse, affecting one in five children, and about how babies are particularly affected, led the Charity to focus on empowering parents to break the cycle of domestic abuse and give their baby the best start in life, especially when they did not have that themselves. The Charity does this in two ways. Firstly, its innovative programme, *For Baby's Sake*, works with both parents, from pregnancy until the baby is aged two, empowering them to address the cycle of domestic abuse and their histories of traumatic experiences that typically lie at the heart of the problem. Secondly, the Charity seeks to contribute to system change at local and national levels, as part of its commitment to a catalytic model of philanthropy. This includes sharing and embedding the transferrable practice from *For Baby's Sake*, as well as influencing and informing decision-making frameworks, such as legislation, policy, public understanding and academic evidence. This dimension of the Charity's work extends the Charity's impact by directly and indirectly reaching more babies, parents and families in need of trauma-informed support and helping to equip professionals provide such support. Working with multi-agency partnerships and stakeholders is a key element of the Charity's approach to the delivery and development of *For Baby's Sake* and to contributing to system change.

In setting objectives and planning for activities, the Trustees have given due consideration to general guidance published by the Charity Commission relating to public benefit.

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b. Strategic objectives for 2020-21

These accounts cover the financial year from April 2020 to March 2021, which began soon after the COVID-19 pandemic struck. Upon lockdown, the Charity's immediate operational priority was to adapt to delivering *For Baby's Sake* using audio and video technology, to continue supporting parents and babies affected by domestic abuse at a time of heightened risk, while also protecting the health and safety of the *For Baby's Sake* Practitioners. The four *For Baby's Sake* teams in operation at the start of lockdown included the Blackpool team, which had only started operating in January 2020 and the Cambridgeshire team, which had started in August 2019. It was an operational priority to support the development of these new services and teams, while also sustaining the momentum of the well-established Hertfordshire and London Three Boroughs teams.

The year also began with the publication in May 2020 of a major four-year evaluation, led by King's College London, of *For Baby's Sake* during the prototype phase, which began in 2015 when the first two sites were launched in Hertfordshire (covering the areas of Stevenage, North Hertfordshire and Welwyn Hatfield) and London Three Boroughs (spanning Westminster, Kensington & Chelsea and Hammersmith & Fulham).

A key strategic objective, set for the year, was to build on the prototype phase and the evidence from the evaluation, to move successfully into sustaining and scaling up the programme. As the year began, the Board decided to hold to this objective. Similarly, the Board decided to hold to the strategic objective of continuing to share the learning from *For Baby's Sake* and contribute to local and national strategies to disrupt cycles of disadvantage and trauma for individuals and families and across generations. While COVID-19 created a challenging context for fulfilling these objectives, it also strengthened the imperative to succeed, as the pandemic shone a spotlight on domestic abuse and indeed the UN has described the world-wide increase in domestic abuse as 'the shadow pandemic'.

Activities, achievements and performance

For Baby's Sake works with families deeply over a sustained period. In March 2020, *For Baby's Sake* was working with 274 individuals, including mothers, fathers, babies and siblings in the family. A year later, in March 2021, 338 individuals were being supported across the two original teams in Hertfordshire and London Three Boroughs and the two new teams in Cambridgeshire and Blackpool. Most of this increase in capacity was explained by the new Blackpool team successfully building up their caseload. As some families finished their *For Baby's Sake* journey and others began, during the year across the four area-based teams, there was an increase of 285 individuals, including mothers, fathers and babies, who had ever engaged with the programme.

The strong engagement of existing families and the recruitment of new families during the pandemic demonstrated the particular strengths of *For Baby's Sake* in responding to domestic abuse and the additional pressures of lockdown. The programme creates a different opportunity for families to seek and receive support, through allocating practitioners to work individually and separately with both parents, while improving visibility and management of safeguarding risks for adults and children. It addresses the mental health needs of parents and babies in a way that recognises how traumatic past experiences, particularly from childhood, can affect current behaviour, responses to stressful situations and self-worth. A survey of parents highlighted how much they valued the flexibility and accessibility of their practitioners and the distinctive ways in which the programme supported them with their emotional regulation. Examples of feedback from parents during lockdown included:

"My For Baby's Sake Practitioner is one of the best workers I've worked with in a long time, even during lockdown. It's mainly for our baby, but whatever I can learn, I'm willing to learn, and it helps me and it helps our relationship. I've done enough group meetings, but when I work with my practitioner, it's like I'm working with someone who understands and on my level"

"Keeping in touch with me so I can keep going with the sessions has stopped me feeling scared that my son will be taken away from us"

"It would've been very hard and isolating if I didn't have the session with you every week. I look forward to our sessions as that's my space and time to get out of the house"

"You have helped us use this lockdown to communicate and understand ourselves better"

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In May 2020, the Charity was proud to publish the independent evaluation report on *For Baby's Sake*, which concluded that the programme was the 'first' of its kind to 'fill an important gap' in provision and 'addressed key limitations' to responding to domestic violence and abuse (DVA).

The academic research team was led by King's College London and included academics from University of Warwick, University of Central Lancashire, University of Cambridge and McMaster University Canada. They concluded that the programme is 'unique' in responding holistically to the evidence about the impact of domestic abuse, stating that 'other interventions do not target the impacts of DVA in utero, or combine trauma-informed DVA support with attachment-focused parenting support for both parents; key gaps that *For Baby's Sake* is addressing within this programme'.

The researchers evaluated the feasibility, acceptability and impact of *For Baby's Sake*. Professor Louise Howard from King's College London, who led the evaluation, marked the publication of the report by saying, '*The For Baby's Sake team have worked with local government, especially children's social care, and engaged parents with multiple complex needs and histories of childhood trauma. Most of the people we interviewed for the evaluation, who remained in For Baby's Sake over time, were able to identify specific ways that they had changed their behaviour and related these to aspects of the programme.*' Examples of these changes, given by parents to the evaluation team, included:

"It has improved my confidence...my ability to set healthy boundaries. It's been amazing" (mother)

'My dad wasn't loving; he was very strict and very controlling...Doing this programme made me realise I was very controlling without realising. To me it was normal' (father)

"I've made a lot of changes on my parenting efforts, because I don't agree with the way I was brought up" (mother)

"The fact that it integrates everything from children, work life and personal life...Even if you're not together it's about being able to co-parent your child, which is massive"(father)

The evaluation drew out the key change mechanisms for the parents, notably: the motivation to give their baby a different childhood from the one they had experienced themselves; their relationship with their *For Baby's Sake* Practitioner; the 'Inner Child' therapeutic work to come to terms with their own childhood experiences; the parenting interventions enabling mothers and fathers to bond with their baby; and the tools for parents to improve safety for themselves and their family. Parents described the step-changes in their relationships with their babies and their parenting with comments such as:

"I'm putting my kids first, instead of myself" (father)

"I couldn't believe how much she (baby) loves me and how much she looks at me. The way she smiled at me, the way I smiled at her.." (mother)

The academic evaluation team used various metrics to assess the outcomes for families and babies in particular. They found that birth outcomes and child development outcomes at one and two years (including babies' social, emotional and behavioural development) were largely in the normal range. Only a third of families participating in the evaluation had any social care input at the two-year stage, contrasting with 70% at baseline.

The academic evidence, confirming *For Baby's Sake* as a globally significant innovation, reinforced the impetus to press ahead with the strategy to sustain and expand the programme, embed the transferrable lessons and use the evidence and experience to contribute to wider system change.

The Trustees recognised that this strategy would require the Charity to build capacity, diversify its funding and develop its positioning and narrative. The necessary changes included orienting the Charity's communications to address the requirements of funders across the public, private, charitable foundations and philanthropic sectors. The decision in June 2020 to change the Charity's name from The Stefanou Foundation to The For Baby's Sake Trust was part of this strategy to strengthen the communication of Charity's mission and focus attention on the babies whose life-chances we are seeking to transform.

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The local area-based *For Baby's Sake* teams in Cambridgeshire and Blackpool were funded through innovative collaborative funding agreements with public sector partners. The Charity had been clear with local authority partners in the two prototype sites of Hertfordshire and London Three Boroughs that, once the prototype period had concluded and the evaluation was published, sustaining these sites would similarly require a financial contribution from public sector resources. Significant progress was achieved during the year through negotiations that secured substantial contributions from Hertfordshire County Council and jointly from Westminster City Council and the Royal Borough of Kensington & Chelsea.

Experience of delivering *For Baby's Sake* during lockdown has helped to shape the strategy for scaling *For Baby's Sake*. Local area-based teams feature within the scale-up model. They provide dedicated support to a caseload of local families. They also achieve a multiplier effect, through boosting local capacity and sharing expertise, which was particularly apparent through the various additional ways in which the *For Baby's Sake* teams supported colleagues in Children's Services in responding to the pressures of the pandemic. Reflections from professionals such as social workers and health visitors have included:

"If I know For Baby's Sake are involved, it puts my mind at rest"

"If these parents have a fighting chance of keeping this baby, it will be with the support of For Baby's Sake"

"Thanks to the work you have been doing, we are able to see Dad from a very different perspective"

"The work you have been completing has reassured us that Mum and Dad are coping at this time"

The powerful learning from delivering *For Baby's Sake* using audio and video technology led the Charity to broaden its scale-up strategy. Alongside the area-based services, the Charity decided to develop a national channel, *For Baby's Sake* CONNECT, whereby a team of practitioners deliver the programme to families located anywhere in the UK, using technology to work directly with mothers and fathers and also to contribute to multi-agency safeguarding arrangements.

This decision to create *For Baby's Sake* CONNECT was illustrative of the Charity's determination to sustain service delivery, press ahead with its scale-up ambitions and continue innovating, despite the challenging circumstances, as pressures intensified for the voluntary sector and its funders and stakeholders.

The Charity was delighted to secure a transformational grant of £2.375 million in September 2020, through the Department for Digital Culture, Media and Sport (DCMS) Community Match Challenge Fund. The DCMS funding had required philanthropic matched funding for charitable causes, which was generously committed by the Charity's Chairman, Stelio Stefanou, who had set up a new Charitable Incorporated Organisation. This CIO became the conduit for receiving the grant from DCMS, establishing a sub-grant with the Trust and making the disbursements of £2.375 million to the Trust. (The CIO will also receive Mr Stefanou's match funding commitments over the coming years.)

The grant was awarded to build the capacity required for sustaining, scaling up and further developing *For Baby's Sake* and deliver on an action plan that included a contribution towards system change and achieving a ripple effect, through outreach communications and embedding transferrable practice from the *For Baby's Sake* approach. The funding was granted as a distinctive contribution towards the national response to COVID-19, recognising the unique strengths of *For Baby's Sake* to address the immediate and longer-term repercussions of the pandemic for those affected by domestic abuse. The grant also recognised the value of combining deep support to a cohort of babies and their parents and families, through the *For Baby's Sake* programme, with a wider reach to families, directly and indirectly, through communications, resources and support for professionals.

A key success factor in delivering the workplan was the extraordinary opportunity to make progress simultaneously on every dimension of the Charity's work. This fuelled innovation, creativity, cohesion and a multiplier effect between the elements. For example, the decision to create *For Baby's Sake* CONNECT to reach families across the country, using video and audio technology, created the impetus to develop an app to support this (with realisation that the app would also benefit parents supported through area-based teams); meanwhile the digitalisation strengthened the impetus for a rebranding, which has underpinned the creation of an extremely impactful new suite of programme resources and a website that is receiving widespread praise.

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Another example was how the expert review of *For Baby's Sake* data coincided with the configuration and implementation of the new *For Baby's Sake* data hub, enabling the Charity to maximise the gains from the generous pro bono gift from Kim Technologies of its system.

The disbursements of the DCMS grant to the Charity, totalling £2.375m, had to be spent in full by 31 March 2021 and the Charity achieved this through an ambitious, comprehensive work plan. Achievements funded through the Community Match Challenge Fund (CMC) grant included:

- Sustaining and developing existing operations and local and central teams; recruiting and training the *For Baby's Sake* CONNECT team and launching the new service following a national awareness-raising campaign in March 2021
- Developing a new therapeutic component of *For Baby's Sake* through a bespoke approach to using Video Interaction Guidance (which supports attuned parenting)
- Digitalisation of *For Baby's Sake* through creating a parents' app and practitioners' web portal to support the parent-practitioner relationship and parents' engagement with resources and enable parents and practitioners to chart parents' journeys through the programme
- Creating new evergreen tools and resources, including redesigned manual materials and animated films, boosting the therapeutic value and bringing the material to life through creative treatment, for use by *For Baby's Sake* Practitioners with parents and for wider application across a range of agencies and disciplines
- Supporting key professionals in trauma-informed working with families affected by domestic abuse and intergenerational trauma, through partnership initiatives with The Association of Safeguarding Partners, Home-Start UK and also the Institute of Health Visiting, with whom the Charity co-produced a new 'Domestic Abuse – Changing Conversations' toolkit to train and support health visitors across the UK
- Conducting a mass outreach communications exercise, reaching expectant and new parents affected by domestic abuse, including through a YouGov survey of over 2000 parents and associated media coverage and radio adverts reaching 7.69 million people
- Building and implementing the *For Baby's Sake* central data hub to enable consistent data collection, performance monitoring and analysis. Kim Technologies had made a generous gift in kind to the Charity to make available its data and case management platform. CMC funding enabled the Charity to bring in a specialist IT consultant to support its configuration to meet the needs of *For Baby's Sake*
- Reviewing the Charity's policy, practice and *For Baby's Sake* materials in relation to equality, diversity and inclusion, supporting continuous improvement and informing the review of the programme's manual and future monitoring and evaluation activities
- Working with RAND Europe to mine the data collected by the *For Baby's Sake* teams to extract further insights and inform the Charity as it refreshes its evaluation strategy
- Rebranding of The For Baby's Sake Trust and *For Baby's Sake*, strengthening the Charity's social media presence and launching a new website to underpin the sharing of resources and to act as a contact point for potential service users and others wishing to learn about the Charity's work and collaborate

This workplan could not have been achieved without DCMS having the appetite to nurture innovation or without the creativity, teamwork and purposeful commitment of the expert partners who worked with the Charity: Flipside Group (digitalisation); Snappin' Turtle and Forster Communications (communications and creative content); ForMed Films (creation of films featuring parents' voices); Hilary Kennedy (VIG clinician); RAND Europe (data review and analysis); Magnus Lindberg (database configuration); Sigrid Fisher (equality, diversity and inclusion); Spencer du Bois (branding); The PC Agency (media training); Institute of Health Visiting, Home-Start UK and The Association of Safeguarding Partners (partnership development and cascading trauma-informed practice).

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Earlier in the year, BAFTA award-winning director, Emma Lazenby, of ForMed Films, had finished making a short animated film, commissioned by the Charity, where parents told their story, in their own voices, of what had brought them into *For Baby's Sake* and the life-changing difference that the programme had made to them and their baby. The Charity had launched this powerful film in September 2020 with a webinar where the speakers had included Nicole Jacobs, the Domestic Abuse Commissioner. The CMC funding enabled the Charity to commission a further seven animated films from ForMed, each focusing on a different aspect of *For Baby's Sake*. Parents from across the four *For Baby's Sake* sites were interviewed and recorded, generously sharing their experiences and their voices to create the oral content of the films. Through the parents' voices and poignant animation, these films provide compelling and clear explanations of how *For Baby's Sake* empowers parents to make profound changes in their lives and transform life-chances for themselves and their babies. Examples of parents' contributions to the films include:

"I feel like I have grown more in the last two years than I have in my whole life. They taught me so much about myself, my upbringing, my parents, my behaviour, my reactions, and now I feel more in control of myself" (father)

"I've always had low self-esteem...I would stay in a corner...just overthink...now I feel a lot better within myself.. talk a lot more...my daughter has that confidence in her...I love her to pieces and I think I'm doing good" (mother)

The YouGov survey of parents, commissioned by the Charity in February 2021 had confirmed that the period from pregnancy until a baby's second birthday was the most common time during parenthood for domestic abuse to occur. It also found that the desire to give their baby the best start was the top motivator to seek help while the top barrier was feeling ashamed. The Charity used these findings to create radio adverts, encouraging new parents to reach out for professional support. These adverts also used the words and voices of parents who had been recorded to make the films.

A mother described the difference that support had made, saying: *"It's given me confidence to be a good mum and to really say what it is that I think and feel. And also stand up for myself and say what it is I'm willing to accept and not accept."*

A father spoke *"to anyone feeling guilty, feeling shameful, feeling like they're not worth anything"*, encouraging them to take action by saying, *"You will be a better person. I am and it's worth it."*

The radio adverts were broadly pitched to encourage parents to embark on a help-seeking journey, rather than specifically seeking referrals into *For Baby's Sake*. The adverts were launched at the point when the new *For Baby's Sake* CONNECT team was in post, trained and ready to open up for referrals from families located anywhere in the country where there was not already a local area-based team. It was wonderful that the *For Baby's Sake* CONNECT team did receive its first self-referral as a result of a mother, who was concerned about her partner's behaviour, hearing the radio adverts. Both parents had experienced abuse as children and wanted to give their baby a better start. The parents decided to start working with the *For Baby's Sake* CONNECT team, who also connected them into local safeguarding pathways, given the level of risk (midwifery had not been aware of the abuse). Each parent engaged well with their *For Baby's Sake* Practitioner, drawing on the support with safety planning, emotional regulation and antenatal bonding with their baby. At the outset, the mother described feeling disconnected from her unborn baby and the pregnancy. Empowered by her practitioner, who commended her courage for self-referring and opening up, the mother began feeling closer to her baby and started speaking to her baby, saying *"I love you baby"* and waiting for a bump back in response!

Financial review

a. Results for the year

The accounts for this financial year, April 2020 to March 2021, provide separate information on the Trust's two distinct areas of charitable activity: *For Baby's Sake* (the Charity's flagship programme); and System Change (embedding transferrable lessons on practice and shaping decision-making frameworks such as policy and public understanding). The accounts also clearly identify how restricted funding has been put towards these areas of activity.

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The Charity achieved income of £3,126,197 in the year and spent £3,163,779. The comparative figures for the previous year were income of £1,302,696 and spending of £987,138. The Charity had brought forward £578,519 at the beginning of the financial year and carried forward £540,937 at year-end. Total income included the one-off transformational grant of £2,375,000 from the Community Match Challenge Fund grant, which was received and spent in full during the year. The Charity is extremely grateful to DCMS and the Charity's Chairman for making this possible. The Charity is also grateful to the Chairman for his grants received earlier in the year, totaling £390,000 and for his in-kind donations. The grants received from Hertfordshire County Council, Westminster City Council and the Royal Borough of Kensington & Chelsea constituted strategically significant progress towards a sustainable funding model for these area-based services and the Charity values its funding partnerships with local authorities.

The total expenditure of £3,163,779 included £2,624,998 of restricted spending. Of this, £1,715,530 of the CMC grant was spent on transformational programme costs, while the remainder of the CMC grant was spent on sustaining *For Baby's Sake*, establishing *For Baby's Sake* CONNECT and ongoing contributions to system change.

Going concern

After making appropriate enquiries, the Trustees have a reasonable expectation that the Charity has adequate resources and a strategy to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. The Charity's strategic plan to sustain and expand *For Baby's Sake*, and to continue contributing to system change, hinges on attracting external funds from public sector, charitable and philanthropic sources, to complement and build on the Chairman's philanthropy. This continues to be the strategy, with various factors, including the aftermath and longer-term repercussions of COVID-19, affecting the timescale and the range of funding opportunities that are potentially available. While competition for funding remains intense, there may be various additional funding streams aligned to *For Baby's Sake*, given the increased focus on tackling domestic abuse in light of the pandemic and also new domestic abuse legislation.

Further details regarding the adoption of the going concern basis can be found in the Accounting Policies.

b. Reserves policy

The Trustees have adopted a reserves policy to ensure that the Charity Trust remains a going concern. The reserves policy agreed by the Trustees is to aim to maintain reserves to cover three months' worth of the Trust's expenditure. This is based primarily on ensuring that the Charity can manage its cashflow requirements. The reserves policy takes into account unrestricted reserves and any reserves restricted to *For Baby's Sake*, given that this represents the majority of the Charity's expenditure. Free reserves, those reserves which are unrestricted as to use and easily realisable, were £526,934 at the year end (2019 - £557,920). Total expenditure in the year included the one-off CMC grant. Trustees have set a budget for the year ending 31 March 2022 of almost £1,675,000, creating a reserves target of £418,750, meaning that actual reserves were above the target level.

Plans for the future

The current period is pivotal in harnessing the independent academic evidence about *For Baby's Sake* and building on what was achieved through the transformational funding from the Community Match Challenge Fund grant. This includes: continuing to build the caseload of the new *For Baby's Sake* CONNECT team (which is succeeding in attracting self-referrals from parents in addition to referrals from professionals); mobilising the new parents' app and practitioners' portal; and rolling out new creative resources to parents participating in *For Baby's Sake* and also more widely to professionals as part of the Charity's contribution to system change.

The Charity's strategic plan focuses on scaling up *For Baby's Sake* and also extending the contribution to system change, including by continuing to develop partnership working with key stakeholders. The Charity continues to develop its data analysis and is considering key research questions and priorities for the next phase of evaluation, to assess its own performance and impact and contribute further to evidence-based policy and practice.

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Underpinning this strategy is the Trustees' determination to ensure that the Charity grows successfully. While the culture of the Charity will undoubtedly evolve, the Charity will be guided by its unchanging values of:

- Dignity and respect
- Efficiency and high performance
- Being a team – we, not I
- Making a difference
- Doing the right thing

Building on the equality, diversity and inclusion review, funded by the CMC grant, the Charity has established a new Diversity and Inclusion Forum, with representation from across the organisation, including a Trustee representative, and also from the *For Baby's Sake* partnership teams based in Cambridgeshire County Council and Blackpool Council. The natural way in which Forum members anchor the Forum's workplan in the Charity's values are testament to how well rooted they are.

Diversifying the philanthropic and public sector funding base is a strategic priority. There has been promising progress already since year end. In April 2021, the Charity was honoured to receive a grant of £50,000 from the EQ Foundation, which had first conducted extensive due diligence on the Charity and commended it to funders through its 'Giving is Great' charity search engine. In July 2021, the Charity was also honoured to have secured a funding partnership agreement with UBS Optimus Foundation (UBSOF), again following extensive due diligence by UBSOF. They are providing 10% match funding on top of grants and donations to the Charity, routed through UBSOF from the Charity's Chairman, and also potentially from other philanthropists.

It was exciting to hear in August 2021 that the Home Office had selected a bid from the Police and Crime Commissioner for Hertfordshire to receive funding for innovative interventions to work with those who perpetrate domestic abuse and integrate support for those experiencing the abuse. It was especially encouraging that this Home Office funding stream had prioritised support during pregnancy. A sub-grant from Hertfordshire's Police and Crime Commissioner will be funding the Charity to sustain *For Baby's Sake* in Hertfordshire for the remainder of the year and to expand the programme to cover the whole county.

The Charity will be building on this progress within the context of the new Domestic Abuse Act and a new Government commitment for the statutory guidance accompanying the legislation to recognise the impact of domestic abuse on babies, starting in pregnancy and the importance of supporting parents during the period from pregnancy until their baby's second birthday. The evidence from *For Baby's Sake* had been instrumental in shaping this commitment and the Charity had brought this to the attention of Parliament during the passage of the Domestic Abuse Bill, through debates in the House of Lords with cross-party leading contributions from Baroness Stroud and Baroness Armstrong of Hill Top.

As Baroness Stroud said, in opening one of these debates, *"Domestic abuse in pregnancy...can affect children's cognitive functioning and emotional regulation, shaping behavioural and emotional outcomes for years to come...An evaluation of the For Baby's Sake programme...found that support at this time can harness parents' motivation and empower them to make changes for their babies and themselves"*.

Baroness Armstrong reminded Parliament in one debate that *"We know what to do; we know that we can prevent years and years of abuse"*, building on her earlier contribution, describing how *For Baby's Sake* *"uses trauma-informed work to better support parents in those early days and months and during pregnancy...the optimum period for intervention...Effective intervention works, and it is the best way of breaking that cycle of violence. Surely, that is what our ambition ought to be."*

THE FOR BABY'S SAKE TRUST
(A company Limited by Guarantee and Registered Charity)

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2021

Structure, governance and management

Constitution

The Charity is registered as a charitable company limited by guarantee and was set up by a Memorandum of Association on 2 October 2008 and registered as a Charity on 28 October 2008. The Charity's change of name from The Stefanou Foundation to The For Baby's Sake Trust took effect on 8 August 2020.

a. Method of appointment or election of Trustees

The management of the Charity is the responsibility of the Trustees who are elected and co-opted under the terms of the Articles of Association.

b. Organisational structure and decision making

The Trustees were recruited to provide the Charity with the necessary Charity governance, commercial and management experience to meet its core objectives. In particular, Trustees were asked to:

- Be responsible for the strategic direction of the Charity, ensuring that it is well-run, achieves its goals and is adequately resourced
- Define the Charity's vision and goals
- Ensure the Charity complies with Charity Law and delivers the charitable outcomes for which it has been established
- Have an interest in the cause and bring a commitment of time, energy and networking to achieve goals
- Approve all grants made and programmes developed by the organisation
- Meet as a Board at least three times per annum.

Policies have been agreed concerning the following areas:

- Application of Funds
- Appointment of Trustees
- Compliments, Comments and Complaints
- Conflicts of Interest
- Data Protection, Information Security and Confidentiality
- Equality, Diversity and Inclusion
- Financial Procedures Manual
- Gift Acceptance
- Investment Management
- Reserves
- Staff Handbook
- Safeguarding

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2021

c. Policies and procedures for induction and training of Trustees

The Board of Trustees has fully undertaken its governance responsibilities throughout the year, including by thoroughly scrutinising the data and operational progress of *For Baby's Sake* and overseeing the management of the Community Match Challenge Fund grant. The Trustees are also actively involved in the strategic development of the Charity, notably the strategy for scaling up and rolling out *For Baby's Sake* and extending its contribution to system change.

The induction and ongoing training of Trustees is designed to equip Trustees with the knowledge and understanding to fulfil these responsibilities, including through opportunities to meet *For Baby's Sake* practitioners to hear directly from them about how the programme operates. Tracey Harrison joined the Board in April 2021 and used her expert facilitation skills to facilitate a Board strategy day in August 2021, which proved to be a valuable induction opportunity to absorb the current context and strategic objectives for the Charity.

Trustees are well briefed on the evidence base underpinning the Trust's work, to ensure they are able to ascertain that the work remains evidence-based. The safeguarding of adults, babies and children is at the heart of the Trust's work. The Board continues to value the support of its Independent Safeguarding Advisor, Jon Chapman, who has established a strong working relationship with the Trust and whose support includes safeguarding training for Trustees.

Arrangements for settling pay and remuneration of Key Management Personnel

The Chairman settles pay awards for the Senior Leadership Team and indeed the whole staff team. Where new Senior Leadership posts are created, the Board of Trustees may also be involved in deciding the starting salary for the post. Decisions on pay are taken in light of benchmark data about annual pay awards across the voluntary and public sector and reviews of comparative salaries, to ensure that salaries are competitive and reflective of the demanding nature of the Trust's work and the high calibre of staff at all levels, who deserve huge credit for what they are achieving

d. Review and management of risk

A risk register is maintained, covering the most significant risks and an explanation of the corresponding mitigating actions. The categories are explained below and the COVID-19 context for mitigating each risk area is outlined:

- Operational: for example, safeguarding risks to babies, children and adults related to domestic abuse or abuse or neglect of children; risks to staff; sensitive personal data breaches. Updated guidance was issued on matters such as working safely, safeguarding, risk management and using technology during COVID-19
- Strategic: for example, failure to maximise the impact of *For Baby's Sake* for current and future generations, for reasons such as lack of sufficient funding to scale up the programme or a loss of fidelity to the programme's success factors as it expands. COVID-19 has stimulated innovation in our scale-up strategy through the decision to create *For Baby's Sake* CONNECT; fundraising plans are set in the context of the continuing repercussions of COVID-19, including the longer-term impact on the mental health of parents, children, babies and families.
- Reputational: for example, problems with the operational delivery of *For Baby's Sake* or failure to deliver on commitments or to achieve wider strategic influence. The careful design and mobilisation *For Baby's Sake* CONNECT is building on operational learning from delivery during COVID-19 lockdown and indeed the programme is being delivered to parents in the local area-based sites through a blended model of face-to-face and video or phone technology, based on learning from parents' experiences and preferences.

The register is reviewed at each Board meeting and updated in the light of latest actions and discussions at the Board meeting.

THE FOR BABY'S SAKE TRUST
(A company Limited by Guarantee and Registered Charity)

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2021

Fundraising standards information

The Charity made substantial progress in diversifying its funding base in the year and success included raising restricted and unrestricted funds for ongoing delivery, in addition to the extraordinary Community Match Challenge Fund grant. The Charity is thankful to all those who have donated or awarded grants to the Charity. Every donation and grant makes a difference.

The Charity's ambitions and strategy requires an intensified focus on fundraising and the Trust has put processes in place to support this, notably by registering with the Fundraising Regulator with effect from 10 April 2019.

This report was approved by the Trustees, on **20 December 2021** and signed on their behalf by:



.....
Stelio Stefanou OBE, DL
Chairman

THE FOR BABY'S SAKE TRUST
(A Company Limited by Guarantee and Registered Charity)

STATEMENT OF TRUSTEES' RESPONSIBILITIES
FOR THE YEAR ENDED 31 MARCH 2021

The Trustees (who are also the Directors of the Charity for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year. Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Charity and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

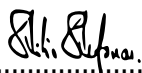
- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charity's transactions and disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the Trustees are aware:

- there is no relevant audit information of which the Charity's auditor is unaware; and
- the Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

Approved by order of the Members of the Board of Trustees and signed on its behalf by:



.....
Stelio Stefanou OBE, DL

Chairman

Date: 20 December 2021

THE FOR BABY'S SAKE TRUST
(A Company Limited by Guarantee and Registered Charity)

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF THE FOR BABY'S SAKE TRUST

Opinion

We have audited the financial statements of The For Baby's Sake Trust (the 'Charity') for the year ended 31 March 2021 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the Charity's affairs as at 31 March 2021 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

THE FOR BABY'S SAKE TRUST
(A Company Limited by Guarantee and Registered Charity)

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF THE FOR BABY'S SAKE TRUST
(CONTINUED)

Other information

The other information comprises the information included in the Trustees' Report other than the financial statements and our Auditors' Report thereon. The Trustees are responsible for the other information contained within the Annual Report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

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

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

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Trustees' Report and from the requirement to prepare a Strategic Report.

Responsibilities of Trustees

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

THE FOR BABY'S SAKE TRUST
(A Company Limited by Guarantee and Registered Charity)

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF THE FOR BABY'S SAKE TRUST
(CONTINUED)

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

Auditors' responsibilities for the audit of the financial statements

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- Obtaining an understanding of the legal and regulatory frameworks that the entity operates in, focusing on those laws and regulations that had a direct effect on the financial statements;
- Enquiry of management to identify any instances of known or suspected instances of fraud;
- Enquiry of management and those charged with governance around actual and potential litigation and claims;
- Enquiry of management about any instances of non-compliance with laws and regulations;
- Reviewing the control systems in place and testing the effectiveness of the controls;
- Performing audit work over the risk of management override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for bias;
- Reviewing minutes of meetings of those charged with governance;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations.

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

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

THE FOR BABY'S SAKE TRUST
(A Company Limited by Guarantee and Registered Charity)

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF THE FOR BABY'S SAKE TRUST
(CONTINUED)

Use of our report

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



Stuart McKay BSc FCA DChA (Senior Statutory Auditor)

for and on behalf of

MHA MacIntyre Hudson

Statutory Auditor

London, United Kingdom

Date: 22/12/2021

THE FOR BABY'S SAKE TRUST
(A Company Limited by Guarantee and Registered Charity)

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2021

	Note	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Income from:					
Donations and grants	4	501,129	2,624,998	3,126,127	1,300,320
Charitable activities	5	-	-	-	1,450
Investments	6	70	-	70	926
		<u>501,199</u>	<u>2,624,998</u>	<u>3,126,197</u>	<u>1,302,696</u>
Total income					
Expenditure on:					
Raising funds	7	9,000	-	9,000	146
Charitable activities	8,9	529,781	2,624,998	3,154,779	986,992
		<u>538,781</u>	<u>2,624,998</u>	<u>3,163,779</u>	<u>987,138</u>
Total expenditure					
		<u>(37,582)</u>	<u>-</u>	<u>(37,582)</u>	<u>315,558</u>
Net movement in funds					
Reconciliation of funds:					
Total funds brought forward		578,519	-	578,519	262,961
Net movement in funds		(37,582)	-	(37,582)	315,558
		<u>540,937</u>	<u>-</u>	<u>540,937</u>	<u>578,519</u>
Total funds carried forward					

All income and expenditure derives from continuing activities.

The Statement of Financial Activities includes all gains and losses recognised in the year.

The notes on pages 22 to 43 form part of these financial statements.

THE FOR BABY'S SAKE TRUST**(A Company Limited by Guarantee and Registered Charity)****REGISTERED NUMBER: 06713945**

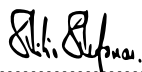
**BALANCE SHEET
AS AT 31 MARCH 2021**

	Note	2021 £	2021 £	2020 £	2020 £
Fixed assets					
Tangible assets	13		14,003		20,599
			14,003		20,599
Current assets					
Debtors	14	203,888		403,275	
Cash at bank and in hand	19	416,671		334,399	
		620,559		737,674	
Creditors: amounts falling due within one year	15	(93,625)		(179,754)	
Net current assets			526,934		557,920
Total net assets			540,937		578,519
Charity funds					
Restricted funds	16		-		-
Unrestricted funds	16		540,937		578,519
Total funds			540,937		578,519

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

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

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:

**Stelio Stefanou, OBE, DL**

Chairman

Date: 20 December 2021

**Adam Shutkever**

Trustee

The notes on pages 22 to 43 form part of these financial statements.

THE FOR BABY'S SAKE TRUST
(A Company Limited by Guarantee and Registered Charity)

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2021

	Note	2021 £	2020 £
Cash flows from operating activities			
Net cash used in operating activities	18	82,202	56,958
		<hr/>	<hr/>
Cash flows from investing activities			
Investment income	6	70	926
Purchase of tangible fixed assets	13	-	(17,196)
		<hr/>	<hr/>
Net cash provided by/(used in) investing activities		70	(16,270)
		<hr/>	<hr/>
Change in cash and cash equivalents in the year		82,272	40,688
Cash and cash equivalents at the beginning of the year		334,399	293,711
		<hr/>	<hr/>
Cash and cash equivalents at the end of the year	19	416,671	334,399
		<hr/> <hr/>	<hr/> <hr/>

The notes on pages 22 to 43 form part of these financial statements.

THE FOR BABY'S SAKE TRUST
(A Company Limited by Guarantee and Registered Charity)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021

1. General information

The For Baby's Sake Trust is a charitable company limited by guarantee and is registered with the Charity Commission (Charity Registered Number: 1126459) and Registrar of Companies (Company Registration Number: 06713945) in England and Wales.

In the event of the Charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the Charity.

The address of the registered office is given in the Charity information on page 1 of these financial statements. The nature of the Charity's operations and principal activities are detailed in the Trustees Report.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The For Baby's Sake Trust meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

The financial statements are prepared in sterling which is the functional and presentational currency of the Charity and rounded to the nearest pound.

2.2 Going concern

The Trustees have assessed the use of going concern and have considered possible events or conditions that might cast significant doubt on the ability of the Charity to continue as a going concern including the impact of COVID-19. The Trustees have made this assessment for a period of at least one year from the date of the approval of these financial statements. The Trustees have concluded that there is a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. The Charity therefore continues to adopt the going concern basis in preparing these financial statements.

THE FOR BABY'S SAKE TRUST
(A Company Limited by Guarantee and Registered Charity)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021

2. Accounting policies (continued)

2.3 Income

All income is recognised once the Charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably. Grants are recognised on this basis. Donations are recognised once the donation has been received.

The recognition of income from legacies is dependent on establishing entitlement, the probability of receipt and the ability to estimate with sufficient accuracy the amount receivable. Evidence of entitlement to a legacy exists when the Charity has sufficient evidence that a gift has been left to them (through knowledge of the existence of a valid will and the death of the benefactor) and the executor is satisfied that the property in question will not be required to satisfy claims in the estate. Receipt of a legacy must be recognised when it is probable that it will be received and the fair value of the amount receivable, which will generally be the expected cash amount to be distributed to the Charity, can be reliably measured.

The Charity's Gift Acceptance Policy is to accept gifts from legally acquired sources that are in line with its values. Any gift with a value of £10,000 or more will require a greater level of due diligence to ensure any potential donor is supporting The For Baby's Sake Trust in line with the policy. The Charity uses the Annual Report and Accounts, including the Trustees' Report, as the main donor recognition tool.

Donated services that are consumed immediately are recognised in the accounts as income, with an equivalent amount recognised as an expense under the appropriate heading in the statement of financial activities. The Charity recognises donated services, which are given for its own use and which otherwise would have to be purchased. They are recognised when they are received, provided the value of the gift can be measured reliably. Donated services are measured and included in the accounts on the basis of the value of the gift to the Charity. This is the amount that the Charity would be willing to pay in the open market for an alternative item. It can be lower than, but not exceed, the open market price for the item.

2.4 Expenditure

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity.

Expenditure on raising funds includes all expenditure incurred by the Charity to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Charity's objectives, as well as any associated support costs.

Grants payable are charged in the year when the offer is made except in those cases where the offer is conditional, such grants being recognised as expenditure when the conditions attaching are fulfilled. Grants offered subject to conditions which have not been met at the year end are noted as a commitment, but not accrued as expenditure.

THE FOR BABY'S SAKE TRUST
(A Company Limited by Guarantee and Registered Charity)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021

2. Accounting policies (continued)

2.4 Expenditure (continued)

All expenditure is inclusive of irrecoverable VAT.

2.5 Support costs allocation

Support costs are those that assist the work of the Charity in fulfilling its charitable activities and include central office costs, governance costs and administrative payroll costs. They are incurred directly in support of expenditure on the objects of the Charity and include elements of project management and administration carried out at the central office. Where support costs cannot be directly attributed to particular headings they have been allocated to expenditure on raising funds and expenditure on charitable activities on a basis consistent with use of the resources. Governance costs are those incurred in connection with the running of the Charity and compliance with constitutional and statutory requirements.

2.6 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Charity; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

2.7 Taxation

The Charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the Charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

2.8 Tangible fixed assets and depreciation

Tangible fixed assets above thresholds set by Trustees are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably. The threshold for fixtures, fittings and office equipment excluding IT is set at £500. The threshold for IT was increased with effect from 1 April 2020 from £500 to £1,500 as a prudent measure.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following basis:

Fixtures and fittings	-	20%
Office equipment	-	33%

THE FOR BABY'S SAKE TRUST
(A Company Limited by Guarantee and Registered Charity)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021

2. Accounting policies (continued)

2.9 Debtors

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

2.10 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

2.11 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of Financial Activities as a finance cost.

2.12 Financial instruments

The Charity holds basic financial instruments. The financial assets and financial liabilities of the Charity are as follows:

Debtors - trade and other debtors (including accrued income) are basic financial instruments and are debt instruments measured at amortised cost as detailed in Note 14. Prepayments are not financial instruments.

Cash at bank - is classified as a basic financial instrument and is measured at cost.

Liabilities - trade creditors, accruals and other creditors will be classified as financial instruments, and are measured at amortised cost as detailed in Note 15. Taxation and social security are not included in the financial instruments disclosure. Deferred income is not deemed to be a financial liability, as in the cash settlement has already taken place and there is simply an obligation to deliver charitable services rather than cash or another financial instrument.

2.13 Operating leases

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the lease term.

2.14 Pensions

The Charity operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Charity to the fund in respect of the year.

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2. Accounting policies (continued)

2.15 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

2.16 Restatement of activities

During the year the Charity decided to merge both the 'Strategic Influence' and 'Project and Grants' activities into one. The new activity is now called 'System Change' and the prior year comparatives relating to 'Strategic Influence' and 'Projects and Grants' have been merged to ensure comparability with the current year. Affected notes have been marked as such throughout these financial statements.

3. Critical accounting estimates and areas of judgement

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Critical accounting estimates and assumptions:

The Charity makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

Critical areas of judgement:

- Allocation of support costs
- Depreciation rates for tangible fixed assets
- Useful economic lives of assets
- Valuation of donated services

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4. Income from donations and grants

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £
Donations and sponsorships	2,129	-	2,129
Donated services - general support	15,000	-	15,000
Grants	390,000	2,624,998	3,014,998
Donated services - set-up and licenses for Kim database	84,000	-	84,000
Donated services - For Baby's Sake (advisory)	10,000	-	10,000
Total 2021	501,129	2,624,998	3,126,127

The restricted grants included £2,375,000, received as a sub-grant from the DCMS Community Match Challenge Fund, plus grants from Hertfordshire County Council and from the Bi-Borough authorities of Westminster City Council and the Royal Borough of Kensington & Chelsea towards the cost of the Hertfordshire and London Three Boroughs *For Baby's Sake* teams.

The Chairman granted unrestricted funds to the Charity totalling £390,000. The Chairman also donated services of in-work volunteer time of two his employees: principally of the Director of his personal office, who provides advisory support to the Charity, including as the Board's Whistleblowing Officer; and also of the Chairman's PA. The Charity places a total value of £25,000 on these donated services.

The Charity is also grateful for donated services from Kim Technologies, which has granted access to the Kim system and supported the Charity to create a bespoke configuration so that the system is now the *For Baby's Sake* data management platform. The Charity places a value of £84,000 on this donated service from Kim Technologies, reflecting the value of implementing the new system and the value of the service licences for all those who are using the system. The Charity is grateful to the technology experts at Kim Technologies, noting that the Company's Board is chaired by Sir Nigel Knowles, who is the spouse of Lady Sally Knowles, a Trustee of the Charity.

	Unrestricted funds 2020 £	Total funds 2020 £
Donations and sponsorships	108	108
Donated services - general support	15,000	15,000
Grants	1,275,212	1,275,212
Donated services - For Baby's Sake (advisory)	10,000	10,000
Total 2020	1,300,320	1,300,320

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5. Income from charitable activities

	Total funds 2021 £
System Change - Contractual income	-

	<i>As restated Unrestricted funds 2020 £</i>	<i>As restated Total funds 2020 £</i>
System Change - Contractual income	1,450	1,450

6. Income from investments

	Unrestricted funds 2021 £	Total funds 2021 £
Bank interest receivable	70	70

	<i>Unrestricted funds 2020 £</i>	<i>Total funds 2020 £</i>
Bank interest receivable	926	926

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7. Expenditure on raising funds

	Unrestricted funds 2021 £	Total funds 2021 £
Direct fundraising costs	9,000	9,000
	<hr/>	<hr/>
	<i>Unrestricted funds 2020 £</i>	<i>Total funds 2020 £</i>
Direct fundraising costs	146	146
	<hr/>	<hr/>

8. Analysis of expenditure on charitable activities - by fund

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £
For Baby's Sake	462,891	2,110,275	2,573,166
System Change	66,890	514,723	581,613
	<hr/>	<hr/>	<hr/>
Total 2021	529,781	2,624,998	3,154,779
	<hr/>	<hr/>	<hr/>

The restricted fund expenditure in the year ended 31 March 2021 includes the major transformation programme which was supported by £1,715,530 of the Community Match Challenge Fund grant. Of this total, £1,255,304 was spent on the *For Baby's Sake* transformation programme, which included: digital transformation; programme content development (new creative resources and therapeutic content); equality, diversity and inclusion development; and data collection, analysis and data platform development. The other components of the transformation programme, totalling £460,226, contributed to system change, through initiatives (mass outreach communications, a new website and partnership development) to reach expectant and new parents, the general public and professionals supporting parents, babies, children and families who would benefit from the learning from *For Baby's Sake*.

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8. Analysis of expenditure on charitable activities - by fund (continued)

(continued)

	<i>As restated Unrestricted funds 2020 £</i>	<i>As restated Total funds 2020 £</i>
For Baby's Sake	1,206,243	1,206,243
System Change	(219,251)	(219,251)
<i>Total 2020 as restated</i>	<u>986,992</u>	<u>986,992</u>

9. Analysis of expenditure on charitable activities - by type

	Activities undertaken directly or collaboratively 2021 £	Support costs 2021 £	Total funds 2021 £
For Baby's Sake	2,433,356	139,810	2,573,166
System Change	566,079	15,534	581,613
Total 2021	<u>2,999,435</u>	<u>155,344</u>	<u>3,154,779</u>

	<i>As restated Activities undertaken directly or collaboratively 2020 £</i>	<i>As restated Grant funding of activities 2020 £</i>	<i>As restated Support costs 2020 £</i>	<i>As restated Total funds 2020 £</i>
For Baby's Sake	1,061,225	-	145,018	1,206,243
System Change	139,387	(374,750)	16,112	(219,251)
<i>Total 2020 as restated</i>	<u>1,200,612</u>	<u>(374,750)</u>	<u>161,130</u>	<u>986,992</u>

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9. Analysis of expenditure on charitable activities - by type (continued)

Analysis of direct costs

	For Baby's Sake 2021 £	System Change 2021 £	Total funds 2021 £
Staff costs	758,206	98,493	856,699
Depreciation	3,496	1,913	5,409
Consultants' fees and charges	50,194	-	50,194
Travel, hospitality and other staff	1,860	25	1,885
Training and conferences	56,665	-	56,665
Marketing and communications	24,005	-	24,005
Recruitment	7,530	-	7,530
Project or operational resources	6,204	-	6,204
IT and telecomms and mobile phones	24,811	495	25,306
Administration office and accommodation	11,731	506	12,237
Professional fees	-	4,421	4,421
Contribution to Cambridgeshire For Baby's Sake	139,350	-	139,350
Donated services - For Baby's Sake (advisory)	10,000	-	10,000
CMC transformation programme costs (see Note 8)	1,255,304	460,226	1,715,530
Donated services - set-up and licenses for Kim database	84,000	-	84,000
Total 2021	2,433,356	566,079	2,999,435

The direct costs indicated as CMC relate to expenditure on workstreams within the transformation programme funded through the Community Match Challenge Fund grant. The costs for each workstream have been allocated either to *For Baby's Sake* or *System Change*, based on the primary purpose, though in all cases there will have been cross-over benefits from one to the other.

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9. Analysis of expenditure on charitable activities - by type (continued)

Analysis of direct costs (continued)

	<i>As restated For Baby's Sake 2020 £</i>	<i>As restated System Change 2020 £</i>	<i>As restated Total funds 2020 £</i>
Staff costs	764,946	114,168	879,114
Depreciation	2,460	1,354	3,814
Consultants' fees and charges	77,015	-	77,015
Travel, hospitality and other staff	23,708	7,972	31,680
Training and conferences	45,583	1,851	47,434
Memberships and subscriptions	180	-	180
Marketing and communications	21,834	70	21,904
Recruitment	2,099	1,148	3,247
Project or operational resources	6,353	-	6,353
IT and telecomms and mobile phones	8,532	604	9,136
Administration office and accommodation	12,299	58	12,357
Professional fees	-	12,162	12,162
Contribution to Cambridgeshire For Baby's Sake	86,216	-	86,216
Donated services - For Baby's Sake (advisory)	10,000	-	10,000
<i>Total 2020 as restated</i>	<u>1,061,225</u>	<u>139,387</u>	<u>1,200,612</u>

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9. Analysis of expenditure on charitable activities - by type (continued)

Analysis of support costs

	For Baby's Sake 2021 £	System Change 2021 £	Total funds 2021 £
Staff costs	55,020	6,113	61,133
Depreciation	1,068	119	1,187
Consultants' fees and charges	4,104	456	4,560
Memberships and subscriptions	6,578	731	7,309
IT and telecomms and mobile phones	11,309	1,257	12,566
Administration office and accommodation	25,482	2,831	28,313
Professional fees	7,926	880	8,806
Bank interest and charges	621	69	690
Governance costs	14,202	1,578	15,780
Donated services - general support	13,500	1,500	15,000
Total 2021	139,810	15,534	155,344

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9. Analysis of expenditure on charitable activities - by type (continued)

Analysis of support costs (continued)

	<i>As restated For Baby's Sake 2020 £</i>	<i>As restated System Change 2020 £</i>	<i>As restated Total funds 2020 £</i>
Staff costs	63,780	7,086	70,866
Depreciation	753	84	837
Consultants' fees and charges	1,944	216	2,160
Travel, hospitality and other staff	119	14	133
Training and conferences	19	2	21
Memberships and subscriptions	4,561	506	5,067
Marketing and communications	20	2	22
Recruitment	642	71	713
IT and telecomms and mobile phones	8,212	913	9,125
Administration office and accommodation	36,423	4,047	40,470
Professional fees	2,387	265	2,652
Bank interest and charges	683	76	759
Governance costs	11,975	1,330	13,305
Donated services - general support	13,500	1,500	15,000
<i>Total 2020 as restated</i>	<u>145,018</u>	<u>16,112</u>	<u>161,130</u>

10. Governance costs

	2021 £	2020 £
Auditors' remuneration - Audit of the financial statements	8,500	7,500
Auditors' remuneration - Taxation services	780	650
Auditors' remuneration - Other services	3,000	2,500
Other governance costs	3,500	2,655
	<u>15,780</u>	<u>13,305</u>

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FOR THE YEAR ENDED 31 MARCH 2021

11. Staff costs

	2021	2020
	£	£
Wages and salaries	796,269	824,587
Social security costs	78,555	83,299
Pension costs	43,008	42,094
	917,832	949,980

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

	2021	2020
	No.	No.
For Baby's Sake	14	14
For Baby's Sake and System Change	6	6
	20	20

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

	2021	2020
	No.	No.
In the band £70,001 - £80,000	2	2
In the band £80,001 - £90,000	1	1

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12. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2020 - £NIL).

During the year ended 31 March 2021, no Trustee expenses have been incurred (2020 - £NIL).

The total amount of employee benefits, including employer national insurance and pension contributions, received by Key Management Personnel was £266,397 (2020 - £289,337). As detailed within the Trustees' Report, the Charity considers its Key Management personnel to comprise;

- Trustees
- Senior Leadership Team.

13. Tangible fixed assets

	Fixtures and fittings £	Office equipment £	Total £
Cost or valuation			
At 1 April 2020	52,766	29,006	81,772
At 31 March 2021	52,766	29,006	81,772
Depreciation			
At 1 April 2020	38,683	22,490	61,173
Charge for the year	3,308	3,288	6,596
At 31 March 2021	41,991	25,778	67,769
Net book value			
At 31 March 2021	10,775	3,228	14,003
At 31 March 2020	14,083	6,516	20,599

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14. Debtors

	2021 £	2020 £
Due within one year		
Trade debtors	150,000	-
Other debtors	21,811	5,769
Prepayments and accrued income	32,077	397,506
	203,888	403,275

15. Creditors: Amounts falling due within one year

	2021 £	2020 £
Trade creditors	2,748	4,923
Accruals	90,877	174,831
	93,625	179,754

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NOTES TO THE FINANCIAL STATEMENTS
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16. Statement of funds

Statement of funds - current year

	Balance at 1 April 2020 £	Income £	Expenditure £	Balance at 31 March 2021 £
Unrestricted funds				
Designated funds				
Fixed Asset Fund	20,599	-	(6,596)	14,003
General funds				
General Fund	557,920	501,199	(532,185)	526,934
Total Unrestricted funds	578,519	501,199	(538,781)	540,937
Restricted funds				
Community Match Challenge (CMC)	-	2,375,000	(2,375,000)	-
Bi-Borough	-	99,998	(99,998)	-
Hertfordshire County Council (HCC)	-	150,000	(150,000)	-
	-	2,624,998	(2,624,998)	-
Total of funds	578,519	3,126,197	(3,163,779)	540,937

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FOR THE YEAR ENDED 31 MARCH 2021

16. Statement of funds (continued)

The General Fund is unrestricted for use in any of the Charity's activities, including all costs associated with *For Baby's Sake* and all costs of contributing to wider system change, through sharing and embedding the transferrable practice from *For Baby's Sake*, as well as influencing and informing decision-making frameworks, such as legislation, policy, public understanding and academic evidence.

Activity-based accounting has continued into the current year, providing ongoing visibility of the major investment in *For Baby's Sake*, the Charity's innovative programme to support expectant parents to break the cycle of domestic abuse and give their baby the best start in life.

The Fixed Asset Fund represents the Charity's holding of fixed assets. Fixed assets are considered to be not easily realisable and so should not be represented by general funds. The fund balance carried forward is equal to the net book value of the fixed assets.

The Charity maintained three restricted funds into which restricted grants were received and spent in full within the year. The Community Match Challenge Fund (CMC) grant was funding that originated from the Department for Digital, Culture, Media and Sport (DCMS) and was received by the Charity as a sub-grant. This funding recognised the unique strengths of *For Baby's Sake* in addressing the immediate and longer-term impact of domestic abuse and COVID-19. Funding was granted to build the capacity required for sustaining, scaling up and further developing *For Baby's Sake* and deliver on an action plan that included a contribution towards system change through communications and sharing transferrable practice.

The restricted grants from Hertfordshire County Council and the Bi-Borough authorities of Westminster City Council and the Royal Borough of Kensington & Chelsea were awarded to contribute towards the cost of delivering *For Baby's Sake* in these local authority areas by the Hertfordshire and London Three Boroughs *For Baby's Sake* teams.

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021

16. Statement of funds (continued)

Statement of funds - prior year

	<i>Balance at 1 April 2019 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Transfers in/out £</i>	<i>Balance at 31 March 2020 £</i>
Unrestricted funds					
Designated funds					
Fixed Asset Fund	8,054	-	(4,651)	17,196	20,599
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
General funds					
General Fund	254,907	1,302,696	(982,487)	(17,196)	557,920
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
Total Unrestricted funds	<u>262,961</u>	<u>1,302,696</u>	<u>(987,138)</u>	<u>-</u>	<u>578,519</u>

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NOTES TO THE FINANCIAL STATEMENTS
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17. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2021 £	Total funds 2021 £
Tangible fixed assets	14,003	14,003
Current assets	620,559	620,559
Creditors due within one year	(93,625)	(93,625)
Total	540,937	540,937

Analysis of net assets between funds - prior year

	<i>Unrestricted funds 2020 £</i>	<i>Total funds 2020 £</i>
Tangible fixed assets	20,599	20,599
Current assets	737,674	737,674
Creditors due within one year	(179,754)	(179,754)
Total	578,519	578,519

18. Reconciliation of net movement in funds to net cash flow from operating activities

	2021 £	2020 £
Net (expenditure)/income for the year (as per Statement of Financial Activities)	(37,582)	315,558
Adjustments for:		
Depreciation charges	13 6,596	4,651
Investment income	6 (70)	(926)
Decrease/(increase) in debtors	14 199,387	(366,440)
(Decrease)/increase in creditors	15 (86,129)	104,115
Net cash provided by operating activities	82,202	56,958

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19. Analysis of cash and cash equivalents

	2021	2020
	£	£
Cash in hand	416,671	334,399
Total cash and cash equivalents	416,671	334,399

20. Analysis of changes in net debt

	At 1 April	Cash flows	At 31 March
	2020		2021
	£	£	£
Cash at bank and in hand	334,399	82,272	416,671
	334,399	82,272	416,671

21. Pension commitments

The Charity offers to match each employee's pension contribution, up to 5% of their salary, into the defined contributions pension scheme of their choice, including but not limited to the workplace pension scheme. It also offers a salary sacrifice arrangement. Over the course of the year, twenty-three employees benefited from the matched employer contribution to their salaries and six employees additionally took up the salary sacrifice offer. In all cases, the assets of the schemes chosen by the employees are held separately from the Charity in independently administered funds.

The Charity contributes to defined contribution pension schemes for its employees. The amount recognised as an expense in the year was £43,008 (2020 - £42,094). Contributions totalling £NIL (2020 - £NIL) were payable to the fund at the Balance Sheet date.

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22. Operating lease commitments

At 31 March 2021 the Charity had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2021 £	2020 £
Not later than 1 year	30,300	30,300
Later than 1 year and not later than 5 years	121,200	121,200
Later than 5 years	68,652	98,952
	<u>220,152</u>	<u>250,452</u>

The following lease payments have been recognised as an expense in the Statement of Financial Activities:

	2021 £	2020 £
Operating lease rentals	<u>30,300</u>	<u>30,300</u>

23. Related party transactions

The aggregate amount of donations received without conditions from the Chairman, Mr Stefanou, is £390,000 (2020 - £1,275,000)

The Chairman contributed £21,698 (2020 - £19,070) towards the office costs in recompense for making personal use of the space while also working on behalf of the Charity. The amount outstanding to the Charity at year end was £21,698 (2020 - £4,319). In 2020, there had been an additional related party transaction in that the Chairman also made a financial contribution of £6,062 to the Charity, calculated on an hourly rate basis, for personal book keeping support, provided by the Charity's book keeper. This was not the case in 2021.

The Chairman makes a donation of in-work volunteer time of two his employees: principally of the Director of his personal office, who provides advisory support to the Charity and also acts as the Trust's Whistleblowing Officer; and also of the Chairman's PA. The Charity places a value of £25,000 on these donated services.

Lady Sally Knowles, a Trustee of the Charity, is the spouse of Sir Nigel Knowles, who is the Chairman of Kim Technologies, the company providing a gift in kind to the Charity in the form of access and support to create and use a bespoke configuration of the Kim system to act as the *For Baby's Sake* data platform. The Charity places a value of £84,000 on this donated service from Kim Technologies.

Trustee and Key Management Personnel transactions are detailed otherwise in Note 12.