

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 2022

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**REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS
FOR THE YEAR ENDED 31 MARCH 2022**

Trustees	Phillip Fellowes-Prynne Dame Linda Homer Lady Sally Knowles Adam Shutkever Tracey-Joy Harrison (appointed 30 April 2021, resigned 16 November 2022) Stelio Stefanou OBE, DL, Chairman
Company registered number	06713945
Charity registered number	1126459
Registered office	4 Meadway Court Rutherford Close Stevenage SG1 2EF
Company secretary	Adam Shutkever
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 2021 to 31 March 2022. 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.

b. 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.

Nature of support	Provider
Independent Safeguarding Advisor to the Trustees	Jon Chapman, PS3 Safeguarding Ltd
Financial Controller	Tracy Snotra FCCA
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

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. 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.

The Charity was established with a vision 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 cycles of domestic abuse and unresolved trauma and to 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.

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This system change activity 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 to 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.

b. Strategic objectives for 2021-22

These accounts cover the financial year from April 2021 to March 2022, in the continuing context of the UN's description of the worldwide increase in domestic abuse as a 'shadow pandemic' alongside COVID-19, and the estimated 20% increase in domestic abuse cases in the UK since lockdown in March 2020.

Recognition of the importance of breaking cycles of domestic abuse, and building the resilience of families, had led to the Charity receiving (and spending in full) a major COVID response and recovery grant in the prior financial period. This Community Match Challenge (CMC) funding, originating from the Department for Digital, Culture, Media and Sport (DCMS), had funded the Charity to sustain and develop *For Baby's Sake* and to innovate.

This innovation had included creating a new nationally-available *For Baby's Sake* CONNECT team and undertaking a major transformation programme, including digital transformation alongside creating impactful creative tools and resources to support parents and multi-agency professionals, and raising national awareness of the distinct perspective and needs of expectant parents and babies affected by domestic abuse.

A key strategic objective during the reporting year was to build on this transformation programme and harness the value of the innovation, including through achieving a successful first year for the *For Baby's Sake* CONNECT team and reaching multi-agency professionals with the new creative resources.

In the prior financial year, the Charity had published the findings of the four-year academic evaluation by King's College London of the prototype phase of *For Baby's Sake*. This described *For Baby's Sake* as the first domestic abuse programme to 'address existing limitations of whole-family interventions' through its innovative features. This evidence underpinned the Charity's strategic objectives to expand the reach of *For Baby's Sake* to support more families and to share the innovative learning, contributing to local and national strategies to disrupt cycles of disadvantage and trauma for individuals and families and across generations. Within this context, the Board identified the importance of diversifying the funding base of the Charity.

Early in 2022, Stelio Stefanou, who had founded the Charity philanthropically in 2008 and chaired it since that time, announced to the Board of Trustees and staff that he would stand down from the Board in December 2022. The Board and Senior Leadership Team have been preparing since then for this significant transition. In June 2022, an internal announcement was made that an existing Trustee, Dame Lin Homer, would take over in December 2022 as Chair, with Adam Shutkever, a longstanding Trustee and the current Company Secretary, acting also as Vice Chair.

Effective succession planning is essential for all charities. Trustees and staff can see the wisdom in this decision by Stelio Stefanou to step down now, at the point when the Charity is about to move into a new phase of development. The Trustees are confident about building on the strength of the Charity, the success to date and the evidence base for the Charity's mission, innovation and approach.

The Board and staff are deeply grateful to Stelio Stefanou for his vision, innovation, commitment, generous philanthropy, strategic wisdom and leadership, which have brought the Charity successfully to this point, and are grateful that he will continue to be a valued and important supporter of the Charity.

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Activities, achievements and performance

a. *For Baby's Sake*

For Baby's Sake works with families deeply over a sustained period of up to two and a half years. During the year, *For Baby's Sake* teams worked with 796 individuals, including mothers, fathers, babies and siblings in the family. Of this total, 458 were new entrants, comprising mothers, fathers, babies and siblings who started their *For Baby's Sake* journey during the year.

This direct work with families was delivered through a mixture of area-based teams and the new nationally-available *For Baby's Sake* CONNECT team which was launched in March 2021. *For Baby's Sake* CONNECT was created through learning during lockdown, when all *For Baby's Sake* teams moved seamlessly to holding one-to-one sessions with parents through video and phone technology.

Practitioners in the *For Baby's Sake* CONNECT team hold all sessions with parents through video or phone calls, meaning that they can work with families located anywhere in the UK. The model also requires the practitioners to contribute remotely to multi-agency safeguarding and support arrangements for the families. The aim for the first year was to test out this innovative delivery channel, working with a limited number of families.

In the year since launching at the end of March 2021, the *For Baby's Sake* CONNECT team worked with 86 individuals (including mothers, fathers, babies and siblings) within 25 families, living in 15 local authority areas, from Durham to Dorset. The Charity is excited about building on this strong start.

The indications from the first year of *For Baby's Sake* CONNECT are positive, particularly in terms of practitioners building and maintaining therapeutic relationships with parents. One particularly moving example was work with a mother whose own childhood had been extremely traumatic and whose three older children were all in some form of care. She found the remote working helpful in overcoming barriers of shame and throughout her pregnancy she kept her camera off during video sessions, while her practitioner kept her camera switched on, to be seen by the mother, to help to build trust. It was a landmark moment when, after her baby was born, the mother chose to turn on her camera, proudly introduce her baby to her practitioner and engage in the postnatal attachment-focused parenting interventions.

The team also demonstrated effective remote handling of safeguarding teamwork with multi-agency professionals, as the following brief change story illustrates.

***For Baby's Sake* CONNECT: therapeutic work with parents and instigating multi-agency safeguarding**

A mother made a self-referral to *For Baby's Sake* CONNECT. Each parent started working with their own practitioner and the team sourced details of the local safeguarding midwifery team to instigate multi-agency working. Local agencies had not been aware of domestic abuse in the relationship. When the abuse escalated during the pregnancy, and the mother moved between her own home and her parents' home in a different local authority area, the *For Baby's Sake* CONNECT team made safeguarding referrals into the relevant local authorities. These proactive safeguarding referrals (and careful, tenacious follow-up) ultimately resulted in the establishment of an appropriate Child In Need Plan for the unborn baby. Meanwhile both parents engaged with the therapeutic support of their respective practitioners to develop bonding with their unborn baby and use new skills and strategies to keep themselves and their baby safe. By the time of the birth of their baby, they had separated with a shared desire to co-parent apart, drawing on the support of *For Baby's Sake*.

The area-based *For Baby's Sake* Hertfordshire team, which had operated within three districts of the county since 2015, was sustained and extended to become county-wide in 2021. This was made possible through a successful bid by the Office of the Police and Crime Commissioner for Hertfordshire (OPCC Hertfordshire) for

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Home Office funding for interventions with those who perpetrate domestic abuse, integrating support for those experiencing the abuse. It was positive that this Home Office funding stream had prioritised support during pregnancy.

The grant programme provided funding for only 12 months and the Hertfordshire *For Baby's Sake* team delivered to meet the grant agreement from day one (1 August 2021) and extended the team to become county-wide, ahead of schedule, in October 2021. Three new practitioners received intensive training, alongside peer support from existing practitioners. Referrals were received from across the county, particularly in areas of high prevalence of domestic abuse in Watford and Dacorum, where the programme was not available previously. Alongside successful delivery of services under the grant agreement, the Charity worked closely with the OPCC Hertfordshire and Hertfordshire County Council to provide rich data on the families being supported, the nature of the support they received and the outcomes achieved.

"The For Baby's Sake Trust is an exemplary partner to the OPCC for Hertfordshire in the Home Office Perpetrator Pilot Project, which runs to March 2023. They mobilised swiftly, deliver to tight timescales and contribute strategically to our Project Board and evaluation exercise. Their data and narrative reports are at the centre of our quarterly returns to the Home Office." Chris Brace, Chief Executive, OPCC Hertfordshire.

The London *For Baby's Sake* Team had begun in 2015 working in Westminster City Council and by 2017 had extended its coverage to include the Royal Borough of Kensington & Chelsea and Hammersmith & Fulham. The team's work in Hammersmith & Fulham sadly concluded by March 2022, with a few families who were still engaging at that time moving across to be supported by the *For Baby's Sake* CONNECT team. The London team became known as the London Bi-Borough *For Baby's Sake* team. The Charity's strategic partnership with the Bi-Borough authorities of Westminster City Council and the Royal Borough of Kensington & Chelsea strengthened, with the authorities committing to increase funding, alongside deepening the strategic involvement of the Charity in the authorities' 0–5-year-old children's services pathways transformation programme.

The Charity's work in Cambridgeshire also sadly came to an end during the year, following structural changes within Cambridgeshire County Council's Children's Services. While the *For Baby's Sake* programme would no longer be offered to families, the Council was keen to ensure that the learning from *For Baby's Sake* would be applied within their new county-wide model of family support. The Charity is extremely proud of how the *For Baby's Sake* Cambridgeshire team responded, putting the families' needs first and concluding their work with families with deep commitment and professionalism. It was encouraging to see the team members being redeployed into influential roles in Cambridgeshire, spanning early help, social work and specialist support for children in care, where they continue to champion and apply the ways of working at the heart of *For Baby's Sake*.

The *For Baby's Sake* Blackpool team had a highly successful second year of operation, supporting families with complex needs and trauma histories. Blackpool has especially high prevalence of babies and young children who are taken into care and twice the national average of children on Children in Need Plans (2021), with 77% of these plans having domestic abuse noted as the most common factor identified, compared to 52% nationally. *For Baby's Sake* Blackpool operates within and is funded by the Blackpool Better Start Partnership, which is investing in supporting families to have the best outcomes for their babies and young children. Feedback from parents participating in *For Baby's Sake*, and from children's social care professionals, illustrates the impact.

"I am glad that I know I can do this. I am more confident than when I had my older son and my partner is a protective factor in my life and it feels like I'm going forward not backwards now and you have helped a lot already and I'm so grateful for that" - Mother, Blackpool

"I know myself better now and I like myself; I'm not beating myself up and stuck in the past. I can see what I have, the value of that and I won't ever let that go. It's everything to me. Home and family; the things I always wanted but couldn't always see. I see them now. I can't believe how lucky I am. I got a second chance and I'll be grateful for that ALWAYS." - Parent, Blackpool

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"I am working with an extremely vulnerable Mum and her For Baby's Sake Practitioner has built such a great relationship with this Mum and has helped her recognise types of abuse that aren't physical. The Practitioner has continued to keep in touch with social care and the work that the Practitioner and Mum have been doing together has been so evident." - Social Worker, Blackpool

"A For Baby's Sake Practitioner is working with the father of this family unit and has been one of the only people to keep in touch with this dad...We are grateful to continue having a connection to dad through his Practitioner and knowing that dad has someone he can feel comfortable turning to" - Social Worker, Blackpool

Robust safeguarding by the Charity and partnership working with statutory agencies are core to the delivery of *For Baby's Sake* across all teams. In December 2021, Jon Chapman, Independent Safeguarding Advisor to the Board, presented the findings of latest periodic audit of the Charity's safeguarding arrangements, using the local government children's services 'Section 11' self-assessment framework. Across 44 criteria, covering domains such as strategic leadership, working practices, integrated multi-agency working, staff recruitment, training, supervision and competencies and equality of opportunity, the audit identified 36 outstanding and 8 good grades.

Underpinned by this quality of safeguarding, *For Baby's Sake* Practitioners work therapeutically to empower parents to address domestic abuse, process unresolved trauma, make deep changes in their lives and provide their babies with attuned parenting-infant relationships and sensitive care. Across all teams, the impact of the trauma-informed and attachment-focused change mechanisms identified by the King's College London evaluation are evident: notably the *Inner Child* module (the therapeutic core of the programme); the use of Video Interaction Guidance (whereby parents review video clips of their attuned interaction with their baby); and the non-judgmental, therapeutic relationship between parent and practitioner. The desire to be the best parent possible for their baby provides powerful motivation for change. The feedback from parents below, drawn from across all teams, illustrates these impacts powerfully.

"VIG - the way I saw myself through the videos, I was so surprised at myself of how well I read like a normal person would, picking up a book and reading using intonation. I now believe I have it in me to be a father - that soft and gentle person." - Father

"I make more eye-contact with my son... we laugh, play and cuddle more" - Mother

"My mum left me, but doing Inner Child helped me to understand how much that hurt....and that makes me determined not to cause the same pain to my daughter." - Mother

"Inner child was important, a trusting relationship allowed me to talk about things I had never talked about before. I realised my feelings were those given to me as a kid and I changed them for my son. I remember crying and thinking, this is ok." - Parent

It's like teamwork. I tell you how I feel, and you help me think of how to work on myself. I take things on board. You help me to think of solutions. You give me a reason to keep going and not give up. You keep me going. I take on board what you say" - Parent

"I have grown in confidence as a father. As a parent having to deal with domestic violence and being honest about it, not having to hide, being transparent and not lying to myself. This was a big breakthrough for me. That I was able to discuss previous domestic violence and abusive behaviours." - Father

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b. System Change

Across all *For Baby's Sake* teams, the innovative way of working permeates beyond the impact for individual families and the teams have a tangible effect on local systems and practice. In Blackpool, this is particularly notable in the engagement of fathers. Blackpool's 'Born into Care' initiative works with care-experienced parents to establish a new model of practice. *For Baby's Sake* Blackpool has been instrumental in empowering fathers to make an outstanding contribution to this initiative. Another example of the ripple effect locally was the trauma insights training that the Charity provided in Hertfordshire to over 200 multi-disciplinary and multi-agency professionals who work with children, young people or parents. This training, delivered as part of the OPCC Hertfordshire grant agreement, equipped these professionals to use some of the trauma-informed tools that the Charity had created during the prior year.

National interest in drawing on the approach and resources of *For Baby's Sake* has been demonstrated during the year in various ways. Salford Council commissioned the Charity to deliver trauma-informed and attachment-focused training to social workers, based on *For Baby's Sake*. Feedback from social workers included appreciation for the '*fantastic tools*', opportunities to '*reflect and think about planning*' for parents, especially in traumatic circumstances such as when it is necessary to remove their baby, and how social workers can protect themselves when vulnerable to vicarious trauma or triggers because of the social workers' own childhood experiences.

As part of the transformation programme funded by the CMC grant, the Charity had partnered with the Institute of Health Visiting (iHV) to create a 'Changing Conversations – Domestic Abuse' online training toolkit for health visitors, incorporating various of the Charity's resources. During the year, the iHV and the Charity jointly trained health visitor domestic abuse ambassadors in using and cascading the toolkit and the Charity presented on the toolkit at conferences held by the iHV and Royal College of Nursing Wales.

The Charity was also honoured to present virtually at two international conferences during the year. The Charity's virtual symposium at the delayed World Association of Infant Mental Health Congress, in partnership with King's College London and leading Australian clinicians, shared the findings of the final evaluation report on *For Baby's Sake* and updated WAIMH on the continuing development of the programme.

The Charity's workshop at the Trauma Recovery Summit (hosted in Belfast by Action Trauma and including keynote speeches from world experts in trauma informed working, such as Bessel van der Kolk and Gabor Mate), shared learning from *For Baby's Sake*, including through parents' own voices, by weaving in seven short animated films where parents talked about their experiences of different elements of the programme.

These seven films had been made by Emma Lazenby and the team at ForMed films, who had made the original *For Baby's Sake* animated film. The Charity and ForMed were thrilled that, in early 2022, the original film was shortlisted for Charity Film of the Year. It was uplifting to have the support of key partners, including those quoted below, who encouraged voting for the film and expressed what it meant to them.

"I voted because after over 30 years in social work and early help family support I know we need to develop the best service to babies by offering effective help to their parents. The focus on trauma and domestic abuse that For Baby's Sake have developed in this unique programme and the learning we gain across the sector has the potential to change lives. The film brings this home to me." - Natasha Bishopp, Head of Early Help, Social Work and Youth Offending, Royal Borough of Kensington & Chelsea

"This animation is a fabulous tool for explaining in really simple terms what For Baby's Sake is, and how it helps families who are expecting a baby and have a history of domestic violence. I've used it with early years professionals to highlight the For Baby's Sake service in Blackpool. Parents connect with it too, as it's a really clear and hopeful film, using the power of parents' voices. It's a brilliant piece of comms about this much-needed service." - Victoria Walker, Development Manager, The Blackpool Centre for Early Child Development

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The Charity was especially honoured when, in December 2021, the Centre for Justice Innovation awarded the Nick Crichton Family Justice Award to *For Baby's Sake*. The Centre for Justice Innovation works for a fairer and more effective justice system, which it believes should be focused on solving the issues that drive crime and social harm. Its Award for Family Justice is made in the name of Nick Crichton who was one of the most influential family judges of his generation and the pioneer of specialist Family Drug and Alcohol Courts (FDACs).

The expert judging panel chose *For Baby's Sake* because of its innovative whole family model. Domestic abuse devastates families, as those working in family courts and criminal courts know only too well. The Nick Crichton Award for Family Justice is a wonderful testament to *For Baby's Sake* and its unique, evidence-based approach to empowering parents to break cycles of domestic abuse and give their baby the best start in life.

Financial review

a. Results for the year

The accounts for this financial year, April 2021 to March 2022, 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.

The Charity achieved income of £1,362,211 in the year and spent £1,472,222. These totals included £410,148 of restricted income which was spent in full. The Charity had brought forward reserves of £540,937 at the beginning of the financial year and carried forward £430,926 at year-end. The Charity is grateful to all those who have generously made grants and donations. Every contribution, whatever the amount, makes a difference.

The Charity received three restricted grants during the year. The largest was the grant from the Office of the Police and Crime Commissioner for Hertfordshire, worth £310,150, which was sourced from the Home Office and covered spending from 1 August 2021 to 31 March 2022. The other two restricted grants, worth £99,998 in total, were from Westminster City Council and the Royal Borough of Kensington & Chelsea to support the delivery of *For Baby's Sake* across the Bi-Borough authorities.

Contractual income totalling £21,000 contributed towards the Charity's system change work. This funding comprised the commission from Salford Council, to provide trauma-informed and attachment-focused training for social workers, and the first tranche of funding from a Safer Beginnings alliance led by Best Beginnings and White Ribbon Alliance, with funds originating from the tampon tax, to improve maternal and birth outcomes, notably by empowering expectant parents in marginalised communities.

The Charity was delighted to form new funding partnerships with philanthropic funders. An unrestricted grant of £50,000 from EQ Foundation was inspired by the innovation of *For Baby's Sake* and especially the expansion of its reach through the creation of the *For Baby's Sake* CONNECT team and delivery channel. Unrestricted grant funding totalling £825,000 was received from UBS Optimus Foundation. This included £750,000, originating from a donation from the Charity's Chairman to the Stefanou Foundation, which was granted to UBS Optimus Foundation for onward payment as an unrestricted grant to the Charity. UBS Optimus Foundation added their own 10% matched funding contribution, totalling £75,000, to the grant.

The Chairman donated volunteer time of two of his employees, valued at £10,000. The Charity also received donated services from Kim Technologies, valued at £42,000, which enable the charity to use its Kim system as a *For Baby's Sake* data platform and case management system. The Charity is grateful to the team 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.

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The comparative income and expenditure figures for the prior year were income of £3,126,197 and spending of £3,163,779. These totals had 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. Of this, £1,715,530 of the CMC grant had been 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. The Charity remains extremely grateful to DCMS for having provided this CMC funding and also to the Charity's Chairman for making this possible through his commitment to fulfilling the philanthropic match funding requirement under the terms required by DCMS.

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. While competition for funding remains intense, there are likely to be additional funding streams aligned to *For Baby's Sake*, given the increased focus on tackling domestic abuse in light of new domestic abuse legislation, public policy priorities related to safeguarding and the growing recognition of the need for whole-family responses. 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 to four months' worth of the Trust's expenditure. This reflects requirements to mitigate against short-term dips in income, have sufficient working capital and, should a major event occur, be able to wind down in an orderly fashion. 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 £422,900 at the year end (2021 - £526,934). Trustees have set a budget for the year ending 31 March 2023 of £1,586,300, creating a reserves target of £396,575 - £528,767, meaning that actual reserves were within the target range.

Plans for the future

The new financial year in April 2022 began with the Charity's first 24 hour overnight/away-day, bringing together all staff and *For Baby's Sake* teams. As colleagues shared their aspirations, priorities and experiences, there was an especially clear, deep and shared commitment to the Charity's values:

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

While the Charity's culture will undoubtedly evolve, these values will continue as an anchor and guide, as the Charity moves into a new phase of development and leadership.

In Autumn 2022, the Board agreed to a request from the current CEO to move into a new role for the Trust, understanding this desire and glad to retain her passion and experience within the senior leadership of the Charity. The recruitment to appoint a new CEO was launched in November 2022.

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The Charity's strategic plan aims to optimise the impact of *For Baby's Sake*. This starts with the deep impact for the families who participate in *For Baby's Sake*, which is then amplified through a multiplier effect, as the Charity makes a focused contribution to system change, harnessing the learning and evidence from *For Baby's Sake* about what it takes to empower parents to break intergenerational cycles of domestic abuse and childhood trauma and give their baby the best start in life.

The Charity continues to develop its data analysis and is considering key research questions and priorities for the next phase of evaluation. In tandem, the Charity is planning to advance its data gathering and analysis, to make the data gathering process smarter as the number of families and practitioners continues to grow. These plans are key for the Charity, both to assess its own performance and impact and to contribute further to evidence-based policy and practice.

Diversification of funding, combining multi-agency public sector and philanthropic sources, continues to be a priority, as is the growth of funding commitments stretching beyond 12 months, given the challenges of financial planning when dependent on short-term grants.

The Bi-Borough authorities of Westminster City Council and the Royal Borough of Kensington & Chelsea doubled their contribution from 2021/22 to granting a total of £200,000 in 2022/23. This decision was made following an audit of the impact of *For Baby's Sake* for a sample of families who had been supported since April 2020. The report evidenced the breadth and depth of the team's work with families and the promising signs of outcomes for the babies and parents supported.

The grant awarded by the Home Office to the Office of the Police and Crime Commissioner in August 2021 had required OPCC Hertfordshire and Hertfordshire County Council to provide funding totalling £160,163, to extend the service from April to July 2022. The Home Office then awarded a further grant to the OPCC provide further short-term funding of £335,150 to continue the operation of *For Baby's Sake* across Hertfordshire from August 2022 to March 2023.

The Charity has made the strategic decision not to sustain the area-based Hertfordshire *For Baby's Sake* service once this funding ceases in April 2023 (apart from continuing to enable families currently engaging to complete their programme). Hertfordshire will always be special to the Charity as its largest prototype *For Baby's Sake* site and a major philanthropic investment since 2015.

The Hertfordshire team will be mobilised to deliver a national *For Baby's Sake* CONNECT model, as its capacity becomes available. This model uses a shared cost basis, including local public sector funding, and offers authorities flexible and scalable options in terms the number of their families who can be supported at a time.

The Charity sees its innovative *For Baby's Sake* CONNECT model as central to its business plan for expanding the geographical reach of *For Baby's Sake* and diversifying funding.

The Charity is grateful for further grant funding from EQ Foundation, UBS Optimus (which continues to provide 10% match funding for the grants originating from the Chairman's funding via the Stefanou Foundation) and to the Chairman and the Stefanou Foundation for this philanthropic support. A further tranche of contractual income from the Safer Beginnings Partnership is funding the Charity to lead on the creation of a trauma-informed 'emotional safety plan' tool, which expectant mothers and fathers can use to record what they need for themselves and their baby to feel safe before, during and after birth.

The Charity continues to influence national level understanding and practice in responding to domestic abuse through trauma-informed and attachment-focused, whole family approaches. In July 2022, the Government published the Statutory Guidance accompanying the new Domestic Abuse Act. This included text identifying babies as "*particularly vulnerable*", stating that : "*Domestic abuse experienced during pregnancy in utero and in the earliest years is harmful to birth outcomes and babies' early development*" and pointing to benefits for children and parents of "*trauma-informed support during pregnancy, post-birth and into childhood*."

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2022

This text honoured Government commitments made during the passage of the legislation through the House of Lords, in response to stakeholder evidence, led by the Charity, about the needs of babies and their parents.

In September 2022, *For Baby's Sake* was highlighted for its ground-breaking whole-family approach and work with fathers, in a national report by the Child Safeguarding Practice Review Panel, titled '*Multi-agency safeguarding and domestic abuse*'. A previous report by the Panel, published in September 2021 and titled '*The Myth of Invisible Men: safeguarding children under 1 from non-accidental injury caused by male carers*' had also cited *For Baby's Sake*, as one of very few programmes nationally working with fathers in ways that specifically incorporated the safeguarding and support needs of babies.

In November 2022, *For Baby's Sake* won a nationally significant safeguarding award. The Children and Young People Now (CYP Now) awards recognise and reward innovative and outstanding practice. Blackpool *For Baby's Sake*, delivered through the Charity's partnership with Blackpool Better Start won the CYP Now Safeguarding Award. This award was given to the project judged to be making the biggest contribution to keeping children and young people safe from harm, including through exceptional teamwork and multi-agency working. The citation highlighted the therapeutic delivery of the programme and the impact of the programme on babies and the whole family. Blackpool Better Start had nominated *For Baby's Sake* for the award in recognition of the difference that *For Baby's Sake* was making to babies and families participating in the programme and to wider system change, professional practice and culture, through the ripple effect of the programme and team's ways of working.

The Charity's national contribution to system change is demonstrated particularly by an initiative to identify a Core Outcome Set (COS) for domestic abuse programmes focused on children and families. This initiative aimed to identify a common set of outcomes, to be used as the starting point by those working with families, researchers, commissioners and policy-makers covering child and family interventions for domestic abuse (and also child maltreatment), harmonising measurement and enabling comparison of impact.

The Charity was instrumental in instigating discussions between stakeholders in 2015 about different approaches to assessing the impact of domestic abuse interventions and whether a consensus could be built. This ultimately led to two research projects led by University College London, supported by a Steering Group including leading academics from various universities and the Charity, and funded by the National Institute for Health Research and the Home Office. This research entailed extensive engagement with those with lived experience of domestic abuse, service providers, commissioners and researchers, to identify priority outcomes and to consider how best to measure or assess impact using these outcomes. The initiative identified five core outcomes:

- Child emotional health and wellbeing
- Feelings of safety
- Freedom to go about daily life
- Family Relationships
- Caregiver emotional health and wellbeing

The priority throughout the initiative has been to identify those outcomes which matter most to those with lived experience of domestic abuse, as children and as parents, rather than those that might be easiest to measure. Indeed, the initiative continues with recognition that it is not straightforward to assess impact of interventions in these terms.

The Charity remains an active partner within the Core outcome Set initiative and looks forward to contributing insights. The *For Baby's Sake* change mechanisms and desired outcomes map well against all five Core Outcomes, through its whole-family focus on emotional and social development of the baby and emotional regulation and empowerment of parents. It is exciting that the Home Office is focusing on these Core Outcomes, which are instrumental to transforming the response to domestic abuse. The Charity is keen to be an operational, strategic and evidence partner in pursuit of that ambition.

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

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2022

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

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*. The Trustees are also actively involved in the strategic development of the Charity, notably the strategy for developing and expanding *For Baby's Sake*, deepening its evidence base and extending its contribution to system change.

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

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2022

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. She subsequently supported the Senior Leadership Team to identify high level strategic objectives for the Charity, as the starting point for the creation of a new business plan. Tracey Harrison resigned from the Board in November 2022, due to relocating as she takes up a new senior executive position for an organisation based overseas. The Charity thanks her for her contribution and wishes her every success in her new role.

Dame Lin Homer has been working closely with the Senior Leadership Team in preparation for taking over as Chair. Her induction has included meeting *For Baby's Sake* teams and joining a visit to Blackpool to meet the team, key partners from Blackpool Council and Blackpool Better Start and, above all, to meet a group of parents and children who fed back on the transformational difference in their lives through participating in *For Baby's Sake*.

Trustees are well briefed on the evidence base underpinning the Trust's work, to ensure they are equipped 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. As part of the charity's development, remuneration will be subject to a Board report and approval. 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 Charity'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 of risk and mitigating actions and approaches are summarised below:

- 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. Robust safeguarding policies and procedures are in place and regular audits of safeguarding take place. Various features of *For Baby's Sake* have distinct benefits for safeguarding, including its whole-family approach and strong multi-agency partnership working. Information sharing consent processes are kept under review as part of the Charity's protection of personal data. The Charity continues to assess risks and benefits associated with remote working by the *For Baby's Sake* CONNECT team and hybrid working across all other teams
- Strategic: for example, failure to maximise the impact of *For Baby's Sake* for current and future generations, for reasons such as insufficient funding to scale up the programme or a loss of fidelity to the programme's model as it expands. Strategic priorities include: achieving a successful transition, as the Charity's founding Chairman steps down from the Board; diversifying the Charity's income; and continuing to build and deepen the evidence base regarding how *For Baby's Sake* empowers parents with what it takes to break intergenerational cycles of domestic abuse and childhood trauma

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

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2022

- 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 *For Baby's Sake* CONNECT delivery model includes careful communication and partnership working with multi-agency partners to ensure robust safeguarding and clear understanding of the *For Baby's Sake* model.

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

Fundraising standards information

The Charity is thankful to all those who have donated or awarded grants or contracts to the Charity. Every donation, grant and contract contributes to enabling the Charity to empower parents to break cycles of domestic abuse and give their baby the best start.

The Charity has been registered with the Fundraising Regulator with effect from 10 April 2019. The Charity has not fundraised actively at community level during the year. Some small donations from members of the public were received through the facility on the Charity's website to donate via the Charity's CAF account. The Gift Acceptance Policy supports the Board and Senior Leadership Team to ensure that only appropriate gifts are accepted. The Charity complies with the Code of Fundraising Practice. There have been no complaints to the Charity or the Regulator and no failures to comply with a scheme or fundraising standard.

This report was approved by the Trustees and signed on their behalf by:



.....
Stelio Stefanou OBE DL
Chairman

Date: 8 Dec. 2022

THE FOR BABY'S SAKE TRUST

(A Company Limited by Guarantee and Registered Charity)

**STATEMENT OF TRUSTEES' RESPONSIBILITIES
FOR THE YEAR ENDED 31 MARCH 2022**

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:

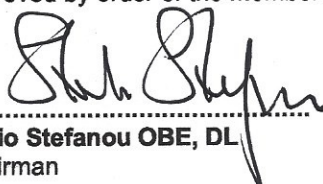
- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject 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:



Stello Stefanou OBE, DL

Chairman

Date:

8 Dec. 2022

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 2022 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 2022 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 and those charged with governance 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;
- 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: 15/12/2022

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 2022

	Note	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Income from:					
Donations and grants	4	931,018	410,148	1,341,166	3,126,127
Charitable activities	5	21,000	-	21,000	-
Investments	6	45	-	45	70
Total income		952,063	410,148	1,362,211	3,126,197
Expenditure on:					
Raising funds	7	16,729	-	16,729	9,000
Charitable activities	8,9	1,045,345	410,148	1,455,493	3,154,779
Total expenditure		1,062,074	410,148	1,472,222	3,163,779
Net movement in funds		(110,011)	-	(110,011)	(37,582)
Reconciliation of funds:					
Total funds brought forward		540,937	-	540,937	578,519
Net movement in funds		(110,011)	-	(110,011)	(37,582)
Total funds carried forward		430,926	-	430,926	540,937

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 23 to 45 form part of these financial statements.

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

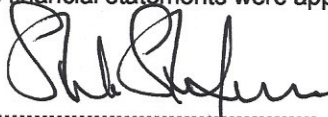
BALANCE SHEET
AS AT 31 MARCH 2022

	Note	2022 £	2022 £	2021 £	2021 £
Fixed assets					
Tangible assets	13		8,026		14,003
			<u>8,026</u>		<u>14,003</u>
Current assets					
Debtors: Amounts falling due within one year	14	152,682		203,888	
Cash at bank and in hand	19	287,733		416,671	
		<u>440,415</u>		<u>620,559</u>	
Creditors: Amounts falling due within one year	15	(17,515)		(93,625)	
Net current assets			<u>422,900</u>		<u>526,934</u>
Total net assets			<u><u>430,926</u></u>		<u><u>540,937</u></u>
Charity funds					
Restricted funds	16	-		-	
Unrestricted funds	16		430,926		540,937
Total funds			<u><u>430,926</u></u>		<u><u>540,937</u></u>

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: 8 Dec. 2022



Adam Shutkever
Trustee

The notes on pages 23 to 45 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 2022

	Note	2022 £	2021 £
Cash flows from operating activities			
Net cash used in operating activities	18	(128,983)	82,202
		<hr/>	<hr/>
Cash flows from investing activities			
Investment income	6	45	70
		<hr/>	<hr/>
Net cash provided by investing activities		45	70
		<hr/>	<hr/>
Change in cash and cash equivalents in the year		(128,938)	82,272
Cash and cash equivalents at the beginning of the year		416,671	334,399
		<hr/>	<hr/>
Cash and cash equivalents at the end of the year	19	287,733	416,671
		<hr/> <hr/>	<hr/> <hr/>

The notes on pages 23 to 45 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 2022

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 2022

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.

NOTES TO THE FINANCIAL STATEMENTS
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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 hardware is set at £1,500.

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%

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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.

NOTES TO THE FINANCIAL STATEMENTS
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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.

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 2022 £	Restricted funds 2022 £	Total funds 2022 £
Donations and sponsorships	4,018	-	4,018
Donated services - general support	5,000	-	5,000
Grants	875,000	410,148	1,285,148
Donated services - licences for Kim database	42,000	-	42,000
Donated services - For Baby's Sake (advisory)	5,000	-	5,000
Total 2022	931,018	410,148	1,341,166

The restricted grants were from: the Office of the Police and Crime Commissioner for Hertfordshire (originating from Home Office domestic abuse funding, focused on work with those who perpetrate domestic abuse); Westminster City Council; and the Royal Borough of Kensington & Chelsea.

An unrestricted grant of £50,000 from EQ Foundation was inspired by the creation of *For Baby's Sake* CONNECT. Two unrestricted grants totalling £825,000 from UBS Optimus Foundation included £750,000, originating from a donation from the Charity's Chairman, which passed through UBS Optimus Foundation, supplemented by a 10% matched funding contribution from UBS Optimus Foundation.

The Chairman also donated services of 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 £10,000 (2021 - £25,000) on these donated services.

Donated services from Kim Technologies enable the charity to use its Kim system as a *For Baby's Sake* data platform and case management system. The Charity places a value of £42,000 (2021 - £84,000) on this donated service from Kim Technologies. The Charity is grateful to Kim Technologies, noting its Chair is Sir Nigel Knowles, the spouse of Lady Sally Knowles, a Trustee of the Charity.

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FOR THE YEAR ENDED 31 MARCH 2022

4. Income from donations and grants (continued)

	<i>Unrestricted funds 2021 £</i>	<i>Restricted funds 2021 £</i>	<i>Total funds 2021 £</i>
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 licences for Kim database	84,000	-	84,000
Donated services - For Baby's Sake (advisory)	10,000	-	10,000
<i>Total 2021</i>	<i>501,129</i>	<i>2,624,998</i>	<i>3,126,127</i>

Restricted grants in the prior year included a grant totalling £2,375,000 originating from the Department for Digital, Culture, Media and Sports Community Match Challenge Fund, which supported service delivery and a major transformation programme, recognising the value of *For Baby's Sake* towards the COVID response and recovery for families affected by domestic abuse.

5. Income from charitable activities

	<i>Unrestricted funds 2022 £</i>	<i>Total funds 2022 £</i>	<i>Total funds 2021 £</i>
System Change - Contractual income	21,000	21,000	-

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6. Income from investments

	Unrestricted funds 2022 £	Total funds 2022 £
Bank interest receivable	45	45

	<i>Unrestricted funds 2021 £</i>	<i>Total funds 2021 £</i>
Bank interest receivable	70	70

7. Expenditure on raising funds

	Unrestricted funds 2022 £	Total funds 2022 £
Direct fundraising costs	16,729	16,729

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

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NOTES TO THE FINANCIAL STATEMENTS
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8. Analysis of expenditure on charitable activities - by fund

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £
For Baby's Sake	929,003	410,148	1,339,151
System Change	116,342	-	116,342
Total 2022	1,045,345	410,148	1,455,493
	<i>Unrestricted funds 2021 £</i>	<i>Restricted funds 2021 £</i>	<i>Total funds 2021 £</i>
For Baby's Sake	462,891	2,110,275	2,573,166
System Change	66,890	514,723	581,613
<i>Total 2021</i>	<i>529,781</i>	<i>2,624,998</i>	<i>3,154,779</i>

The restricted fund expenditure in the prior year reflected a grant totalling £2,375,000 originating from the Department for Digital, Culture, Media and Sport Community Match Challenge (CMC) Fund, to support the COVID-19 response and recovery for families affected by domestic abuse. This supported service delivery of *For Baby's Sake* to families, alongside a major transformation programme which included: digital transformation; programme content development (new creative resources and therapeutic content); and 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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9. Analysis of expenditure on charitable activities - by type

	Activities undertaken directly or collaboratively 2022 £	Support costs 2022 £	Total funds 2022 £
For Baby's Sake	1,166,217	172,934	1,339,151
System Change	97,128	19,214	116,342
Total 2022	1,263,345	192,148	1,455,493

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

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

Analysis of direct costs

	For Baby's Sake 2022 £	System Change 2022 £	Total funds 2022 £
Staff costs	907,045	90,333	997,378
Depreciation	3,168	1,733	4,901
Consultants' fees and charges	13,157	1,683	14,840
Travel, hospitality and other staff	8,880	787	9,667
Training and conferences	10,971	255	11,226
Memberships and subscriptions	352	1,500	1,852
Marketing and communications	1,390	-	1,390
Recruitment	1,972	-	1,972
Project or operational resources	2,404	-	2,404
IT and telecomms and mobile phones	37,953	540	38,493
Administration office and accommodation	12,214	297	12,511
Contribution to Cambridgeshire For Baby's Sake	119,711	-	119,711
Donated services - For Baby's Sake (advisory)	47,000	-	47,000
Total 2022	1,166,217	97,128	1,263,345

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

Analysis of direct costs (continued)

	<i>For Baby's Sake 2021 £</i>	<i>System Change 2021 £</i>	<i>Total funds 2021 £</i>
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	1,255,304	460,226	1,715,530
Donated services - set-up and licenses for Kim database	84,000	-	84,000
<i>Total 2021</i>	<i>2,433,356</i>	<i>566,079</i>	<i>2,999,435</i>

The direct costs in the prior year indicated as CMC (Community Match Challenge) related 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 support costs

	For Baby's Sake 2022 £	System Change 2022 £	Total funds 2022 £
Staff costs	48,039	5,338	53,377
Depreciation	968	108	1,076
Consultants' fees and charges	21,505	2,389	23,894
Travel, hospitality and other staff	17	2	19
Memberships and subscriptions	3,861	429	4,290
Recruitment	25,941	2,882	28,823
IT and telecomms and mobile phones	10,564	1,174	11,738
Administration office and accommodation	39,190	4,354	43,544
Professional fees	2,228	247	2,475
Bank interest and charges	615	68	683
Governance costs	15,506	1,723	17,229
Donated services - general support	4,500	500	5,000
Total 2022	172,934	19,214	192,148

	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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10. Governance costs

	2022 £	2021 £
Auditors' remuneration - Audit of the financial statements	10,800	8,500
Auditors' remuneration - Taxation services	342	780
Auditors' remuneration - Other services	3,816	3,000
Other governance costs	2,271	3,500
	17,229	15,780

11. Staff costs

	2022 £	2021 £
Wages and salaries	927,726	796,269
Social security costs	90,866	78,555
Pension costs	48,892	43,008
	1,067,484	917,832

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

	2022 No.	2021 No.
For Baby's Sake	18	14
For Baby's Sake and System Change	5	6
	23	20

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

	2022 No.	2021 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 (2021 - £NIL).

During the year ended 31 March 2022, no Trustee expenses have been incurred (2021 - £NIL).

The total amount of employee benefits, including employer national insurance and pension contributions, received by Key Management Personnel was £273,084 (2021 - £266,397). 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 2021	52,766	29,006	81,772
At 31 March 2022	52,766	29,006	81,772
Depreciation			
At 1 April 2021	41,991	25,778	67,769
Charge for the year	3,299	2,678	5,977
At 31 March 2022	45,290	28,456	73,746
Net book value			
At 31 March 2022	7,476	550	8,026
At 31 March 2021	10,775	3,228	14,003

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14. Debtors

	2022 £	2021 £
Due within one year		
Trade debtors	-	150,000
Other debtors	111,851	21,811
Prepayments and accrued income	40,831	32,077
	152,682	203,888

15. Creditors: Amounts falling due within one year

	2022 £	2021 £
Trade creditors	(2,186)	2,748
Accruals	19,701	90,877
	17,515	93,625

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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 2021 £	Income £	Expenditure £	Balance at 31 March 2022 £
Unrestricted funds				
Designated funds				
Fixed Asset Fund	14,003	-	(5,977)	8,026
General funds				
General Fund	526,934	952,063	(1,056,097)	422,900
Total Unrestricted funds	540,937	952,063	(1,062,074)	430,926
Restricted funds				
London Bi-Borough	-	99,998	(99,998)	-
Office of the Police and Crime Commissioner for Hertfordshire (OPCC)	-	310,150	(310,150)	-
	-	410,148	(410,148)	-
Total of funds	540,937	1,362,211	(1,472,222)	430,926

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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.

In the current year, the Charity maintained two restricted funds into which restricted grants were received and spent in full within the year. The largest fund supported work in Hertfordshire, funded by the grant from the Office of the Police and Crime Commissioner for Hertfordshire. This originated from Home Office funding for domestic abuse services, focused on working with those who use abusive behaviour and integrating support for the whole family, notably during pregnancy and postnatally. The Bi-Borough restricted fund received grants from the London Bi-Borough authorities of Westminster City Council and the Royal Borough of Kensington & Chelsea to contribute to the costs of delivering *For Baby's Sake* in these local authority areas.

In the prior year, 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 in the prior year 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 Bi-Borough *For Baby's Sake* teams.

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16. Statement of funds (continued)

Statement of funds - prior year

	<i>Balance at 1 April 2020 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Balance at 31 March 2021 £</i>
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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17. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2022 £	Total funds 2022 £
Tangible fixed assets	8,026	8,026
Current assets	440,415	440,415
Creditors due within one year	(17,515)	(17,515)
Total	430,926	430,926

Analysis of net assets between funds - prior year

	<i>Unrestricted funds 2021 £</i>	<i>Total funds 2021 £</i>
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

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

	2022 £	2021 £
Net (expenditure)/income for the year (as per Statement of Financial Activities)	(110,011)	(37,582)
Adjustments for:		
Depreciation charges	13 5,977	6,596
Investment income	6 (45)	(70)
Decrease in debtors	14 51,206	199,387
Decrease in creditors	15 (76,110)	(86,129)
Net cash provided by/(used in) operating activities	(128,983)	82,202

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19. Analysis of cash and cash equivalents

	2022	2021
	£	£
Cash in hand	287,733	416,671
Total cash and cash equivalents	287,733	416,671

20. Analysis of changes in net debt

	At 1 April	Cash flows	At 31 March
	2021		2022
	£	£	£
Cash at bank and in hand	416,671	(128,938)	287,733
	416,671	(128,938)	287,733

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 £48,892 (2021 - £43,008). Contributions totalling £NIL (2021 - £NIL) were payable to the fund at the Balance Sheet date.

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22. Operating lease commitments

At 31 March 2022 the Charity had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2022 £	<i>As restated</i> 2021 £
Not later than 1 year	30,300	30,300
Later than 1 year and not later than 5 years	8,052	38,352
	38,352	68,652

The 2021 comparative disclosure has been restated to recognise the break clause of the lease which if utilised, would be to 6 July 2023. This condition existed as at the year ended 31 March 2021.

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

	2022 £	2021 £
Operating lease rentals	30,300	30,300

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23. Related party transactions

The Chairman, Mr Stefanou, made aggregate donations of £750,000 to a separate charity which granted that funding to UBS Optimus Foundation (UBSOF) under an agreement for UBSOF to grant that funding without conditions to The For Baby's Sake Trust. In 2021, the Charity had received donations without conditions directly from the Chairman totalling £390,000.

The Chairman contributed £22,813 (2021 - £21,698) 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 £22,813 (2021 - £21,698). The Chairman also contributed £3,500 (2021 - £NIL) to the Charity, calculated on an hourly rate basis, for personal book keeping support, provided by the Charity's book keeper. The amount owing to the Charity at year end was £3,500 (2021- £NIL).

The Chairman made a donation of 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 £10,000 (2021 - £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 continuing to provide a gift in kind to the Charity in the form of use of its Kim system as a *For Baby's Sake* case management system and data platform. The Charity places a value on this donated service from Kim Technologies of £42,000. The value of this gift in 2021 was £84,000, which included an additional element for support to configure the system.

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