



**Parent-Infant Foundation Ltd**

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

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

## **Parent-Infant Foundation**

### **Contents page**

**For the year ended 31 August 2021**

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- Reference and administrative information
- Introduction from our Chair of trustees
- Our vision & mission
- Our achievements and performance
- Governance, management, and organisational structure
- Independent examiner's report
- Statement of financial activities (incorporating an income and expenditure account)
- Balance sheet
- Statement of cash flows
- Notes to the financial statements

## **Parent-Infant Foundation**

### **Reference and administrative information**

**For the year ended 31 August 2021**

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**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:

<b>Name</b>	<b>Role</b>	
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

## Parent-Infant Foundation

### Report of the trustees

For the year ended 31 August 2021

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## 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).

## **Parent-Infant Foundation**

### **Report of the trustees**

#### **For the year ended 31 August 2021**

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##### **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.

## Parent-Infant Foundation

### Report of the trustees

#### For the year ended 31 August 2021

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- 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](http://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             | • NHS Thurrock Clinical Commissioning Group |
| • Cattanach                                   | • NSPCC                                     |
| • William Grant Foundation                    | • Merthyr Tydfil County Borough Council     |
| • Charles Gordon Foundation                   | • ISOS Partnership (UK) LLP                 |
| • Ana Leaf Foundation                         | • Health Education England                  |
| • Esmée Fairbairn Foundation                  | • Newcastle University                      |
| • All of our individual donors and supporters | • 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.

## **Parent-Infant Foundation**

### **Report of the trustees**

**For the year ended 31 August 2021**

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#### **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

## **Parent-Infant Foundation**

### **Report of the trustees**

**For the year ended 31 August 2021**

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## **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.

## **Parent-Infant Foundation**

### **Report of the trustees**

**For the year ended 31 August 2021**

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### **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 Cattnach, £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.



## **Parent-Infant Foundation**

### **Report of the trustees**

**For the year ended 31 August 2021**

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### **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.

## **Parent-Infant Foundation**

### **Report of the trustees**

#### **For the year ended 31 August 2021**

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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**

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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**

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

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

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

## **Parent-Infant Foundation Ltd**

### **Notes to the financial statements**

**For the year ended 31 August 2021**

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#### **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.

## Parent-Infant Foundation Ltd

### Notes to the financial statements

For the year ended 31 August 2021

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#### 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.

## Parent-Infant Foundation Ltd

### Notes to the financial statements

For the year ended 31 August 2021

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



**Parent-Infant Foundation Ltd**

**Notes to the financial statements**

**For the year ended 31 August 2021**

**3. Income from donations and legacies**

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

**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
<b>Total income from donations and legacies</b>	<b>132,856</b>	<b>256,300</b>	<b>389,156</b>

**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.

Parent-Infant Foundation Ltd

Notes to the financial statements

For the year ended 31 August 2021

5. Total expenditure

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

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	<b>197,803</b>
Recruitment and training	-	2,569	2,878	<b>5,447</b>
Communications	-	14,411	-	<b>14,411</b>
Evaluation	-	25,362	-	<b>25,362</b>
Consultancy	31,765	16,278	4,120	<b>52,163</b>
Clinical implementation	-	4,426	-	<b>4,426</b>
Policy work	-	10,341	-	<b>10,341</b>
Travel	-	2,849	-	<b>2,849</b>
Office costs	-	564	13,710	<b>14,274</b>
Insurance	-	-	1,052	<b>1,052</b>
Accountancy	-	-	840	<b>840</b>
Amortisation	-	-	1,502	<b>1,502</b>
<b>Sub-total</b>	<b>62,847</b>	<b>204,212</b>	<b>63,411</b>	<b>330,470</b>
Allocation of support and governance costs	<u>3,805</u>	<u>59,606</u>	<u>(63,411)</u>	<u>-</u>
<b>Total expenditure</b>	<b><u>66,652</u></b>	<b><u>263,818</u></b>	<b><u>-</u></b>	<b><u>330,470</u></b>

## Parent-Infant Foundation Ltd

### Notes to the financial statements

#### For the year ended 31 August 2021

##### 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)	<u>1,500</u>	<u>840</u>

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	<u>29,499</u>	<u>11,924</u>
	<u>256,030</u>	<u>197,803</u>

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 No.	2020 No.
Average head count	<u>8</u>	<u>7</u>
FTE equivalent	<u>5</u>	<u>4</u>

##### 8. Taxation

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

**Parent-Infant Foundation Ltd**

**Notes to the financial statements**

**For the year ended 31 August 2021**

**9. Intangible fixed assets**

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

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

**10. Debtors**

	<b>2021 £</b>	<b>2020 £</b>
Trade debtors	<b>1,380</b>	-
Prepayments	<b>490</b>	660
Other debtors	<b>18,708</b>	-
	<b>20,578</b>	660

**11. Creditors: amounts due within 1 year**

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

Parent-Infant Foundation Ltd

Notes to the financial statements

For the year ended 31 August 2021

12. Analysis of net assets between funds

	Restricted funds £	Unrestricted funds £	Total funds £
Current assets	68,226	180,555	<b>248,781</b>
Current liabilities	-	(14,590)	<b>(14,590)</b>
<b>Net assets at 31 August 2021</b>	<b>68,226</b>	<b>165,965</b>	<b>234,191</b>
Prior period comparative	Restricted funds £	Unrestricted funds £	Total funds £
Current assets	46,153	154,907	<b>201,060</b>
Current liabilities	-	(5,993)	<b>(5,993)</b>
<b>Net assets at 31 August 2020</b>	<b>46,153</b>	<b>148,914</b>	<b>195,067</b>

Parent-Infant Foundation Ltd

Notes to the financial statements

For the year ended 31 August 2021

13. Movements in funds

	At 1 September 2020 £	Income £	Expenditure £	Transfers between funds £	At 31 August 2021 £
<b>Restricted funds</b>					
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	<b>13,539</b>
Cattanach: Covid	13,500	-	(13,500)	-	-
AIM Foundation	-	24,984	(20,157)	-	<b>4,827</b>
Charles Gordon: Scotland	-	35,000	-	-	<b>35,000</b>
Esmee Fairbairn Foundation	-	14,860	-	-	<b>14,860</b>
<b>Total restricted funds</b>	<b>46,153</b>	<b>125,844</b>	<b>(110,856)</b>	<b>7,085</b>	<b>68,226</b>
<b>Unrestricted funds</b>					
General funds	148,914	254,440	(230,304)	(7,085)	<b>165,965</b>
<b>Total unrestricted funds</b>	<b>148,914</b>	<b>254,440</b>	<b>(230,304)</b>	<b>(7,085)</b>	<b>165,965</b>
<b>Total funds</b>	<b>195,067</b>	<b>380,284</b>	<b>(341,160)</b>	<b>-</b>	<b>234,191</b>

**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.

Parent-Infant Foundation Ltd

Notes to the financial statements

For the year ended 31 August 2021

13. Movements in funds (continued)

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

14. Related party transactions

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