

**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 2023**

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**REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS  
FOR THE YEAR ENDED 31 MARCH 2023**

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<b>Trustees</b>	Jon Chapman (appointed 13 November 2023) Phillip Fellowes-Prynne Tracey-Joy Harrison (appointed 30 April 2021, resigned 16 November 2022) Dame Linda Homer (Chair from 8 December 2022) Lady Sally Knowles Adam Shutkever (Vice-Chair from 8 December 2022) Stelio Stefanou OBE, DL (Resigned as Chair and Trustee 8 December 2022)
<b>Company registered number</b>	06713945
<b>Charity registered number</b>	1126459
<b>Registered office</b>	Unit 1B Meadway Court Rutherford Close Stevenage Hertfordshire SG1 2EF
<b>Company secretary</b>	Adam Shutkever
<b>Independent auditors</b>	MHA Chartered Accountants Statutory Auditor 6th Floor 2 London Wall Place London, United Kingdom EC2Y 5AU
<b>Senior Leadership Team</b>	Tony Collins (Interim CEO, external consultant, 1 February to 30 April 2023) Elaine Fulton (Director of Strategic Partnerships) Amanda McIntyre (CEO to 31 January 2023, Deputy CEO thereafter) Judith Rees (Director of Operations) Lauren Seager-Smith (CEO, appointed 8 May 2023)

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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 2022 to 31 March 2023. 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: 1B Meadway Court, Rutherford Close, Stevenage, SG1 2EF.

**b. Providers of banking services or professional advice**

During the year covered by this report, the Charity bought in financial or legal services or advice to the Board from the individuals or organisations listed below and is grateful for their support.

<b>Nature of support</b>	<b>Provider</b>
Independent Safeguarding Advisor to the Trustees until 14 September 2023 (contract and remuneration ceased, ahead of appointment as Trustee and Board Lead for Safeguarding)	Jon Chapman, PS3 Safeguarding Ltd
Financial Controller	Tracy Snotra FCCA
Interim CEO (three days per week, from 1 February-30 April 2023)	North Yorkshire Hospice Care: part-time secondment of their CEO, Tony Collins
Banking	Coutts Bank, 2nd Floor 440 Strand, London, WC2R 0QS
Investment Management	Cazenove Capital, 1 London Wall Place, London EC2Y 5AU
Auditors	MHA, 6th Floor, 2 London Wall Place, London, EC2Y

**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 providing and promoting trauma-informed support to break cycles of domestic abuse and give babies the best start in life.



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The Charity does this through two overarching areas of activity. 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 contributes to system change at local and national levels, by sharing and embedding the transferrable practice from *For Baby's Sake* and influencing, informing and contributing to decision-making frameworks, such as legislation, policy, public understanding and research 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 2022-23**

These accounts cover the financial year from April 2022 to March 2023, which was a year of transition in the Charity's leadership and also in terms of preparing for the next phase of development and growth, particularly by strengthening capacity for fundraising and income diversification and for continuing to build and share the evidence for our approach and impact.

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. Careful planning throughout the year ensured a smooth and successful transition. In December 2022, Dame Lin Homer, a Trustee since 2017, became Chair, with Adam Shutkever, a longstanding Trustee and Company Secretary since 2020, becoming Vice Chair.

Effective succession planning is essential for all charities. Trustees and staff understood the wisdom in the decision by Stelio Stefanou to step down as the Charity was moving into a new phase of development. 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 continues to be a valued and important supporter of the Charity.

In Autumn 2022, Trustees agreed to a creative proposal from Amanda McIntyre, CEO at that time, to move into a new role for the Charity as Deputy Chief Executive, focused on the next phase of evidence-building and evaluation, while the Trust recruited a new CEO with talent and expertise in fundraising. Trustees welcomed the double benefit of this. Following a highly competitive recruitment exercise, Lauren Seager-Smith was recruited as CEO, bringing valuable skills and experience in charity leadership and growth, along with a passion for working with children and families.

To start preparing for the new phase of development, Trustees and Senior Leadership Team worked closely together to frame strategic priorities, supported particularly by Tracey Harrison who generously shared her strategic planning skills before needing to resign from the Board to take up a senior executive position overseas. The Charity thanks her for her contribution and also thanks Tony Collins, who provided additional capacity as Interim CEO during the transition phase from February to April 2023.

The year had begun with a 24 hour overnight/away-day in April 2022, 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: *treating people with dignity and respect; efficiency and high performance; being a team ('we, not I'); making a difference; and doing the right thing.* While the Charity's culture will undoubtedly evolve as we develop and grow, these values continue as an anchor and guide.

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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 758 individuals, including mothers, fathers, babies and siblings in the family. Of this total, 324 were new entrants, comprising mothers, fathers, babies and siblings who started their *For Baby's Sake* journey during the year.

There is growing awareness of the need for services to improve their engagement with fathers and the value of doing so within a whole-family model. The distinct strengths of our whole family safeguarding model were evident in the recognition and expansion of *For Baby's Sake* during the year.

In 2021, the Home Office had launched a Perpetrator Pilot Project fund for interventions for those who perpetrate domestic abuse and, most encouragingly, with integrated support for those experiencing the abuse and prioritising support during pregnancy. A successful bid by the Hertfordshire Police and Crime Commissioner to the Home Office had secured a year's funding to expand *For Baby's Sake* across Hertfordshire. The successful mobilisation and delivery resulted in the Home Office providing further funding to extend the project until March 2023. Over the full grant period, from August 2021 to March 2023, *For Baby's Sake* Hertfordshire supported 372 individuals in 95 families. 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. The level of referrals, which at times outstripped available capacity, demonstrated a level of previously unmet demand.

Alongside successful delivery of services under the grant agreement, the Charity worked closely with the Office of the Police and Crime Commissioner for Hertfordshire (OPCC) and Hertfordshire County Council and provided rich data on the families being supported, the support they received and the outcomes achieved, as the OPCC's testimonial during the grant delivery demonstrated.

*"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.

**For Baby's Sake Hertfordshire: one father's change journey**

Jack had a turbulent and violent upbringing without protective factors. He blamed himself for what happened to him. As a child, he internalised the conclusion that he was bad. He was angry and violent and had an extensive drugs-related criminal history. Working with his *For Baby's Sake* Practitioner, Jack learnt for the first time that others would not let him down. He became able to focus on doing the same for his children, supporting them to validate their emotions. The programme's therapeutic core was transformational, enabling him to change perspective about the kind of person he was and could be, releasing the pressure on his inner child. He came to understand what had been his parents' responsibilities and that they had let him down. He became able to understand his anger and triggers and develop healthy strategies for relating to others and has stayed abstinent from drugs. He has spoken about the impact of *For Baby's Sake* for him and his children:

*'My Practitioner recognised the distrust I had with all professionals and was patient and persevered. I learnt to trust him more and more and I also learnt to trust myself and be more open....made me review things more'*

*'Being supported helped me to start taking self-care, specifically in terms of mental health'*

*'Biggest impact it has had on me in terms of parenting is the need to put my focus on the children at all times. This was more difficult to do at the beginning but it came naturally towards the end of the Programme and I continue to do this'*

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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 from the judges highlighted the therapeutic delivery of *For Baby's Sake* 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 application for the award by Blackpool Better Start set out the local safeguarding context, as a town with significant challenges and also a place that prioritises the early years, at both a strategic and community level, and understands the importance of the first 1001 days. It stated that:

*"The need to safeguard children from being exposed to adverse experiences as early as possible is a major public health issue"*

*"Keeping children safe within families is a key priority for the town and requires the innovative approach provided by For Baby's Sake"*

The application quoted the Independent Reviewing Officer (who has a key role in care proceedings), giving feedback to *For Baby's Sake* about the programme working in partnership with statutory safeguarding services:

*"Your service has been absolutely wonderful for this family - together with the pre-birth assessment and the social care intervention – when we get the timing right and the support right, it really does change lives"*

The London Bi-Borough *For Baby's Sake* service continued to engage a diverse population across Westminster and Kensington & Chelsea. Since before the service was launched, a multi-agency operational group has met quarterly to support partnership working and the ongoing development of the service. The group also acts as a forum for sharing learning and ideas between *For Baby's Sake*, statutory services and other domestic abuse or family support services on how to address common challenges and opportunities. Themes discussed during the year have included cultural competency to meet the intersectional needs of families in London and how to reach parents by overcoming barriers of shame or suspicion of services and harnessing their motivation. The qualitative data shared by *For Baby's Sake* has been helpful in illustrating how the service has empowered parents to build their self-esteem and agency:

*"I think of For Baby's Sake as a community that I get to be a part of...despite the stigma I originally experienced in reaching out for help, I'm proud to be included in this community" - Mother*

*"I'm working on myself and this gives me the chance to make the changes and focus on myself. I'm now able to understand my baby in our time together. My view has changed on the importance of following my baby during time with her.....it's allowed me to feel me much more confident." – Father*

*"I really appreciate that you stayed patient knowing I find it hard to open up or speak about things. You showed understanding of where I am coming from and giving guidance and support so I can make better decisions. You helped me to confront the fact that what was happening was not okay and has long-term impact on me and my baby." - Mother*

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Strategic discussions with the Bi-Borough authorities about sustaining and developing the service led to the exciting idea of developing a London service, with Westminster and Kensington & Chelsea as the cornerstone authorities, working with the Charity to encourage other London boroughs to come on board. This way ahead was agreed towards the end of the year and in March, the expansion in London began with Haringey Council buying into the service to have a small caseload and some training for children's services professionals.

The model of *For Baby's Sake* teams working with a number of local authorities across a wider geographical area began through the establishment of the *For Baby's Sake* CONNECT service 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. Holding all sessions through video or phone calls mean that *For Baby's Sake* Practitioners can work with families located anywhere in the UK. Two years after launch, by March 2023, over 50 families across 15 local authority areas from Durham to Dorset had engaged with *For Baby's Sake* through the CONNECT service.

Continued delivery through this innovative delivery channel during the year demonstrated the success of remote working, with skilled *For Baby's Sake* Practitioners working therapeutically with parents and contributing strongly to multi-agency safeguarding to support a caseload with high children's safeguarding needs. Of the caseload of 32 families being supported by the CONNECT team at year-end, 26 were above the threshold for children's safeguarding and of these seven were in care proceedings. Parents engage well over video and phone calls with all aspects of the programme, including the support with resolving their childhood trauma and with providing attuned, sensitive care for their baby:

*"Helping me to remember things from the past by going back there. Being able to talk to my dad and tell him things that I wasn't happy about. To tell my mum then what I needed to say so I don't have to tell her now. It was good to get stuff off my chest"* – Father, on the Inner Child sessions where he spoke to his parents as if they were present.

*"Talking to baby bump - I found that so difficult at first. It was the most special thing and I'm so proud of it"* – Mother, on the positive emotions she felt after being supported to bond with her baby antenatally.

**b. System Change**

The Charity's system change work includes creating and sharing tools and resources, supporting wider professional practice and influencing local and national understanding and systems to promote trauma-informed and attachment-focused, whole family approaches. Collaborative work is key and the Charity was delighted to be the domestic abuse lead in a Safer Beginnings partnership, funded through Government tampon tax funding, led by charities Best Beginnings and White Ribbon Alliance UK and involving diverse charities, by-and-for services and community advocates.

The Safer Beginnings Partnership's aim was to reduce harm and violence perinatally and address birth and maternal outcome inequalities by empowering parents with self-agency. The Charity worked with Safer Beginnings partners to create new Emotional Safety Plan tools. These can be used by anyone preparing for the birth of a baby to record what they may need to feel safe emotionally before, during and after birth. For example, mothers and fathers can record how midwives and other professionals can be supportive by their words and actions, so that parents feel heard and understood. Parallel Emotional Safety Plan Tools have been created for professionals to record what they need to feel emotionally safe and supported in their roles and use these, for example, in supervision sessions and debriefs after particularly traumatic birth incidents. The tools are proving particularly valuable for parents who have had traumatic past experiences in their journey to parenthood or those where there are safeguarding risks. As one mother said:

*"I feel more safe in the hospital after completing the emotional safety plan, especially as the social worker and midwife were sent it, as it felt as if they had read it as people acted that way."*

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The Charity also played a leading role in the development of Safer Beginnings films to encourage help-seeking by those affected by domestic abuse. In all these films, *For Baby's Sake* parents share generously what they have gained from the programme, along with parents who have received support from different sources. Our Charity's Director of Operations and a Practitioner are among the professionals who also contribute to this powerful suite of films. Three films support those experiencing domestic abuse by addressing questions frequently in people's minds: *Is my relationship abusive? Who should I tell? What will happen if I tell someone?*

In a further film, *"Is my behaviour abusive?"*, a *For Baby's Sake* father courageously and candidly shares his change journey and what this means especially for his two young children, now school age, who were born while he and his co-parent were being supported by the programme. We are immensely grateful to this father and all the parents who contributed to the Safer Beginnings films, wanting to give something back by using their voices and experiences to encourage others to gain life-changing support.

The Charity's influence and learning was visible in key national guidance issued during the year. 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.*"

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*'. This guidance sets out common themes emerging from serious case reviews, as well as from learning from evidence and stakeholder feedback on effective practice.

The report identifies four core and interrelated principles that should underpin work with children and young people, their parents, wider families and networks in relation to domestic abuse: trauma informed; domestic abuse-informed; intersectional; and whole-family.

The report's authors met the Charity's Senior Leadership Team and had discussions with Team Managers or Practitioners across all *For Baby's Sake* sites, which helped to identify the core principles and understand how they are interconnected. The report's information about *For Baby's Sake* quotes evidence from the King's College London evaluation of the programme, which connects well with the Panel's recommended core practice principles.

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, which could be used as the starting point by those working with families, researchers, commissioners and policy-makers. This could lead to harmonising measurement and enable comparison of impact. During the year, there were growing indications, including in guidance and other publications, of the Government embracing the outcomes identified through this initiative:

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

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These had been developed through a multi-disciplinary research project, led by UCL and supported by a Steering Group including the Charity. The initiative had its origins in discussions that the Charity had co-instigated between stakeholders in 2015 about different approaches to assessing the impact of domestic abuse interventions and whether a consensus could be built. The work continues, with a focus on how best to measure these outcomes.

In a separate though related exercise, the Charity is playing a major role in the development of an overarching common outcomes framework for children and families, working closely with other charities, government departments and the Office of the Children's Commissioner. A report, led jointly by the Charity and Kindred Squared, sits at the core of the Children's Commissioner's report on establishing a common outcomes set, as part of her recommendations in the Family Review, published in December 2022, *'Outcomes Framework: Annex to a positive approach to parenting: Part 2 of the Independent Family Review.'*

The priority throughout these initiatives is to identify the outcomes which matter most to those children, parents and families, rather than those that might be easiest to measure. Indeed, the initiatives continue with recognition that it is not straightforward to assess impact of interventions in these terms. The Charity continues to use its convening expertise to work with multi-agency, multi-disciplinary partners to find solutions.

The *For Baby's Sake* change mechanisms and desired outcomes map well against the Common Outcomes for children and families and the Core Outcomes for domestic abuse services, through its whole-family focus on emotional and social development of the baby and emotional regulation and empowerment of parents.

**Financial review**

**a. Results for the year**

The accounts for this financial year, April 2022 to March 2023, 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 is used (having been put towards the *For Baby's Sake* area of activity).

The Charity achieved income of £1,672,979 in the year and spent £1,567,482. These totals included £696,851 of restricted income which was spent in full. In the previous year, the Charity had received income of £1,362,211 and spent £1,472,222. The vast majority of expenditure in both years related to the delivery, oversight, leadership and development of *For Baby's Sake*. The other areas of expenditure were on system change and on fundraising, where growth in expenditure from £16,729 in 2021/22 to £50,180 in 2022/23 signalled the start of a shift to greater focus and investment in income generation.

The Charity had brought forward reserves of £430,926 at the beginning of the financial year and carried forward £536,423 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 four restricted grants during the year. The largest was the grant from the Office of the Police and Crime Commissioner for Hertfordshire, worth £495,313, which was sourced primarily from the Home Office, along with local public sector match funding. Two other significant grants, worth £200,000 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. A small proportion of a grant received towards year-end from Haringey Council funded work that began this year and continued into the following financial period.

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Contractual income of just over £7,000 was received, almost wholly comprising the final 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 sustain existing funding partnerships with philanthropic foundations and to establish new relationships. An unrestricted grant of £25,000 from EQ Foundation was inspired by the innovation of *For Baby's Sake* and especially the expansion of its reach through adopting the learning about remote working across wider geographical boundaries, tested through the *For Baby's Sake* CONNECT delivery channel.

Unrestricted grant funding totalling £825,000 was received from UBS Optimus Foundation. This included £750,000, originating from a donation from Stelio Stefanou 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 For Baby's Sake Trust was one of a dozen children's charities to be selected for support by an innovative Hertfordshire charity, Helping Herts, which was established by philanthropist Gordon Morrison and Stort Valley Rotary Club, to raise the profile of local charities and support and match their community and philanthropic fundraising. Initiatives included each charity holding a sponsored walk along different stretches of the Hertfordshire Way, as well as supporting each charity's own ways of generating philanthropic income. The Charity was extremely grateful to receive £52,000 through its partnership with Helping Herts.

The Charity's in-kind support included a secondment from John Lewis Partnership, through its Golden Jubilee Trust scheme, lasting six months and valued by the Charity at £15,000. This enabled the Charity to create a temporary position of Creative and Community Outreach Officer. The secondee's role in John Lewis was as a Brand Experience Advisor and she used her skills to lead various projects during her secondment, including the design of new Emotional Safety Plan tools, plus initiatives and resources to support the development of the Charity's Equality, Diversity, Inclusion and Equality framework.

Stelio Stefanou donated volunteer time of two employees within his office, valued at £5,000. 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. 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.

**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 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

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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, easily realisable and not committed or invested in tangible fixed assets held by the Charity, were £532,031 at the year end (2022 - £422,900). Trustees have set a budget for the year ending 31 March 2024 with expenditure of £1,544,000 creating a reserves target of £386,000 - £514,667, meaning that actual reserves were slightly ahead of target and considered by the Trustees to be at an acceptable level, which is adequate to cover possible additional growth of the organisation into the next financial year. The Board will continue to review the reserves policy in light of the Charity's growth strategy.

**Plans for the future**

Since year-end, the focus on income generation and diversification has been reflected in increased investment, with senior leadership focus and activity alongside the recruitment of two fundraisers. Early success has been highly promising and new funding partnerships with Trusts and Foundations are being established. Notably, the Charity has secured a multi-year unrestricted grant from Esmée Fairbairn Foundation, inspired by the innovative work with families through *For Baby's Sake* and the learning for wider practice and systems, particularly regarding how to support the emotional regulation of babies, children and parents. Other early fundraising successes include significant funding from The Hollyhock Foundation and The Dulverton Trust.

Income generation and diversification objectives reflect the Charity's strategy for scaling up both *For Baby's Sake* and our system change work. Organisational and strategic planning to underpin the growth includes expanding and diversifying the Board membership through a recruitment exercise, refining the Trust's business plan and developing a regional scale-up model for expanding *For Baby's Sake*. This regional model combines the value of teams being able to work across wider geographical areas (mainstreaming the learning from the *For Baby's Sake* CONNECT prototype) with capacity for teams to build, maintain and harness local and regional relationships and knowledge.

This regional approach is already underway with the Bi-Borough authorities contributing funding for a caseload within a pan-London service and actively supporting the Charity to open discussions with other London boroughs. Haringey was the first borough to come on board just before year-end and further London boroughs are interested.

The Hertfordshire service has now become a Hertfordshire and Bedfordshire service with the aim of developing further across the East of England. The Charity was thrilled to be appointed as a delivery partner for the Chrysalis Centre, created by Hertfordshire and Bedfordshire Police and Crime Commissioners and funded for two years through the Home Office Perpetrator Projects Fund. The Police and Crime Commissioners are aiming for the Chrysalis Centre to become a national centre of best practice and innovation, adopting holistic, trauma-informed models, including whole-family support. Alongside working with Hertfordshire and Bedfordshire families, the Charity will be contributing learning from its innovative ways of working to support the PCCs' strategic ambition for the Chrysalis Centre.

The Charity's system change work also continues to develop, including through sharing of resources and training of professionals at a local level. For example, trauma insight training has been delivered to multi-agency professionals in London authorities and the Charity has been providing insight and resources in Hertfordshire to support professionals to improve their engagement with fathers who can be invisible and feel excluded from services.

Nationally, the Charity's leadership and convening of a multi-agency, multi-disciplinary drive towards common outcomes for children and families continues. Thanks to support from The KPMG Foundation and Kindred Squared, The Charity worked with a group of organisations and the Data for Children Collaborative to hold a



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

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**TRUSTEES' REPORT**  
**FOR THE YEAR ENDED 31 MARCH 2023**

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workshop in September 2023 to define next steps and challenges in the further development of the common outcomes approach. The primary outcome of the workshop was building a clear and agreed understanding of what success would look like and a delivery roadmap with identified challenge owners and defined next steps.

The Charity's contribution to the national evidence base for children and family-focused responses to domestic abuse took a major step forward in June 2023, with *For Baby's Sake* featuring in three national reports. These were published by Foundations, the new national What Works Centre for Children and Families, created through the merger of What Works for Children's Social Care and the Early Intervention Foundation. The publication of these reports immediately upon completing the merger and launching the new organisation reflects the priority that Foundations places on strengthening understanding and evidence on what works in tackling domestic abuse.

One report, *"Improving Outcomes for Children With Child Protection Concerns Who Have Been Exposed to Domestic Abuse"* was a rapid review of existing UK and international evidence. *For Baby's Sake* was one of only six whole-family interventions identified for its promising model of working, with positive changes including reductions in domestic abuse, improved parental mental health, babies reaching expected levels of development and reduced children's safeguarding.

The other two reports are *"Domestic Abuse Programmes for Children and Families: Programme Promise and Evaluation Feasibility"* and *"Understanding Service User Data Processes Within a Domestic Abuse Intervention Context"*. These reports are the output of six months of work, with Foundations (and its predecessor bodies) working with The For Baby's Sake Trust (and similarly with two other services), to inform how to build the UK evidence base. *For Baby's Sake* had been chosen to contribute to this research through a competitive process, based on its promising model, delivery and evidence-based approach. The report findings are being used to inform national research priorities and methodologies. The Charity is using the findings to inform next steps in its own evaluation journey.

The Charity's input to these reports included people from across all teams participating in a theory of change workshop about *For Baby's Sake* plus focus groups and interviews. The Charity provided qualitative and quantitative data and the Foundations team met some parents participating in *For Baby's Sake*. Alongside the published report, Foundations provided direct feedback to the Charity on their insights about *For Baby's Sake*, including the importance of parents' emotional regulation as a 'gateway to all other outcomes'.

The Charity and its Board of Trustees are immensely proud of the work with parents and it was a testament to the therapeutic work of *For Baby's Sake* Practitioners when Foundations highlighted their qualities as key enablers, which the Charity will continue to value and harness in the next phase of growth and development:

*"For Baby's Sake is flexible enough to allow for practitioner judgment to guide programme delivery, focusing on module sequence that follows parents' individual journeys"*

*"Practitioners are highly skilled and from different disciplinary backgrounds, with particular skills and values, such as patience, creativity, sensitivity and intuition built from previous experience"*

## **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. The Charity updated its Memorandum and Articles of Association in September 2022, such that all Trustees are now Members of the Charity.

**TRUSTEES' REPORT**  
**FOR THE YEAR ENDED 31 MARCH 2023**

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**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 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.

Dame Lin Homer worked closely with the Senior Leadership Team and the Board of Trustees 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' REPORT**  
**FOR THE YEAR ENDED 31 MARCH 2023**

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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 values the safeguarding expertise and Board-level leadership of Jon Chapman who was the Board's Independent Safeguarding Advisor until September 2023, when he accepted an invitation to become a Trustee, which took effect with his formal appointment to the Board of Trustees on 13 November 2023. He will continue as the Board's Safeguarding Lead, maintaining a strong working relationship with the Trust's Director of Operations who is the Designated Safeguarding Lead, and providing support including safeguarding training for Trustees.

**Trustees' Indemnities**

Trustees benefit from indemnity insurance to cover the liability of the Trustees which by virtue of any rule of law would otherwise attach to them in respect of any negligence, default or breach of trust or breach of duty of which they may be guilty in relation to the Charity. The cost of this insurance in the year has been included within total insurance costs.

**Arrangements for settling pay and remuneration of Key Management Personnel**

To date, the Chair, in consultation with the Board as appropriate, has settled pay awards for the Senior Leadership Team and indeed the whole staff team. As part of the charity's development, the Board has agreed that 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 and hybrid models of working therapeutically with families and to support employee wellbeing and effective teamworking, with staff now being home-based.
- 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: continuing to develop the scale-up strategy for the *For Baby's Sake* programme and the system change work; growing and 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.
- 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 Charity's careful communication and partnership working with multi-agency partners contribute significantly to ensuring 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.

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

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**TRUSTEES' REPORT**  
**FOR THE YEAR ENDED 31 MARCH 2023**

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**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. Members of the public can donate through the facility on the Charity's website to donate via the Charity's CAF account. There was an increase in fundraising at a community level during the year through the Charity's inclusion in the Helping Herts initiative. 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.

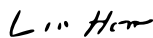
**Auditors**

The Charity's independent auditors, MHA (formerly MHA MacIntyre Hudson) (UK member of Baker Tilly International) have indicated their willingness to continue in office. Following a rebranding exercise on 15 May 2023, their trading name changed from MHA MacIntyre Hudson to MHA.

**Preparation of the Report**

This report of the Board has been prepared taking advantage of the small companies' exemption of Section 415A of the Companies Act 2006.

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



.....  
**Dame Lin Homer**  
Chair

Date: 7 December 2023

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

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**STATEMENT OF TRUSTEES' RESPONSIBILITIES**  
**FOR THE YEAR ENDED 31 MARCH 2023**

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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:



.....  
**Dame Linda Homer**

Chair

Date: 7 December 2023

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

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

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**Opinion**

We have audited the financial statements of The For Baby's Sake Trust (the 'Charity') for the year ended 31 March 2023 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 2023 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.

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

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

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**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.

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

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

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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](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our Auditors' Report.



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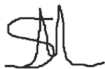
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**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF THE FOR BABY'S SAKE TRUST**  
**(CONTINUED)**

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**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**

Statutory Auditor

London, United Kingdom

Date: 13/12/2023

MHA is the trading name of MacIntyre Hudson LLP, a limited liability partnership in England and Wales (registered number OC312313).

**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 2023**

	Note	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
<b>Income from:</b>					
Donations and grants	4	966,414	696,851	1,663,265	1,341,166
Charitable activities	5	7,352	-	7,352	21,000
Investments	6	2,362	-	2,362	45
<b>Total income</b>		<b>976,128</b>	<b>696,851</b>	<b>1,672,979</b>	<b>1,362,211</b>
<b>Expenditure on:</b>					
Raising funds	7	50,180	-	50,180	16,729
Charitable activities	8,9	820,451	696,851	1,517,302	1,455,493
<b>Total expenditure</b>		<b>870,631</b>	<b>696,851</b>	<b>1,567,482</b>	<b>1,472,222</b>
<b>Net movement in funds</b>		<b>105,497</b>	<b>-</b>	<b>105,497</b>	<b>(110,011)</b>
<b>Reconciliation of funds:</b>					
Total funds brought forward		430,926	-	430,926	540,937
Net movement in funds		105,497	-	105,497	(110,011)
<b>Total funds carried forward</b>		<b>536,423</b>	<b>-</b>	<b>536,423</b>	<b>430,926</b>

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**  
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**REGISTERED NUMBER: 06713945**

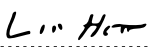
**BALANCE SHEET**  
**AS AT 31 MARCH 2023**

	Note	2023 £	2023 £	2022 £	2022 £
<b>Fixed assets</b>					
Tangible assets	13		4,392		8,026
			<u>4,392</u>		<u>8,026</u>
<b>Current assets</b>					
Debtors: Amounts falling due within one year	14	55,280		152,682	
Cash at bank and in hand	19	493,191		287,733	
		<u>548,471</u>		<u>440,415</u>	
Creditors: Amounts falling due within one year	15	(16,440)		(17,515)	
<b>Net current assets</b>			<u>532,031</u>		<u>422,900</u>
<b>Total net assets</b>			<u><u>536,423</u></u>		<u><u>430,926</u></u>
<b>Charity funds</b>					
Restricted funds	16	-		-	
Unrestricted funds	16	536,423		430,926	
<b>Total funds</b>			<u><u>536,423</u></u>		<u><u>430,926</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:

  
 .....  
**Dame Linda Homer**  
 Chair  
 Date: 7 December 2023

  
 .....  
**Adam Shutkever**  
 Vice-Chair

The notes on pages 23 to 45 form part of these financial statements.

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

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**STATEMENT OF CASH FLOWS**  
**FOR THE YEAR ENDED 31 MARCH 2023**

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	<b>Note</b>	<b>2023 £</b>	<b>2022 £</b>
<b>Cash flows from operating activities</b>			
Net cash used in operating activities	18	<b>203,096</b>	<b>(128,983)</b>
		<hr/>	<hr/>
<b>Cash flows from investing activities</b>			
Investment income	6	<b>2,362</b>	<b>45</b>
		<hr/>	<hr/>
<b>Net cash provided by investing activities</b>		<b>2,362</b>	<b>45</b>
		<hr/>	<hr/>
<b>Change in cash and cash equivalents in the year</b>		<b>205,458</b>	<b>(128,938)</b>
Cash and cash equivalents at the beginning of the year		<b>287,733</b>	<b>416,671</b>
		<hr/>	<hr/>
<b>Cash and cash equivalents at the end of the year</b>	19	<b>493,191</b>	<b>287,733</b>
		<hr/> <hr/>	<hr/> <hr/>

The notes on pages 23 to 45 form part of these financial statements.

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

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2023**

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**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. 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.

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2023**

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**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.

The Charity receives government grants in respect of furthering its charitable objectives. Income from government and other grants are recognised at fair value when the Charity has entitlement after any performance conditions have been met, it is probable that the income will be received and the amount can be measured reliably. If entitlement is not met, then these amounts are deferred.

**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.

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2023**

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**2. Accounting policies (continued)**

**2.4 Expenditure (continued)**

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.

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.

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2023**

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**2. Accounting policies (continued)**

**2.8 Tangible fixed assets and depreciation (continued)**

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%

**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.



**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2023**

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**2. Accounting policies (continued)**

**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.

**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**

	<b>Unrestricted funds 2023 £</b>	<b>Restricted funds 2023 £</b>	<b>Total funds 2023 £</b>
Donations and sponsorships	54,414	-	<b>54,414</b>
Donated services - general support	2,000	-	<b>2,000</b>
Grants	850,000	696,851	<b>1,546,851</b>
Donated services - licences for Kim database	42,000	-	<b>42,000</b>
Donated services - For Baby's Sake (advisory)	18,000	-	<b>18,000</b>
<b>Total 2023</b>	<b>966,414</b>	<b>696,851</b>	<b>1,663,265</b>

The restricted grants support *For Baby's Sake* and were from: the Office of the Police and Crime Commissioner for Hertfordshire (originating from Home Office domestic abuse funding (2023: £495,313, 2022: £310,150), focused on work with those who perpetrate domestic abuse); Westminster City Council (2023: £100,000, 2022: £49,999); the Royal Borough of Kensington & Chelsea (2023: £100,000, 2022: £49,999); and Haringey Council (2023: £1,538, 2022: £0). There were no unfulfilled conditions or other contingencies attached to these government grants.

An unrestricted grant of £25,000 from EQ Foundation was inspired by the development and expansion of *For Baby's Sake* through innovation in programme delivery during lockdown. An unrestricted grant of £750,000 from The Stefanou Foundation was received in the year this was supplemented by a 10% matching donation from UBS Optimus Foundation.

Stelio Stefanou, Chairman of the Charity until December 2022, also donated services of volunteer time of two of his employees: principally of the Director of his personal office, who provides advisory support to the Charity and also of the Chairman's PA. The Charity places a total value of £5,000 (2022 - £10,000) 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. The Charity places a value of £42,000 (2022 - £42,000) on this donated service from Kim Technologies.

Through its Golden Jubilee Trust scheme, John Lewis Partnership seconded a John Lewis Partner to the Charity full-time for six months as a Creative and Community Outreach Officer. The secondees role in John Lewis was as a Brand Experience Advisor and she used her skills to lead various projects during her secondment, including the design of new Emotional Safety Plan tools. The Charity places a value of £15,000 on this donated service.

The Charity is extremely grateful to all those individuals and organisations who provided grant funding, donations or gifts in kind during the year.

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**NOTES TO THE FINANCIAL STATEMENTS**  
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**4. Income from donations and grants (continued)**

	<i>Unrestricted funds 2022 £</i>	<i>Restricted funds 2022 £</i>	<i>Total funds 2022 £</i>
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
<i>Total 2022</i>	<u>931,018</u>	<u>410,148</u>	<u>1,341,166</u>

**5. Income from charitable activities**

	<b>Unrestricted funds 2023 £</b>	<b>Total funds 2023 £</b>
System Change - Contractual income	<u>7,352</u>	<u>7,352</u>

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

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**6. Income from investments**

	<b>Unrestricted funds 2023 £</b>	<b>Total funds 2023 £</b>
Bank interest receivable	2,362	2,362

	<i>Unrestricted funds 2022 £</i>	<i>Total funds 2022 £</i>
Bank interest receivable	45	45

**7. Expenditure on raising funds**

	<b>Unrestricted funds 2023 £</b>	<b>Total funds 2023 £</b>
Direct fundraising costs	50,180	50,180

	<i>Unrestricted funds 2022 £</i>	<i>Total funds 2022 £</i>
Direct fundraising costs	16,729	16,729

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**8. Analysis of expenditure on charitable activities - by fund**

	<b>Unrestricted funds 2023 £</b>	<b>Restricted funds 2023 £</b>	<b>Total funds 2023 £</b>
For Baby's Sake	682,446	696,851	<b>1,379,297</b>
System Change	138,005	-	<b>138,005</b>
<b>Total 2023</b>	<b>820,451</b>	<b>696,851</b>	<b>1,517,302</b>
	<i>Unrestricted funds 2022 £</i>	<i>Restricted funds 2022 £</i>	<i>Total funds 2022 £</i>
For Baby's Sake	929,003	410,148	1,339,151
System Change	116,342	-	116,342
<i>Total 2022</i>	<i>1,045,345</i>	<i>410,148</i>	<i>1,455,493</i>

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**9. Analysis of expenditure on charitable activities - by type**

	<b>Activities undertaken directly or collaboratively 2023 £</b>	<b>Support costs 2023 £</b>	<b>Total funds 2023 £</b>
For Baby's Sake	1,189,560	189,737	<b>1,379,297</b>
System Change	116,924	21,081	<b>138,005</b>
<b>Total 2023</b>	<b>1,306,484</b>	<b>210,818</b>	<b>1,517,302</b>

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

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

**Analysis of direct costs**

	<b>For Baby's Sake 2023 £</b>	<b>System Change 2023 £</b>	<b>Total funds 2023 £</b>
Staff costs	1,000,443	95,589	<b>1,096,032</b>
Depreciation	1,962	1,127	<b>3,089</b>
Consultants' fees and charges	20,873	6,016	<b>26,889</b>
Travel, hospitality and other staff	22,131	3,025	<b>25,156</b>
Training and conferences	7,297	2,492	<b>9,789</b>
Memberships and subscriptions	3,026	120	<b>3,146</b>
Marketing and communications	-	715	<b>715</b>
Recruitment	13,599	7,291	<b>20,890</b>
Project or operational resources	2,153	-	<b>2,153</b>
IT and telecomms and mobile phones	50,258	549	<b>50,807</b>
Administration office and accommodation	7,818	-	<b>7,818</b>
Donated services - For Baby's Sake (advisory)	60,000	-	<b>60,000</b>
<b>Total 2023</b>	<b>1,189,560</b>	<b>116,924</b>	<b>1,306,484</b>

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2023**

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

**Analysis of direct costs (continued)**

	<i>For Baby's Sake 2022 £</i>	<i>System Change 2022 £</i>	<i>Total funds 2022 £</i>
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
<i>Total 2022</i>	<u>1,166,217</u>	<u>97,128</u>	<u>1,263,345</u>



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

**Analysis of support costs**

	<b>For Baby's Sake 2023 £</b>	<b>System Change 2023 £</b>	<b>Total funds 2023 £</b>
Staff costs	44,928	4,991	<b>49,919</b>
Depreciation	491	54	<b>545</b>
Consultants' fees and charges	37,501	4,167	<b>41,668</b>
Training and conferences	876	97	<b>973</b>
Memberships and subscriptions	2,664	296	<b>2,960</b>
Recruitment	3,175	353	<b>3,528</b>
IT and telecomms and mobile phones	45,739	5,082	<b>50,821</b>
Administration office and accommodation	37,495	4,166	<b>41,661</b>
Professional fees	2,309	257	<b>2,566</b>
Bank interest and charges	547	61	<b>608</b>
Governance costs	12,212	1,357	<b>13,569</b>
Donated services - general support	1,800	200	<b>2,000</b>
<b>Total 2023</b>	<b>189,737</b>	<b>21,081</b>	<b>210,818</b>

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

**Analysis of support costs (continued)**

	<i>For Baby's Sake 2022 £</i>	<i>System Change 2022 £</i>	<i>Total funds 2022 £</i>
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
<i>Total 2022</i>	<u>172,934</u>	<u>19,214</u>	<u>192,148</u>

**10. Governance costs**

	<b>2023 £</b>	<b>2022 £</b>
Auditors' remuneration - Audit of the financial statements	<b>11,880</b>	10,800
Auditors' remuneration - Taxation services	<b>360</b>	342
Auditors' remuneration - Other services	<b>4,200</b>	3,816
Other governance costs	-	2,271
Over-accrual of prior year audit fees	<b>(2,871)</b>	-
	<u><b>13,569</b></u>	<u>17,229</u>

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**NOTES TO THE FINANCIAL STATEMENTS**  
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**11. Staff costs**

	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
Wages and salaries	<b>1,033,249</b>	<b>927,726</b>
Social security costs	<b>108,595</b>	<b>90,866</b>
Pension costs	<b>53,813</b>	<b>48,892</b>
	<b>1,195,657</b>	<b>1,067,484</b>

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

	<b>2023</b>	<b>2022</b>
	<b>No.</b>	<b>No.</b>
For Baby's Sake	<b>19</b>	<b>18</b>
For Baby's Sake and System Change	<b>5</b>	<b>5</b>
	<b>24</b>	<b>23</b>

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

	<b>2023</b>	<b>2022</b>
	<b>No.</b>	<b>No.</b>
In the band £70,001 - £80,000	<b>2</b>	<b>2</b>
In the band £80,001 - £90,000	<b>1</b>	<b>1</b>

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2023**

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**12. Trustees' remuneration and expenses**

During the year, no Trustees received any remuneration or other benefits (2022 - £NIL).

During the year ended 31 March 2023, no Trustee expenses have been incurred (2022 - £NIL).

The total amount of employee benefits, including employer national insurance and pension contributions, received by Key Management Personnel was £293,762 (2022 - £273,084). As detailed within the Trustees' Report, the Charity considers its Key Management personnel to comprise;

- Trustees
- Senior Leadership Team (including contractual payments for services of Interim CEO in January - March 2023)

**13. Tangible fixed assets**

	<b>Fixtures and fittings £</b>	<b>Office equipment £</b>	<b>Total £</b>
<b>Cost or valuation</b>			
At 1 April 2022	<b>52,766</b>	<b>29,006</b>	<b>81,772</b>
At 31 March 2023	<b>52,766</b>	<b>29,006</b>	<b>81,772</b>
<b>Depreciation</b>			
At 1 April 2022	<b>45,290</b>	<b>28,456</b>	<b>73,746</b>
Charge for the year	<b>3,084</b>	<b>550</b>	<b>3,634</b>
At 31 March 2023	<b>48,374</b>	<b>29,006</b>	<b>77,380</b>
<b>Net book value</b>			
At 31 March 2023	<b>4,392</b>	<b>-</b>	<b>4,392</b>
At 31 March 2022	<b>7,476</b>	<b>550</b>	<b>8,026</b>

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**NOTES TO THE FINANCIAL STATEMENTS**  
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**14. Debtors**

	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
<b>Due within one year</b>		
Other debtors	<b>25,651</b>	<b>111,851</b>
Prepayments and accrued income	<b>29,629</b>	<b>40,831</b>
	<b>55,280</b>	<b>152,682</b>

**15. Creditors: Amounts falling due within one year**

	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
Trade creditors	<b>-</b>	<b>(2,186)</b>
Accruals	<b>16,440</b>	<b>19,701</b>
	<b>16,440</b>	<b>17,515</b>

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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 2022 £	Income £	Expenditure £	Balance at 31 March 2023 £
<b>Unrestricted funds</b>				
<b>Designated funds</b>				
Fixed Asset Fund	8,026	-	(3,634)	4,392
<b>General funds</b>				
General Fund	422,900	976,128	(866,997)	532,031
<b>Total Unrestricted funds</b>	<b>430,926</b>	<b>976,128</b>	<b>(870,631)</b>	<b>536,423</b>
<b>Restricted funds</b>				
London Bi-Borough	-	200,000	(200,000)	-
Office of the Police and Crime Commissioner for Hertfordshire (OPCC)	-	495,313	(495,313)	-
Other London Boroughs	-	1,538	(1,538)	-
	-	696,851	(696,851)	-
<b>Total of funds</b>	<b>430,926</b>	<b>1,672,979</b>	<b>(1,567,482)</b>	<b>536,423</b>

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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. The unrestricted General Fund can also be used to finance the costs of fundraising.

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 three restricted funds into which restricted grants were received to support *For Baby's Sake*. The full amount of the two major grants and the relevant proportion of the third grant was spent within the year.

Office of the Police and Crime Commissioner for Hertfordshire (OPCC)

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.

London Bi-Borough

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.

Other London Boroughs

A grant was received from the London Borough of Haringey in March 2023 to work with families from March 2023 onwards, continuing into the next financial year. The 2022/23 accounts include the relevant proportion of the grant spent in-year.

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**16. Statement of funds (continued)**

**Statement of funds - prior year**

	<i>Balance at 1 April 2021 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Balance at 31 March 2022 £</i>
<b>Unrestricted funds</b>				
<b>Designated funds</b>				
Fixed Asset Fund	14,003	-	(5,977)	8,026
<b>General funds</b>				
General Fund	526,934	952,063	(1,056,097)	422,900
<b>Total Unrestricted funds</b>	540,937	952,063	(1,062,074)	430,926
<b>Restricted funds</b>				
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)	-
<b>Total of funds</b>	540,937	1,362,211	(1,472,222)	430,926



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**17. Analysis of net assets between funds**

**Analysis of net assets between funds - current year**

	<b>Unrestricted funds 2023 £</b>	<b>Total funds 2023 £</b>
Tangible fixed assets	4,392	<b>4,392</b>
Current assets	548,471	<b>548,471</b>
Creditors due within one year	(16,440)	<b>(16,440)</b>
<b>Total</b>	<b>536,423</b>	<b>536,423</b>

**Analysis of net assets between funds - prior year**

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

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

	<b>2023 £</b>	<b>2022 £</b>
Net (expenditure)/income for the year (as per Statement of Financial Activities)	<b>105,497</b>	<b>(110,011)</b>
<b>Adjustments for:</b>		
Depreciation charges	13 <b>3,634</b>	5,977
Investment income	6 <b>(2,362)</b>	(45)
Decrease in debtors	14 <b>97,402</b>	51,206
Decrease in creditors	15 <b>(1,075)</b>	(76,110)
<b>Net cash provided by/(used in) operating activities</b>	<b>203,096</b>	<b>(128,983)</b>

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**NOTES TO THE FINANCIAL STATEMENTS**  
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**19. Analysis of cash and cash equivalents**

	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
Cash in hand	<b>493,191</b>	<b>287,733</b>
<b>Total cash and cash equivalents</b>	<b>493,191</b>	<b>287,733</b>

**20. Analysis of changes in net debt**

	<b>At 1 April 2022</b>	<b>Cash flows</b>	<b>At 31 March 2023</b>
	<b>£</b>	<b>£</b>	<b>£</b>
Cash at bank and in hand	<b>287,733</b>	<b>205,458</b>	<b>493,191</b>
	<b>287,733</b>	<b>205,458</b>	<b>493,191</b>

**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 £53,813 (2022 - £48,892). Contributions totalling £NIL (2022 - £NIL) were payable to the fund at the Balance Sheet date.

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**22. Operating lease commitments**

At 31 March 2023 the Charity had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
Not later than 1 year	<b>8,052</b>	30,300
Later than 1 year and not later than 5 years	<b>-</b>	8,052
	<b>8,052</b>	<b>38,352</b>

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

	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
Operating lease rentals	<b>30,300</b>	30,300

**23. Related party transactions**

Mr Stefanou, Chairman and Trustee to 8 December 2022, 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 the prior year, the Charity had received donations under the same arrangements totalling £750,000.

Mr Stefanou also donated £20,025 (2022 - £NIL) to the Helping Herts charity campaign, for onward donation to the Charity.

Mr Stefanou contributed £20,502 (2022 - £22,813) 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 £20,502 (2022 - £22,813). Mr Stefanou made a donation of volunteer time of two of his employees: principally of the Director of his personal office, who provided advisory support to the Charity; and also of Mr Stefanou's PA. The Charity places a value of £5,000 (2022 - £10,000) on these donated services.

Mr Stefanou also contributed £3,611 (2022 - £3,500) 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 £3,611 (2022 - £3,500).

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 data platform. The Charity places a value on this donated service from Kim Technologies of £42,000 (2022 - £42,000).

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