

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

Parent-Infant Foundation Ltd

Report of the trustees

For the year ended 31 March 2024

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.

Parent-Infant Foundation Ltd

Report of the trustees

For the year ended 31 March 2024

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.

Report of the trustees

For the year ended 31 March 2024

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 be 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.

Parent-Infant Foundation Ltd

Report of the trustees

For the year ended 31 March 2024

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.

Parent-Infant Foundation Ltd

Report of the trustees

For the year ended 31 March 2024

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.

Parent-Infant Foundation Ltd

Report of the trustees

For the year ended 31 March 2024

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.

Parent-Infant Foundation Ltd

Report of the trustees

For the year ended 31 March 2024

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).

Parent-Infant Foundation Ltd

Report of the trustees

For the year ended 31 March 2024

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		<u>189,223</u>	<u>428,760</u>	<u>617,983</u>	<u>453,088</u>
Expenditure on:					
Raising funds		-	48,088	48,088	54,985
Charitable activities		<u>178,701</u>	<u>298,647</u>	<u>477,348</u>	<u>323,614</u>
Total expenditure	6	<u>178,701</u>	<u>346,735</u>	<u>525,436</u>	<u>378,599</u>
Net income and net movement in funds		10,522	82,025	92,547	74,489
Reconciliation of funds:					
Total funds brought forward		<u>104,871</u>	<u>232,588</u>	<u>337,459</u>	<u>262,970</u>
Total funds carried forward		<u><u>115,393</u></u>	<u><u>314,613</u></u>	<u><u>430,006</u></u>	<u><u>337,459</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 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		<u>435,845</u>		<u>341,620</u>
		467,927		353,775
Liabilities				
Creditors: amounts falling due within 1 year	11	<u>(37,921)</u>		<u>(16,316)</u>
Net current assets			<u>430,006</u>	<u>337,459</u>
Net assets	13		<u><u>430,006</u></u>	<u><u>337,459</u></u>
Funds	14			
Restricted funds			115,393	104,871
Unrestricted funds			<u>314,613</u>	<u>232,588</u>
Total charity funds			<u><u>430,006</u></u>	<u><u>337,459</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 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.

Parent-Infant Foundation Ltd

Notes to the financial statements

For the year ended 31 March 2024

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.

Parent-Infant Foundation Ltd

Notes to the financial statements

For the year ended 31 March 2024

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.

Parent-Infant Foundation Ltd

Notes to the financial statements

For the year ended 31 March 2024

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

Parent-Infant Foundation Ltd

Notes to the financial statements

For the year ended 31 March 2024

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

Parent-Infant Foundation Ltd

Notes to the financial statements

For the year ended 31 March 2024

4. Income from charitable activities

	2024	2023
	Total	Total
	£	£
Contract income	<u>42,988</u>	<u>22,985</u>

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.

Parent-Infant Foundation Ltd

Notes to the financial statements

For the year ended 31 March 2024

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

Parent-Infant Foundation Ltd

Notes to the financial statements

For the year ended 31 March 2024

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
	<u>327,826</u>	<u>255,788</u>

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 No.	2023 No.
Average head count	<u>9</u>	<u>8</u>
FTE equivalent	<u>7</u>	<u>5</u>

9. 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 March 2024

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

	Restricted funds £	Unrestricted funds £	Total funds £
Prior period comparative			
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

Parent-Infant Foundation Ltd

Notes to the financial statements

For the year ended 31 March 2024

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.

Parent-Infant Foundation Ltd

Notes to the financial statements

For the year ended 31 March 2024

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	<u>22,342</u>	<u>-</u>	<u>(9,063)</u>	<u>13,279</u>
Total restricted funds	<u>64,155</u>	<u>120,097</u>	<u>(79,381)</u>	<u>104,871</u>
Unrestricted funds				
General funds	<u>198,815</u>	<u>332,991</u>	<u>(299,218)</u>	<u>232,588</u>
Total unrestricted funds	<u>198,815</u>	<u>332,991</u>	<u>(299,218)</u>	<u>232,588</u>
Total funds	<u><u>262,970</u></u>	<u><u>453,088</u></u>	<u><u>(378,599)</u></u>	<u><u>337,459</u></u>

15. Related party transactions

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