PARENT-INFANT FOUNDATION LTD

England & Wales · Charity number 1152082

Details

Other names	PARENT INFANT PARTNERSHIP (PIP) UK LIMITED, PIP UK
Status	Registered
Legal form	Charitable company
Company number	08191666
Registered	2013-05-17
Register	View on the Charity Commission register

Contact

Address	The Parent-Infant Foundation Office 7 35-37 Ludgate Hill London EC4M 7JN
Phone	020 3475 8984
Email	admin@parentinfantfoundation.org.uk
Website	www.parentinfantfoundation.org.uk

Activities

Objects: The object is to preserve and protect, for the public benefit, the health and well-being of babies, very young children and their parents in the UK by the promotion of healthy parent-infant relationships in particular, but not exclusively, by focusing on early relationships which are at high risk of, or are already experiencing, difficulties and by:A) Advancing the understanding and importance of parent-infant relationships as part of early child development;B) Supporting the development, growth and sustainability of specialised parent-infant relationship teams across the UK and acting as an umbrella/resource for them; andC) Promoting the training, and research into the awareness, of the importance of early childhood development among health professionals and other professionals involved with early childhood, and actively disseminating information and examples of best practice among these groups.

Activities: The vision of the Parent-Infant Foundation is that all babies have a sensitive and nurturing relationship to lay the foundation for lifelong mental and physical health. Our mission is to support the growth and quality of specialised parent-infant relationship teams across the UK. For further details visit https://parentinfantfoundation.org.uk

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Classification

- **How:** Provides Advocacy/advice/information, Sponsors Or Undertakes Research, Acts As An Umbrella Or Resource Body
- **What:** General Charitable Purposes
- **Who:** Children/young People

Geography

- Northern Ireland
- Scotland
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£776,731	£648,544	£558,193	10
2024-03-31	£617,983	£525,436	£430,006	9
2023-03-31	£453,088	£378,559	-	-
2022-03-31	£302,629	£273,850	-	-
2021-08-31	£380,284	£341,160	-	-

Trustees

Name	Role	Appointed
Claire Wright	Chair	2021-01-25
Amanda Sharpe		2022-07-12
Fiona Jane Brodie		2024-07-16
Jane Turner		2019-09-09
Kieran David Anders		2024-07-16
Nicola Cosgrave		2022-01-25
Tia McPhee		2020-01-20

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PARENT-INFANT FOUNDATION LTD

England & Wales - Charity number 1152082

Accounts

Parent-Infant
FOUNDATION

Annual report and financial statements

For the year ended 31 March 2025

Parent-Infant Foundation Ltd

Report and Unaudited Financial Statements

31 March 2025

Parent-Infant Foundation
Office 7, 35-37 Ludgate Hill
London
EC4M 7JN
t. 020 3475 8984

e. admin@parentinfantfoundation.org.uk
w. parentinfantfoundation.org.uk

Parent-Infant Foundation, a company limited by guarantee, company no. 8191666
Registered charity England and Wales (1152082)
Registered Charity Number in Scotland: SC054517

Parent-Infant Foundation Ltd

Reference and administrative details

For the year ended 31 March 2025

Company number	08191666	
Charity numbers	1152082	England & Wales
	SC054517	Scotland, registered 28 August 2025
Registered office and operational address	Office 7 35-37 Ludgate Hill London EC4M 7JN	
Trustees	Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:	
	Kieran Anders	appointed 16 July 2024
	Fiona Brodie	appointed 16 July 2024
	Nicola Cosgrave	Vice-Chair
	Tia McPhee	
	Amanda Sharpe	Treasurer
	Jane Turner	
	Claire Wright	Chair
Company secretary	Keith Reed	
Senior staff	Keith Reed	Chief Executive
	Tamora Langley	Head of Policy and Communications
	Wook Hamilton	Head of Development
	Jason Monaghan	Operations and Finance Manager
Bankers	The Co-operative Bank Business Direct Skelmersdale WN8 6WT	CAF Bank Limited 25 Kings Hill Avenue Kent ME19 4TA
	Redwood Bank Limited The Nexus Building Broadway Letchworth Garden City SG6 3TA	
Independent examiners	Godfrey Wilson Limited Chartered accountants and statutory auditors 5th Floor Mariner House 62 Prince Street Bristol BS1 4QD	

Parent-Infant Foundation Ltd

Report of the trustees

For the year ended 31 March 2025

Introduction from our Chair of trustees

Dear friends,

It's been a pleasure reflecting on the past year and I'm very happy to share the many ways the Foundation has continued to make a lasting difference to babies and their families. It has been exciting to witness the progress that we have made in championing the needs of babies and their parents, and to see the growing recognition of early relationships.

Most importantly, we are delighted to have been awarded National Lottery funding to support the creation of a national Parent-Infant Relationship Framework. This achievement was the result of months of careful consultation and collaboration during 2024–25. This four-year programme represents a landmark opportunity to set the gold standard for parent-infant services across England. We hope the creation of the Framework will ensure that families in England can benefit from consistent, evidence-based support in the earliest and most crucial years. We are excited to embark on this journey and to work in partnership with others to achieve meaningful and lasting change for babies, parents, and communities.

My fellow trustees and I are proud to present this year's report, which illustrates some wonderful achievements, even when the sheer scale and pace of change has been significant. There have been several challenges, which we faced with bravery and commitment shoulder to shoulder with our partner charities, funders, professional network, researchers and political advocates.

Our expertise has reached further than ever before. We have worked directly with 10 local authorities in England, and 14 health boards in Scotland and Wales, providing hands-on support to design and strengthen specialised parent-infant relationship teams and services. These services are now better connected and supported thanks to our national network of professionals working with families in services across the UK — now 401 members strong and growing.

We have also strengthened the evidence base that underpins our national calls for investment in support of early relationships. The studies we conducted for two reports, "Maternal Attachment and Childhood outcomes' and 'Who is Holding the Baby?' (published just after year end in May and June 2025) have given us powerful new data: from the estimated £900 million annual cost of poor early relationships to the extent of the reach and impact of parent-infant teams across the UK. They also importantly identified topics for which further research is still required. Our resources — toolkits, mapping tools, and commissioning guides — are now embedded in the regular practice of services, creating lasting change far beyond our own Parent-Infant Foundation team.

Our influencing work has been both timely and impactful. Infant Mental Health Awareness Week in June 2024 centred on our Speak Up for Babies campaign, harnessing the energy of a General Election year to reach over 120,000 political candidates, policy makers and activists, securing commitments from 86 politicians across all parties to 'Speak up for babies' in their local area. In England, this helped secure another year of Start for Life funding and embed early years priorities in the government's Plan for Change. In Scotland and Wales, we deepened our policy engagement, supported new service models, and contributed to national strategies, such as the Welsh Mental Health and Wellbeing Strategy.

Moving forward, we enter the next year with solid financial reserves, an expanded associate network, and a strong reputation among practitioners, policymakers, and funders. I would like to offer my sincere thanks to all of them and to our dedicated staff, whose passion, commitment and collaboration enable us to achieve so much together. It is only through these shared efforts that we can look ahead with such confidence and excitement for the future.

With gratitude,

Claire Wright
Chair of Trustees

Our vision and why we do, what we do

We are the Parent-Infant Foundation.

Our vision is of a UK in which all parents and carers are supported to create sensitive, nurturing relationships with their babies to lay the foundation for lifelong mental and physical health.

Babies depend on sensitive, responsive care to grow and develop healthily. But many do not get the nurturing care they need. More than one in ten babies in the UK today are living in fear, confusion and distress.

Not everyone bonds easily with their baby. Parents can be overwhelmed by trauma from their own childhood. Some are struggling with mental or physical health difficulties.

Parent-infant teams support and strengthen relationships between babies and their parents (or carers).

We are the only national charity driving the growth and quality of parent-infant teams across the UK.

Because every baby deserves a good start in life.

Our strategy and six aims

We deliver our strategy through three interconnected means — Expertise, Evidence, and Influence — and we focus on six aims. Here's what that has looked like in action this year:

- Support the quality and practice of existing specialist parent-infant relationship teams across the UK — through resources, peer learning, and supporting them to secure ongoing funding;
- Grow the number of specialised parent-infant relationship teams across the UK — by supporting new areas to launch services and providing direct hands-on advice;
- Work with parent-infant relationship specialists in other services to help them support babies' relationships with their primary carer givers — through resources, peer learning and learning events;
- Make the case for investment in babies' emotional wellbeing: working in close partnership with and convening friends and allies across the First 1001 Days Movement – by organising campaign groups, lobbying politicians and raising issues in the media;
- Raise public awareness of the critical, life-long importance of early relationships – through an awareness week and by providing resources for our partners to use; and
- Develop our organisation for maximum impact — ensuring we have the people, systems, and resources to deliver.

We will fulfil our aims through three inter-connected means, facilitating:

- **A. Expertise:** providing information, advice, and guidance;
- **B. Evidence**: contributing to knowledge and understanding of impact and effectiveness; and
- **C. Influence:** winning support from decision makers and opinion-formers.

We will report back based on these three means.

A. Expertise - expanding reach and supporting teams

This year, we worked directly with ten local authorities in England and 14 Health Boards in Scotland and Wales, helping them to design, establish, and strengthen specialised parent-infant relationship teams and services. These teams bring together psychologists, psychotherapists, health visitors, midwives, social workers and other specialists to provide direct therapeutic work with families, as well as consultation and training for wider services.

Our support is more than technical advice — it is a trusted partnership. 92% of local leads rated this support as "extremely useful" or "useful" and 100% said it led to service changes. As one lead reflected:

"Having the opportunity to learn from the expertise and to have a critical friend who is able to support and challenge our thinking was key to our progress."

Our impact is also about building capacity beyond the teams themselves. In Scotland, for example, we have four clinical associates working alongside Health Boards to support service design, delivery, and training. This new approach has been "both welcomed and highly valued" by those leading local services, ensuring that early relational needs are understood and embedded in everyday practice.

This year, we also saw powerful ripple effects. In areas where we've helped to establish specialist services, midwives, health visitors, perinatal mental health teams, and children's social care are now better equipped to identify and respond to early relational difficulties. These teams act as catalysts for system change — keeping the baby in mind across all services, while also delivering intensive, relationship-focused work with families who need most support.

Our network now includes 49 established teams, 33 emerging teams and smaller specialist services. Through our national professional network, our reach has grown from just 46 members in 2019/20 to 401 members today, with a further 1,400 professionals engaged through our newsletters.

This year alone, we connected with 1,520 professionals who attended our six webinars, two peer learning forums, two workshops and four network days. Feedback was overwhelmingly positive:

- 97.5% of respondents found our events to be very useful or useful for their work;
- 96% felt supported and connected by attending our events;
- 94% were able to provide examples of how they might use what they learnt from our events to change practice or improve knowledge amongst colleagues; and
- 92% said their understanding of the topics covered had improved by attending our events.

Two attendees' feedback give an idea of what they take from these sessions:

"I got inspiration for different directions, interventions and approaches to explore to support services and systems development."

"I learnt about the importance of a joint pathway with local perinatal mental health services, creating a sense of urgency strategically, considering sharing consultation reports with families and the importance of 'in the moment' therapy."

B. Evidence – research findings and impact

This year, we laid the groundwork for two major national studies that were launched just after the year end — Maternal Attachment and Childhood outcomes: a review of associations using the millennium cohort study data and the Who is Holding the Baby? report.

Although the publications came later, much of the work took place during 2024–25. We commissioned an analysis of the Millennium Cohort Study, led by Steve McKay, which explored the long-term costs and impacts of poor parent-infant relationships. Early findings — finalised in spring 2025 — revealed that these difficulties are associated with behavioural problems at age three, delayed language development, and challenges with toilet training. They also carry an estimated £900 million annual cost to the UK, in addition to the already established £8.9 billion perinatal mental health cost. It is important to note Steve's caution that the shortened version of the tool used to determine levels of maternal attachment, with only six questions asked of mothers, reduces its reliability. However, we intend to build on these findings through further research planned in the year ahead.

In parallel, we brought together data from 43 specialist parent-infant teams across the UK to produce the most comprehensive picture yet of their impact. This work, which became the Who is Holding the Baby? report, showed that:

- Teams provide direct therapeutic support to 4,400–6,500 babies annually — just 4–6% of those estimated to need such help in England alone;
- They offer consultancy to 2,000 professionals each year, supervision to over 1,500, and training to more than 40,000 — multiplying their reach far beyond the families they see directly; and
- Their flexible, evidence-informed models allow services to adapt to local needs without compromising clinical rigour.

We also developed and refined practical research tools to strengthen local delivery. This included the creation of a new parent-infant relationship service pathway and mapping tool (accessed via our website 588 times). These sit alongside our existing service implementation toolkit (123 downloads, accessed 2,738 times), and the commissioners' toolkit (185 downloads, accessed 1,100 times). These resources are now embedded in the practice of many areas and services, helping local teams design pathways, clarify definitions, and benchmark their progress.

The success of this year's research programme delivered by us and by many others was underpinned by deep collaboration. We worked closely with valued partners — including the Royal College of Midwives, the Institute of Health Visiting, the Royal College of Psychiatrists, and the Local Government Association — to ensure that the new evidence published was grounded in real-world experience and system priorities.

Looking ahead, the insights from this research are already driving policy advocacy, influencing commissioning decisions, and providing the foundation for our new National Parent-Infant Relationship Framework, which will set out best practice for services across England over the next four years.

C. Influence - policy and public awareness

Our influencing work in 2024–25 was defined by two things: the urgency created by the General Election and the power of a united sector voice. This year, we set out to ensure that every political party understood the importance of investing in babies' earliest relationships — and we succeeded in making sure those messages were heard at the very top of government.

Infant Mental Health Awareness Week 2024 centred on our Speak Up for Babies campaign, using the momentum of the election period to bring the voices of babies, parents, and professionals into public debate. The campaign was fronted by our "Baby PM" film, which reached over 120,000 views through targeted advertising on X (formerly Twitter) and LinkedIn, and landed directly in the timelines of candidates and political activists. Accompanying op-eds on LabourList, ConservativeHome, and advertising on Lib Dem Voice, direct candidate emails, and a campaign toolkit for local teams ensured a consistent, nationwide push. Local services reported visits from candidates who went on to publicly back our calls for investment.

In total, we received positive responses from 86 politicians, many of whom have since become parliamentary advocates for babies. This included securing commitments from newly elected MPs to champion parent-infant relationship services in Parliament.

In England, our policy and parliamentary influencing included:

- The First 1001 Days Movement developed and published the Manifesto for Babies and ran a 'Speak up for Babies' campaign to secure support from candidates ahead of the General Election. 86 candidates positively engaged with the campaign and 48 became MPs after the election, giving us a strong base for our influencing work;
- Re-establishing the All-Party Parliamentary Group (APPG) on Babies (Pregnancy to Age Two) with new cross-party officers, committed to pressing for Start for Life funding to be extended beyond the current 75 local authority areas;
- Meeting the new Minister responsible for Start for Life, who agreed to further discussions on a national early years strategy;
- Influencing the Autumn Budget, which allocated £69 million to Family Hubs and, following further advocacy, confirmed £57 million for another year of Start for Life funding to sustain parent-infant relationship services, infant feeding, and perinatal support in the existing areas;
- Securing inclusion of early years priorities — including integrated maternity, baby, and family support services — in the Labour government's Plan for Change;
- Attended Labour, Conservative and Liberal Democrat conferences, where we met with Ministers (including the Minister responsible for Family hubs and the Minister responsible for Start for Life), Shadow Ministers and MPs; and
- Influencing the Child Poverty Taskforce by providing a submission to their review. The Taskforce is due to report back later in 2025.

In Scotland, we deepened our relationships with policymakers and service leaders to embed infant mental health within national frameworks. We:

- Met regularly with the Scottish Government's Infant Mental Health Advisor to ensure parent-infant relationships remain a priority in mental health and early years policy;
- Worked with NHS boards and the Scottish Perinatal and Infant Mental Health Programme Board to strengthen local service models and supervision structures; and
- Contributed to planning for a visionary centre of excellence for parent-infant relationships, which will bring together academic centres to support innovation and best practice.

In Wales, our focus was on ensuring that infant mental health was explicitly recognised in the Welsh Government's evolving policy landscape. We:

- Contributed to the consultation on the new Mental Health Strategy, calling for stronger recognition of babies' emotional wellbeing and early relational needs;
- Continued to support the slow but steady growth of specialist teams following the end of the Mental Health Transformation Fund, ensuring their expertise and learning are not lost; and
- Worked with experts and a coproduction reference group to develop universal-level mental health training, which will launch in the coming months to strengthen understanding of parent-infant relationships across the early years workforce.

Our cross-sector collaboration remained central to this work. We increased our involvement in professional and third-sector coalitions and submitted policy responses in all three UK nations.

This year reinforced a lesson we have long known: change is most powerful when local and national advocacy work hand in hand. By mobilising our network, amplifying the voices of practitioners, and keeping babies' needs in front of decision-makers, we secured both short-term funding gains and long-term political commitments to strengthen early years services.

Developing our organisation for maximum impact

A key focus this year was ensuring that the Parent-Infant Foundation is equipped — in capacity, systems, and resources — to deliver at scale in the years ahead. That meant not only sustaining our current work but also laying the groundwork for ambitious future programmes.

One of our most significant achievements was the preparation of our successful bid to the National Lottery Community Fund for the creation of a National Parent-Infant Relationship (PAIR) Framework. While the £1 million award was confirmed after the close of the financial year, much of the work — from stakeholder engagement to bid drafting and refinement — took place during 2024–25.

We convened and worked closely with partners across England, including clinical leads, commissioners, and representatives from professional bodies, to shape a proposal that reflects the realities of service delivery. This process involved:

- Extensive consultation with over 50 stakeholders to ensure the framework is relevant, usable, and addresses the sector's biggest challenges;
- Co-development of core components to be produced, including agreed terminology, pathways for support, and quality standards; and
- Mapping and gap analysis of current provision to identify where support is most urgently needed.

This preparation was a major organisational effort. Two of our senior team devoted a significant portion of their time to the bid, supported by associates and trustees who provided strategic guidance. The process also deepened our relationships with delivery partners, strengthening the network that will be essential for the framework's success.

Beyond the bid, we invested in our internal capacity to ensure that we can deliver on such large-scale commitments. This included:

- Expanding our associate network to meet growing demand for hands-on support in local areas;
- Welcoming new trustees with expertise in clinical practice, and delivery of parent-infant relationship support to dads; and
- Embedding the recommendations from our equality, diversity, and inclusion review to ensure our organisation reflects the communities we serve.

By the end of 2024–25, we had not only maintained stability but also positioned the Foundation to lead a four-year national programme that will set the gold standard for parent-infant relationship support in England. The Parent-Infant Relationship (PAIR) Framework will be a lasting legacy of this year's work, creating a shared blueprint for services and a stronger, more connected sector.

Public benefit

In shaping our objectives for the year and planning our activities, the Trustees have considered the Charity Commission's guidance on public benefit, including the guidance 'public benefit: running a charity (PB2)'.

Looking ahead

In the year ahead, we will push for a national funding mechanism for specialist teams, ensure babies' needs are embedded in early years and mental health strategies, roll out the PAIR Framework, and continue to grow our movement. Our vision is clear — and with your support, it is within reach.

Governance, management and organisational structure

Trustee recruitment and induction

Our Board of Trustees, who are also Directors of the Charity for the purposes of the Companies Act, have overall responsibility for setting the strategy of the Foundation. Our Chief Executive, working with the Senior Leadership Team is responsible for delivering the Board's vision and strategy and for its day-to-day operations.

When seeking to fill vacancies on the board, the trustees identify the particular skills and expertise needed to cover the work of the board and prioritise these during the recruitment process. Given the nature of our work, trustees with experience of parent-infant therapy/research are well represented. To increase the diversity of the board's membership we advertise widely for new trustees, and ensure, throughout the recruitment process, that all applicants from a wide variety of backgrounds have an opportunity to succeed. A panel of trustees interview prospective trustees and new appointments are ratified by the full Board of Trustees.

Trustees serve for an initial term of three years, and with the approval of the board, may serve a second period of three years. They must then retire unless the board decides that the interests of the Foundation require a further, exceptional extension to their term of office. Inductions and training for Trustees is by practice and informal mentorship from other Trustees, one-to-one and group sessions with management, and formal training as required.

Contribution of volunteers

The Foundation wishes to acknowledge and thank the volunteers at the Parent-Infant Foundation for their hard work and dedication to our charity. All of our trustees are volunteers.

Relationship with other parties

The Parent-Infant Foundation acts as an umbrella organisation supporting any parent-infant relationship team around the UK, however they are funded or where they are situated. The definition of what constitutes a parent-infant team can be found on our website. From April 2024 until the end of March 2025, our engagement with local teams increased and by the end of the year we were actively engaged with 49 teams, over 100 staff within teams plus trustees (where teams are charities), and local commissioners/funders.

In our role as co-ordinator for the First 1001 Days Movement, we are actively working with and supporting just over 200 organisations, and have engaged with politicians, policymakers, and other key stakeholders.

Financial review

The Parent-Infant Foundation considers itself to be financially stable. Total income for 12 months from April 2024 to March 2025 was £776,731 and total expenditure was £648,544, details of which are set out in the accounts that follow. We continue to diversify funding to reduce the risk to the charity and to support our future stability and sustainability.

This year saw an increase in our income from £617,983 to £776,731 which was largely due to a successful bid to Cattanach to extend our work into Scotland, and continued funding from Esmee Fairbairn. The funds received for Scotland are restricted income. Restricted income for the 12 months was £367,184 (2023-24: £189,223).

Total expenditure was £648,544, of this we utilised £48,035 (7.41%) to raise further funds and the rest, £600,509 (92.59%) was spent supporting our charitable activities. At the end of the 12 months, we had £558,193 of net assets. £193,242 of these funds are restricted funds that will be brought forward for expenditure in 2025-26. As of 1 April 2025, these brought forward funds comprise of £19,987 AIM Foundation, £47,455 Cattanach, £27,127 Charles Gordon Foundation, and £98,673 The National Lottery – Wales. £364,951 of these net assets are unrestricted funds and make up our unrestricted reserves at year end.

Managing risks to protect our impact

As we entered 2024–25, we knew that achieving our vision would mean navigating a few key challenges.

Our work is powered largely by grant funding, so we keep a close eye on our income pipeline and hold healthy reserves to safeguard our programmes if funding is delayed. We also work hard to broaden our funding base so that no single grant can put our stability at risk.

The political landscape is always shifting, and changes in government priorities could affect national and local investment in early years programmes like Start for Life. To protect against this, we have built strong relationships with decision-makers from all political parties, ensuring that babies' needs remain firmly on the agenda, whatever the political climate.

We also know that local parent-infant teams remain vulnerable without long-term funding. Their closure not only affects families but reduces the sector's capacity to demonstrate what works. That's why we continue to advocate for a national funding model and to provide hands-on support that helps local areas secure investment.

As a small but expert team, our strength lies in our people — and that means making sure we have the capacity and flexibility to meet growing demand. We've expanded our network of associates, welcomed new trustees, and invested in staff development so we can respond to opportunities and challenges quickly.

Finally, with our visibility growing, it's vital that our message is clear. We work hard to ensure that specialised parent-infant relationship teams are recognised for what they are: urgent, life-changing mental health services for babies and their families. By testing our language with parents, professionals, and partners, we're keeping our message strong, authentic, and rooted in evidence.

Reserves policy
The Parent-Infant Foundation maintains a reserves policy to ensure financial resilience and operational continuity. The policy is reviewed and approved annually by the Trustees and is aligned with the Foundation's strategic objectives.

The Foundation aims to hold unrestricted reserves equivalent to at least three to six months of salary and minimal operational costs. This level of reserves is considered sufficient to mitigate risks associated with income volatility, particularly given the Foundation's reliance on a small number of grant funders.

The reserves are intended to:
1. Provide a buffer against unforeseen financial challenges.
2. Cover shortfalls in income due to delays or cessation of grant funding.
3. Support essential future spending through designated funds aligned with strategic priorities.

The reserves policy does not anticipate the need to protect direct service delivery, as the Foundation does not provide direct services to families. However, it recognises the indirect impact on vulnerable families should operations cease abruptly.

The Trustees review financial forecasts and risk assessments regularly, with a comprehensive risk review conducted annually. Adjustments to reserve levels are made as necessary based on these reviews.

As of the financial year ending 31 March 2025, the Foundation held unrestricted reserves of £364,951, which represents approximately 6.8 months of core operating costs.

Statement of responsibilities of the trustees
The trustees (who are also 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, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charity and of the income and expenditure of the charity for that period. In preparing those financial statements the trustees are required to:

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

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and which enable them to ensure that the financial statements comply with the Companies Act 2006. The trustees 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.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Members of the charity guarantee to contribute an amount not exceeding £10 to the assets of the charity in the event of winding up. The trustees are members of the charity but this entitles them only to voting rights. The trustees have no beneficial interest in the charity.

Independent examiners
Godfrey Wilson Ltd were re-appointed as the charitable company’s independent examiners during the year and have expressed their willingness to act in that capacity.

Approved by the trustees on 25 November 2025 and signed on their behalf by

Claire Wright
Chair of trustees

Independent examiner's report

To the trustees of

Parent-Infant Foundation Ltd

I report to the trustees on my examination of the accounts of Parent-Infant Foundation Ltd (the charitable company) for the period ended 31 March 2025, which are set out on pages 14 to 27.

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

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

Independent examiner's statement
Since the charitable company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales (ICAEW), which is one of the listed bodies.

Godfrey Wilson Limited also provides bookkeeping and payroll services to the charitable company. I confirm that as a member of the ICAEW I am subject to the FRC's Revised Ethical Standard 2016, which I have applied with respect to this engagement.

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

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

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

William Guy Blake

Date: 25 November 2025
William Guy Blake ACA
Member of the ICAEW
For and on behalf of:
Godfrey Wilson Limited
Chartered accountants and statutory auditors
5th Floor Mariner House
62 Prince Street
Bristol, BS1 4QD

Parent-Infant Foundation Ltd

Statement of financial activities *(incorporating an income and expenditure account)*

For the year ended 31 March 2025

	Note	Restricted £	Unrestricted £	**2025 Total £**	2024 Total £
Income from:					
Donations and legacies	3	367,184	341,378	**708,562**	571,342
Charitable activities	4	-	57,313	**57,313**	42,988
Investments		-	10,856	**10,856**	3,653
Total income		367,184	409,547	**776,731**	617,983
Expenditure on:					
Raising funds		-	48,035	**48,035**	48,088
Charitable activities		289,335	311,174	**600,509**	477,348
Total expenditure	6	289,335	359,209	**648,544**	525,436
Net income and net movement in funds	7	77,849	50,338	**128,187**	92,547
Reconciliation of funds:					
Total funds brought forward		115,393	314,613	**430,006**	337,459
Total funds carried forward		193,242	364,951	**558,193**	430,006

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in note 15 to the accounts.

Parent-Infant Foundation Ltd

Balance sheet

As at 31 March 2025

	Note	£	**2025** **£**	2024 £
Current assets				
Debtors	10	**57,103**		32,082
Cash at bank and in hand		**525,866**		435,845
		582,969		467,927
Liabilities				
Creditors: amounts falling due within 1 year	11	**(24,776)**		(37,921)
Net current assets			**558,193**	430,006
Net assets	14		**558,193**	430,006
Funds	15			
Restricted funds			**193,242**	115,393
Unrestricted funds			**364,951**	314,613
Total charity funds			**558,193**	430,006

The directors are satisfied that the company is entitled to exemption from the provisions of the Companies Act 2006 (the Act) relating to the audit of the financial statements for the year by virtue of section 477, and that no member or members have requested an audit pursuant to section 476 of the Act.

The directors acknowledge their responsibilities for:

(i) ensuring that the company keeps proper accounting records which comply with section 386 of the Act; and

(ii) preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of the financial year and of its profit or loss for the financial year in accordance with the requirements of section 393, and which otherwise comply with the requirements of the Act relating to financial statements, so far as applicable to the company.

These accounts have been prepared in accordance with the special provisions applicable to companies subject to the small companies' regime.

Approved by the trustees on 25 November 2025 and signed on their behalf by

Claire Wright - Chair

Parent-Infant Foundation Ltd

Statement of cash flows

For the year ended 31 March 2025

	2025	2024
	£	£
Cash used in operating activities:		
Net movement in funds	**128,187**	92,547
Adjustments for:		
Dividends, interest and rents from investments	**10,856**	3,653
Decrease / (increase) in debtors	**(25,021)**	(19,927)
Increase / (decrease) in creditors	**(13,145)**	21,605
Net cash provided by operating activities	**100,877**	97,878
Cash flows from investing activities:		
Dividends, interest and rents from investments	**(10,856)**	(3,653)
Net cash provided by investing activities	**(10,856)**	(3,653)
Increase in cash and cash equivalents in the year	**90,021**	94,225
Cash and cash equivalents at the beginning of the year	**435,845**	341,620
Cash and cash equivalents at the end of the year	**525,866**	435,845

The charity has not provided an analysis of changes in net debt as it does not have any long term financing arrangements.

1. Accounting policies

a) Basis of preparation and general information

Parent-Infant Foundation Ltd is a charitable company limited by guarantee registered in England and Wales. The registered office address is Office 7, 35-37 Ludgate Hill, London, EC4M 7JN.

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities in preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Parent-Infant Foundation Ltd 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 note.

b) Going concern basis of accounting

The accounts have been prepared on the assumption that the charity is able to continue as a going concern, which the trustees consider appropriate having regard to the current level of unrestricted reserves. There are no material uncertainties about the charity's ability to continue as a going concern.

c) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income from the government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Contract income received in advance of service delivery is deferred until criteria for income recognition are met.

d) 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 bank.

e) Funds accounting

Unrestricted funds are available to spend on activities that further any of the purposes of the charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

1. Accounting policies (continued)

f) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

g) Allocation of support and governance costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Governance costs are the costs associated with the governance arrangements of the charity, including the costs of complying with constitutional and statutory requirements and any costs associated with the strategic management of the charity's activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities on the following basis:

	2025	2024
Raising funds	**9.0%**	9.0%
Charitable activities	**91.0%**	91.0%

h) Tangible fixed assets

Items of equipment would be capitalised where the purchase price exceeds £2,000.

i) Debtors

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

j) Cash at bank and in hand

Cash at bank and cash 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.

k) Creditors

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

l) Financial instruments

The charitable company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently recognised at amortised cost using the effective interest method.

m) Pension costs

The company operates a defined contribution pension scheme for its employees. There are no further liabilities other than that already recognised in the SOFA.

1. Accounting policies (continued)

n) Accounting estimates and key judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying values of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

There are no key sources of estimation uncertainty that have a significant effect on the amounts recognised in the financial statements.

2. Prior period comparative: statement of financial activities

	Restricted £	Unrestricted £	2024 Total £
Income from:			
Donations and legacies	189,223	382,119	571,342
Charitable activities	-	42,988	42,988
Investments	-	3,653	3,653
Total income	189,223	428,760	617,983
Expenditure on:			
Raising funds	-	48,088	48,088
Charitable activities	178,701	298,647	477,348
Total expenditure	178,701	346,735	525,436
Net income and net movement in funds	10,522	82,025	92,547

3. Income from donations and legacies

	Restricted £	Unrestricted £	**2025 Total £**
Grants > £10k:			
Ana Leaf Foundation	-	240,000	**240,000**
Esmée Fairbairn Foundation	-	60,000	**60,000**
Dulverton Trust	-	35,000	**35,000**
Charles Gordon Foundation	11,000	-	**11,000**
Big Lottery - Wales	111,721	-	**111,721**
AIM Foundation	40,000	-	**40,000**
Robert and Rosie Wright Charity	54,000	-	**54,000**
Cattanach Trust	99,463	-	**99,463**
William Grant	51,000	-	**51,000**
Grants < £10k	-	5,000	**5,000**
Donations	-	1,378	**1,378**
Total income from donations and legacies	367,184	341,378	**708,562**

Prior period comparative

	Restricted £	Unrestricted £	2024 Total £
Grants > £10k:			
Ana Leaf Foundation	-	220,000	220,000
Esmée Fairbairn Foundation	-	110,000	110,000
Dulverton Trust	-	35,000	35,000
Charles Gordon Foundation	11,000	-	11,000
Big Lottery - Wales	84,863	-	84,863
AIM Foundation	40,000	-	40,000
Robert and Rosie Wright Charity	53,360	-	53,360
Manchester Evaluation/Research Donor:Lady Fink	-	15,000	15,000
Donations	-	2,119	2,119
Total income from donations and legacies	189,223	382,119	571,342

4. Income from charitable activities

	2025 Total £	2024 Total £
Contract income	**57,313**	42,988

Income from charitable activities in the current and prior year was unrestricted.

5. Government grants

The charitable company received government grants during the year totalling £111,721 from the National Lottery - Wales (2024: £84,863)

6. Total expenditure

	Raising funds £	Charitable activities £	Support and governance costs £	**2024 Total £**
Staff costs (note 8)	30,187	220,140	142,778	**393,105**
Recruitment, strategy and training	-	-	8,164	**8,164**
Communications	-	19,397	-	**19,397**
Consultancy	-	114,222	2,281	**116,503**
Project costs	-	41,158	-	**41,158**
Travel	-	11,972	-	**11,972**
Office costs	543	16,239	29,598	**46,380**
Insurance	-	-	681	**681**
Accountancy	-	-	11,184	**11,184**
Sub-total	30,730	423,128	194,686	**648,544**
Allocation of support and governance costs	17,305	177,381	(194,686)	-
Total expenditure	**48,035**	**600,509**	**-**	**648,544**

Total governance costs were £16,078 (2024: £17,188).

Prior period comparative

	Raising funds £	Charitable activities £	Support and governance costs £	2023 Total £
Staff costs (note 8)	26,037	180,675	121,114	327,826
Recruitment, strategy and training	-	-	10,758	10,758
Communications	-	11,865	-	11,865
Consultancy	5,000	81,695	2,209	88,904
Project costs	-	19,199	-	19,199
Travel	-	13,096	-	13,096
Office costs	531	8,615	30,923	40,069
Insurance	-	-	1,409	1,409
Accountancy	-	-	12,310	12,310
Sub-total	31,568	315,145	178,723	525,436
Allocation of support and governance costs	16,520	162,203	(178,723)	-
Total expenditure	48,088	477,348	-	525,436

7. Net movement in funds

This is stated after charging:

	2025	2024
	£	£
Trustees' remuneration	**Nil**	Nil
Trustees' reimbursed expenses	**511**	472
Independent examiners' remuneration:		
▪ Independent examination (excluding VAT)	**2,325**	2,200
▪ Other services (excluding VAT)	**6,995**	9,321

Three trustees were reimbursed for travel and subsistence expenses during the year (2024: three).

8. Staff costs and numbers

Staff costs were as follows:

	2025	2024
	£	£
Salaries and wages	**348,828**	292,385
Social security costs	**31,050**	24,534
Pension costs	**13,227**	10,907
	393,105	327,826

One employee earned between £60,000 - £70,000 during the year (2024: one employee, £60,000 - £70,000).

The key management personnel of the charitable company comprise the Trustees, Chief Executive Officer, and Senior Management Team. The total employee benefits of the key management personnel were £228,463 (2024: £214,361).

	2025	2024
	No.	No.
Average head count	**10**	9
FTE equivalent	**8**	7

9. Taxation

The charity is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

10. Debtors

	2025	2024
	£	£
Trade debtors	**45,875**	30,725
Prepayments	**11,228**	1,357
	57,103	32,082

11. Creditors: amounts due within 1 year

	2025	2024
	£	£
Trade creditors	**11,635**	10,179
Accruals	**9,747**	9,549
Other creditors	**2,646**	1,285
Other taxation and social security	**748**	2,021
Deferred income (Note 12)	**-**	14,887
	24,776	37,921

12. Deferred income

	2025	2024
	£	£
At 1 April 2024	**14,887**	-
Deferred during the year	**-**	14,887
Released during the year	**(14,887)**	-
At 31 March 2025	**-**	14,887

Deferred income related to deferred contract income.

13. Contractual commitments

During the year, the charity entered into a contract with a supplier, Yoke Creative Agency, for the supply of services starting in April 2025. £8,438 was invoiced during the year and is included in prepayments, but the remaining £8,437 is due upon the completion of the work.

14. Analysis of net assets between funds

	Restricted funds £	Unrestricted funds £	**Total funds £**
Current assets	200,159	382,810	**582,969**
Current liabilities	(6,917)	(17,859)	**(24,776)**
Net assets at 31 March 2025	**193,242**	**364,951**	**558,193**

Prior period comparative	Restricted funds £	Unrestricted funds £	**Total funds £**
Current assets	115,393	352,534	**467,927**
Current liabilities	-	(37,921)	**(37,921)**
Net assets at 31 March 2024	**115,393**	**314,613**	**430,006**

15. Movements in funds

	At 1 April 2024 £	Income £	Expenditure £	**At 31 March 2025 £**
Restricted funds				
Robert and Rosie Wright Charity	-	54,000	(54,000)	**-**
National Lottery - Wales	63,085	111,721	(76,133)	**98,673**
Cattanach: Scotland	-	150,463	(103,008)	**47,455**
AIM Foundation	30,076	40,000	(50,089)	**19,987**
Charles Gordon: Scotland	22,232	11,000	(6,105)	**27,127**
Total restricted funds	115,393	367,184	(289,335)	**193,242**
Unrestricted funds				
General funds	314,613	409,547	(359,209)	**364,951**
Total unrestricted funds	314,613	409,547	(359,209)	**364,951**
Total funds	430,006	776,731	(648,544)	**558,193**

Purposes of restricted funds

Robert and Rosie Wright Charity	Funding received to contribute to the salary costs of the National Clinical Advisor and Head of Development roles.
National Lottery - Wales	To increase the quality and quantity of specialised parent-infant relationship teams across Wales - informed by best practice and ensuring parent and infant voices are embedded throughout the development of the project - as well as develop and support a Wales-wide development community and network.
Cattanach: Scotland	To develop Parent-Infant relationship provision in Scotland.
AIM Foundation	To grow and strengthen the First 1001 Days Movement and campaign for changes to national policy.
Charles Gordon: Scotland	To support the development of specialised parent-infant teams across Scotland.

15. Movements in funds (continued)

Prior period comparative	At 1 April 2023 £	Income £	Expenditure £	**At 31 March 2024 £**
Restricted funds				
Robert and Rosie Wright Charity	-	53,360	(53,360)	**-**
National Lottery - Wales	-	84,863	(21,778)	**63,085**
Cattanach: Scotland	61,697	-	(61,697)	**-**
AIM Foundation	29,895	40,000	(39,819)	**30,076**
Charles Gordon: Scotland	13,279	11,000	(2,047)	**22,232**
Total restricted funds	104,871	189,223	(178,701)	**115,393**
Unrestricted funds				
General funds	232,588	428,760	(346,735)	**314,613**
Total unrestricted funds	232,588	428,760	(346,735)	**314,613**
Total funds	337,459	617,983	(525,436)	**430,006**

16. Related party transactions

There were no related party transactions in the current or prior year.

Parent-Infant
FOUNDATION

www.parentinfantfoundation.org.uk

Registered Charity 1152082, Company Limited by Guarantee registered in England and Wales No. 08191666.

PARENT-INFANT FOUNDATION LTD

England & Wales - Charity number 1152082

Accounts

Company no. 08191666
Charity no. 1152082

Parent-Infant Foundation Ltd

Report and Unaudited Financial Statements

31 March 2024

Parent-Infant Foundation
Office 7, 35-37 Ludgate Hill
London
EC4M 7JN
t. 020 3475 8984

e. admin@parentinfantfoundation.org.uk
w. parentinfantfoundation.org.uk

Parent-Infant Foundation, a company limited by guarantee, company no. 8191666
Registered charity England and Wales (1152082)

Parent-Infant Foundation Ltd

Reference and administrative details

For the year ended 31 March 2024

Company number	08191666		
Charity number	1152082		
Registered office and operational address	Office 7 35-37 Ludgate Hill London EC4M 7JN		
Trustees	Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:		
	Kieran Anders		appointed 16 July 2024
	Fiona Brodie		appointed 16 July 2024
	Nicola Cosgrave	Vice-Chair	
	Adrian Datta		resigned 16 May 2023
	Tia McPhee		
	Amanda Sharpe	Treasurer	
	Jane Turner		
	Nicholas Wilkie	Chair	resigned 26 March 2024
	Claire Wright	Chair	appointed Chair 26 March 2024
Company secretary	Keith Reed		
Senior staff	Keith Reed	Chief Executive	
	Tamora Langley	Head of Policy and Communications	
	Wook Hamilton	Head of Development	
	Jason Monaghan	Operations and Finance Manager	
Bankers	The Co-operative Bank Business Direct Skelmersdale WN8 6WT	CAF Bank Limited 25 Kings Hill Avenue Kent ME19 4TA	
Independent examiners	Godfrey Wilson Limited Chartered accountants and statutory auditors 5th Floor Mariner House 62 Prince Street Bristol BS1 4QD		

Parent-Infant Foundation Ltd

Report of the trustees

For the year ended 31 March 2024

Introduction from our Chair of trustees

My fellow trustees and I are very pleased to present this report, which focuses on a year of continuing growth in scale and impact.

This report encapsulates key moments from the past year, showcasing how the Parent-Infant Foundation's work is making a positive difference to the professionals and specialised parent-infant relationship teams it supports, ultimately driving positive outcomes for babies and families.

Key Achievements Over the Year:

- Growing Expertise Utilisation: Our expertise is being leveraged by an increasing number of professionals, extending our reach and proving its effectiveness;
- Sector Collaboration: We continue to play a pivotal role in bringing together a range of experts from across the sector to reflect, engage, and address the challenges they face;
- Service Expansion: Thanks to supportive national policies, specialised parent-infant relationship services continue to expand. We estimate 1,000s more babies and families have received the support they need, since the introduction of programmes and funding such as 'Start for Life' in England, 'Flying Start' in Wales and 'Perinatal and Infant Mental Health' in Scotland too.
- Evidence-Based Impact: We continue to consolidate evidence demonstrating the effectiveness of specialised parent-infant relationship teams;
- Policy Influence and Awareness: Our advocacy efforts stepped up in anticipation of a General Election, and we won new supporters from across the political spectrum. We will need to invest in these new connections to establish a strong working relationship with the new government;
- Sustained Funding: We continue to be supported by our generous funders. We have earned this funding through our efforts to find and engage with compatible funder organisations. Their funding provides us with financial security, enabling us to continue our vital work and support more babies and families; and
- Staff Development: Our dedicated staff team continues to evolve, exemplifying the power of positive relationships both internally and externally, and adopting a learning and curious approach to new projects and ideas.

We are fortunate to have a stable staff and trustee team, though we bid a fond farewell to my predecessor, Nick Wilkie. Nick's dedication and passion have been instrumental in steering the charity through significant upheavals, including the COVID pandemic. We are deeply grateful for his leadership and will miss him greatly.

As we embark on a new year, the charity is in a strong financial position with a robust executive leadership team and a committed board of trustees. Together, we are dedicated to championing the needs of babies and their families, providing the specialised support they require.

As the new Chair, I am passionate about working with all our stakeholders to implement our vision and strategy, and I look forward to the achievements the next 12 months will bring.

Claire Wright
Chair of Trustees

Our vision and mission

In 2022 we undertook a thorough review of our 5-year strategy. The review led to an evolution of our strategy, including an updated vision and wider reaching aims which we will fulfil through three inter-connected Means: Expertise, Evidence, and Influence.

On completion of the review, our updated Vision is of a UK in which all parents and carers are supported to create sensitive, nurturing relationships with their babies to lay the foundation for lifelong mental and physical health.

Why we do it:

Government estimates indicate that 60,000 babies in England leave hospitals each year at risk of disorganised attachment, characterized by feelings of fear, overwhelm, and trauma. In other areas of the UK there is a lack of consistency in how need is measured, but research consistently indicates that at least 15% of babies are likely to require support.

These disturbed relationships with caregivers are often marked by unpredictability, hostility, and neglect, usually due to the parents' mental health problems or their own traumatic experiences. This environment not only leaves babies feeling afraid but also affects their brain development and future mental and physical health.

Any degree of parent-infant relationship difficulty can undermine a child's ability to succeed in education, employment, social relationships, and cognitive development, and place a child more at risk of contact with the criminal justice system.

However, there is hope. Nearly 80 new mental health teams, including 46 full teams, 4 small established teams, and 30 emerging teams and services, are currently operating to address this issue. These professionals offer specialist parent-infant relationship work through 1-1 intensive therapy, which has been shown to improve parents' anxiety and mental health, enhance their responsiveness to their babies' needs, and promote the emotional and social development of the babies.

Despite the growth in the number of these teams over the past decade, it is estimated that around 400 teams are needed in England alone to adequately support the vulnerable babies who urgently require help.

How we do it:

We are the only national charity proactively supporting the growth and quality of specialised parent-infant relationship teams across the UK. This stems from our experience of directly funding six pioneering teams from 2013 to set up new or expand their existing services.

The teams are multidisciplinary with expertise in parent-infant relationships. They undertake skilled one to one therapy-based work with families struggling to form a secure relationship with their baby. They focus both on the needs of parents and carers, the individual babies, and the relationship between them. They also undertake group work, and drive system change through training, supervision and consultation with other services and influencing local strategy and policies.

Our strategy and the focus of our work

We agreed our strategy in May 2023 and as part of this our updated aims are to:

- Support the quality and practice of existing specialised parent-infant relationship teams across the UK;
- Grow the number of specialised parent-infant relationship teams across the UK;
- Work with parent-infant relationship specialists in other services (such as safeguarding midwives, specialist perinatal and infant mental health visitors, social care, and perinatal mental health) to help them support babies' relationships with their primary care givers;
- Make the case for investment in babies' emotional wellbeing – working in close partnership with and convening friends and allies across the First 1001 Days Movement;
- Raise public awareness of the critical, life-long importance of early relationships; and
- Develop our organisation for maximum impact.

We will fulfil our aims through three inter-connected means, facilitating:

- **A. Expertise:** providing information, advice, and guidance;
- **B. Evidence**: contributing to knowledge and understanding of impact and effectiveness; and
- **C. Influence:** winning support from decision makers and opinion-formers.

We will report back based on these three means.

A. Expertise

A core activity for the Foundation is supporting professionals in developing and sustaining specialised parent-infant relationship teams across the UK. These teams are multi-disciplinary and work at two levels (1) as expert advisors and champions supporting the local workforce, (2) as specialists providing direct support to families.

Expanding Reach and Influence

The Foundation has significantly expanded its reach over the past five years, from 46 Network members in 2019/20 to 375 Network members drawn from existing teams and services. There are 1,200 other professionals, researchers and commissioners reached via our mailing list and regular webinars.

Network Composition

The Network comprises professionals from various categories, including:

- 46 Established teams who meet our full definition;
- 20 Emerging teams working towards this;
- 9 Small specialist teams and services who provide parent-infant relationship support;
- 2 Perinatal Mental Health teams who also provide this support;
- 10 Local authorities in England receiving implementation support from the Foundation; and
- 10 Health Boards Scotland in various stages of operational development.

Whilst services have developed across the UK in the past decade, it is estimated that 400 teams are needed to meet the needs of the 60,000 vulnerable babies in England alone.

Members Survey Results

Our survey of Network Members indicated:

- 100% would recommend joining The Parent-Infant Foundation Teams Network to others in the field;
- 94% said being a network member provided useful examples of good practice;
- 87% stated it helped identify and implement new and improved ways of working;
- 67% reported our resources improved efficacy and reach of their services;
- 96% felt more connected, supported, and enthused about their work; and
- 100% rated 1:1 support as very or somewhat helpful.

Positive Event Feedback

In 2023/24, the Foundation's events reached 1,198 people through 10 webinars, 5 Peer Learning Forums, and 3 Network Days. Post-event feedback, with a 16% response rate, revealed:

- 96% of respondents found the events very useful or useful for their work;
- 85% reported improved understanding of the topics covered;
- 98% felt supported and connected by attending the events; and
- 91% provided examples of how they might use what they learned to change practice or improve knowledge among colleagues.

Highly Rated Implementation Support

The consultancy model provided by the Parent-Infant Foundation to Local Authorities across the UK is highly rated. All areas receiving implementation support found it to extremely useful and had made changes in their services as a result. Testimonials highlight the value of external expertise, collaborative approaches, and strategic guidance provided by the Foundation's associates.

Positive Resource Provision

Users have commended us for offering the right level of resources and events, although there is an appetite for additional resources. Professionals appreciate the availability of toolkits, guidelines, and research materials, which they regularly use in their practice. Key resources accessed between April 2023 and March 2024 include:

- Implementation Toolkit: 190 downloads, 2,790 page views on our website;
- Commissioners Toolkit: 480 downloads, 1,550 page views;
- Self-audit tool: 38 downloads, 470 page views;
- Impact of Teams report: 270 downloads, 2,575 page views; and
- Foundation website: 129,400 page views by 38,900 website users.

Feedback on these resources has been positive, with professionals using them to clarify terminology and gain a wider understanding of considerations in parent-infant relationships.

B. Evidence
The Impact of Specialised Parent-Infant Relationship Teams on Families

We published a report this year setting out the impact of teams. It highlighted three key findings.

1. **Strengthening Relationships Between Babies and Their Caregivers**
   The interventions offered by parent-infant teams are highly effective at supporting caregivers to be more responsive, sensitive, and attuned to their baby's needs. Evidence from local research and service evaluations aligns with national and international research, demonstrating that high-quality parent-infant relationships positively impact babies' brain development, early physical health, and emotional wellbeing. Early interactions also support the development of language, emotional regulation, and other capacities critical for children's future success in education and work.

2. **Improving the Mental Health of Caregivers**
   Involvement with specialised parent-infant relationship teams significantly reduces levels of anxiety, depression, and stress in caregivers. This reduction is crucial as parental mental health difficulties are associated with adverse outcomes for babies in the short term and long term. Improved caregiver mental health leads to better social, emotional, behavioural, and cognitive development in children, creating a healthier and more supportive environment for babies.

3. **Supporting Babies' Social and Emotional Development**
   Parent-infant teams play a vital role in promoting babies' social and emotional development. Local service evaluations indicate that risks to babies and young children, including those with serious safeguarding concerns, can be decreased through involvement with a parent-infant team. Helping babies meet their early developmental milestones promotes their immediate wellbeing, sets them on a trajectory for positive long-term physical and mental health, and helps them achieve their learning potential.

In conclusion, Specialised Parent-infant relationship teams play a vital role in supporting families and promoting healthy early development. Through their interventions, these teams help to strengthen parent-infant bonds, improve parental mental health, and enhance overall family dynamics.

ABC PiP Learning Report – January 2019-December 2022

The Foundation supported the creation of the ABC PiP Four Years Learning Report. It highlights the significant impact of the Attachment, Bonding, and Communication Parent-Infant Partnership (ABC PiP) on infant mental health and parent-infant relationships among those babies and families supported by their services. The program, a collaborative effort between Barnardo's NI, Parent-Infant Foundation, South Eastern HSC Trust, and Tiny Life, has focused on supporting vulnerable families during the crucial first 1001 days of a child's life. Key interventions included Tier 1 and Tier 2 support tailored to families' specific needs, addressing issues such as parental anxiety, depression, and complex trauma histories. The report details the effectiveness of home-based therapeutic support, capacity building among professionals, and the importance of system-wide change to prioritize infant mental health. The outcomes indicate significant improvements in parental mental and emotional health, enhanced parent-infant bonding, and positive shifts in anxiety and depression scores. The report also underscores the challenges posed by the COVID-19 pandemic and the ongoing need for sustained funding and policy support to expand and replicate the specialised parent-infant relationship teams across Northern Ireland.

C. Influencing

Pressing for Parent-Infant Relationships Policy Change

In England, the government's Major Conditions Strategy, "case for change", explicitly recognised the importance of parent-infant relationships. We played a significant role in shaping this by responding to the consultation, suggesting the creation of 400 teams to support nearly 60,000 babies and families. Additionally, we produced and shared a workforce paper with Downing Street to address concerns about how services could be expanded. We also held regular meetings with Andrea Leadsom, who was the Minister for Start for Life.

Our contributions were acknowledged in the UK Government's guidance on 'Improving the mental health of babies, children, and young people,' where the term BCYP (Babies, Children, and Young People) was used for the first time.

Other successes this year included attending three political party conferences where many good connections were made with MPs and advisers. We also acted as Secretariat to the APPG Conception to Age 2, and presented at their Extraordinary General Meeting in Westminster, explaining to MPs and the Minister our recommendation that parent-infant teams should be scaled up across England. Ahead of the General Election, we ran a survey consulting the sector about the priorities they would like to see in election manifestos. Working with the First 1001 Days Steering Group, we developed and launched in parliament a 'Manifesto for Babies', and urged all parties to support its recommendations.

To mitigate the risk of a change in government following a general election, we also helped to organise the Labour Shadow Minister for Children, Helen Hayes MP, visiting Lambeth LEAP. She met their specialised parent PAIRS service to better understand their work. We also facilitated a visit for Gill Furniss MP to a parent-infant team for International Women's Day 2024.

In Wales, we held a warm first meeting with the Deputy Minister for Mental Health. We were delighted that infant mental health was explicitly mentioned in the Wales draft Mental Health Strategy. This was part of our engagement undertaken as part of our Wales national development programme, which launched in February 2024.

In Scotland, we met with the Scottish Health Minister for the first time to explain our development support to all health boards. We also held regular meetings with the Government's Infant Mental Health team. As part of these meetings, we scoped additional support needed for health boards in Scotland. We also began an options appraisal for establishing a centre of excellence in Infant Mental Health in Scotland.

Working with Partners

We collaborated with several key partners to promote the expansion of parent-infant relationship services. Notable collaborations included:

- Engaging with the Royal College of Psychiatrists who produced a report on the need for improving infant mental health services. We also collaborated with the Children and Young People's Mental Health Coalition, who included infant mental health services in their new strategy; and

- We warmly welcomed the Maternal Mental Health Alliance's mapping of perinatal mental health services, which acknowledged the role these services play delivering parent-infant relationship support to women with moderate to severe mental health needs. Furthermore, we were delighted the Institute of Health Visiting published a map of specialist perinatal and infant mental health visitors across the UK.

Convening the First 1001 Days Movement

Our efforts to convene the First 1001 Days Movement were extensive and impactful. We provided Secretariat support to the Steering Group through the year, and worked collaboratively to produce a Manifesto for Babies to ensure the sector had a coherent set of policy asks ahead of the General Election. We attended three party political conferences, meeting with numerous parliamentary and policy officials to make sure the needs of babies were on their radar, and explain the benefits Start for Life was starting to deliver, and the need to invest more in babies. We also acted as Secretariat to the All-Party Parliamentary Group (APPG) Conception to Age Two, supporting MPs to engage Ministers and discuss policy.

Key activities included:

- Organising an EGM with Tim Loughton MP, to keep the APPG compliant with new parliamentary rules and recruiting new members from the House of Commons and the Lords;
- Receiving over 100 responses from professionals and charities to our Babies' Manifesto consultation;
- With the F1001 Days Steering Group, developing a 'Manifesto for Babies' based on this consultation, and launching it on 19th March in parliament;
- Start for Life Minister Dame Andrea Leadsom MP providing a comprehensive update on Government activities at the Manifesto launch;
- Five MPs and Peers attending the launch, with additional parliamentarians recruited to the APPG for Conception to Age 2;
- The Manifesto being covered in the Times and the Guardian, advocating for Start for Life to be supported beyond 2025 and rolled out to every area;
- Sharing proposals with the No.10 policy adviser and the Health Secretary's special adviser; and
- Contributing to the Labour party's early years and mental health policy reviews.

Raising Awareness

To raise awareness, we launched several initiatives, including:

- Developing the theme for Infant Mental Health Awareness Week 2023: 'Bonding before Birth.';
- For Infant Mental Health Awareness Week, creating a communications pack to support social media and local events, along with a new infographic and a short film;
- Conducting a survey of mothers' experiences, which received media coverage in the Guardian, Metro, BBC Scotland, and This Morning;
- Partnering with NCT, Best Beginnings, and Twins Trust to promote the IMHAW survey;
- Collaborating with Barnardo's to write and share materials; and
- Organising local and international events for IMHAW, including a flagship 'Mind in Mind' event.

We were also pleased to support the launch of the Start for Life team's new public health campaign, "If they could tell you…" and the Royal Foundation's #ShapingUs campaign.

Developing our organisation for maximum impact

An Equality, Diversity, and Inclusion (EDI) audit was completed, followed by training sessions for both the staff team and trustees to address the findings. There are a series of actions incorporated into our operational plan. Their impact and progress made in implementing the audit findings will be undertaken annually.

Additionally, a staff way of working session was conducted with an external coach to enhance team dynamics, which are already strong. It was strengthened with the appointment of Dr Liz Gregory. Liz is a clinical psychologist with a long-standing interest in infant mental health and she is leading the development programme in Wales funded by the National Lottery.

We ended the year with 7 FTE staff and a strong, passionate and much more settled team. The team has considerable expertise from a variety of backgrounds including big charities, local government, Royal Colleges and corporate institutions.

The core team has also been complemented by the addition of a national clinical advisor, Ben Yeo. Ben is a child and adolescent psychoanalytic Psychotherapist who joins us alongside his position at Lambeth LEAP. We have also recruited a team of 4 experienced clinical leads from parent-infant teams to provide paid consultancy support to local areas.

Efforts to generate income to bridge a potential in year funding gap were successful, with several longstanding commitments secured. This brings additional certainty in the next twelve months.

We ran a successful Chair recruitment programme with a broad range of applicants. Trustees themselves continue to undertake a range of continuing professional development, which is recorded and reviewed.

Public benefit

In shaping our objectives for the year and planning our activities, the Trustees have considered the Charity Commission's guidance on public benefit, including the guidance 'public benefit: running a charity (PB2)'.

Conclusions

A few key lessons we are taking from this busy and largely successful year, and how we plan to take them forward are:

- From our ongoing feedback from areas developing services, 1-1 bespoke development expertise is highly regarded and enables new services to be launched. We continue to expand capacity for 1-1 support in our new operational plans;
- Explicitly opening our network to professionals delivering parent-infant relationship work, not just as part of a team, supports them to feel motivated and included, even if they do not know what their service will finally look like. We will continue to encourage professionals from all backgrounds to attend our events and use our resources;
- Conducting research requires internal resource to plan, coordinate and deliver the outputs. Our new plans are focused on the amount of evidence that can be collected, analysed and published;
- Influencing policies is based on good relationships with key political decision makers and officials. To mitigate the risk of a change of government, we are developing our relationships with all the parties;
- Success in generating income is built on deepening relationships with funders and providing a compelling reason for them to support us. Time has been set aside in our new operational plan to update supporters more regularly. We continue to update and refine our case for support; and
- Taking a wider view of the services and professionals needed to support parent-infant relationships beyond teams means more families will be supported and new models of delivering professional support are likely to emerge. This has been included in our new strategy.

Governance, management and organisational structure

Trustee recruitment and induction

Our Board of Trustees, who are also Directors of the Charity for the purposes of the Companies Act, have overall responsibility for setting the strategy of the Foundation. Our Chief Executive, working with the Senior Leadership Team is responsible for delivering the Board's vision and strategy and for its day-to-day operations.

When seeking to fill vacancies on the board, the trustees identify the particular skills and expertise needed to cover the work of the board and prioritise these during the recruitment process. Given the nature of our work, trustees with experience of parent-infant therapy/research are well represented. To increase the diversity of the board's membership we advertise widely for new trustees, and ensure, throughout the recruitment process, that all applicants from a wide variety of backgrounds have an opportunity to succeed. A panel of trustees interview prospective trustees and new appointments are ratified by the full Board of Trustees.

Trustees serve for an initial term of three years, and with the approval of the board, may serve a second period of three years. They must then retire unless the board decides that the interests of the Foundation require a further, exceptional extension to their term of office. Inductions and training for Trustees is by practice and informal mentorship from other Trustees, one-to-one and group sessions with management, and formal training as required.

All trustees give their time voluntarily and receive no benefits from the charity. All out-of-pocket expenses claimed by trustees are set out in Note 7 to the Accounts.

Contribution of volunteers

The Foundation wishes to acknowledge and thank the volunteers at the Parent-Infant Foundation for their hard work and dedication to our charity. All of our trustees are volunteers.

Relationship with other parties

The Parent-Infant Foundation acts as an umbrella organisation supporting any parent-infant relationship team around the UK, however they are funded or where they are situated. The definition of what constitutes a parent-infant team can be found on our website. From April 2022 until the end of March 2023, our engagement with local teams increased and by the end of the year we were actively engaged with 45 teams, over 100 staff within teams plus trustees (where teams are charities), and local commissioners/funders.

In our role as co-ordinator for the First 1001 Days Movement, we are actively working with and supporting just over 200 organisations, and have engaged with politicians, policymakers, and other key stakeholders.

Financial review

The Parent-Infant Foundation considers itself to be financially stable. Total income for 12 months from April 2023 to March 2024 was £617,983 and total expenditure was £525,436, details of which are set out in the accounts that follow. We continue to diversify funding to reduce the risk to the charity and to support our future stability and sustainability.

This year saw an increase in our income from donations and legacies from £429,029 to £571,342 which was largely due to a successful bid to The National Lottery Community Fund – Wales to extend our work into Wales, and continued funding from Esmée Fairbairn, along with additional funds from Esmée Fairbairn for campaign influencing work. Restricted income for the 12 months was £189,223 (2022-2023: £120,097). We also utilised £104,871 of brought forward restricted funds to complete several programmes.

Total expenditure was £525,436, of this we utilised £48,088 (9%) to raise further funds and the rest, £477,348 (91%) was spent supporting our charitable activities.

At the end of the 12 months, we had £430,006 of net assets. £115,393 of these funds are restricted funds that will be brought forward for expenditure in 2024-25. As of 1 April 2024, these brought forward funds comprise of £30,076 AIM Foundation, £22,232 Charles Gordon Foundation, and £63,085 The National Lottery – Wales. £314,613 of these net assets are unrestricted funds and make up our unrestricted reserves at year end.

Risk management
Responsibility for risk management lies with trustees. A risk register has been established and is reviewed at each board meeting, with controls in place to manage minimal risks that occur.

The trustees consider that no material risks have emerged. Due to the increasing ambition of the new strategy, we continue to put in place a stronger and more robust governance methodology based on training delivered by the Foundation for Social Improvement (FSI).

Reserves policy
The Parent-Infant Foundation needs reserves to provide security to our operations. The Foundation does not provide direct services to families with parent-infant relationship difficulties and so winding up would not impact directly on vulnerable people. However, an abrupt ceasing of our operations would impact indirectly on parents and their babies with relationship difficulties and work to improve services. The Parent-Infant Foundation is heavily reliant on grant income. Our reserves policy is therefore designed to cover shortfalls in income and periods when income does not reach expected levels or to some in the event of reduced income (e.g., grant not coming through or being delayed), and to take account of potential risks and contingencies that may arise from time to time, such as unplanned closure. In addition, reserves can be used to periodically allocate additional funds designated to meet essential future spending, such as funding a project that could not be met from future income.

The trustees have agreed a reserves policy which considers the needs to mitigate income and expenditure risk, winding up costs, working capital and strategic development. The Foundation has £314,613 of unrestricted net assets at year-end which is in line with our policy.

Statement of responsibilities of the trustees
The trustees (who are also 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, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charity and of the income and expenditure of the charity for that period. In preparing those financial statements the trustees are required to:

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

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and which enable them to ensure that the financial statements comply with the Companies Act 2006. The trustees 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.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Members of the charity guarantee to contribute an amount not exceeding £10 to the assets of the charity in the event of winding up. The trustees are members of the charity but this entitles them only to voting rights. The trustees have no beneficial interest in the charity.

Independent examiners
Godfrey Wilson Ltd were re-appointed as the charitable company’s independent examiners during the year and have expressed their willingness to act in that capacity.

Approved by the trustees on 19 November 2024 and signed on their behalf by

Claire Wright

Claire Wright
Chair of trustees

Independent examiner's report

To the trustees of

Parent-Infant Foundation Ltd

I report to the trustees on my examination of the accounts of Parent-Infant Foundation Ltd (the charitable company) for the period ended 31 March 2024, which are set out on pages 14 to 26.

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

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

Independent examiner's statement
Since the charitable company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales (ICAEW), which is one of the listed bodies.

Godfrey Wilson Limited also provides bookkeeping and payroll services to the charitable company. I confirm that as a member of the ICAEW I am subject to the FRC's Revised Ethical Standard 2016, which I have applied with respect to this engagement.

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

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

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

Alison Godfrey

Date: 19 November 2024
Alison Godfrey FCA
Member of the ICAEW
For and on behalf of:
Godfrey Wilson Limited
Chartered accountants and statutory auditors
5th Floor Mariner House
62 Prince Street
Bristol, BS1 4QD

Parent-Infant Foundation Ltd

Statement of financial activities *(incorporating an income and expenditure account)*

For the year ended 31 March 2024

	Note	Restricted £	Unrestricted £	**2024 Total £**	2023 Total £
Income from:					
Donations and legacies	3	189,223	382,119	**571,342**	429,029
Charitable activities	4	-	42,988	**42,988**	22,985
Investments		-	3,653	**3,653**	1,074
Total income		189,223	428,760	**617,983**	453,088
Expenditure on:					
Raising funds		-	48,088	**48,088**	54,985
Charitable activities		178,701	298,647	**477,348**	323,614
Total expenditure	6	178,701	346,735	**525,436**	378,599
Net income and net movement in funds		10,522	82,025	**92,547**	74,489
Reconciliation of funds:					
Total funds brought forward		104,871	232,588	**337,459**	262,970
Total funds carried forward		115,393	314,613	**430,006**	337,459

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in note 14 to the accounts.

Parent-Infant Foundation Ltd

Balance sheet

As at 31 March 2024

	Note	£	**2024** **£**	2023 £
Current assets				
Debtors	10	**32,082**		12,155
Cash at bank and in hand		**435,845**		341,620
		467,927		353,775
Liabilities				
Creditors: amounts falling due within 1 year	11	**(37,921)**		(16,316)
Net current assets			**430,006**	337,459
Net assets	13		**430,006**	337,459
Funds	14			
Restricted funds			**115,393**	104,871
Unrestricted funds			**314,613**	232,588
Total charity funds			**430,006**	337,459

The directors are satisfied that the company is entitled to exemption from the provisions of the Companies Act 2006 (the Act) relating to the audit of the financial statements for the year by virtue of section 477(2), and that no member or members have requested an audit pursuant to section 476 of the Act.

The directors acknowledge their responsibilities for:

(i) ensuring that the company keeps proper accounting records which comply with section 386 of the Act; and

(ii) preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of the financial year and of its profit or loss for the financial year in accordance with the requirements of section 393, and which otherwise comply with the requirements of the Act relating to financial statements, so far as applicable to the company.

These accounts have been prepared in accordance with the special provisions applicable to companies subject to the small companies' regime.

Approved by the trustees on 19 November 2024 and signed on their behalf by

Claire Wright

Claire Wright - Chair

Parent-Infant Foundation Ltd

Statement of cash flows

For the year ended 31 March 2024

	2024	2023
	£	£
Cash used in operating activities:		
Net movement in funds	**92,547**	74,489
Adjustments for:		
Dividends, interest and rents from investments	**3,653**	1,074
Decrease / (increase) in debtors	**(19,927)**	(8,060)
Increase / (decrease) in creditors	**21,605**	6,867
Net cash provided by operating activities	**97,878**	74,370
Cash flows from investing activities:		
Dividends, interest and rents from investments	**(3,653)**	(1,074)
Net cash provided by investing activities	**(3,653)**	(1,074)
Increase in cash and cash equivalents in the year	**94,225**	73,296
Cash and cash equivalents at the beginning of the year	**341,620**	268,324
Cash and cash equivalents at the end of the year	**435,845**	341,620

The charity has not provided an analysis of changes in net debt as it does not have any long term financing arrangements.

1. Accounting policies

a) Basis of preparation and general information

Parent-Infant Foundation Ltd is a charitable company limited by guarantee registered in England and Wales. The registered office address is Office 7, 35-37 Ludgate Hill, London, EC4M 7JN.

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities in preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Parent-Infant Foundation Ltd 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 note.

b) Going concern basis of accounting

The accounts have been prepared on the assumption that the charity is able to continue as a going concern, which the trustees consider appropriate having regard to the current level of unrestricted reserves. There are no material uncertainties about the charity's ability to continue as a going concern.

c) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income from the government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Contract income received in advance of service delivery is deferred until criteria for income recognition are met.

d) 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 bank.

e) Funds accounting

Unrestricted funds are available to spend on activities that further any of the purposes of the charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

1. Accounting policies (continued)

f) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

g) Allocation of support and governance costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Governance costs are the costs associated with the governance arrangements of the charity, including the costs of complying with constitutional and statutory requirements and any costs associated with the strategic management of the charity's activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities on the following basis:

	2024	2023
Raising funds	**9.0%**	8.0%
Charitable activities	**91.0%**	92.0%

h) Debtors

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

i) Cash at bank and in hand

Cash at bank and cash 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.

j) Creditors

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

k) Financial instruments

The charitable company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently recognised at amortised cost using the effective interest method.

l) Pension costs

The company operates a defined contribution pension scheme for its employees. There are no further liabilities other than that already recognised in the SOFA.

1. Accounting policies (continued)

m) Accounting estimates and key judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying values of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

There are no key sources of estimation uncertainty that have a significant effect on the amounts recognised in the financial statements.

2. Prior period comparative: statement of financial activities

	Restricted £	Unrestricted £	**2023 Total £**
Income from:			
Donations and legacies	120,097	308,932	**429,029**
Charitable activities	-	22,985	**22,985**
Investments	-	1,074	**1,074**
Total income	120,097	332,991	**453,088**
Expenditure on:			
Raising funds	-	54,985	**54,985**
Charitable activities	79,381	244,233	**323,614**
Total expenditure	79,381	299,218	**378,599**
Net income and net movement in funds	40,716	33,773	**74,489**

3. Income from donations and legacies

	Restricted £	Unrestricted £	**2024 Total £**
Grants > £10k:			
Ana Leaf Foundation	-	220,000	**220,000**
Esmée Fairbairn Foundation	-	110,000	**110,000**
Dulverton Trust	-	35,000	**35,000**
Charles Gordon Foundation	11,000	-	**11,000**
Big Lottery - Wales	84,863	-	**84,863**
AIM Foundation	40,000	-	**40,000**
Robert and Rosie Wright Charity	53,360	-	**53,360**
Manchester Evaluation/Research Donor:Lady Fink	-	15,000	**15,000**
Donations	-	2,119	**2,119**
Total income from donations and legacies	189,223	382,119	**571,342**

Prior period comparative

	Restricted £	Unrestricted £	2023 Total £
Grants > £10k:			
Ana Leaf Foundation	-	198,000	198,000
Esmée Fairbairn Foundation	-	44,000	44,000
Dulverton Trust	-	35,000	35,000
Souter Foundation	-	13,000	13,000
Cattanach Foundation	85,500	9,500	95,000
AIM Foundation	31,312	-	31,312
Donations	3,285	9,432	12,717
Total income from donations and legacies	120,097	308,932	429,029

4. Income from charitable activities

	2024 Total £	2023 Total £
Contract income	**42,988**	22,985

Income from charitable activities in the prior year was unrestricted.

5. Government grants

The charitable company received government grants during the year totalling £84,863 from the Big Lottery. No government grants were received in the prior year.

6. Total expenditure

	Raising funds £	Charitable activities £	Support and governance costs £	**2024 Total £**
Staff costs (note 8)	26,037	180,675	121,114	**327,826**
Recruitment, strategy and training	-	-	10,758	**10,758**
Communications	-	11,865	-	**11,865**
Consultancy	5,000	81,695	2,209	**88,904**
Project costs	-	19,199	-	**19,199**
Travel	-	13,096	-	**13,096**
Office costs	531	8,615	30,923	**40,069**
Insurance	-	-	1,409	**1,409**
Accountancy	-	-	12,310	**12,310**
Sub-total	31,568	315,145	178,723	**525,436**
Allocation of support and governance costs	16,520	162,203	(178,723)	-
Total expenditure	**48,088**	**477,348**	**-**	**525,436**

Total governance costs were £17,188 (2023: £14,902).

Prior period comparative

	Raising funds £	Charitable activities £	Support and governance costs £	2023 Total £
Staff costs (note 8)	21,524	138,717	95,547	255,788
Recruitment, strategy and training	-	-	11,948	11,948
Communications	-	11,206	-	11,206
Evaluation	-	6,160	-	6,160
Consultancy	19,845	3,064	14,575	37,484
Project costs	-	8,510	-	8,510
Travel	21	137	11,401	11,559
Office costs	415	2,724	21,457	24,596
Insurance	-	-	1,346	1,346
Accountancy	-	-	10,002	10,002
Sub-total	41,805	170,518	166,276	378,599
Allocation of support and governance costs	13,180	153,096	(166,276)	-
Total expenditure	54,985	323,614	-	378,599

7. Net movement in funds

This is stated after charging:

	2024	2023
	£	£
Trustees' remuneration	**Nil**	Nil
Trustees' reimbursed expenses	**472**	Nil
Independent examiners' remuneration:		
▪ Independent examination (excluding VAT)	**2,200**	1,805
▪ Other services (excluding VAT)	**9,321**	7,620

Three trustees reimbursed for travel and subsistence expenses during the year (2023: Nil).

8. Staff costs and numbers

Staff costs were as follows:

	2024	2023
	£	£
Salaries and wages	**292,385**	229,448
Social security costs	**24,534**	17,788
Pension costs	**10,907**	8,552
	327,826	255,788

One employee earned between £60,000 - £70,000 during the year (2023: one employee, £60,000 - £70,000).

The key management personnel of the charitable company comprise the Trustees, Chief Executive Officer, and Senior Management Team. The total employee benefits of the key management personnel were £214,361 (2023: £138,376).

	2024	2023
	No.	No.
Average head count	**9**	8
FTE equivalent	**7**	5

9. Taxation

The charity is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

10. Debtors

	2024	2023
	£	£
Trade debtors	**30,725**	12,100
Prepayments	**1,357**	55
	32,082	12,155

11. Creditors: amounts due within 1 year

	2024	2023
	£	£
Trade creditors	**10,179**	5,499
Accruals	**9,549**	9,055
Other creditors	**1,285**	290
Other taxation and social security	**2,021**	1,472
Deferred income (Note 12)	**14,887**	-
	37,921	16,316

12. Deferred income

	2024	2023
	£	£
At 1 April 2023	**-**	-
Deferred during the year	**14,887**	-
At 31 March 2024	**14,887**	-

Deferred income related to deferred contract income.

13. Analysis of net assets between funds

	Restricted funds	Unrestricted funds	**Total funds**
	£	£	**£**
Current assets	115,393	352,534	**467,927**
Current liabilities	-	(37,921)	**(37,921)**
Net assets at 31 March 2024	**115,393**	**314,613**	**430,006**

Prior period comparative	Restricted funds	Unrestricted funds	**Total funds**
	£	£	**£**
Current assets	104,871	248,904	**353,775**
Current liabilities	-	(16,316)	**(16,316)**
Net assets at 31 March 2023	**104,871**	**232,588**	**337,459**

14. Movements in funds

	At 1 April 2023 £	Income £	Expenditure £	**At 31 March 2024 £**
Restricted funds				
Robert and Rosie Wright Charity	-	53,360	(53,360)	**-**
National Lottery - Wales	-	84,863	(21,778)	**63,085**
Cattanach: Scotland	61,697	-	(61,697)	**-**
AIM Foundation	29,895	40,000	(39,819)	**30,076**
Charles Gordon: Scotland	13,279	11,000	(2,047)	**22,232**
Total restricted funds	104,871	189,223	(178,701)	**115,393**
Unrestricted funds				
General funds	232,588	428,760	(346,735)	**314,613**
Total unrestricted funds	232,588	428,760	(346,735)	**314,613**
Total funds	337,459	617,983	(525,436)	**430,006**

Purposes of restricted funds

Robert and Rosie Wright Charity	Funding received to contribute to the salary costs of the National Clinical Advisor and Head of Development roles.
National Lottery - Wales	To increase the quality and quantity of specialised parent-infant relationship teams across Wales - informed by best practice and ensuring parent and infant voices are embedded throughout the development of the project - as well as develop and support a Wales-wide development community and network.
Cattanach: Scotland	To develop Parent-Infant relationship provision in Scotland.
AIM Foundation	To grow and strengthen the First 1001 Days Movement and campaign for changes to national policy.
Charles Gordon: Scotland	To support the development of specialised parent-infant teams across Scotland.

14. Movements in funds (continued)

Prior period comparative	At 1 April 2022 £	Income £	Expenditure £	**At 31 March 2023 £**
Restricted funds				
Cattanach: Scotland	19,908	85,500	(43,711)	**61,697**
AIM Foundation	21,905	34,597	(26,607)	**29,895**
Charles Gordon: Scotland	22,342	-	(9,063)	**13,279**
Total restricted funds	64,155	120,097	(79,381)	**104,871**
Unrestricted funds				
General funds	198,815	332,991	(299,218)	**232,588**
Total unrestricted funds	198,815	332,991	(299,218)	**232,588**
Total funds	262,970	453,088	(378,599)	**337,459**

15. Related party transactions

There were no related party transactions in the current or prior year.

PARENT-INFANT FOUNDATION LTD

England & Wales - Charity number 1152082

Accounts

Parent-Infant
FOUNDATION

Annual report and financial statements

For the year ended 31 March 2023

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London EC4M 7JN

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Parent-Infant Foundation, a company limited by guarantee, company no. 8191666
Registered charity England and Wales (1152082)

Reference and administrative information

Company number (England and Wales): 08191666

Charity number (England and Wales): 1152082

Registered office and operational address: Office 7, 35-37 Ludgate Hill, London EC4M 7JN

Trustees

Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:

Nicola Cosgrave	Vice-Chair
Adrian Datta	resigned 16 May 2023
Shreena Ghumra	Treasurer, resigned 14 June 2022
Tia McPhee	
Amanda Sharpe	Treasurer, appointed 12 July 2022
Jane Turner	
Nicholas Wilkie	Chair
Claire Wright	

Company secretary

Keith Reed

Senior staff

Keith Reed	Chief Executive
Tamora Langley	Head of Policy and Communications
Wook Hamilton	Head of Development
Ben Yeo	National Clinical Advisor

Bankers

CAF Bank Ltd, 25 Kings Hill Avenue, West Maling, Kent ME19 4JQ

The Co-operative Bank, Business Direct, Skelmersdale WN8 6WT

Independent examiners

Godfrey Wilson Limited
Chartered accountants and statutory auditors
5th Floor, Mariner House
62 Prince Street
Bristol BS1 4QD

Introduction from our Chair of Trustees

My fellow trustees and I are very pleased to present this report, which focuses on a year of continuing growth in scale and impact.

This report is a culmination of key moments across the year. It really demonstrates how the work of the Parent-Infant Foundation is positively impacting the professionals and specialised parent-infant relationship teams it supports, and crucially, helping to achieve positive changes for babies and families.

Just a few of the highlights of the year include:

- **Positive external evaluation of our services:** Our work providing expertise to professionals who are setting up new services and or developing existing services was reviewed as part of an external evaluation. It looked at our support for health boards across Scotland over the past two years. The key themes were that the support from the Foundation was unique, highly valued, and of high quality. It found it enabled professionals to develop their services with confidence ensuring they were well placed to deliver effective clinical services to babies, and families more quickly.
- **Recruitment of additional clinical experts:** Increasing our capacity for supporting the development of new teams and services with bespoke 1-1 support by recruiting additional clinical experts. This was based on positive feedback both from the evaluation and other areas in the UK we have previously supported. It saw us scale-up our support from four to over a dozen local areas across the UK.
- **Adding funding streams:** We successfully bid for National Lottery Funding which has enabled us to employ a development lead to help establish new teams across the whole of Wales. Again, this will enable us to provide more 1-1 detailed support.
- **Creation of new tools for professionals:** In response to listening and understanding what Commissioners and existing teams need to grow, we created a Commissioning toolkit with partners at Newcastle University and NIHR Research, a service mapping tool and a self-audit tool.
- **Delivering successful events:** The Foundation successfully delivered a programme of national learning events which enabled us to reach nearly 1,500 professionals. 96% of those attending a learning event say they improved their understanding of how to develop a service and 60% confirmed there were actions they planned to take because of what they heard.
- **Increased engagement:** We saw increased awareness and engagement through policy and communications activities such as Infant Mental Health Awareness Week, with the issue picked up in a variety of media. There were over 14 pieces of media coverage which had a potential reach of over 200,000 people.
- **Impact in Government through key relationships:** We have seen impact by working closely with the Government's Start for Life team which has directly influenced guidance for Local Authorities and the parent-infant services they are being asked

to deliver. We have also been asked to sit on their mental health advisory group.

- **New supporters:** Supporting ministerial visits to parent-infant teams this year has won the Foundation new advocates in government.
- **Wide reaching reports:** As secretariat for the First 1001 Days Movement, we produced reports on the impact of the COVID-19 pandemic on services and the fact they have not changed back yet, and babies and families were still suffering as a result. This was quoted in parliamentary reports and debates and picked up by national media.

Some of the results of this influence and impact is that as the financial year started, there were 42 specialised parent-infant relationship teams across the UK, and the trustees and I are delighted to report that we finished the year with 45 teams supporting babies, families and professionals locally, as well as 14 more teams in development.

Aside from these successes, externally we are seeing positive policy changes across Governments in the UK, with a growing understanding of the importance of investing in the earliest years of life. We will work hard for this to continue because it will drive the expansion of more new specialised services in the new financial year.

Internally, there were several staff changes, one of which was the departure of Sally Hogg as Deputy Chief Executive/ Head of Policy and Communications. We would like to thank Sally for her contributions to the work of the Foundation. Sally added her incredible passion for babies and the importance of early relationships to everything she did at the Foundation, and this really showed in the many excellent achievements during her time here and whilst leading the First 1001 Days Movement.

Whilst the year saw staff turnover, it concluded with a new staff team with considerable strengths, equipped with a variety of skills and backgrounds to draw upon. We can also celebrate a positive financial performance, stronger relationships with existing funders, well evaluated support for teams and professionals, growth in teams and a new strategic plan with broader aims being adopted.

As always, we owe huge thanks to all our long-standing funders and partners, including Ana Leaf Foundation for providing the core funding which enables us to sustain the organisation, have ambition, successfully grow, and make an impact. Thanks also to the specialised parent-infant relationship teams doing the important work on the ground, and of course the staff team for their passion and commitment to all the work the Foundation does.

As we go into a new year, the charity is in a healthy financial position with a strong executive leadership team. We also have a board of trustees united in championing the cause and trying to deliver as much as possible to help the thousands of these babies, and their families, who really need extra specialist support. As the Chair, I am hugely excited about adopting our new vision and strategy and what we can achieve in the coming 12 months and beyond.

Nick Wilkie

Nick Wilkie
Chair of Trustees

Our vision and strategy

In 2022 we undertook a thorough review of our five-year strategy, which was in its fourth year. The review led to an evolution of our strategy, including an updated vision and wider reaching aims which we will fulfil through three inter-connected means: Expertise, Evidence, and Influence.

On completion of the review, our updated Vision is of a UK in which all parents and carers are supported to create sensitive, nurturing relationships with their babies to lay the foundation for lifelong mental and physical health.

Why we do it

Most babies receive the benefit of a secure, nurturing relationship, but at least 15% of babies do not. This is because parents, or carers, find it difficult to identify, or positively respond to the needs of their babies. Often this can be due to factors including mental ill-health, substance abuse, domestic violence, unresolved trauma, or a combination. These are the babies we worry about the most.

The lack of emotional connection and interaction from a supportive and nurturing adult impacts babies' emotional, and social development – their 'mental health'. In its most severe forms, a parent- infant relationship difficulty can manifest as neglect, or abuse.

Any degree of parent-infant relationship difficulty can undermine a child's ability to succeed in education, employment, social relationships, and cognitive development, and place a child more at risk of contact with the criminal justice system.

How we do it

We are the only national charity proactively supporting the growth and quality of specialised parent-infant relationship teams across the UK. This stems from our experience of directly funding six pioneering teams from 2013 to set up new or expand their existing services.

The teams are multidisciplinary with expertise in parent-infant relationships. They undertake skilled one to one therapy-based work with families struggling to form a secure relationship with their baby. They focus both on the needs of parents and carers, the individual babies, and the relationship between them. They also undertake group work, and drive system change through training, supervision and consultation with other services and influencing local strategy and policies.

Our strategy and the focus of our work

We agreed our new strategy in May 2023 and as part of this our updated aims are to:

- Support the quality and practice of existing specialised parent-infant relationship teams across the UK;
- Grow the number of specialised parent-infant relationship teams across the UK;
- Work with parent-infant relationship specialists in other services (such as safeguarding, midwives, specialist perinatal and infant mental health visitors, social care, and perinatal mental health) to help them support babies' relationships with their primary care givers;
- Make the case for investment in babies' emotional wellbeing – working in close partnership with and convening friends and allies across the First 1001 Days Movement;
- Raise public awareness of the critical, life-long importance of early relationships; and
- Develop our organisation for maximum impact.

We will fulfil our aims through three inter-connected means, facilitating:

Expertise
Providing information, advice, and guidance;

Evidence
Contributing to knowledge and understanding of impact and effectiveness; and

Influence
Winning support from decision makers and opinion-formers.

Our achievements and performance

The period from April 2022 to March 2023 was a challenging and successful year, with continued growth. We made the following progress against our new aims:

1 Support the quality and practice of existing specialist parent-infant relationship teams across the UK

Our work to improve the quality of parent-infant teams has been in full force this year after being impacted by the pandemic in the previous two years.

- We have run 17 learning and development events across the UK during the year. The themes of these events include Outcomes Measures, Parent Participation, The Team as a secure Base and Using Video Interaction Guidance. There were 432 attendees, and where recorded they have been watched 192 times.

  The feedback from events has been positive with over 95% of respondents confirming that attendance at a learning event has improved their understanding of how to develop their service, and 60% noting there were actions they planned to take because of what they heard.

"It gave me lots of ideas to help us think about how we get our referrals up. It was really helpful to hear from other services about what they are doing."

"Really helpful – as always – to learn from more established teams, and teams generally around the country. Pick up ideas, ways of conceptualising what we do, learn about good practice, etc."

"Information about clinical measures (was most helpful and I will)... consider with team whether we should use MORS as well as the other core measures that we have been using."

"I learnt additional questions that I might ask of myself and the parents and children that I work with in regarding race and racism. Also, I liked how the impact of safeguarding was used positively to think about setting up a 'village' and how the professional system was involved."

"(It helped me) consider: How we are situated and how we situate ourselves in relation to social care; and how to make our service available to women who feel they haven't had a mother figure or who are in prison."

- Saw continued growth in the Parent-Infant Teams Network, with 71 new registrations. The Network is the only national network of specialised parent-infant relationship teams, providing mutual support, connection and the sharing of resources. Every member of the network benefits from regular newsletters and access to all our free events, which in turn helps us support teams, raise awareness and influence policy makers. There are now over 300 members. Network members were asked what it meant to them to be a network member after a live event and said:

> **"We left feeling so inspired and connected to the network.**
>
> **It is so important that we do not lose our specialism and focus on the parent and baby with all the Perinatal agendas."**

- The responses to the common data set questionnaire, a set of questions for active parent-infant relationship teams about their service, provided useful service level feedback and some insights. However, the feedback collected was qualitative making comparison between teams difficult. The learning for the next time is to provide clearer pre-populated answers to make comparison more accurate and to ensure all teams take part.
- We supported the ABC Parent infant Partnership Team in Northern Ireland with their four-year review report which evidenced the important impact their specialised services are having and the positive differences it had made to local babies and families. The report highlighted that 94% of families using ABC PiP (Attachment, Bonding and Communication Parent Infant Partnership) felt the service had improved their relationship with their baby. This incredible impact is in line with evaluations of services from other teams around the UK and forms one small part of our summary of evidence and impact in our new 'Impact of Teams' report (launched September 2023). More details on this are included under Aim 5.

2 Grow the number of specialised parent-infant relationship teams across the UK

As of March 2023, there were 45 specialised parent-infant relationship teams in full operation with another 14 'emerging' teams at varying stages of development. This was more than the set target of 42. New teams this year include Blackpool, Lanarkshire, Lothian, Nottingham, Sheffield, Cornwall and Worcester. All of these had ongoing development support from the Foundation.

We have an additional 24 parent-infant services registered in the Network of specialist work with babies and families. We offer ongoing implementation support to seven of these areas to develop their specialist parent-infant support offer. The estimated number of families supported by specialised teams during the year rose from 5,850 to 6,750. This means 900 more vulnerable babies, often described by the professionals working with them as living in fear and terror, received expert help and support. We supported and stimulated this growth in several ways:

- Success in gaining three-year Lottery funding to set up a development project in Wales, and continuation funding in Scotland. Both projects aim to establish specialised teams and services in every health board area
- We completed our work supporting the review of outcome measures used by specialist teams in partnership with Blackpool Better Start. The findings were used by the government to recommend a set of outcome measures to be used by local Start for Life areas.

- The independent evaluation of our work in Scotland by 'Rocket Science' found that the support from the Foundation was unique, highly valued, and of high quality. Here are three quotes from the report.

- We finalised and published a new toolkit for commissioners in partnership with Newcastle University and NIHR Research, a self-audit tool for teams and developed a service mapping tool. These have been positively received by practitioners and teams and downloaded hundreds of times.

  From feedback rating the toolkit so far, 100% said it was useful or very useful. We heard what commissioners needed to be more able to agree to fund new services and created a resource to support this.

"Through the dedicated intensive support from the Development Lead at the Parent-Infant Foundation, the teams were able to make sense of and efficiently move forward with service development."

"The resources the Parent-Infant Foundation provides, particularly their toolkit, are useful, easily accessible, detailed, and valuable."

"The Foundation's value in supporting IMH service development in Scotland is based on its broad experience in IMH and IMH service development in the UK, bringing" a level of expertise and tools that [Health Boards] wouldn't have access to otherwise."

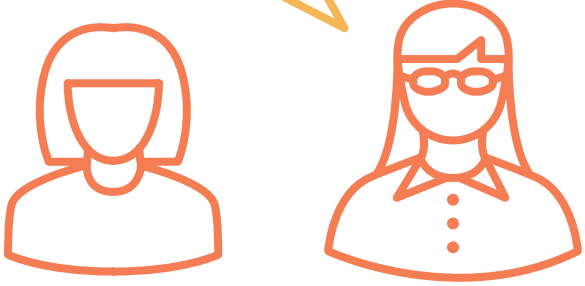
- Launched our Associates Scheme for securing additional development capacity. We successfully recruited five associates and seven implementation contracts with 11 different local authority areas set up. The impact this is having for the professionals supported by the Foundation is evident from feedback:

"We valued the opportunity to have a shared headspace with someone who has the insight and expertise in parent-infant relationships and service development to seek clarity and confirmation we are on the right path, making the right decisions."

"The changes we have made (to our services)... have been in line ... with the vision from the Parent Infant foundation, ... the range of support and understanding of different levels of need has been a major change (to what we previously provided), i.e. peer support, universal group activities, targeted support and specialist services."

"Thanks to the support received, we're in the process of developing a perinatal Mental Health and parent-infant team."

"As a result of support we have set up a working group to lead on this work, undertaken a mapping exercise and presented a case for change to Early Years Board."



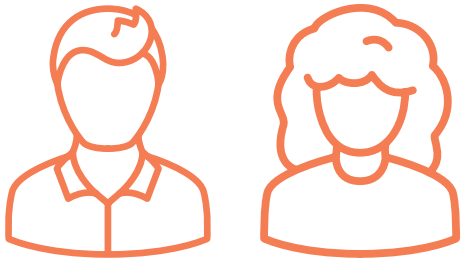
- Our online implementation toolkit on the Foundation website has received 8,750 visits since April 2022 up from 4,500 in the previous 12 months. 100% of users rated it 4 or 5 out of 5 for usefulness. Recent examples of how it has been used include:

"(I used it) To look up which outcome measures I could use."

"I have used it to create a power point to share understanding of Parent Infant Relationship teams as we begin our journey of setting up a team."

"I'm not developing a team but I find the toolkit incredibly helpful for a wide range of my clinical work with parents and babies."

"Example referral and consultation forms for setting up a service, we have looked at others in other areas to create our own."



- After listening to what would help practitioners and teams, we published and promoted our new self-audit tool for Teams so they could understand where they could further develop their service. We also developed a service mapping tool so local areas could identify strengths and weaknesses in their parent-infant relationship support across their universal, targeted and specialist services. Both tools have already been used over 500 times. As they are new resources, we are collecting feedback to use to further improve their effectiveness.

- The most recent example of use of the self-audit tool confirmed:

"We will be using the self-assessment tool to assess readiness for service development and where we are at this present moment in time. We will also promote its use across the region."

"Fantastic in relation to thinking about outcome measures and has sharpened our focus on what will be helpful."

Other important policy updates that will influence growing the number of teams include:

- The Scottish Government remain supportive of teams although the Perinatal and Infant Mental Health Programme officially ends this year. There will be a replacement programme board to ensure the work continues. Our learning is there is a need for a wider overarching policy to ensure the new services are embedded and understood among wider services (e.g. maternity, health visiting, and social care etc). We actively engaged with officials to help shape this programme;
- Mental Health policies in Wales, Northern Ireland, and England all recommend services are available to 0-5 years. However, they are not explicit in what these services should look like or deliver. We responded to the Government's Mental Health Strategy review, which will now form part of a 'Major Conditions' strategy with a draft due to be published in the Summer 2023; and
- In England, Start for Life cites the importance of parent-infant relationships and recommends services are developed to support these relationships. However, it does not mandate teams in all 75 areas. We provide regular advice and support to officials delivering this programme.

3 Work with parent-infant relationship specialists in other services (such as safeguarding, midwives, specialist perinatal and infant mental health visitors, social care and perinatal mental health) to help them support babies' relationships with their primary care givers

This aim is a new inclusion to our updated strategy and will be fully included into our strategic aims and plans for the year ahead and reported on in the new financial year (2023-2024).

4 Make the case for investment in babies' emotional wellbeing – working in close partnership with and convening friends and allies across the First 1001 Days Movement

Making the case for babies is always core to our different projects and we are making great gains. In this last reporting year we have:

- Held regular meetings with Andrea Leadsom MP, the government's early years advisor, and the Start for Life unit to support and influence delivery of the Start for Life programme.
- Had initial engagement with over 90% of Start for Life areas. We are also providing bespoke 1-1 support to 10 areas through an associate and attendance at development surgeries.
- Undertaken influencing work to ensure parent-infant teams were referenced in the Mental Health Strategy. However, the Government did not publish the strategy and will include mental health as part of a new Major Diseases Strategy.
- Worked with colleagues at Health Education England to create the perinatal and infant mental health e-learning programme. It is based on the expertise and resources first created by the Greater Manchester parent-infant team and will be available to professionals across the UK and can be accessed for free.
- We have also continued to coordinate the First 1001 Days Movement and membership now stands at 210 organisational members and 136 individual members.

  As part of F1001D we have:

  - Hosted eight webinars with almost 1,000 places reserved in total;
  - Organised three All Party Parliamentary Group meetings with Andrea Leadsom MP appearing at all of them;
  - Grown the First 1001 Days newsletter audience to 2,435 contacts;
  - Produced Health Visitors Matter report with the Institute of Health Visitors (iHV); and
  - Produced the 'Casting Long Shadows' report with Sally Hogg and iHV. Through our media relations efforts the report gained at least 12 pieces media coverage including the Independent and ITV News online.

The findings of our research '*Understanding and attitudes about early social and emotional development in the centre of government*' into the pros and cons of using the terms infants, parent-infant relationships and infant mental health continues to be used by a range of charities.

As a result of the findings, First 1001 days reports highlight the challenges faced by babies, families and early years professionals and present the challenges as even more important and urgent. However, there is still work to be done to ensure a widely understood and compelling narrative for investment in these services. This will feature in our updated operational plan.

As a charity we work with all the main political parties to ensure existing and future governments are aware of the importance of this work regardless of the political composition. And with a general election expected by 2025, this activity has increased this year. We have engaged with the Shadow children's minister Helen Hayes MP and arranged a successful visit to her local parent-infant relationship team in Lambeth.

The impact of our campaigns and partnership work is also being seen in the language being used. We noticed positive changes during the 2023 Party Conference season where it was common for 'babies, children and young people' to be mentioned, an improvement and proof that babies are 'moving up the agenda'.

5 Raise public awareness of the critical, life-long importance of early relationships

Increasing public awareness is an important part of our wider work. Some key moments include:

- Supporting the work of the Foundation through a range of communications activity. Between April 2022 the end of March 2023, there were at least 55,000 unique visitors to **parentinfantfoundation.org.uk** and we saw increases of engagement across all our social media accounts, a 15% increase of 'followers' on Twitter (to 1,411) and a 40% increase of followers (to 686) on LinkedIn.
- Delivering another successful Infant Mental Health Awareness Week programme. As part of the week, we achieved:
  - The release of the Understanding Early Trauma report;
  - 14 pieces of media coverage;
  - A well-attended APPG meeting with the Children's Minister;
  - A Westminster Hall debate;
  - The creation of 2 new films and a popular infographic; and
  - The launch of the Parent-Infant Podcast.
- Evidencing the impact of our work and the work of teams – Showing impact has been another way to raise awareness of the importance of early relationships. This has been compiled together in our 'Impact of Parent-Infant Relationship Teams' report (published Sept 2023).

  As a first of its kind, the Impact of Teams report pulls together current research and evidence and highlights that more specialised support is crucial for the mental health and wellbeing of babies and their families across the UK. The research and evidence show that parent-infant teams consistently help babies and their caregivers across three key domains:
  - Strengthening relationships between babies and their carers;
  - Improving the mental health of caregivers; and
  - Supporting babies' early development and wellbeing (including those at most risk).

  It has led to several discussions with government officials on how new parent-infant relationship services could be created and what they would achieve.

6 Develop our organisation for maximum impact

Our sincere thanks to all our funders and partners for their support during this year. Thanks to them we delivered a strong financial performance with income generation across contracts (earned income) and fundraising from trust and foundations, and cost savings helping us to keep reserves within our policy.

As always, we are grateful to Ana Leaf Foundation for their continued support and core funding. Thanks to our new funders The Dulverton Trust and Souter Foundation.

We would also particularly like to thank:

- National Lottery Community Fund;
- Cattanach;
- William Grant Foundation;
- Charles Gordon Foundation;
- Esmée Fairbairn Foundation;
- Merthyr Tydfil County Borough Council;
- Health Education England;
- Newcastle University;
- AIM Foundation; and
- All of our individual donors and supporters.

We have continued to invest in our organisational development and sustainability, with fundraising and funding diversification remaining a key priority.

We are ending the year in a positive position. Diversifying our income through our enhanced package of support to teams has been one part of this and the offer has been taken up by 11 areas with a number of others being worked on by associates.

We hope to see this grow further in the forthcoming financial year.

Our people

Due to staffing changes at the end of the last year (to March 2022), getting our team back up to full capacity has been a priority and a challenge. We started this year with our mostly part-time team at a FTE of 3.65. We then said farewell to two more team members, including Sally Hogg, our Deputy Chief Executive/Head of Policy and Communications.

These changes resulted in an update of the staff structure, new staff recruited, and adjustments made within the existing team. We ended the year with 7 FTE staff and a strong, passionate and much more settled team. The team has considerable expertise from a variety of backgrounds including big charities, local government, Royal Colleges and corporate institutions. We are delighted to welcome Tamora Langley into the team as Head of Policy and Communications. Tamora is an award-winning campaigner and joined us from the Royal College of Surgeons.

The core team has also been complemented by the addition of a national clinical advisor, Ben Yeo. Ben is a child and adolescent psychoanalytic Psychotherapist who joins us alongside his position at Lambeth LEAP. We have also recruited a team of four experienced clinical leads from parent-infant teams to provide paid consultancy support to local areas.

Public benefit

In shaping our objectives for the year and planning our activities, the trustees have considered the Charity Commission's guidance on public benefit, including the guidance 'public benefit: running a charity (PB2)'.

Plans for the year ahead

After successfully undertaking a strategic review since the end of the financial year 2022, we are now focusing on the new strategy, updated vision and aims. We have set strategic priorities on a three-year horizon, to be re-visited annually, and these will focus our planning for how we will work towards each of our six aims across the four quarters of the year ahead.

And as part of the new strategy we have highlighted that we will fulfil these aims through three inter-connected Means, facilitating:

Expertise: providing information, advice and guidance – both directly and by convening networks enabling the free exchange of knowledge, ideas and insight;

Evidence: contributing to knowledge and understanding of impact and effectiveness; and

Influence: winning support from decision-makers and opinion-formers.

Conclusions

A few key lessons we are taking from this busy and largely successful year, and how we plan to take them forward are:

- From our evaluation in Scotland and ongoing feedback from areas developing services, 1-1 bespoke development expertise is highly regarded and enables new services to be launched. We continue to expand capacity for 1-1 support in our new operational plans;
- Explicitly opening our network to professionals delivering parent-infant relationship work, not just as part of a team, supports them to feel motivated and included, even if they do not know what their service will finally look like. We will continue to encourage professionals from all backgrounds to attend our events and use our resources;
- Conducting research requires internal resource to plan, coordinate and deliver the outputs. Our new plans are focused on the amount of evidence that can be collected, analysed and published;
- Influencing policies is based on good relationships with key political decision makers and officials. To mitigate the risk of a change of government, we are developing our relationships with all the parties;
- Success in generating income is built on deepening relationships with funders and providing a compelling reason for them to support us. Time has been set aside in our new operational plan to update supporters more regularly. We continue to update and refine our case for support;
- Taking a wider view of the services and professionals needed to support parent-infant relationships beyond teams means more families will be supported and new models of delivering professional support are likely to emerge. This has been included in our new strategy; and
- New learning and skills brought by new members of the Foundation team mean undertaking an annual review of our strategy is imperative. This is in the trustee meetings forward plan.

Governance, management and organisational structure

Trustee recruitment and induction

Our board of trustees, who are also Directors of the Charity for the purposes of the Companies Act, have overall responsibility for setting the strategy of the Foundation. Our Chief Executive, working with the Senior Leadership Team is responsible for delivering the board's vision and strategy and for its day-to-day operations.

When seeking to fill vacancies on the board, the trustees identify the particular skills and expertise needed to cover the work of the board and prioritise these during the recruitment process. Given the nature of our work, trustees with experience of parent-infant therapy/research are well represented. To increase the diversity of the board's membership we advertise widely for new trustees, and ensure, throughout the recruitment process, that all applicants from a wide variety of backgrounds have an opportunity to succeed. A panel of trustees interview prospective trustees and new appointments are ratified by the full board of trustees.

Trustees serve for an initial term of three years, and with the approval of the board, may serve a second period of three years. They must then retire unless the board decides that the interests of the Foundation require a further, exceptional extension to their term of office. Inductions and training for trustees is by practice and informal mentorship from other trustees, one-to-one and group sessions with management, and formal training as required.

Contribution of volunteers

The Foundation wishes to acknowledge and thank the volunteers at the Parent-Infant Foundation for their hard work and dedication to our charity. All of our trustees are volunteers.

Relationship with other parties

The Parent-Infant Foundation acts as an umbrella organisation supporting any parent-infant relationship team around the UK, however they are funded or where they are situated. The definition of what constitutes a parent-infant team can be found on our website. From April 2022 until the end of March 2023, our engagement with local teams increased and by the end of the year we were actively engaged with 45 teams, over 100 staff within teams plus trustees (where teams are charities), and local commissioners/funders.

In our role as co-ordinator for the First 1001 Days Movement, we are actively working with and supporting just over 200 organisations, and have engaged with politicians, policymakers, and other key stakeholders.

Financial review

The Parent-Infant Foundation considers itself to be financially stable. Total income for 12 months from April 2022 to March 2023 was £453,088 and total expenditure was £378,599, details of which are set out in the accounts that follow. We continue to diversify funding to reduce the risk to the charity and to support our future stability and sustainability.

This year saw an increase in our income from £302,629 to £453,088 which was largely due to a previous change in our accounting end of year, and these being full year accounts (12 months) while the prior year were short accounts (7 months). Restricted income for the 12 months was £120,097 (2021-2022: £64,679). We also utilised £64,155 of brought forward restricted funds to complete several programmes.

Total expenditure was £378,599, of this we utilised £54,985 (14.5%) to raise further funds and the rest, £323,614 (85.5%) was spent supporting our charitable activities.

At the end of the 12 months, we had £337,459 of net assets. £104,871 of these funds are restricted funds that will be brought forward for expenditure in 2023-24. As of 1 April 2023, these brought forward funds comprise of £29,895 AIM Foundation, £61,697 Cattanach, and £13,279 Charles Gordon Foundation. £232,588 of these net assets are unrestricted funds and make up our unrestricted reserves at year end.

Risk management

Responsibility for risk management lies with trustees. A risk register has been established and is reviewed at each board meeting, with controls in place to manage minimal risks that occur.

The trustees consider that no material risks have emerged. Due to the increasing ambition of the new strategy, we continue to put in place a stronger and more robust governance methodology based on training delivered by the Foundation for Social Improvement (FSI).

Reserves policy

The trustees have agreed a reserves policy which takes into account the needs to:

1. mitigate income and expenditure risk;
2. winding up costs;
3. working capital; and
4. strategic development.

The Parent-Infant Foundation needs reserves to provide security to our operations. The Foundation does not provide direct services to families with parent-infant relationship difficulties and so winding up would not impact directly on vulnerable people. However, an abrupt ceasing of our operations would impact indirectly on parents and their babies with relationship difficulties and work to improve services. The Parent-Infant Foundation is heavily reliant on grant income.

Our reserves policy is therefore designed to cover shortfalls in income and periods when income does not reach expected levels or to some in the event of reduced income (e.g., grant not coming through or being delayed), and to take account of potential risks and contingencies that may arise from time to time, such as unplanned closure. In addition, reserves can be used to periodically allocate additional funds designated to meet essential future spending, such as funding a project that could not be met from future income or for re-scaling up of activity after the Covid 19 crisis.

The Foundation has £232,588 of unrestricted net assets at year-end which is in line with our policy.

Statement of responsibilities of the trustees

The trustees (who are also 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, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charity and of the income and expenditure of the charity for that period. In preparing those financial statements the trustees are required to:

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

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and which enable them to ensure that the financial statements comply with the Companies Act 2006. The trustees 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.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Members of the charity guarantee to contribute an amount not exceeding £10 to the assets of the charity in the event of winding up. The trustees are members of the charity but this entitles them only to voting rights. The trustees have no beneficial interest in the charity.

Independent examiners

Godfrey Wilson Ltd were re-appointed as the charitable company's independent examiners during the year and have expressed their willingness to act in that capacity.

Approved by the trustees on 28 November 2023 and signed on their behalf by

Nick Wilkie

Nick Wilkie
Chair of Trustees

Independent examiner's report

I report to the trustees on my examination of the accounts of Parent-Infant Foundation Ltd (the charitable company) for the period ended 31 March 2023, which are set out on pages 21 to 31.

Responsibilities and basis of report

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

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

Independent examiner's statement

Since the charitable company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales (ICAEW), which is one of the listed bodies.

Godfrey Wilson Limited also provides bookkeeping and payroll services to the charitable company. I confirm that as a member of the ICAEW I am subject to the FRC's Revised Ethical Standard 2016, which I have applied with respect to this engagement.

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

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

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

Alison Godfrey

Date: 30 November 2023
Alison Godfrey FCA
Member of the ICAEW

For and on behalf of:
Godfrey Wilson Limited

Chartered accountants and statutory auditors
5th Floor Mariner House, 62 Prince Street,
Bristol BS1 4QD

Statement of financial activities including income and expenditure for the year ended 31 March 2023

	Note	Restricted funds £	Unrestricted funds £	**12 months 2023 Total £**	7 months 2022 Total £
Income from:					
Donations and legacies	*3*	120,097	308,932	**429,029**	262,664
Charitable activities	*4*	–	22,985	**22,985**	39,965
Investments		–	1,074	**1,074**	–
Total income		120,097	332,991	**453,088**	302,629
Expenditure on:					
Raising funds		–	54,985	**54,985**	37,288
Charitable activities		79,381	244,233	**323,614**	236,562
Total expenditure	*6*	79,381	299,218	**378,599**	273,850
Net income and net movement in funds		40,716	33,773	**74,489**	28,779
Reconciliation of funds:					
Total funds brought forward		64,155	198,815	**262,970**	234,191
Total funds carried forward		104,871	232,588	**337,459**	262,970

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in note 13 to the accounts.

Balance sheet for the year ended 31 March 2023

(Registered Company No: 08191666)

	Note	£	2023 £	2022 £
Current assets				
Debtors	*10*	**12,155**		4,095
Cash at bank and in hand		**341,620**		268,324
		353,775		272,419
Liabilities				
Creditors: amounts falling due within 1 year	*11*	**(16,316)**		(9,449)
Net current assets			**337,459**	262,970
Net assets	*12*		**337,459**	262,970
Funds	*13*			
Restricted funds			**104,871**	64,155
Unrestricted funds			**232,588**	198,815
Total charity funds			**337,459**	262,970

The directors are satisfied that the company is entitled to exemption from the provisions of the Companies Act 2006 (the Act) relating to the audit of the financial statements for the year by virtue of section 477(2), and that no member or members have requested an audit pursuant to section 476 of the Act.

The directors acknowledge their responsibilities for:

i. ensuring that the company keeps proper accounting records which comply with section 386 of the Act; and

ii. preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of the financial year and of its profit or loss for the financial year in accordance with the requirements of section 393, and which otherwise comply with the requirements of the Act relating to financial statements, so far as applicable to the company.

These accounts have been prepared in accordance with the special provisions applicable to companies subject to the small companies' regime. Approved by the trustees on 28 November 2023 and signed on their behalf by:

Nick Wilkie

Nick Wilkie – Chair of Trustees

Notes to the Financial Statements

1. Accounting policies

a. Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities in preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) – (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Parent-Infant Foundation Ltd 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 note.

b. Going concern basis of accounting

The accounts have been prepared on the assumption that the charity is able to continue as a going concern, which the trustees consider appropriate having regard to the current level of unrestricted reserves. There are no material uncertainties about the charity's ability to continue as a going concern.

c. Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income from the government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Contract income received in advance of service delivery is deferred until criteria for income recognition are met.

d. 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 bank.

e. Funds accounting

Unrestricted funds are available to spend on activities that further any of the purposes of the charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

1. Accounting policies (continued)

f. Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

g. Allocation of support and governance costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Governance costs are the costs associated with the governance arrangements of the charity, including the costs of complying with constitutional and statutory requirements and any costs associated with the strategic management of the charity's activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities on the following basis:

	2023	2022
Raising funds	**8.0%**	8.0%
Charitable activities	**92.0%**	92.0%

h. Debtors

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

i. Cash at bank and in hand

Cash at bank and cash 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.

j. Creditors

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

k. Financial instruments

The charitable company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently recognised at amortised cost using the effective interest method.

1. Accounting policies (continued)

l. Pension costs

The company operates a defined contribution pension scheme for its employees. There are no further liabilities other than that already recognised in the SOFA.

m. Accounting estimates and key judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying values of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods. There are no key sources of estimation uncertainty that have a significant effect on the amounts recognised in the financial statements.

2. Prior period comparative: statement of financial activities

	Restricted £	Unrestricted £	**7 months 2022 Total £**
Income from:			
Donations and legacies	64,679	197,985	**262,664**
Charitable activities	–	39,965	**39,965**
Total income	64,679	237,950	**302,629**
Expenditure on:			
Raising funds	–	37,288	**37,288**
Charitable activities	68,750	167,812	**236,562**
Total expenditure	68,750	205,100	**273,850**
Net income / (expenditure) and net movement in funds	(4,071)	32,850	**28,779**

3. Income from donations and legacies

	Restricted £	Unrestricted £	**12 months 2023 Total £**
Grants > £10k			
Ana Leaf Foundation	–	198,000	**198,000**
Esmee Fairbairn Foundation	–	44,000	**44,000**
Dulverton Trust	–	35,000	**35,000**
Souter Foundation	–	13,000	**13,000**
Cattanach Foundation	85,500	9,500	**95,000**
AIM Foundation	31,312	–	**31,312**
Donations	3,285	9,432	**12,717**
Total income from donations and legacies	120,097	308,932	**429,029**

Prior period comparative	Restricted £	Unrestricted £	**7 months 2022 Total £**
Grants > £10k			
Ana Leaf Foundation	–	150,000	**150,000**
Esmee Fairbairn Foundation	–	40,000	**40,000**
Cattanach Foundation	31,680	3,320	**35,000**
AIM Foundation	32,999	–	**32,999**
Donations	–	4,665	**4,665**
Total income from donations and legacies	64,679	197,985	**262,664**

4. Income from charitable activities

=	Restricted £	Unrestricted £	**12 months 2023 Total £**	7 months 2022 Total £
Contracts	–	22,985	**22,985**	39,615
Speaker fees	–	–	–	350
	–	22,985	**22,985**	39,965

Income from charitable activities in the prior year was unrestricted.

5. Government grants

The charitable company did not receive any government grants during the year.

6. Total expenditure

	Raising funds £	Charitable activities £	Support and governance costs £	**12 months 2023 Total £**
Staff costs (note 8)	21,524	138,717	95,547	**255,788**
Recruitment, strategy and training	–	–	11,948	**11,948**
Communications	–	11,206	–	**11,206**
Evaluation	–	6,160	–	**6,160**
Consultancy	19,845	3,064	14,575	**37,484**
Travel	21	137	11,401	**11,559**
Office costs	415	11,234	21,457	**33,106**
Insurance	–	–	1,346	**1,346**
Accountancy	–	–	10,002	**10,002**
Sub–total	41,805	170,518	166,276	**378,599**
Allocation of support and governance costs	13,180	153,096	(166,276)	**–**
Total expenditure	**54,985**	**323,614**	**–**	**378,599**

Total governance costs were £7,157 (2022: £3,347).

Prior period comparative	Raising funds £	Charitable activities £	Support and governance costs £	**7 months 2022 Total £**
Staff costs (note 8)	16,104	96,697	61,832	**174,633**
Recruitment and training	–	–	6,363	**6,363**
Communications	–	4,784	–	**4,784**
Evaluation	–	12,318	–	**12,318**
Consultancy	13,500	19,758	3,125	**36,383**
Travel	–	153	3,447	**3,600**
Office costs	–	18,871	10,223	**29,094**
Insurance	–	–	1,428	**1,428**
Accountancy	–	–	5,247	**5,247**
Sub–total	29,604	152,581	91,665	**273,850**
Allocation of support and governance costs	7,684	83,981	(91,665)	**–**
Total expenditure	**37,288**	**236,562**	**–**	**273,850**

7. Net movement in funds

This is stated after charging:	12 months 2023 £	7 months 2022 £
Trustees' remuneration	**Nil**	Nil
Trustees' reimbursed expenses	**Nil**	100
Independent examiners' remuneration:		
• Independent examination (including VAT)	**2,040**	1,920

There were no trustees reimbursed for expenses during the year (2022: 1 trustee for subsistence expenses).

8. Staff costs and numbers

Staff costs were as follows:	12 months 2023 £	7 months 2022 £
Salaries and wages	**229,448**	159,517
Social security costs	**17,788**	9,603
Pension costs	**8,552**	5,513
	255,788	174,633

One employee earned between £60,000 - £70,000 during the year (2022: No employees earned more than £60,000). The key management personnel of the charitable company comprise the Trustees, Chief Executive Officer, and Senior Management Team. The total employee benefits of the key management personnel were £138,376 (2022: £109,593).

	12 months 2023 No.	7 months 2022 No.
Average head count	**8**	10
FTE equivalent	**5**	6

9. Taxation

The charity is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

10. Debtors

	2023 £	2022 £
Trade debtors	**12,100**	3,220
Prepayments	**55**	–
Other debtors	**–**	875
	12,155	4,095

11. Creditors: amounts due within 1 year

	2023 £	2022 £
Trade creditors	**5,499**	1,061
Accruals	**9,055**	6,464
Other creditors	**290**	40
Other taxation and social security	**1,472**	1,884
	16,316	9,449

12. Analysis of net assets between funds

	Restricted funds £	Unrestricted funds £	**Total funds £**
Current assets	104,871	248,904	**353,775**
Current liabilities	–	(16,316)	**(16,316)**
Net assets at 31 March 2023	**104,871**	**232,588**	**337,459**

Prior period comparative	Restricted funds £	Unrestricted funds £	**Total funds £**
Current assets	64,155	208,264	**272,419**
Current liabilities	–	(9,449)	**(9,449)**
Net assets at 31 March 2022	**64,155**	**198,815**	**262,970**

13. Movements in funds

	At 1 April 2022 £	Income £	Expenditure £	**At 31 March 2023 £**
Restricted funds				
Cattanach: Scotland	19,908	85,500	(43,711)	**61,697**
AIM Foundation	21,905	34,597	(26,607)	**29,895**
Charles Gordon: Scotland	22,342	–	(9,063)	**13,279**
Total restricted funds	64,155	120,097	(79,381)	**104,871**
Unrestricted funds				
General funds	198,815	332,991	(299,218)	**232,588**
Total unrestricted funds	198,815	332,991	(299,218)	**232,588**
Total funds	262,970	453,088	(378,599)	**337,459**

13. Movements in funds (continued)

Purposes of restricted funds

Cattanach: Scotland	To develop Parent-Infant relationship provision in Scotland.
AIM Foundation	To grow and strengthen the First 1001 Days Movement and campaign for changes to national policy.
Charles Gordon: Scotland	To support the development of specialised parent-infant teams across Scotland.

Prior period comparative (7 months)	At 1 September 2021 £	Income £	Expenditure £	**At 31 March 2022 £**
Restricted funds				
Cattanach: Scotland	13,539	31,680	(25,311)	**19,908**
AIM Foundation	4,827	32,999	(15,921)	**21,905**
Charles Gordon: Scotland	35,000	–	(12,658)	**22,342**
Esmee Fairbairn Foundation	14,860	–	(14,860)	**–**
Total restricted funds	68,226	64,679	(68,750)	**64,155**
Unrestricted funds				
General funds	165,965	237,950	(205,100)	**198,815**
Total unrestricted funds	165,965	237,950	(205,100)	**198,815**
Total funds	234,191	302,629	(273,850)	**262,970**

14. Related party transactions

There were no related party transactions in the current or prior year.

Parent-Infant
FOUNDATION

www.parentinfantfoundation.org.uk

@ParentInfantFdn @First1001days

Registered Charity 1152082, Company Limited by Guarantee registered in England and Wales No. 08191666.

PARENT-INFANT FOUNDATION LTD

England & Wales - Charity number 1152082

Accounts

Parent-Infant
FOUNDATION

Annual report and financial statements

For the year ended 31 March 2022

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Parent-Infant Foundation, a company limited by guarantee, company no. 8191666
Registered charity England and Wales (1152082)

Reference and administrative information

Company number (England and Wales): 08191666

Charity number (England and Wales): 1152082

Registered office and operational address: Office 7, 35-37 Ludgate Hill, London EC4M 7JN

Trustees

Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:

Nicola Cosgrave	Vice-Chair, appointed 25 January 2022
Adrian Datta	
Shreena Ghumra	Treasurer
Tia McPhee	
Dr Camilla Rosan	Vice-Chair, resigned 25 January 2022
Jane Turner	
Nicholas Wilkie	Chair
Claire Wright	

Company secretary

Keith Reed	Appointed 22 March 2022
Rachael Gibbons	Resigned 22 March 2022

Senior staff

Keith Reed	Chief Executive
Sally Hogg	Deputy Chief Executive
Karen Bateson	Head of Clinical Strategy and Development, to 31 March 2022
Rachael Gibbons	Head of Operations, to 22 March 2022

Bankers

CAF Bank Ltd, 25 Kings Hill Avenue, West Maling, Kent ME19 4JQ

The Co-operative Bank, Business Direct, Skelmersdale WN8 6WT

Independent examiners

Godfrey Wilson Limited
Chartered accountants and statutory auditors
5th Floor, Mariner House
62 Prince Street
Bristol BS1 4QD

Introduction from our Chair of Trustees

This is a shorter report than usual, covering seven months not twelve as we changed our financial year to better align our reporting period with our natural cycle of business.

Even so, my fellow trustees and I are pleased to be able to report clear progress.

An additional three teams were set up this year, bringing the total across the UK to 42. The Foundation provided support to each and is continuing to work with emerging teams too.

Nonetheless, the challenges imposed by the pandemic were still very much with us in 2021-22. Throughout this tough time, specialised parent-infant relationship teams across the UK continued to support the most vulnerable babies in the UK by working directly with them and their families to improve their relationship and to educate other professionals on the importance of early relationships.

Highlights of our work across the UK during this period include:

- undertaking an in-depth study in the Cwm Taf Morgannwg region of Wales exploring the role teams could play in that area, with recommendations for both the Welsh and UK Governments;
- working with the Scottish Government and health boards across Scotland to develop infant mental health services; and
- keeping the challenges facing the most vulnerable babies firmly in the public eye through our policy and campaigning work. This includes our 'No one wants to see my baby' report into the impact of pandemic restrictions on babies, which has positioned us as a thought leader on this topic.

Leading the First 1001 Days Movement, we worked with friends and allies across the sector and in Parliament to push the Government to make a commitment to supporting the Best Start for Life Vision financially in the Autumn statement. The Government listened, announcing funds for Family Hubs and specifically for infant mental health.

I would especially like to thank all our partners and funders for enabling these successes. We move on into this new year with as great a commitment as ever to support those babies and their families who need us the most. We will continue to lead the First 1001 Days Movement to champion their cause, engaging with the Scottish Government's Mental Health Consultation to ensure they are including infants and working with local authorities to secure investment in specialised parent-infant relationship teams as the UK Government's Start for Life programme rolls out in 75 areas of the country.

Nick Wilkie

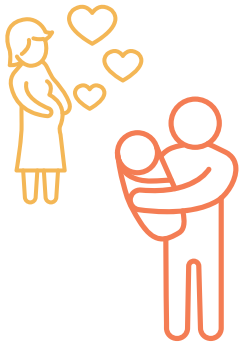
Nick Wilkie
Chair of Trustees

Our vision and mission

The board of trustees presents its report and its financial statements for the period ended 31 March 2022. Reference and administrative information set out on page 3 forms part of this report. The financial statements comply with current statutory requirements, the trust deed and the Statement of Recommended Practice - Accounting and Reporting by Charities (effective from January 2019).

Vision

Our vision is that all babies have a sensitive, nurturing relationship to lay the foundation for lifelong mental and physical health.



Mission

Our mission is to support the growth and quality of specialised parent-infant relationship teams in the UK.

Why we do it

Most babies receive the benefit of a secure, nurturing relationship, but at least 15% of babies do not. This is because parents, or carers, find it difficult to identify, or positively respond to the needs of their babies. Often this can be due to factors including mental ill-health, substance abuse, domestic violence, unresolved trauma, or a combination. These are the babies we worry about the most.

The lack of emotional connection and interaction from a supportive and nurturing adult impacts babies' emotional, and social development – their 'mental health'. In its most severe forms, a parent- infant relationship difficulty can manifest as neglect, or abuse.

Any degree of parent-infant relationship difficulty can undermine a child's ability to succeed in education, employment, social relationships and cognitive development, and place a child more at risk of contact with the criminal justice system.

How we do it

We are the only national charity proactively supporting the growth and quality of specialised parent-infant relationship teams across the UK. This stems from our experience of directly funding six pioneering teams from 2013 to set up new or expand their existing services.

The teams are multidisciplinary with expertise in parent-infant relationships. They undertake skilled one to one therapy-based work with families struggling to form a secure relationship with their baby. They focus both on the needs of parents and carers, the individual babies, and the relationship between them. They also undertake group work, and drive system change through training, supervision and consultation with other services and influencing local strategy and policies.

Since 2013, the six pioneering teams first supported by the Parent-Infant Foundation have:

- **Supported an estimated 5,000 families – most commonly suffering from perinatal illness, severe life stress such as bereavement or birth trauma, or a history of abuse in adult or childhood;**
- **Provided thousands of associated professionals with parent-infant relationship training, consultation and supervision;**
- **Collected data showing reductions in anxiety, and depression in parents and an improvement in parent-infant relationships; and**
- **De-escalated concerns about a child on a child protection plan in 50% of relevant children (where data is available).**

Our strategy and the focus of our work

Following discussions with existing parent-infant teams, trustees and staff, we launched our five-year strategy in October 2019.

Based on the learning from parent-infant teams around the UK, including the six pioneering teams, and through working with statutory, academic, professional bodies, charitable funders and third sector partners, our priorities are to:

1. Improve the availability of specialised teams across the UK;
2. Improve the quality of parent-infant teams;
3. Build the evidence of the clinical and economic benefits of parent-infant teams;
4. Achieve policy change; and
5. Build a strong, effective and sustainable organisation.

Our achievements and performance

The period from September 2021 to March 2022 marked the beginning of the third year of our strategy. We made the following progress:

1 Improving the availability of parent-infant teams

As of September 2021, there were 39 specialised parent-infant relationship teams in full operation with another 17 'emerging' teams at varying stages of development. By the end of March 2022, there were 42 specialised parent-infant relationship teams and another 27, small Parent-Infant services or emerging teams in our Network. We supported and stimulated this growth in the following ways:

a. Delivered sustained and widespread policy influencing and campaigning at a UK wide level and at a national level in all four home nations;

b. Continued to promote our Implementation Toolkit – a comprehensive, free resource for anyone thinking about setting up, developing or maintaining a team, which received 3,205 unique views in the nine months between September 2021 and the end of March 2022;

c. Provided bespoke support for individual areas. This included work on impact statements ahead of recommissioning decisions, data collection, working with commissioners who want to invest in a local service, as well as supporting newly commissioned teams with their implementation plans; and

d. Published the results of our research on the need for specialised parent-infant relationship teams with three areas in south Wales, and engaged in political influencing in the Senedd to promote the learning.

2 Improving the quality of parent-infant teams

Our work to improve the quality of parent-infant teams has been impacted by the pandemic. Much of our engagement has been online, however, we held our first in person Parent-Infant Teams Network meeting since the pandemic began in April. We:

a. Ran bi-monthly peer learning forums for clinical leads across the UK to promote and share good practice;

b. Continued to develop and test our self-audit tool for teams;

c. Saw continued growth in the Parent-Infant Teams Network, the only national network of specialised parent-infant relationship teams, providing mutual support, connection and the sharing of resources. Every member of the network benefits from regular newsletters and access to all our free events; and

d. Provided five free webinars attended by up to 77 people at any one time (total reach of approx. 200) and two virtual Network/Learning Days.

3 Building the evidence of parent-infant teams

We have been involved in the following research projects including:

a. Working with Newcastle University on an Applied Research Collaboration (ARC) funded project to consider the data needs of commissioners in the development and set-up of a parent-infant relationship teams; and

b. Partnering with Blackpool Better Start on research to gather practitioner feedback on the day-to-day use of outcome measures when working with families in Specialist Parent-Infant Relationship Teams (PIR) and Infant Mental Health Teams (IMH).

4 Achieving policy change

Between September 2021 and March 2022, we:

a. Campaigned and engaged with decision-makers across the UK to call for policies and investment to support the expansion of parent-infant teams. In the Autumn Statement, the Government announced £350 million pounds to support the Start for Life vision;

b. Continued to conduct research and communications to highlight the impact of the pandemic on babies, their families and the services that work with them. Our phrase "Baby Blindspot" continues to be used. Our report 'No one wants to see my baby', carried out in conjunction with Best Beginnings and Home-Start UK, achieved 1.3 billion media impressions;

c. Secured changes in national guidance on Health Visiting, Antenatal and Postnatal care to recognise the importance of infant mental health and early relationships;

d. Met with Gillian Keegan MP, the Minister of State for Care and Mental Health, and subsequently arranged for her to meet Knowsley BABS, a specialised parent-infant relationship team in Knowsley. Gillian Keegan MP then spoke about her visit during a debate in parliament;

e. Continued to coordinate the First 1001 Days Movement which grew to nearly 200 members and operated as an effective alliance working together to influence national policy. Through the First 1001 Days Movement, we launched the Health Visitors Matter campaign to highlight the importance of health visitors to babies in the first 1001 days of their lives and their role in identifying difficulties in the parent-infant relationship; and

e. Supported the work of the Foundation through a range of communications activity. Between September 2021 and the end of March 2022, there were 52,000 unique visitors to parentinfantfoundation.org.uk and our work was covered in a range of print and broadcast media.

5 Sustaining and strengthening our organisation

We launched an enhanced package of support, alongside our existing free support, which specialised parent-infant relationship teams can buy into. This will enable us to provide a greater service to parent-infant teams and will also raise revenue to support the organisation.

Our sincere thanks to all our funders and partners for their support during a challenging period. Thanks to them we delivered a strong financial performance with income generation across contracts (earned income) and fundraising from trust and foundations, and cost savings helping us to keep reserves within our policy.

We would particularly like to thank:

- AIM Foundation
- Ana Leaf Foundation
- Cattanach
- Charles Gordon Foundation
- Esmée Fairbairn Foundation
- Health Education England
- Merthyr Tydfil County Borough Council
- National Lottery Community Fund
- Newcastle University
- William Grant Foundation
- All of our individual donors and supporters

We have continued to invest in our organisational development and sustainability, with fundraising and funding diversification remaining a key priority.

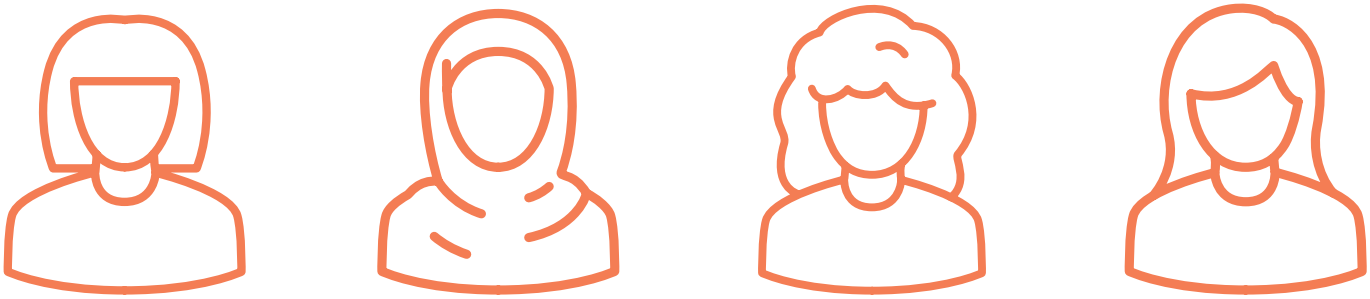
Public benefit

In shaping our objectives for the year and planning our activities, the trustees have considered the Charity Commission's guidance on public benefit, including the guidance 'public benefit: running a charity (PB2)'.

Our people

Our mostly part-time team has gone from an FTE of 5 (2020-2021) to an FTE of 6 (2021-2022, 7 months). We have had several vacant posts during the year due to recruitment delays. We said farewell to Karen Bateson, our Head of Clinical Strategy and Development and Rachael Gibbons, our Head of Operations. Both had made considerable efforts to improve the work of the Foundation and we are grateful for their significant contributions.

Between September 2021 and the end of March 2022, we welcomed 2 new members of staff to the team on fixed term contracts. One is a maternity cover for our Communications and Marketing Manager and the other will lead our work in Scotland. This role is fixed term due to funding restrictions. Both bring a deep level of knowledge and experience to the team.



Plans for the year ahead

Our operational objectives for the year ahead are:

- There are 42 or more established parent-infant teams across the UK, and we have an active relationship with them all;
- Impact reports have been published which include evidence of the impact of both parent-infant teams and the Foundation;
- Governments across the UK have acknowledged that there should be specialised parent-infant provision as part of state funded infant, children and young people's mental health services;
- The Foundation has implemented an effective plan for fundraising and income generation; and
- Our people and team development keeps apace with our growth and improving working culture, as well as strengthened organisational capabilities and policies.

Distance still to travel – in England, Scotland, Wales and Northern Ireland

Our work to date has helped many families in need. We estimate that 3600 families are currently being supported by specialist parent-infant relationship teams in England. We know that there is still a hill to climb to reach other families who need specialist support. But it is now Government policy across the UK to improve parent-infant services in the years ahead. We are actively working to ensure this historic opportunity is maximised.

- Estimated likely reach if 5% of infants each year access a parent-infant team is 32,200;
- Scotland is actively developing parent-infant services in all 14 health boards. Their capacity is yet to be confirmed;
- 75 areas in England are developing their parent-infant relationship services as part of the Start for Life Programme;
- Both Wales and Northern Ireland have committed to supporting infant mental health services, but their plans are yet to be published; and
- All four nations need their own comprehensive and sustained workforce development plan to grow a parent-infant workforce.

Governance, management and organisational structure

Trustee recruitment and induction

Our board of trustees, who are also directors of the charity for the purposes of the Companies Act, have overall responsibility for setting the strategy of the Foundation. Our Chief Executive, working with the Senior Leadership Team is responsible for delivering the board's vision and strategy and for its day-to-day operations.

When seeking to fill vacancies on the board, the trustees identify the particular skills and expertise needed to cover the work of the board and prioritise these during the recruitment process. Given the nature of our work, trustees with experience of parent-infant therapy/research are well represented. To increase the diversity of the board's membership we advertise widely for new trustees, and ensure, throughout the recruitment process, that all applicants from a wide variety of backgrounds have an opportunity to succeed. A panel of trustees interview prospective trustees and new appointments are ratified by the full board of trustees.

Trustees serve for an initial term of three years, and with the approval of the board, may serve a second period of three years. They must then retire unless the board decides that the interests of the Foundation require a further, exceptional extension to their term of office. Inductions and training for trustees is by practice and informal mentorship from other trustees, one-to-one and group sessions with management, and formal training as required.

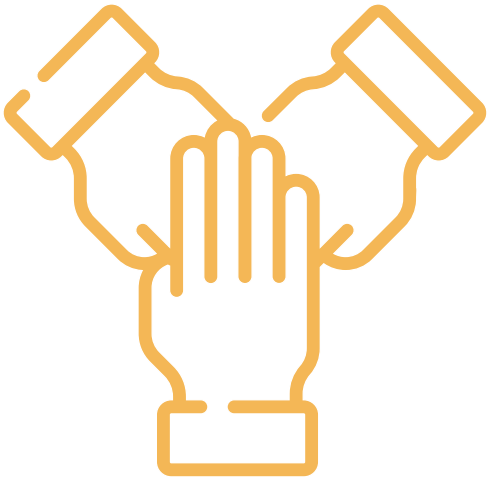
Contribution of volunteers

The Foundation wishes to acknowledge and thank the volunteers at the Parent-Infant Foundation for their hard work and dedication to our charity. All of our trustees are volunteers.

Relationship with other parties

The Parent-Infant Foundation acts as an umbrella organisation supporting any parent-infant relationship teams around the UK, however they are funded or where they are situated. The definition of what constitutes a parent-infant team can be found on our website. From September 2021 until the end of March 2022, our engagement with local teams increased and by the end of the year we were actively engaged with 42 teams, over 100 staff within teams plus trustees (where teams are charities), and local commissioners/funders.

In our role as co-ordinator for the First 1001 Days Movement, we are actively working with and supporting nearly 200 organisations, and have engaged with politicians, policymakers, and other key stakeholders.



Financial review

The Parent-Infant Foundation considers itself to be financially stable. Total income for 7 months from September 2021 to March 2022 was £302,629 and total expenditure was £273,850, details of which are set out in the accounts that follow. We continue to diversify funding to reduce the risk to the charity and to support our future stability and sustainability.

This year saw a small reduction of our income from £380,284 to £302,629 which was largely due to the change in our accounting end of year, and these being short accounts (7 months). Restricted income for the 7 months was £64,679 (2020-2021: £125,844). We also utilised £68,226 of brought forward restricted funds to complete several programmes.

This year saw the Parent-Infant Foundation make significant progress in raising funds from our charitable activities, mostly through consultancy work and we saw that funding source go from £46,895 the previous full year to £39,965 over just 7 months and we expect continued growth.

Total expenditure was £273,850, of this we utilised £37,288 (13.6%) to raise further funds and the rest, £236,562 (86.4%) was spent supporting our charitable activities.

At the end of the 7 months, we had £262,970 of net assets. £64,155 of these funds are restricted funds that will be brought forward for expenditure in 2022-23. As of 1st April 2022, these brought forward funds comprise of £21,905 AIM Foundation, £19,908 Cattanach, and £22,342 Charles Gordon Foundation. £198,815 of these net assets are unrestricted funds and make up our unrestricted reserves at year end.

Risk management

Responsibility for risk management lies with trustees. A risk register has been established and is reviewed at each board meeting, with controls in place to manage minimal risks that occur.

The trustees consider that no material risks have emerged. Due to the increasing ambition of the new strategy, we continue to put in place a stronger and more robust governance methodology based on training delivered by the Foundation for Social Improvement (FSI).

Reserves policy

The Parent-Infant Foundation needs reserves to provide security to our operations. The Foundation does not provide direct services to families with parent-infant relationship difficulties and so winding up would not impact directly on vulnerable people. However, an abrupt ceasing of our operations would impact indirectly on parents and their babies with relationship difficulties and work to improve services. The Parent-Infant Foundation is heavily reliant on grant income. Our reserves policy is therefore designed to cover shortfalls in income and periods when income does not reach expected levels or to some in the event of reduced income (e.g., grant not coming through or being delayed), and to take account of potential risks and contingencies that may arise from time to time, such as unplanned closure. In addition, reserves can be used to periodically allocate additional funds designated to meet essential future spending, such as funding a project that could not be met from future income or for re-scaling up of activity after the Covid 19 pandemic.

The trustees have agreed a reserves policy of up to six months of annual operating costs whilst taking into account the needs to mitigate income and expenditure risk, winding up costs, working capital and strategic development. The Foundation has £198,815 of unrestricted net assets at year- end which is in line with our reserves policy.

Statement of responsibilities of the trustees

The trustees (who are also directors of Parent-Infant Foundation Ltd for the purposes of company law) are responsible for preparing the trustees' annual 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, which give a true and fair view of the state of affairs of the charitable company, and of the incoming resources and application of resources, including the income and expenditure, of the charitable company 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 in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company 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 charitable company and group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Members of the charity, and those within one year of stepping down, guarantee to contribute an amount not exceeding £10 to the assets of the charity in the event of winding up. The trustees are members of the charity but this entitles them only to voting rights. The trustees have no beneficial interest in the charity.

All trustees give their time voluntarily and receive no benefits from the charity. All out-of-pocket expenses claimed by trustees are set out in note 7 to the accounts.

Independent examiners

Godfrey Wilson Ltd were re-appointed as the charitable company's independent examiners during the period from September 2021 to the end of March 2022 and have expressed their willingness to act in that capacity.

Approved by the trustees on 18 October 2022 and signed on their behalf by:

Nick Wilkie
Chair of Trustees

Independent examiner's report

I report to the trustees on my examination of the accounts of Parent-Infant Foundation Ltd (the charitable company) for the period ended 31 March 2022, which are set out on pages 16 to 27.

Responsibilities and basis of report

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

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

Independent examiner's statement

Since the charitable company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales (ICAEW), which is one of the listed bodies.

Godfrey Wilson Limited also provides bookkeeping and payroll services to the charitable company. I confirm that as a member of the ICAEW I am subject to the FRC's Revised Ethical Standard 2016, which I have applied with respect to this engagement.

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

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

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

Alison Godfrey

Date: 19 October 2022
Alison Godfrey FCA
Member of the ICAEW

For and on behalf of:
Godfrey Wilson Limited

Chartered accountants and statutory auditors
5th Floor Mariner House, 62 Prince Street,
Bristol BS1 4QD

Statement of financial activities including income and expenditure for the year ended 31 March 2022

	Note	Restricted funds £	Unrestricted funds £	**7 months to 31 March 2022 Total £**	12 months to 31 August 2021 Total £
Income from:					
Donations and legacies	*3*	64,679	197,985	**262,664**	333,373
Charitable activities	*4*	–	39,965	**39,965**	46,895
Investments		–	–	**–**	16
Total income		64,679	237,950	**302,629**	380,284
Expenditure					
Raising funds		–	37,288	**37,288**	28,748
Charitable activities		68,750	167,812	**236,562**	312,412
Total expenditure	*6*	68,750	205,100	**273,850**	341,160
Net income / (expenditure) and net movement in funds		(4,071)	32,850	**28,779**	39,124
Reconciliation of funds:					
Total funds brought forward		68,226	165,965	**234,191**	195,067
Total funds carried forward		64,155	198,815	**262,970**	234,191

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in note 13 to the accounts.

Balance sheet for the year ended 31 March 2022

(Registered Company No: 08191666)

	Note	£	31 March 2022 £	31 August 2021 £
Current assets				
Debtors	*10*	**4,095**		20,578
Cash at bank and in hand		**268,324**		228,203
		272,419		248,781
Liabilities				
Creditors: amounts falling due within 1 year	*11*	**(9,449)**		(14,590)
Net current assets			**262,970**	234,191
Net assets	*12*		**262,970**	234,191
Funds	*13*			
Restricted funds			**64,155**	68,226
Unrestricted funds			**198,815**	165,965
Total charity funds			**262,970**	234,191

The directors are satisfied that the company is entitled to exemption from the provisions of the Companies Act 2006 (the Act) relating to the audit of the financial statements for the year by virtue of section 477(2), and that no member or members have requested an audit pursuant to section 476 of the Act.

The directors acknowledge their responsibilities for:

(i) ensuring that the company keeps proper accounting records which comply with section 386 of the Act; and

(ii) preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of the financial year and of its profit or loss for the financial year in accordance with the requirements of section 393, and which otherwise comply with the requirements of the Act relating to financial statements, so far as applicable to the company.

These accounts have been prepared in accordance with the special provisions applicable to companies subject to the small companies' regime. Approved by the trustees on 18 October 2022 and signed on their behalf by:

Nick Wilkie

Nick Wilkie – Chair of Trustees

Notes to the Financial Statements

1. Accounting policies

a. Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities in preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Parent-Infant Foundation Ltd 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 note.

b. Going concern basis of accounting

The accounts have been prepared on the assumption that the charity is able to continue as a going concern, which the trustees consider appropriate having regard to the current level of unrestricted reserves. There are no material uncertainties about the charity's ability to continue as a going concern.

c. Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income from the government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Contract income received in advance of service delivery is deferred until criteria for income recognition are met.

d. 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 bank.

e. Interest receivable

Unrestricted funds are available to spend on activities that further any of the purposes of the charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

1. Accounting policies (continued)

f. Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

g. Allocation of support and governance costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Governance costs are the costs associated with the governance arrangements of the charity, including the costs of complying with constitutional and statutory requirements and any costs associated with the strategic management of the charity's activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities on the following basis:

	2022	2021
Raising funds	**8.0%**	6.0%
Charitable activities	**92.0%**	94.0%

h. Debtors

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

i. Cash at bank and in hand

Cash at bank and cash 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.

j. Creditors

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

k. Financial instruments

The charitable company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently recognised at amortised cost using the effective interest method.

1. Accounting policies (continued)

l. Pension costs

The company operates a defined contribution pension scheme for its employees. There are no further liabilities other than that already recognised in the SOFA.

m. Accounting estimates and key judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying values of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods. There are no key sources of estimation uncertainty that have a significant effect on the amounts recognised in the financial statements.

2. Prior period comparative: statement of financial activities

	Restricted £	Unrestricted £	**12 months to 31 August 2021 total £**
Income from:			
Donations and legacies	124,844	208,529	**333,373**
Charitable activities	1,000	45,895	**46,895**
Investments	–	16	**16**
Total income	125,844	254,440	**380,284**
Expenditure on:			
Raising funds	–	28,748	**28,748**
Charitable activities	110,856	201,556	**312,412**
Total expenditure	110,856	230,304	**341,160**
Net income	14,988	24,136	**39,124**
Transfers between funds	7,085	(7,085)	**–**
Net movement in funds	22,073	17,051	**39,124**

3. Income from donations and legacies

	Restricted £	Unrestricted £	**7 months to 31 March 2022 total £**
Grants > £10k			
Ana Leaf Foundation	–	150,000	**150,000**
Esmee Fairbairn Foundation	–	40,000	**40,000**
Cattanach Foundation	31,680	3,320	**35,000**
AIM Foundation	32,999	–	**32,999**
Donations	–	4,665	**4,665**
Total income from donations and legacies	64,679	197,985	**262,664**

Prior period comparative	Restricted £	Unrestricted £	**12 months to 31 August 2021 total £**
Grants > £10k			
Ana Leaf Foundation	–	150,000	**150,000**
Esmee Fairbairn Foundation	14,860	40,000	**54,860**
Cattanach Foundation	50,000	–	**50,000**
Charles Gordon Foundation	35,000	–	**35,000**
AIM Foundation	24,984	–	**24,984**
Grants < £10k	–	6,976	**6,976**
Donations	–	11,553	**11,553**
Total income from donations and legacies	124,844	208,529	**333,373**

4. Income from charitable activities

	Restricted £	Unrestricted £	7 months to 31 March 2022 total £
Contracts	–	39,615	**39,615**
Speaker fees	–	350	**350**
	–	39,965	**39,965**

Prior period comparative	Restricted £	Unrestricted £	12 months to 31 August 2021 total £
Contracts	1,000	45,895	**46,895**

5. Government grants

In the prior year, the charitable company received government grants, defined as funding from the National Lottery Community Fund and the Coronavirus Job Retention Scheme to fund charitable activities. The total value of such grants in the period ending 31 March 2022 is nil (2021: £6,976). There are no unfulfilled conditions or contingencies attaching to these grants in 2021/22.

6. Total expenditure

	Raising funds £	Charitable activities £	Support and governance costs £	**7 months to 31 March 2022 total £**
Staff costs (note 8)	16,104	96,697	61,832	**174,633**
Recruitment and training	–	–	6,363	**6,363**
Communications	–	4,784	–	**4,784**
Evaluation	–	12,318	–	**12,318**
Consultancy	13,500	19,758	3,125	**36,383**
Travel	–	153	3,447	**3,600**
Office costs	–	18,871	10,223	**29,094**
Insurance	–	–	1,428	**1,428**
Accountancy	–	–	5,247	**5,247**
Sub–total	29,604	152,581	91,665	**273,850**
Allocation of support and governance costs	7,684	83,981	(91,665)	**–**
Total expenditure	**37,288**	**236,562**	**–**	**273,850**

Total governance costs were £3,347 (2021: £2,763).

Prior period comparative	Raising funds £	Charitable activities £	Support and governance costs £	**12 months to 31 August 2021 total £**
Staff costs (note 8)	21,548	152,936	81,546	**256,030**
Recruitment and training	–	–	15,067	**15,067**
Communications	–	14,776	–	**14,776**
Evaluation	–	11,794	–	**11,794**
Consultancy	–	21,935	1,788	**23,723**
Travel	–	576	309	**885**
Office costs	257	1,621	12,826	**14,704**
Insurance	–	–	1,263	**1,263**
Accountancy	–	–	2,918	**2,918**
Sub–total	21,805	203,638	115,717	**341,160**
Allocation of support and governance costs	6,943	108,774	(115,717)	**–**
Total expenditure	**28,748**	**312,412**	**–**	**341,160**

7. Net movement in funds

This is stated after charging:	**7 months to 31 March 2022 £**	12 months to 31 August 2021 £
Trustees' remuneration	**Nil**	Nil
Trustees' reimbursed expenses	**100**	28
Independent examiners' remuneration:		
• Independent examination (including VAT)	**1,920**	1,500

During the year 1 trustee was reimbursed for subsistence expenses (2021: 1 trustee for travel expenses).

8. Staff costs and numbers

Staff costs were as follows:	**7 months to 31 March 2022 £**	12 months to 31 August 2021 £
Salaries and wages	**159,517**	206,180
Social security costs	**9,603**	13,918
Pension costs	**5,513**	6,433
Freelance staff	**–**	29,499
	174,633	256,030

No employee earned more than £60,000 during the year. The key management personnel of the charitable company comprise the Trustees, Chief Executive Officer, and Senior Management Team. The total employee benefits of the key management personnel were £109,593 (2021: £137,551).

	7 months to 31 March 2022 No.	12 months to 31 August 2021 No.
Average head count	**10**	8
FTE equivalent	**6**	5

9. Taxation

The charity is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

10. Debtors

	At 31 March 2022 £	At 31 August 2021 £
Trade debtors	**3,220**	1,380
Prepayments	**–**	490
Other debtors	**875**	18,708
	4,095	20,578

11. Creditors: amounts due within 1 year

	At 31 March 2022 £	At 31 August 2021 £
Trade creditors	**1,061**	–
Accruals	**6,464**	7,617
Other taxation and social security	**40**	5,458
Other creditors	**1,884**	1,515
	9,449	14,590

12. Analysis of net assets between funds

	Restricted funds £	Unrestricted funds £	**Total funds £**
Current assets	64,155	208,264	**272,419**
Current liabilities	–	(9,449)	**(9,449)**
Net assets at 31 March 2022	**64,155**	**198,815**	**262,970**

12. Analysis of net assets between funds (continued)

Prior period comparative	Restricted funds £	Unrestricted funds £	**Total funds £**
Current assets	68,226	180,555	**248,781**
Current liabilities	–	(14,590)	**(14,590)**
Net assets at 31 August 2021	**68,226**	**165,965**	**234,191**

13. Movements in funds

	At 1 September 2021 £	Income £	Expenditure £	Transfers between funds £	**At 31 March 2022 £**
Restricted funds					
Cattanach: Scotland	13,539	31,680	(25,311)	–	**19,908**
AIM Foundation	4,827	32,999	(15,921)	–	**21,905**
Charles Gordon: Scotland	35,000	–	(12,658)	–	**22,342**
Esmee Fairbairn Foundation	14,860	–	(14,860)	–	**–**
Total restricted funds	68,226	64,679	(68,750)	–	**64,155**
Unrestricted funds					
General funds	165,965	237,950	(205,100)	–	**198,815**
Total unrestricted funds	165,965	237,950	(205,100)	–	**198,815**
Total funds	234,191	302,629	(273,850)	–	**262,970**

Purposes of restricted funds

Cattanach: Scotland To develop Parent-Infant relationship provision in Scotland.

AIM Foundation To grow and strengthen the First 1,001 Days Movement and campaign for changes to national policy.

Charles Gordon: Scotland To support the development of specialised parent-infant teams across Scotland.

Esmee Fairbairn Foundation To gain insights about the understanding of, and attitudes towards, infant mental health in the centre of government.

13. Movements in funds (continued)

Transfers between funds

Transfers into restricted funds relate to furlough income received for staff salaries funded by restricted income.

Prior period comparative	At 1 September 2020 £	Income £	Expenditure £	Transfers between funds £	**At 31 August 2021 £**
Restricted funds					
National Lottery: Essex	26,292	–	(29,488)	3,196	**–**
NHS Trust: Essex	–	1,000	(1,000)	–	**–**
Cattanach: Scotland	6,361	50,000	(46,711)	3,889	**13,539**
Cattanach: Covid	13,500	–	(13,500)	–	**–**
AIM Foundation	–	24,984	(20,157)	–	**4,827**
Charles Gordon: Scotland	–	35,000	–	–	**35,000**
Esmee Fairbairn Foundation	–	14,860	–	–	**14,860**
Total restricted funds	46,153	125,844	(110,856)	7,085	**68,226**
Unrestricted funds					
General funds	148,914	254,440	(230,304)	(7,085)	**165,965**
Total unrestricted funds	148,914	254,440	(230,304)	(7,085)	**165,965**
Total funds	195,067	380,284	(341,160)	–	**234,191**

14. Related party transactions

There were no related party transactions in the current or prior year.

Parent-Infant
FOUNDATION

www.parentinfantfoundation.org.uk

@ParentInfantFdn @First1001days

Registered Charity 1152082, Company Limited by Guarantee registered in England and Wales No. 08191666.

PARENT-INFANT FOUNDATION LTD

England & Wales - Charity number 1152082

Accounts

Parent-Infant Foundation Ltd

Annual report and financial statements
For the year ended 31 August 2021

Parent-Infant Foundation
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Parent-Infant Foundation, a company limited by guarantee, company no. 8191666
Registered charity England and Wales (1152082)

Parent-Infant Foundation

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- Balance sheet
- Statement of cash flows
- Notes to the financial statements

Company number England and Wales: 08191666

Charity number England and Wales: 1152082

Registered office: Office 7, 35-37 Ludgate Hill, London, EC4M 7JN

Trustees
Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:

Name	Role	
Adrian Datta	Trustee	
Shreena Ghumra	Treasurer	
Tim Loughton MP	Chair	resigned 14 January 2021
Tia McPhee	Trustee	
Dr Camilla Rosan	Vice chair	
Jane Turner	Trustee	
Nicholas Wilkie	Chair	appointed 19 October 2020
Claire Wright	Trustee	

Company secretary
Rachael Gibbons

Senior staff
Beckie Lang, Chief Executive (to February 2021)
Keith Reed, Chief Executive (from June 2021)
Sally Hogg, Head of Policy and Communications
Karen Bateson, Head of Clinical Strategy and Development
Rachael Gibbons, Head of Operations

Bankers CAF Bank Ltd, 25 Kings Hill Avenue, West Maling, Kent, ME19 4JQ

The Co-operative Bank, Business Direct, Skelmersdale, WN8 6WT

Independent examiners Godfrey Wilson Limited, Chartered accountants and statutory auditors, 5th Floor, Mariner House, 62 Prince Street, Bristol, BS1 4QD

The impact of our partnership work with Parent-Infant teams on families

"I do think without the care I probably would have called the health visitor and said, "You need to take me away because I'm either going to continue to harm myself and it's going to progressively get worse and then I'm going to harm my baby."

"I don't think I'd be here. I'm not going lie. She's literally been a lifesaver."

"I was having suicidal thoughts ...I don't know if I'd still be here for my daughter without their help unfortunately. I think that's how bad it was because I was so bad. I didn't want to pick up my daughter, you know, I would let her cry."

"I think if I'm brutally honest I probably would have asked to be admitted."

Quotes from mums who used the new Together with Baby Parent-Infant team set up in Essex, Thurrock and Southend in 2020-21 with support from the Parent-Infant Foundation.

An insight into the challenge society faces

In 2020, there were 32,400 babies and young children* in care, or on a child protection plan across England.

According to NICE, 80% of children who suffer maltreatment are classified as having disorganised attachment.

There are currently only 39 specialist parent-infant teams across the whole of the UK directly supporting 3,900** families and babies struggling to build a supportive, secure and nurturing parent-infant relationship.

* 0-4 years
** A historic estimate based on data collected from 25% of teams

Introduction from our chair of trustees

As the consequences of the pandemic became ever more apparent, for the Parent-Infant Teams and families the Parent-Infant Foundation serves, 2020-2021 was a year of extraordinary challenge. To take just one illustration of these challenging times, notifiable serious incidents involving death or serious harm to a child where abuse or neglect was known or suspected increased by nearly 20% in 2020. Throughout, the 39 parent-infant teams around the UK worked hard to meet the needs of the families they serve. They were assisted in doing this by our staff and the teams' network, sharing ideas and insight into how to support families practically and safely, whether this was done remotely or in real life.

It is especially satisfying to report that, even during this time, three new teams were set up. All received support from the Foundation. Alongside this, two teams published academic evaluations showing the value of their work. This builds upon existing evidence showing the potential of teams in reducing parental mental health challenges, strengthening nurturing parent-infant relationships, and, where relevant, de-escalating child protection concerns.

Meanwhile, our campaign team, who lead the First 1001 Days Movement, kept these challenges firmly in the public eye. We ran the biggest infant mental health awareness week yet and, as always, working with our friends and allies across the sector, secured long term commitments to policy change around the UK. This included the publication of the Best Start for Life – A Vision for the 1001 critical days led by Dame Andrea Leadsom MP.

Looking into our organisation has also never been more important, in particular supporting our committed staff team. Some were furloughed because of childcare pressures, others needed to reduce their hours, but all worked harder than ever. This report sets out what we achieved this year - with the equivalent of 4.6 full time members of staff. We were also buoyed by support from volunteers and funders including the longstanding support of the Ana Leaf Foundation for which we are most grateful.

During the year, we said goodbye to our chief executive Beckie Lang who led the Foundation through a critical stage in our evolution and our chair Tim Loughton MP, and we are extremely grateful for their stellar contributions. Justin Irwin provided superb interim leadership and in June we were delighted to welcome Keith Reed as our new chief executive.

So now we're determined to do more, driven by the needs of babies and their families who need our support. We look ahead grateful for what has been achieved, open to the challenges and more committed than ever to our mission and fulfilling our full potential to support families at the critical time of life.

Nick Wilkie
Chair of Trustees

Our vision and mission

Our vision is that all babies have a sensitive, nurturing relationship to lay the foundation for lifelong mental and physical health.

Our mission is to support the growth and quality of specialised parent-infant relationship teams in the UK.

Why we do it: Most babies receive the benefit of a secure, nurturing relationship, but at least 15% of babies do not. This is because parents, or carers, find it difficult to identify, or positively respond to the needs of their babies. Often this can be due to factors including mental ill-health, substance abuse, domestic violence, unresolved trauma, or a combination. These are the babies we worry about the most. The lack of emotional connection and interaction from a supportive and nurturing adult impacts babies' emotional, and social development – their 'mental health'. In its most severe forms, a parent-infant relationship difficulty can manifest as neglect, or abuse. Any degree of parent-infant relationship difficulty can undermine a child's ability to succeed in education, employment, social relationships and cognitive development, and place a child more at risk of contact with the criminal justice system.

How we do it: We are the only national charity proactively supporting the growth and quality of specialised parent-infant relationship teams across the UK. This stems from our experience of directly funding six pioneering teams from 2013 to set up new or expand their existing services. The teams are multidisciplinary with expertise in parent-infant relationships. They undertake skilled one to one therapy-based work with families struggling to form a secure relationship with their baby. They focus both on the needs of parents and carers, the individual babies, and the relationship between them. They also undertake group work, and drive system change through training, supervision and consultation with other services and influencing local strategy and policies.

Since 2013, the six pioneering teams first supported by the Parent-Infant Foundation have:

- ✓ Supported an estimated 5,000 families – most commonly suffering from perinatal illness, severe life stress such as bereavement or birth trauma, or a history of abuse in adult or childhood;
- ✓ Provided thousands of associated professionals with parent-infant relationship training, consultation and supervision;
- ✓ Collected data showing reductions in anxiety, and depression in parents and an improvement in parent-infant relationships; and
- ✓ De-escalated concerns about a child on a child protection plan in 50% of relevant children (where data is available).

Our strategy and the focus of our work

Following discussions with existing parent-infant teams, trustees and staff, we launched our five-year strategy in October 2019. Based on the learning from parent-infant teams around the UK, including the six pioneering teams, and through working with statutory, academic, professional bodies, charitable funders and third sector partners, our priorities are to:

1. Improve the availability of specialised teams across the UK;
2. Improve the quality of parent-infant teams;
3. Build the evidence of the clinical and economic benefits of parent-infant teams;
4. Achieve policy change; and
5. Build a strong, effective and sustainable organisation.

What we do

1. The Parent-Infant foundation campaigns to create an environment where governments recognise the importance of investing in services for all babies and families.

2. This campaigning helps to motivate local public bodies to update and improve their provision.

3. We are experienced in supporting specialised parent-infant relationship teams to support babies and families including those who are struggling the most.

4. We work with local commissioners to support them to set up teams and integrate them into local systems.

5. We collect evidence to show how important specialised parent-infant relationship teams are and to identify where further improvements can be made.

Our achievements and performance

2020-2021 was the second year of our strategy and we made the following progress:

1. Improving the availability of parent-infant teams

In summer 2019, we identified and had contacted 29 teams across the UK. 24 months later, there are 39 teams in full operation and another 17 'emerging' teams at varying stages of development. We supported and stimulated this growth in the following ways.

a. Delivered sustained and widespread policy influencing and campaigning at a national level in all four home nations.
b. Developed an **Implementation Toolkit** – a comprehensive, free resource for anyone thinking about setting up, developing or maintaining a team, which received 4,288 unique views during the year.
c. Provided bespoke support for individual areas. This included helping with things like impact statements ahead of recommissioning decisions, data collection decisions, and working with commissioners wanting to invest in a local service.
d. Supported the national infant mental health implementation programme in Scotland with practical help running a development network for 14 health boards across the country and direct help setting up specialist parent-infant teams in 2 areas. These 2 teams will support 100 families in their first year.
e. Engaged in political influencing in Wales and commissioned research on the need for parent-infant relationship support in 3 Welsh local authorities.
f. Worked with the Local Government Association and NHS Confederation to build awareness of the need for infant mental health services amongst commissioners.

2. Improving the quality of parent-infant teams

Parts of our work to improve the quality of teams were delayed due to the pandemic as teams worked out how best to reach families online. However, we:

a. Rapidly adapted our support offer to launch a new monthly webinar series and monthly peer support calls for team leaders to promote and share good practice as teams were adapting to lockdown.
b. Continued to develop a self-audit process for teams.
c. Met with other organisations in the field of infant mental health to generate new thinking about the development of a high-quality parent-infant workforce.
d. Saw continued growth in the Parent-Infant Teams Network, the only national network of teams, providing mutual support, connection and the sharing of resources. Every member of the network benefits from regular newsletters and access to all our free events.
e. Delivered a National Network Week of eight virtual learning sessions, attended by 120 individuals from 22 established teams, and 7 emerging teams. 2 of the emerging teams, we had not previously been aware of.
f. Provided nine monthly free webinars attended by up to 220 people at any one time.

3. Building the evidence of parent-infant teams

We have been involved in the following research projects including:

a. Evaluating our Implementation Toolkit in partnership with Essex University Partnership Trust and Thurrock CCG as they implemented an Essex wide parent-infant team.
b. Submitting a successful Applied Research Collaboration (ARC) application with Newcastle University to consider the data needs of commissioners in the development and set-up of a parent-infant relationship team.
c. Partnering with Blackpool Better Start to identify the best measurement tools for teams.
d. Supporting a successful UK Research and Innovation (UKRI) application by Cambridge University looking at the development of a prevention pathway for early mental health problems.
e. Developed a comprehensive Impact Strategy to continue to collaborate with parent-infant teams in the years ahead.

4. Achieving policy change

During the year we:

a. Campaigned and engaged with decision-makers across the UK to call for policies and investment to support the expansion of parent-infant teams. Our campaigning in Northern Ireland resulted in a commitment in to extend Children and Adolescents' Mental Health Services. In England, infant mental health services are referenced in the Government's Start for Life Vision.
b. Ran a successful Infant Mental Health Awareness Week (IMHAW) on the topic of "including infants" which led to many leading people and organisations to adopt the language of infant or baby, children and young people. IMHAW this year was record breaking in terms of reach. with local, national and international activity, achieving 400,000 tweet impressions, and content on 'Happy Mum, Happy Baby' receiving 22,000 views.
c. Conducted research and communications to highlight the impact of the pandemic on babies, their families and the services that work with them and campaigned for this to be taken into account in decisions about lockdowns and recovery. Our phrase, the "Baby Blindspot" was widely adopted, including being used in the Houses of Commons and Lords.
d. Secured changes in national guidance on Health Visiting, Antenatal and Postnatal care and Domestic Abuse to recognise the importance of infant mental health and early relationships.
e. Achieved a year-on-year increase in Westminster meetings and engagement including 41% growth in key terms used in Commons and Lords debates and committee investigations. Gave evidence to Commons and Lords select committees.
f. Continued to coordinate the First 1001 Days Movement which grow to nearly 200 members and operated as an effective alliance working together to influence national policy, including the development of the Start for Life vision. New resources, such as the suite of Evidence Briefs, help members to make the case for investment in the earliest years of life.

g. Supported the work of the Foundation through a range of communications activity. Over the year there were 52,000 unique visitors to parentinfantfoundation.org.uk and our work was covered in a range of print and broadcast media.

5. Sustaining and strengthening our organisation

Our sincere thanks to all our funders and partners for their support during a challenging period. Thanks to them we **delivered a strong financial performance** with income generation across contracts (earned income) and fundraising from trust and foundations, and cost savings helping us to keep reserves within our policy.

We would particularly like to thank:

- National Lottery Community Fund
- Cattanach
- William Grant Foundation
- Charles Gordon Foundation
- Ana Leaf Foundation
- Esmée Fairbairn Foundation
- All of our individual donors and supporters
- NHS Thurrock Clinical Commissioning Group
- NSPCC
- Merthyr Tydfil County Borough Council
- ISOS Partnership (UK) LLP
- Health Education England
- Newcastle University
- AIM Foundation

We have continued to invest in our organisational development and sustainability, with fundraising and funding diversification remaining a key priority.

Our people

Our mostly part-time team has grown from a FTE of 4 to a FTE of 4.6. We have had several vacant posts during the year due to recruitment delays and the utilisation of the Government's Job Retention Scheme to part time or fully furlough some roles. We are especially grateful to the NSPCC for seconding one of their Policy Officers to us for 1 day per week to help us continue our campaigning work.
This year we have welcomed four new staff to the team and supported three temporary members of staff and three interns. We bid goodbye to our longstanding chair who completed their term of office, and our chief executive who took their next career step. And welcomed their replacements who are both experienced in running charities supporting families and joined to lead the Foundation's next phase of development.

Operationally, we have made good progress in supporting and strengthening the mechanisms for looking after our people. This year has seen staff move to new more supportive employment contracts, offering them permanent contracts wherever possible. We have brought our working week in line with the sector to 37.5 hours instead of 40 hours, to support our staff to take breaks. This year also saw us make greater strides in the team utilising training and development opportunities and developing a culture of learning, and there is more to do on this. In response to the Covid pandemic we put in place a new policy to offer paid sick leave across the team. We also implemented equitable policies to ensure staff were supported at this challenging time, including utilising the Job Retention Scheme, and other leave and flexible options for those who remained working. And lastly, our financial position meant we were able to offer all of our team inflationary increases at year end.

Our structures

This financial year has seen significant changes in our financial management. Our organisation has transitioned from a paper-based bookkeeping to professional online software and electronic records. This has made our financial operations significantly more efficient, transparent and secure.

At the same time the complexity of our bookkeeping increased as we moved from having held two restricted funds to holding and managing seven restricted funds as well as securing four new income earning contracts. To support this transition, we put in place a chart of accounts, approvals process and a revised expenditure authority policy. We also strengthened our internal practices by assigning budget holders across the senior leadership team and working together through the year on budget reports and reallocations. This enabled our organisation to have improved financial oversight and management through the year. Our financial governance was further strengthened as we closed the year by appointing Godfrey Wilson as our accountants and independent examiners.

We invested in our IT structures this year and completed a migration to 365 and provided encrypted laptops to all team members.

Public benefit

In shaping our objectives for the year and planning our activities, the trustees have considered the Charity Commission's guidance on public benefit, including the guidance 'public benefit: running a charity (PB2)'.

Plans for the year ahead

Our operational objectives for the year ahead are:

- ✓ There are 42 or more established parent-infant teams across the UK, and we have an active relationship with them all;
- ✓ Impact reports have been published which include evidence of the impact of both parent-infant teams and the Foundation;
- ✓ Governments across the UK have acknowledged that there should be specialised parent-infant provision as part of state funded infant, children and young people's mental health services;
- ✓ The Foundation has implemented an effective plan for fundraising and income generation; and
- ✓ Our people and team development keeps apace with our growth and improving working culture, as well as strengthened organisational capabilities and policies.

Distance still to travel – in England, Scotland, Wales and Northern Ireland

- ➢ Estimated number of families currently reached by teams in England = 3,600
- ➢ Estimated likely reach if 5% of children each year access a parent-infant team 32,200
- ➢ Scotland are actively developing parent infant services in all 14 health boards. Their capacity is yet to be confirmed.
- ➢ Both Wales and Northern Ireland have committed to supporting infant mental health services, but their plans are yet to be published.
- ➢ All four nations need their own comprehensive and sustained workforce development plan to grow a parent-infant workforce.

An insight into how our campaigning with partners changes national policies

"The evidence is compelling that the first 1,001 days of a child's life are the most important. .. We are responding today with £300 million for a start for life offer for families; high-quality parenting programmes; tailored services to help with perinatal mental health; ..funding to create a network of family hubs around the country too…To help up to 300,000 more families facing multiple needs, we are investing an extra £200 million in the supporting families programme..

The Rt Hon Rishi Sunak MP, Chancellor of the Exchequer, Budget statement, 27 October 2021

Governance, management and organisational structure

Trustee recruitment and induction

Our Board of Trustees, who are also Directors of the Charity for the purposes of the Companies Act, have overall responsibility for setting the strategy of the Foundation. Our Chief Executive, working with the Senior Leadership Team is responsible for delivering the Board's vision and strategy and for its day-to-day operations.

When seeking to fill vacancies on the board, the trustees identify the particular skills and expertise needed to cover the work of the board and prioritise these during the recruitment process. Given the nature of our work, trustees with experience of parent-infant therapy/research are well represented (currently three trustees). To increase the diversity of the board's membership we advertise widely for new trustees, and ensure, throughout the recruitment process, that all applicants from a wide variety of backgrounds have an opportunity to succeed. A panel of trustees interview prospective trustees and new appointments are ratified by the full Board of Trustees.

Trustees serve for an initial term of three years and, with the approval of the board, may serve a second period of three years. They must then retire unless the board decides that the interests of the Foundation require a further, exceptional extension to their term of office. Inductions and training for trustees is by practice and informal mentorship from other trustees, one-to-one and group sessions with management, and formal training as required.

Contribution of volunteers

The Foundation wishes to acknowledge and thank the volunteers at the Parent-Infant Foundation for their hard work and dedication to our charity. All of our trustees are volunteers.

Relationship with other parties

The Parent-Infant Foundation acts as an umbrella organisation supporting any parent-infant relationship team around the UK, however they are funded or where they are situated. The definition of what constitutes a parent-infant team can be found on our website. Throughout 2020-21 our engagement with local teams increased and by the end of the year we were actively engaged with 39 teams, over 100 staff within teams plus trustees (where teams are charities), and local commissioners/funders.

In our role as co-ordinator for the First 1001 Days Movement we are actively working with and supporting nearly 200 organisations.

Financial review

The Parent-Infant Foundation considers itself to be financially stable. Total income for 2020-21 was £380,284 and total expenditure was £341,160, details of which are set out in the accounts that follow. We continue to diversify funding to reduce the risk to the charity and to support our future stability and sustainability.

This year saw a small reduction of our income from £395,550 to £380,284 which was largely due to the reduction of funds needed to deliver our activities as we continued to operate in a pandemic and have reduced travel and in person meetings and event costs. Restricted income reduced from £132,856 to £125,844 but the number of projects more than doubled. We also utilised £46,153 of brought forward restricted funds to complete several programmes.

This year saw the Parent-Infant Foundation make significant progress in raising funds from our charitable activities, mostly through consultancy work and we saw that funding source grow from £6,173 the previous year to £46,895 and we expect continued growth.

Total expenditure was £341,160, of this we utilised £28,748 (8%) to raise further funds and the rest, £312,412 (92%) was spent supporting our charitable activities.

At the end of the year, we had £234,191 of net assets. £68,226 of these funds are restricted funds that will be carried forward for expenditure in 2021-22. As of 1 September 2021, these brought forward funds comprise of £4,827 AIM Foundation, £13,539 Cattanach, £35,000 Charles Gordon Foundation and £14,860 Esmée Fairbairn Foundation. £165,965 of these net assets are unrestricted funds and make up our unrestricted reserves at year end.

Reserves policy

The Parent-Infant Foundation needs reserves to provide security to our operations. The Foundation does not provide direct services to families with parent-infant relationship difficulties and so winding up would not impact directly on vulnerable people. However, an abrupt ceasing of our operations would impact indirectly on parents and their babies with relationship difficulties and work to improve services. The Parent-Infant Foundation is heavily reliant on grant income. Our reserves policy is therefore designed to cover shortfalls in income and periods when income does not reach expected levels or to some in the event of reduced income (e.g., grant not coming through or being delayed), and to take account of potential risks and contingencies that may arise from time to time, such as unplanned closure. In addition, reserves can be used to periodically allocate additional funds designated to meet essential future spending, such as funding a project that could not be met from future income or for re-scaling up of activity after the Covid 19 crisis.

The trustees have agreed a reserves policy of up to six months of annual operating costs whilst taking into account the needs to mitigate income and expenditure risk, winding up costs, working capital and strategic development. The Foundation has £165,965 of unrestricted net assets at year-end which is in line with our reserves policy.

Risk management

Responsibility for risk management lies with trustees. A risk register has been established and is reviewed at each board meeting, with controls in place to manage minimal risks that occur.
The trustees consider that no material risks have emerged. Due to the increasing ambition of the new strategy, we continue to put in place a stronger and more robust governance methodology based on training delivered by the Foundation for Social Improvement (FSI).

Statement of responsibilities of the trustees

The trustees (who are also directors of Parent-Infant Foundation Ltd for the purposes of company law) are responsible for preparing the trustees' annual 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, which give a true and fair view of the state of affairs of the charitable company and group, and of the incoming resources and application of resources, including the income and expenditure, of the charitable company 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 in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company 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 charitable company and group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions. Members of the charity, and those within one year of stepping down, guarantee to contribute an amount not exceeding £10 to the assets of the charity in the event of winding up. The total number of such guarantees at 31 August 2021 was seven. The trustees are members of the charity but this entitles them only to voting rights. The trustees have no beneficial interest in the charity.

All trustees give their time voluntarily and receive no benefits from the charity. All out-of-pocket expenses claimed by trustees are set out in note 6 to the accounts.

Reference and administrative information set out on page 1 forms part of this report. The financial statements comply with current statutory requirements, the Memorandum and Articles of Association and the Statement of Recommended Practice - Accounting and Reporting by Charities (effective from January 2019).

Independent examiners

Godfrey Wilson Ltd were appointed as the charitable company's independent examiners during the year and have expressed their willingness to act in that capacity.

Approved by trustees on 25 January 2022 and signed on their behalf by

Nick Wilkie

Nick Wilkie
Chair of Trustees

Independent examiner's report

To the trustees of

Parent-Infant Foundation Ltd

I report to the trustees on my examination of the accounts of Parent-Infant Foundation Ltd (the charitable company) for the year ended 31 August 2021, which are set out on pages 18 to 29.

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

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

Independent examiner's statement
Since the charitable company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales (ICAEW), which is one of the listed bodies.

Godfrey Wilson Limited also provides bookkeeping and payroll services to the charitable company. I confirm that as a member of the ICAEW I am subject to the FRC's Revised Ethical Standard 2016, which I have applied with respect to this engagement.

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

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

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

Alison Godfrey

Date: 26 January 2022
Alison Godfrey FCA
Member of the ICAEW
For and on behalf of:
Godfrey Wilson Limited
Chartered accountants and statutory auditors
5th Floor Mariner House
62 Prince Street
Bristol, BS1 4QD

Parent-Infant Foundation Ltd

Statement of financial activities *(incorporating an income and expenditure account)*

For the year ended 31 August 2021

	Note	Restricted £	Unrestricted £	**2021 Total £**	Restated 2020 Total £
Income from:					
Donations and legacies	3	124,844	208,529	**333,373**	389,156
Charitable activities		1,000	45,895	**46,895**	6,173
Investments		-	16	**16**	221
Total income		125,844	254,440	**380,284**	395,550
Expenditure on:					
Raising funds		-	28,748	**28,748**	66,652
Charitable activities		110,856	201,556	**312,412**	263,818
Total expenditure	5	110,856	230,304	**341,160**	330,470
Net income		14,988	24,136	**39,124**	65,080
Transfers between funds		7,085	(7,085)	**-**	-
Net movement in funds	6	22,073	17,051	**39,124**	65,080
Reconciliation of funds:					
Total funds brought forward		46,153	148,914	**195,067**	129,987
Total funds carried forward		68,226	165,965	**234,191**	195,067

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in note 13 to the accounts.

The 2020 comparatives have been restated in line with the Charities SORP (FRS 102). The restatements are purely reclassifications of income and expenditure and do not affect net income.

Parent-Infant Foundation Ltd

Balance sheet

As at 31 August 2021

	Note	£	**2021** **£**	2020 £
Fixed assets				
Intangible assets	9		**-**	-
Current assets				
Debtors	10	**20,578**		660
Cash at bank and in hand		**228,203**		200,400
		248,781		201,060
Liabilities				
Creditors: amounts falling due within 1 year	11	**(14,590)**		(5,993)
Net current assets			**234,191**	195,067
Net assets	12		**234,191**	195,067
Funds	13			
Restricted funds			**68,226**	46,153
Unrestricted funds			**165,965**	148,914
Total charity funds			**234,191**	195,067

The directors are satisfied that the company is entitled to exemption from the provisions of the Companies Act 2006 (the Act) relating to the audit of the financial statements for the year by virtue of section 477(2), and that no member or members have requested an audit pursuant to section 476 of the Act.

The directors acknowledge their responsibilities for:

(i) ensuring that the company keeps proper accounting records which comply with section 386 of the Act; and

(ii) preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of the financial year and of its profit or loss for the financial year in accordance with the requirements of section 393, and which otherwise comply with the requirements of the Act relating to financial statements, so far as applicable to the company.

These accounts have been prepared in accordance with the special provisions applicable to companies subject to the small companies' regime.

Approved by the trustees on 25 January 2022 and signed on their behalf by

Nick Wilkie

Nick Wilkie - Chair

1. Accounting policies

a) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities in preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Parent-Infant Foundation Ltd 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 note.

b) Going concern basis of accounting

The accounts have been prepared on the assumption that the charity is able to continue as a going concern, which the trustees consider appropriate having regard to the current level of unrestricted reserves. There are no material uncertainties about the charity's ability to continue as a going concern.

c) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income from the government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Contract income received in advance of service delivery is deferred until criteria for income recognition are met.

d) Donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item, is probable and the economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), general volunteer time is not recognised.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

e) 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 bank.

f) Funds accounting

Unrestricted funds are available to spend on activities that further any of the purposes of the charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

g) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

h) Allocation of support and governance costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Governance costs are the costs associated with the governance arrangements of the charity, including the costs of complying with constitutional and statutory requirements and any costs associated with the strategic management of the charity's activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities on the following basis:

	2021	2020
Raising funds	**6.0%**	6.0%
Charitable activities	**94.0%**	94.0%

i) Intangible fixed assets

Amortisation is calculated so as to write off the cost of an asset, less its estimated residual value, over the useful life of that asset as follows:

Development costs	33% straight line

If there is an indication that there has been a significant change in amortisation rate, useful life or residual value of an intangible asset, the amortisation is revised prospectively to reflect the new estimates.

j) Debtors

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

k) Cash at bank and in hand

Cash at bank and cash 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.

l) Creditors

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

m) Financial instruments

The charitable company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently recognised at amortised cost using the effective interest method.

n) Pension costs

The company operates a defined contribution pension scheme for its employees. There are no further liabilities other than that already recognised in the SOFA.

o) Accounting estimates and key judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying values of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

There are no key sources of estimation uncertainty that have a significant effect on the amounts recognised in the financial statements.

2. Prior period comparative: statement of financial activities

	Restricted £	Unrestricted £	**2020 Total £**
Income from:			
Donations and legacies	132,856	256,300	**389,156**
Charitable activities	-	6,173	**6,173**
Investments	-	221	**221**
Total income	132,856	262,694	**395,550**
Expenditure on:			
Raising funds	-	66,652	**66,652**
Charitable activities	86,703	177,115	**263,818**
Total expenditure	86,703	243,767	**330,470**
Net income and net movement in funds	46,153	18,927	**65,080**

3. Income from donations and legacies

	Restricted £	Unrestricted £	**2021 Total £**
Grants > £10k			
Ana Leaf Foundation	-	150,000	**150,000**
Esmee Fairbairn Foundation	14,860	40,000	**54,860**
Cattanach Foundation	50,000	-	**50,000**
Charles Gordon Foundation	35,000	-	**35,000**
AIM Foundation	24,984	-	**24,984**
Grants < £10k	-	6,976	**6,976**
Donations	-	11,553	**11,553**
Total income from donations and legacies	124,844	208,529	**333,373**

Prior period comparative

	Restricted £	Unrestricted £	2020 Total £
Grants > £10k			
Ana Leaf Foundation	-	236,150	236,150
National Lottery Community Fund	90,290	-	90,290
Cattanach Foundation	42,566	-	42,566
Grants < £10k	-	2,500	2,500
Donations	-	17,650	17,650
Total income from donations and legacies	132,856	256,300	389,156

4. Government grants

The charitable company receives government grants, defined as funding from the National Lottery Community Fund and the Coronavirus Job Retention Scheme to fund charitable activities. The total value of such grants in the period ending 31 August 2021 was £6,976 (2020: £90,290). There are no unfulfilled conditions or contingencies attaching to these grants in 2020/21.

5. Total expenditure

	Raising funds £	Charitable activities £	Support and governance costs £	**2021 Total £**
Staff costs (note 7)	21,548	152,936	81,546	**256,030**
Recruitment and training	-	-	15,067	**15,067**
Communications	-	14,776	-	**14,776**
Evaluation	-	11,794	-	**11,794**
Consultancy	-	21,935	1,788	**23,723**
Travel	-	576	309	**885**
Office costs	257	1,621	12,826	**14,704**
Insurance	-	-	1,263	**1,263**
Accountancy	-	-	2,918	**2,918**
Sub-total	21,805	203,638	115,717	**341,160**
Allocation of support and governance costs	6,943	108,774	(115,717)	-
Total expenditure	**28,748**	**312,412**	**-**	**341,160**

Total governance costs were £2,763 (2020: £4,770).

Prior period comparative

	Raising funds £	Charitable activities £	Support and governance costs £	**Restated 2020 Total £**
Staff costs (note 7)	31,082	127,412	39,309	**197,803**
Recruitment and training	-	2,569	2,878	**5,447**
Communications	-	14,411	-	**14,411**
Evaluation	-	25,362	-	**25,362**
Consultancy	31,765	16,278	4,120	**52,163**
Clinical implementation	-	4,426	-	**4,426**
Policy work	-	10,341	-	**10,341**
Travel	-	2,849	-	**2,849**
Office costs	-	564	13,710	**14,274**
Insurance	-	-	1,052	**1,052**
Accountancy	-	-	840	**840**
Amortisation	-	-	1,502	**1,502**
Sub-total	62,847	204,212	63,411	**330,470**
Allocation of support and governance costs	3,805	59,606	(63,411)	-
Total expenditure	**66,652**	**263,818**	**-**	**330,470**

6. Net movement in funds

This is stated after charging:

	2021	2020
	£	£
Trustees' remuneration	**Nil**	Nil
Trustees' reimbursed expenses	**28**	87
Independent examiners' remuneration:		
▪ Independent examination (including VAT)	**1,500**	840

During the year 1 trustee (2020: 1) was reimbursed for travel expenses.

7. Staff costs and numbers

Staff costs were as follows:

	2021	2020
	£	£
Salaries and wages	**206,180**	167,922
Social security costs	**13,918**	12,130
Pension costs	**6,433**	5,827
Freelance staff	**29,499**	11,924
	256,030	197,803

No employee earned more than £60,000 during the year.

The key management personnel of the charitable company comprise the Trustees, Chief Executive Officer, and Senior Management Team. The total employee benefits of the key management personnel were £137,551 (2020: £130,963).

	2021	2020
	No.	No.
Average head count	**8**	7
FTE equivalent	**5**	4

8. Taxation

The charity is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

9. Intangible fixed assets

	Development costs £
Cost	
At 1 September 2020	**18,409**
Disposals	**(18,409)**
At 31 August 2021	**-**
Amortisation	
At 1 September 2020	**18,409**
On disposals	**(18,409)**
At 31 August 2021	**-**
Net book value	
At 31 August 2021	**-**
At 31 August 2020	-

Intangible fixed assets relates to the development of a data portal which has now been decommissioned.

10. Debtors

	2021 £	2020 £
Trade debtors	**1,380**	-
Prepayments	**490**	660
Other debtors	**18,708**	-
	20,578	660

11. Creditors: amounts due within 1 year

	2021 £	2020 £
Accruals	**7,617**	4,960
Other taxation and social security	**5,458**	-
Other creditors	**1,515**	1,033
	14,590	5,993

12. Analysis of net assets between funds

	Restricted funds £	Unrestricted funds £	**Total funds £**
Current assets	68,226	180,555	**248,781**
Current liabilities	-	(14,590)	**(14,590)**
Net assets at 31 August 2021	**68,226**	**165,965**	**234,191**

Prior period comparative	Restricted funds £	Unrestricted funds £	**Total funds £**
Current assets	46,153	154,907	**201,060**
Current liabilities	-	(5,993)	**(5,993)**
Net assets at 31 August 2020	**46,153**	**148,914**	**195,067**

13. Movements in funds

	At 1 September 2020 £	Income £	Expenditure £	Transfers between funds £	**At 31 August 2021 £**
Restricted funds					
National Lottery: Essex	26,292	-	(29,488)	3,196	**-**
NHS Trust: Essex	-	1,000	(1,000)	-	**-**
Cattanach: Scotland	6,361	50,000	(46,711)	3,889	**13,539**
Cattanach: Covid	13,500	-	(13,500)	-	**-**
AIM Foundation	-	24,984	(20,157)	-	**4,827**
Charles Gordon: Scotland	-	35,000	-	-	**35,000**
Esmee Fairbairn Foundation	-	14,860	-	-	**14,860**
Total restricted funds	46,153	125,844	(110,856)	7,085	**68,226**
Unrestricted funds					
General funds	148,914	254,440	(230,304)	(7,085)	**165,965**
Total unrestricted funds	148,914	254,440	(230,304)	(7,085)	**165,965**
Total funds	195,067	380,284	(341,160)	-	**234,191**

Purposes of restricted funds

National Lottery: Essex	To support and evaluate the implementation of a new parent-infant relationship service.
NHS Trust: Essex	Funding received for the production of a short film in relation to the above project.
Cattanach: Scotland	To develop Parent-Infant relationship provision in Scotland.
Cattanach: Covid	For the collection of evidence on what happened to infants and very young children during and in the aftermath of the pandemic.
AIM Foundation	To grow and strengthen the First 1,001 Days Movement and campaign for changes to national policy.
Charles Gordon: Scotland	To support the development of specialised parent-infant teams across Scotland.
Esmee Fairbairn Foundation	To gain insights about the understanding of, and attitudes towards, infant mental health in the centre of government.

Transfers between funds

Transfers into restricted funds relate to furlough income received for staff salaries funded by restricted income.

13. Movements in funds (continued)

Prior period comparative	At 1 September 2019 £	Income £	Expenditure £	Transfers between funds £	**At 31 August 2020 £**
Restricted funds					
National Lottery: Essex	-	90,290	(63,998)	-	**26,292**
Cattanach: Scotland	-	27,566	(21,205)	-	**6,361**
Cattanach: Covid	-	15,000	(1,500)	-	**13,500**
Total restricted funds	-	132,856	(86,703)	-	**46,153**
Unrestricted funds					
General funds	129,987	262,694	(243,767)	-	**148,914**
Total unrestricted funds	129,987	262,694	(243,767)	-	**148,914**
Total funds	129,987	395,550	(330,470)	-	**195,067**

14. Related party transactions

There were no related party transactions in the current or prior year.