

# BRAZELTON CENTRE UK CIO

England & Wales · Charity number 1158765

## Details

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**Status** Registered

**Legal form** CIO

**Registered** 2014-10-03

**Register** [View on the Charity Commission register](#)

## Contact

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Cambridge  
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**Website** [www.brazelton.co.uk](http://www.brazelton.co.uk)

## Activities

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**Objects:** TO PROMOTE THE BETTER CARE AND UPBRINGING OF INFANTS FOR THE PUBLIC BENEFIT BY DEVELOPING AND DISSEMINATING KNOWLEDGE OF INFANT BEHAVIOUR AND EARLY PARENT-INFANT RELATIONSHIPS.

**Activities:** The Brazelton Centre UK CIO promotes the better care and upbringing of infants by developing and disseminating knowledge of infant behaviour and early parent-infant relationships through providing teaching courses for practitioners who work with infants and parents, by promoting an understanding of baby behaviour to parents and by advising researchers and participating in research studies

## Classification

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- **How:** Sponsors Or Undertakes Research
- **What:** Education/training, The Advancement Of Health Or Saving Of Lives
- **Who:** Other Defined Groups, The General Public/mankind

## Geography

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- Throughout England And Wales

## Finances

Period end	Income	Expenditure	Assets	Employees
2024-10-31	£732,997	£441,588	£621,919	7
2023-10-31	£404,280	£368,122	-	-
2022-10-31	£414,386	£324,424	-	-
2021-10-31	£305,265	£298,420	-	-
2020-10-31	£247,275	£204,612	-	-

## Trustees

Name	Role	Appointed
<b>Dr SUSAN PAWLBY</b>	Chair	2014-10-03
Catherine Kolajo		2023-02-13
Dr Maddalena Miele		2021-04-26
Dr Margaret Elves Redshaw		2017-11-28
Matthew McFeeley		2018-06-20
Sarah Llyod- Fox		2023-02-13

**BRAZELTON CENTRE UK CIO**

England & Wales - Charity number 1158765

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# Accounts

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**BRAZELTON CENTRE UK CIO**

**UNAUDITED**

**TRUSTEES' REPORT AND FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 OCTOBER 2024**



## The Brazelton Centre UK CIO

REGISTERED CHARITY NUMBER: 1158765

### Trustee Annual Report and Financial Statements

For the Year Ended 31 October 2024



BCUK Trustees, staff, volunteers and freelance trainers

## Contents of the Trustee Annual Report and Financial Statements

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The Trustees present their report with the independently examined financial statements of the Brazelton Centre UK CIO for the year ended 31 October 2024. The charity was founded in 1997, established as a registered charity in 2001, and became a CIO in 2014. From 1 June 2015 the Brazelton Centre UK CIO took over the operations of The Brazelton Centre in Great Britain. The Trustees have adopted the provisions of the Statement of Recommended Practice (SORP) 'Accounting and Reporting by Charities' issued in March 2019. This report covers the activities of Brazelton Centre UK CIO for the period from 1 November 2023 to 31 October 2024.

## REFERENCE AND ADMINISTRATIVE DETAILS

The Brazelton Centre UK is a Charitable Incorporated Organisation.

**Registered charity number:** 1158765

**Country of registration:** England & Wales

**Address:** 66 Devonshire Road, Cambridge CB1 2BL

### Trustees:

Dr Susan Pawlby (Chair)

Dr Maggie Redshaw

Matthew McFeeley

Dr Maddalena Miele

Kirandeep Ghataorhe (retired from June 2024)

Catherine Kolajo

Dr Sarah Lloyd-Fox (appointed 13 June 2023)

### Patrons:

Professor Lesley Page, CBE

Professor Topun Austin

### Senior Staff:

Inge Nickell

### Independent Examiner:

CROWE U.K. LLP

Black Country House, Rounds Green Road, Oldbury, West Midlands, B69 2DG



## REPORT FROM THE CHAIR

2023/4 has been another exciting year as we continue to make progress with the Brazelton Centre UK's Strategic Business Plan, 2022-2025: With One Voice: How Babies Around the World Bring Us Together.

We continue to offer both Neonatal Behavioural Observation (NBO) and Neonatal Behavioural Assessment Scale (NBAS) training courses on-line and face-to-face. From November 2023 to October 2024, we ran 58 NBO courses and 2 NBAS courses, training 1154 individuals working with parents and their newborns in the NBO and NBAS. In line with our charitable status we have offered a number of bursaries both to professionals in the UK and to those working in Low and Middle-Income Countries (LMICs).

Both the NBO and the NBAS have been further recognised as evidence of good practice for professionals working with babies and parents by the Governments in Scotland and in England, as well as by UNICEF UK and the University of Cambridge's Centre for Research on Play in Education, Development & Learning (PEDAL). In June 2024 there was a General Election in the UK and in May the APPG on the 1001 Critical Days was disbanded, hopefully to be resurrected by the incoming Government.

We are delighted that the Shaping Us campaign from The Royal Foundation Centre for Early Childhood launched by the Princess of Wales in February 2023 reflects the Brazelton Centre's message in providing all parents with support in understanding their babies' communication and developing a close relationship with their newborn babies.

Trainers, staff and trustees have all contributed to spreading the word about the work of the BCUK, by presenting at conferences both in person and on-line. The staff of the Brazelton Centre UK and our team of trainers remain wonderfully passionate and committed. Under our Director's leadership and with an increase in our social media and visibility, the Centre continues to widen its network across the UK. We had an extremely successful Baby Communication week in June – Understanding Babies, Affirming Parents, Nurturing Relationships, along with free webinars to share knowledge and experience using the NBO and NBAS in practice and research. In September 2024, trainers, staff, trustees and volunteers enjoyed a gathering in Cambridge. The Forum gave members of the BCUK a chance to catch up with one another and start planning for the 2025-8 strategy.

Our Board of Trustees sadly said farewell to Kirandeep Ghataorhe, who resigned at the end of June, following her 3-year trusteeship. We thank her for all her support and wonderful insights into the workings of the Brazelton Centre UK and wish her well for her forthcoming marriage and new milestone in her life's journey. The Board now has 5 members and we look forward to recruiting a new trustee. Each trustee takes on special responsibilities according to their professional background and I should like to thank them all for their dedication and commitment to the Brazelton Centre UK.

Signed on behalf of the Trustees

Susan Pawlby, Chair of Trustees.

Date 12<sup>th</sup> August 2025



## STRUCTURE, GOVERNANCE AND MANAGEMENT

### Governing document

The charity is a Charitable Incorporated Organisation governed by a Trust Deed whose objective is: ***"To promote the better care and upbringing of infants for the public benefit by developing and disseminating knowledge of baby behaviour and early parent-baby relationships."***

The Brazelton Centre UK is a registered CIO (Charitable Independent Organisation), founded in 1997, established as a charity in 2001 and as a CIO in 2014. The charity is now governed by its constitution of 3 October 2014, amended on 18 April 2018 following a review by the board of Trustees.

The Trustees review the aims, objectives and activities of the charity each year. The report looks at what the charity has achieved and the outcomes of its work for the 12 months ending 31 October 2024. The Trustees report the success of each key activity and the benefits the charity has brought to those groups of people that it is set up to help. The review also helps the Trustees ensure the charity aims, objectives and activities remain focused on its stated purposes.

### Method of appointment or Election of Trustees

The management of the charity is the responsibility of the Trustees, who are elected and co-opted under the terms of the Trust Deed. All Trustees give their time voluntarily and receive no benefits from the charity. Trustees will usually serve for a term of three years and may be re-appointed for subsequent terms.

### Organisational structure

The Charity is run by a board of Trustees. The day-to-day running of the charity is devolved to the Director, assisted by a team of staff and self-employed trainers.

Inge Nickell, Director  
Tiffany Kerr, Training Manager  
Kim Benn, Training Course Evaluator  
Sarah Lam, Communications Manager  
Isabel Villena, Office Assistant  
Samita Patkar, Operations Manager  
Joana Taylor Tavares, Research & Development Manager

The charity benefits from the assistance of Master Trainers, Dr Betty Hutchon and Dr Joanna Hawthorne and support from Professor Kevin Nugent and Dr Lise Johnson at the Brazelton Institute in Boston.

### Dr T Berry Brazelton (10<sup>th</sup> May 1918 – 13<sup>th</sup> March 2018)

Our charity's work was inspired by the work of the outstanding paediatrician, Dr T Berry Brazelton. Dr Brazelton's pioneering work carved the way for a deeper understanding of baby behaviour in the field of paediatrics and caused a paradigm-shift in how newborn babies are perceived. His ground-breaking research led to new insights, meaning that babies are now regarded as unique individuals who are able to communicate from birth. After decades of research, Dr Brazelton and colleagues developed the Brazelton Neonatal Behavioural Assessment Scale (NBAS) which is now widely used to assess a new baby's responses to stimuli, such as turning their head toward a voice or following a ball with their eyes. Through using the NBAS, a practitioner can look at a wide range of behaviours and at the end of the assessment develop a behavioural "portrait" of the baby's strengths, adaptive responses and possible vulnerabilities.



We are greatly indebted to the work of the late Dr T Berry Brazelton and are very inspired by his approach.

At the Brazelton Centre UK, we are committed to ensuring Dr Brazelton's legacy lives on and that we continue to improve the lives of newborn babies and their families for years to come.

## OBJECTIVES AND ACTIVITIES

### Public Benefit

The Brazelton Centre UK exists to benefit families of newborn babies. It does this through the provision of training courses in baby behaviour and communication to health professionals.

The charity aims to promote healthy parent-baby relationships through an understanding of baby behaviour. Our original Trust document and CIO constitution sets out our objective: To promote the better care and upbringing of infants for the public

benefit by developing and disseminating knowledge of baby behaviour and early parent-baby relationships.

The courses we provide are the Neonatal Behavioural Assessment Scale (NBAS, 1973) developed by the late Dr T Berry Brazelton, Emeritus Professor of Paediatrics, Harvard University and Boston Children's Hospital, and Professor J. Kevin Nugent, and the Newborn Behavioural Observations (NBO, 2007) developed by Professor Nugent and colleagues.

Our direct beneficiaries are health professionals with an interest in child development and perinatal mental health, such as health visitors, neonatal nurses, midwives, psychologists, doctors and researchers. Our indirect beneficiaries are the thousands of people they support as change-makers, families of newborn babies who become better able to understand their baby's behaviour and communication.

In setting our objectives and planning our activities the Trustees have given careful consideration to the Charity Commission's general guidance on public benefit. Our policy is to work closely with health professionals who work with babies and parents, in order to provide parents with support in understanding newborn behaviour and thereby support the healthy development of early parent-baby relationships. Parents also make contact with the charity and may be referred to a trained NBAS or NBO practitioner in their area.

The Trustees are therefore satisfied that the Brazelton Centre UK ensures its work is in the public benefit.

## Our Activities and Objectives

Our vision is of a world where newborn babies are listened to and understood by their families, enabling strong relationships and healthy lives. The mission statement for the Brazelton Centre UK, is to give newborn babies a voice by supporting parents in understanding their unique communication.

The NBAS was recommended in the Healthy Child Programme (<https://www.gov.uk/government/publications/healthy-child-programme-pregnancy-and-the-first-5-years-of-life>, 2009) as an intervention in the newborn period. The NBAS is also recommended in the Flying Start Programme (<https://www.gov.wales/flying-start-programme>, 2024) by the Welsh Assembly and the Scottish Heads Up Programme (<https://www.nhsggc.scot/your-health/heads-up-mental-health-support/>). The principles of collaborative working with parents and their babies in the transition to parenthood are laid out in the National Institute for Health and Care Excellence, Guidelines for Antenatal and Postnatal Mental Health (2016, [www.nice.org.uk/guidance/cg192](http://www.nice.org.uk/guidance/cg192)) Maternity Matters (2007, [https://dera.ioe.ac.uk/id/eprint/9429/7/dh\\_074199](https://dera.ioe.ac.uk/id/eprint/9429/7/dh_074199)) and policies of the UK government early intervention strategies. In April 2014, the NBO and NBAS were recommended by the National Health Visiting Specification (2014/2015, 2016/7 <https://www.england.nhs.uk/wp-content/uploads/2014/03/hv-serv-spec.pdf>) and in the Specialist Health Visitors in Perinatal & Baby Mental Health document (2016, <https://ihv.org.uk/news-and-views/news/specialist-health-visitors-in-perinatal-and-infant-mental-health/>). In 2021, both the NBAS and NBO received a quality assurance seal from the Infant Mental Health



Recognition Register, (<https://aimh.uk/imh-recognition-register/>). It is also listed as part of 'Parent support and empowerment' in the British Association of Perinatal Medicine: Family Integrated Care – A Framework for Practice (2021). In 2022 our courses were recognised by NHS Education for Scotland (NES) and included in a new resource: The Early Intervention Framework for Children and Young People's Mental Health and Wellbeing ([www.earlyinterventionframework.nhs.scot](http://www.earlyinterventionframework.nhs.scot)). In 2023 both the NBAS and NBO were recognised in the UNICEF UK and the University of Cambridge's Centre for Research on Play in Education, Development & Learning (PEDAL) – 'Understanding and Supporting Mental Health in Infancy and Early Childhood'. The Scottish Government also published 'The Voice of the Infant, Best Practice Guidelines and Infant Pledge' ([www.gov.scot/publications/voice-infant-best-practice-guidelines-infant-pledge/pages/14/](http://www.gov.scot/publications/voice-infant-best-practice-guidelines-infant-pledge/pages/14/), 2023), where good practice examples for professionals working with babies are provided using both NBAS and NBO. The new publication by the government in 2024 – 'Reflecting on parent-infant relationships: A practitioner's guide to starting conversations about parent-infant relationships' ([www.gov.uk/government/publications/parent-infant-relationships-starting-conversations-practitioner-guide/reflecting-on-parent-infant-relationships-a-practitioners-guide-to-starting-conversations](http://www.gov.uk/government/publications/parent-infant-relationships-starting-conversations-practitioner-guide/reflecting-on-parent-infant-relationships-a-practitioners-guide-to-starting-conversations)), suggests using standardized questionnaires and assessment tools and mentions the ADBB (Alarm Distress Baby Scale), NBO and MORS (Mothers Object Relations Scales).

The Brazelton Centre presented at various conferences in 2023/2024 including 'Begin Before Birth' organised by Professor Vivette Glover. Dr Susan Pawlby presented on the behalf of the BCUK with 'Understanding your baby and effects of postnatal depression.' The Cambridge Festival was presented by Dr Sarah Lloyd-Fox (trustee) and Dr Joana Taylor Tavares (staff). Inge Nickell (director) was invited to attend the Parent and Infant Emotional Wellbeing Pathway Launch Event. Just under 200 professionals and practitioners across Bristol, South Gloucestershire and North Somerset attended this event. Inge presented the work carried out so far in Bristol and gave an overview of the Brazelton Approach. AiMH Conference 13<sup>th</sup> June 2024 was presented by one of our senior trainers, Anulika Ifezue with 'Speaking Up for Babies'.

A key objective of the Brazelton Centre UK is to increase the knowledge of baby behaviour amongst health professionals through Workshops, Study Days, Conferences and Training programmes. The charity aims to train health professionals in the community, Children's Centres, Family hubs and hospitals in the UK, so that they can support parents in the bringing up of their babies. The ultimate goal of our work is to provide parents with support, enabling healthy relationships between them and their babies.

### Activities for achieving objectives

During 2023/24 the Brazelton Centre UK has provided training courses about baby behaviour for health practitioners who work with babies and parents, including the Neonatal Behavioural Assessment Scale (NBAS) developed by the late Dr T Berry Brazelton (1973) and the Newborn Behavioural Observation (NBO by J Kevin Nugent et al., 2007).

The majority of the charity's work consists of the provision of training courses to health visitors, neonatal nurses, midwives, psychiatrists, psychologists, other health and social care practitioners and researchers working with newborn babies and families. We run NBO and NBAS courses throughout the year.

Additionally, the Charity advises researchers and seeks involvement in projects and research studies.

### Review of Activities

2023/2024 was the Brazelton Centre UK's 27<sup>th</sup> year of providing training in the Neonatal Behavioural Assessment Scale (NBAS, 1973) and its 16<sup>th</sup> year in the Newborn Behavioural Observations (NBO, 2007).

From November 2023 to October 2024, we delivered 58 NBO courses and 2 NBAS courses with a mixture of online and face-to-face training. In total 1154 individuals have trained in the NBO and the NBAS during this period. Each of our training sessions is evaluated before and after by trainees, for quality control purposes and to assess the impact the training has in terms of increasing practitioner confidence in their professional lives.

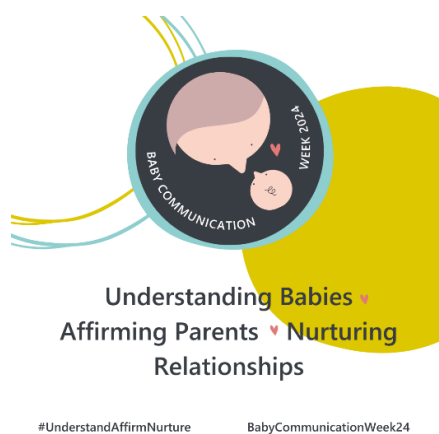


This year we delivered training to professionals across the UK, reaching Scotland, Northern Ireland, Wales and England. These included professionals from midwifery, health visiting, perinatal mental health, early intervention teams, research, neonatal care and many more.

Our trainers are supported by regular trainers' zoom meetings, along with monthly NBO/NBAS Peer Learning meetings with trainers from around the world convened by the Brazelton Institute in Boston.

These were some of the focus areas for 2023/24:

- Operational plan to implement our strategy
- Baby Communication Week 2024 – Understanding Babies, Affirming Parents, Nurturing Relationships.
- Infant Mental Health Awareness Week (2024) – Creating Emotionally Safe and Responsive Parent Baby Relationships: 'Supporting Parental Mentalisation & Sensitivity in the First 1001 Days'
- Allocating bursaries in the UK and to professionals working with infants in low and middle income countries (LMICs)



### Understanding Babies • Affirming Parents • Nurturing Relationships

It is a fundamental fact that healthy, happy parent-infant relationships are the key context in which babies grow - healthily and happily. As professionals working with newborn babies and their families we therefore need to be asking: What is the most impactful way that we can play our part in nurturing these important early relationships?

This Baby Communication Week our aim is to answer that question with an approach that recognises the baby as an active player in relationships. The baby who brings with it to the world many social skills and an inextinguishable desire to bond with its caregivers.

At the heart of the week will be 5 key messages we believe need to reach every new parent. These are messages that will:

- grow parents' understanding of their newborn's communication and affirm them in their caregiving.
- benefit babies in receiving responsive care and interaction from parents who feel both calm and informed.
- result in happy, healthy and nurtured parent-baby relationships.

We hope you will join us!

#UnderstandAffirmNurture

BabyCommunicationWeek24



- Further development of NBO training materials to enhance learning experience
- Emphasis on the importance of course completion and certification for trainees
- Extending our resources and information by creating new materials on baby communication, updating our website to include a section for parents, extending our social media reach (Instagram – 3420, X(Twitter) – 3170, Facebook – 4214 followers), YouTube – 498 subscribers
- Updating training material for new trainers and trainees
- Introducing a new learning platform
- Case studies reflecting learning from professionals from LMICs
- NBO & NBAS Leadership Councils – attending meetings learning and sharing new knowledge from around the world
- Introducing free webinars to share knowledge and experience using the NBO and NBAS in practice and research
- Supporting student placements from King's College, London
- BCUK Forum – gathering of staff, trustees, volunteers and trainers for an update on activities and planning of new strategy 2025-2028





### Evaluating our Charity's Impact

The Brazelton Centre UK is a learning organisation that reflects on its activities and seeks to make continual improvements. To this end, each of our courses are evaluated by trainees, so that we can measure what the trainees have learned and can understand how their learning will be utilised.

During the year we trained 1154 people, including Health Visitors, Community Nursery Nurses, Midwives, Psychologists, Occupational Therapists and Doctors, amongst several others.

Key highlights from the feedback we received from our trainees were as follows:

- The majority of our trainees were highly satisfied with the NBO and NBAS courses
- After the courses they feel more confident regarding their skills to work with newborn babies and families
- Most of the trainees report that they have integrated a great deal of what they have learned into their practice

"Absolutely loved the sessions. Very relevant to role and I feel this is the most relevant and beneficial training I have ever had."

"It makes it so much easier to be fully equipped to deliver the service to families."

"Fascinating. I feel this is more important to do with families than anything else to support bonding and future outcomes."

"Really enjoyed the course. I feel it will really enhance my practice and my relationship with new families and enable them to have a better relationship with their babies. Thank you."

"This course enhanced practice and sits well with all flying start training - we are in an ideal position as professionals to facilitate within the community."





**PLANS FOR 2024/2025**

Our 2022-25 strategy and business plan have the following strategic objectives:

Brazelton Centre UK has set 5 strategic goals for the years 2022 to 2025, defined in the table below:

1. Increase reach and impact	2. Improve diversity and inclusion	3. Build stronger operations	4. Increase engagement with parents	5. Maintain financial efficiency
Increase our charity’s reach and impact in more geographical areas and professions.	Create, nurture and sustain a global, inclusive culture where differences drive innovative practices to meet the needs of our customers, employees and most importantly the newborn baby and their family.	Enhance the charity’s governance, operations and research through best practice and building an evidence base.	Increase our charity’s reach with parents and impact through social media, blogs, leaflets, journals etc.	Maintain financial efficiency and enhance funding streams for training.

**Services**

In 2024/2025 the charity will continue to provide training in NBO and NBAS courses both on-line and face-to-face. The plan is to use our digital map to identify geographical areas that are not currently offering NBO or NBAS courses in their practice.

Over the next few years, the charity will strengthen its Training Function and Force, encouraging interested NBO and NBAS certified trainees to consider training as trainers, its Income Generation Function and its Research Function.

**FINANCIAL REVIEW**

**FINANCIAL REVIEW**

The charity’s financial performance in the year 2024 was satisfactory and exceeded our plan for the year. We saw stronger demand for courses and higher attendance both from established and new customers. The charity still faces ongoing economic uncertainty and cost of living challenges; however, due to sensible cost control, a pivot to online delivery of courses and a prudent outlook, our financial position is stronger year on year.

The overall surplus generated for the year was £291,409 (2023: £27,106).

The principal source of income is generated from local authorities, healthcare practitioners and the NHS for the delivery of NBO and NBAS courses. Total income for the year was £732,997, against £404,280 in 2023; an increase of 81%.

Total Expenditure increased to £441,541 from £377,174 in 2023, an increase of 17% relating to staff and staff related costs; driven by higher courses demand and investment in CRM.

Investment income of £4,331 is at the levels expected.

Debtors reduced to £33,294 from £95,893 and Creditors increased to £196,625 from £87,457 due to higher income in advance from NBO and NBAS bookings.



The charity's total unrestricted reserves excluding designated funds now stand at £604,937 (2023: £301,474).

The charity's total reserves now stand at £621,919 (2023: £330,510).

### Reserves policy and going concern

The Trustees have a responsibility to achieve the objective of the Charity as set out under "Governing Document" above. It is incumbent on the Brazelton Centre UK CIO to ensure that there are adequate funds available to meet this objective and, to that end, the Trustees have reviewed the current level of reserves and have concluded that the reserves are sufficient to enable the Brazelton Centre UK CIO to continue to meet its obligations.

The Trustees have examined the charity's requirements for reserves in light of the main risks to the organisation. Trustees are committed to generating sufficient reserves to support current organisational activities to meet the following requirements:

- Safeguarding the charity's service commitment in the event of delays in receipt of grants or other income.
- Providing a financial cushion against risk and future uncertainties.
- Resourcing the research and development of services and initiatives.

To this end, the Trustees have established a reserves policy that is reviewed annually to ensure that the appropriate levels of reserves are maintained, and that the charity is able to continue to fund its activities without unnecessary disruption as a result of peaks and troughs in income.

With the majority of the charity's funds still coming from training fees, the organisation has moved well to be able to deliver its offering and access wider markets through an online provision of both NBO and NBAS. The Trustees aim to maintain a conservative approach and seek to have at least 9 to 12 months running costs in reserves, therefore.

Total unrestricted funds at the period-end were £621,919.

The current level of reserves equates to approx. 1.5 years' running costs, and the Trustees therefore consider these reserves to be sufficient and appropriate. Indeed, the Trustees are now reviewing actively how they can use a reasonable element of said funds to further the Charity's goals; in that regard, and in recognition of the milestone of the organisation's 25-year anniversary, the budget for the following financial year anticipates running a modest deficit.

In carrying out our assessment of available reserves, we exclude fixed asset fund, as well as designated funds that have been set aside for a specific purpose. This gives us our free reserves which is immediately available for the charity's use as follows:

Total unrestricted reserves	£621,919
Less fixed asset fund	£ 327
Less designated funds	£ 16,655
<b>Free reserves</b>	<b>£604,937</b>

The current level of free reserves falls within levels set by the board, and the Trustees therefore consider these reserves to be sufficient and appropriate.

In order to assess the appropriateness of the going concern assumption basis, the Trustees have considered the charity's financial position, liquidity, unrestricted reserves and forecasts for the foreseeable future, considering the principal risks to which the charity is exposed and the ongoing cost-of-living crisis and economic uncertainties.



The demand for high quality NBO and NBAS training programmes remains strong, attendance high and Free reserves falls within targets set by Trustees. Given the strength of the balance sheet, sufficient level of reserves, the Trustees have a reasonable expectation that the charity will be able to continue in operation and meet its liabilities as they fall due for at least 12 months from the date of signing this report. For this reason, the charity continues to adopt the going concern basis.

### **Risk Management**

The Trustees have a duty to identify and review the risks to which the Charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

The Trustees maintain a Risk Register which is reviewed periodically by the Treasurer and the Operations Manager.

Key risks identified during the year include:

- Strengthening financial oversight and safeguarding assets – As the Charity’s operations grow in scale, the Trustees remain committed to maintaining strong financial oversight and safeguarding funds. A range of proactive measures have been implemented, including regular reviews of bank transactions, enhanced financial monitoring, and the introduction of an incident log. Plans are also in place to review banking arrangements to ensure funds are appropriately diversified and protected.
- Financial: High dependence on a single revenue stream – The Charity has historically relied primarily on income from NBO training. To reduce this dependency and strengthen financial resilience, efforts are underway to diversify the training portfolio by updating existing content and developing new courses that serve as alternative revenue streams.
- External risks: All training kits are sourced externally, and the Trustees recognise that there is a logistics management risk as it pertains to production and delivery of the said kits. Operations management schedules procurements to ensure delivery aligns with training schedules and stock levels are monitored periodically.
- Operational: The charity's daily operations and training course delivery are supported by a team of highly skilled, self-employed trainers who are compensated periodically for their services. To ensure the timely settlement of invoices, the Training Manager and Finance staff collaborate closely. This process is designed to prevent payment delays, protect the charity's reputation, and maintain strong working relationships with our trainers

Risks are managed within the organisation’s overall risk appetite, and appropriate mitigation strategies are in place.

### **Investment policy and performance**

The Trustees are mindful of the general uncertainty in the investment markets and have concluded that, considering the current position of the Charity, any investment policy other than that of a prudent nature is inappropriate. Our policy remains one of capital preservation in the first instance and secondly income generation. Investment performance this year is in line with expectation.

### **Statement of responsibilities of the Trustees**

The Trustees 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).

Charity law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources,



including the income and expenditure, of the charitable incorporated organisation 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.
- 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 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 Charities Act 2011. They are also responsible for safeguarding the assets of the charitable company 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.

The Trustees acknowledge the following:

- The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

The Trustees are members of the charity, but this entitles them only to voting rights. The Trustees have no beneficial interest in the charity.

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**BRAZELTON CENTRE UK CIO**

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**INDEPENDENT EXAMINER'S REPORT  
FOR THE YEAR ENDED 31 OCTOBER 2024**

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**Independent Examiner's Report to the Trustees of Brazelton Centre UK CIO ('the Charity')**

I report to the charity Trustees on my examination of the accounts of the Charity for the year ended 31 October 2024.

**Responsibilities and Basis of Report**

As the Trustees of the Charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the 2011 Act').

I report in respect of my examination of the Charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

**Independent Examiner's Statement**

Since the Charity'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, which is one of the listed bodies.

I have completed my examination. I confirm that no 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 Charity as required by section 130 of the 2011 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 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.

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.

This report is made solely to the Charity's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the Charity's Trustees those matters I am required to state to them in an Independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the Charity and the Charity's Trustees as a body, for my work or for this report.

*Helen Blundell*

Signed:

Dated: 12 August 2025

Helen Blundell

LLB FCA FCIE DChA

Crowe U.K.LLP  
Chartered Accountants  
Black Country House  
Rounds Green Road  
Oldbury, West Midlands  
B69 2DG

BRAZELTON CENTRE UK CIO

**STATEMENT OF FINANCIAL ACTIVITIES  
FOR THE YEAR ENDED 31 OCTOBER 2024**

	Note	Unrestricted funds 2024 £	Total funds 2024 £	<i>Total funds 2023 £</i>
<b>Income from:</b>				
Charitable activities	3	728,666	728,666	402,348
Other income	4	4,331	4,331	1,932
<b>Total income</b>		<u>732,997</u>	<u>732,997</u>	<u>404,280</u>
<b>Expenditure on:</b>				
Charitable activities	5	441,588	441,588	377,174
<b>Total expenditure</b>		<u>441,588</u>	<u>441,588</u>	<u>377,174</u>
<b>Net movement in funds</b>		<u>291,409</u>	<u>291,409</u>	<u>27,106</u>
<b>Reconciliation of funds:</b>				
Total funds brought forward		330,510	330,510	303,404
Net movement in funds		291,409	291,409	27,106
<b>Total funds carried forward</b>		<u>621,919</u>	<u>621,919</u>	<u>330,510</u>

The Statement of Financial Activities includes all gains and losses recognised in the year.

The notes on pages 17 to 27 form part of these financial statements.

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**BRAZELTON CENTRE UK CIO**

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**BALANCE SHEET  
AS AT 31 OCTOBER 2024**

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	Note	2024 £	2023 £
<b>Fixed assets</b>			
Tangible assets	9	327	681
<b>Current assets</b>			
Debtors	10	33,294	95,893
Cash at bank and in hand		784,923	321,393
		<u>818,217</u>	<u>417,286</u>
<b>Current liabilities</b>			
Creditors: amounts falling due within one year	11	(196,625)	(87,457)
<b>Net current assets</b>		<u>621,592</u>	<u>329,829</u>
<b>Total net assets</b>		<u><u>621,919</u></u>	<u><u>330,510</u></u>
<b>Charity funds</b>			
Unrestricted funds	12	621,919	330,510
<b>Total funds</b>		<u><u>621,919</u></u>	<u><u>330,510</u></u>

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:



**Catherine Kolajo**

Treasurer

Date: 12th August 2025

The notes on pages 17 to 27 form part of these financial statements.

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**BRAZELTON CENTRE UK CIO**

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**STATEMENT OF CASH FLOWS  
FOR THE YEAR ENDED 31 OCTOBER 2024**

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	<b>Note</b>	<b>2024 £</b>	<b>2023 £</b>
<b>Cash flows from operating activities</b>			
Net cash used in operating activities	13	<b>459,199</b>	<b>(18,883)</b>
		<hr/>	<hr/>
<b>Cash flows from investing activities</b>			
Dividends, interests and rents from investments		<b>4,331</b>	<b>1,932</b>
Purchase of tangible fixed assets		<b>-</b>	<b>(1,017)</b>
		<hr/>	<hr/>
<b>Net cash provided by investing activities</b>		<b>4,331</b>	<b>915</b>
		<hr/>	<hr/>
<b>Cash flows from financing activities</b>			
		<hr/>	<hr/>
<b>Net cash provided by financing activities</b>		<b>-</b>	<b>-</b>
		<hr/>	<hr/>
<b>Change in cash and cash equivalents in the year</b>		<b>463,530</b>	<b>(17,968)</b>
Cash and cash equivalents at the beginning of the year		<b>321,393</b>	<b>339,361</b>
		<hr/>	<hr/>
<b>Cash and cash equivalents at the end of the year</b>	14	<b>784,923</b>	<b>321,393</b>
		<hr/> <hr/>	<hr/> <hr/>

The notes on pages 17 to 27 form part of these financial statements

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## BRAZELTON CENTRE UK CIO

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### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 OCTOBER 2024

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#### 1. General information

The charity is a Charitable Incorporated Organisation governed by a Trust Deed whose objective is: "To promote the better care and upbringing of infants for the public benefit by developing and disseminating knowledge of baby behaviour and early parent-baby relationships."

The Brazelton Centre UK is a registered CIO (Charitable Independent Organisation), founded in 1997, established as a charity in 2001 and as a CIO in 2014. The charity is now governed by its constitution of 3 October 2014, amended on 18 April 2018 following a review by the board of Trustees.

The address of the registered office is given in the charity information on page 2 of these financial statements.

#### 2. Accounting policies

##### 2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

The financial statements are presented in British pound sterling and rounded to the nearest £.

Brazelton Centre UK CIO 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.

##### 2.2 Income

All income is recognised once the Charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

Other income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

##### 2.3 Expenditure

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

All expenditure is accounted for on an accrual basis. All expenses including support costs and governance costs are allocated to the applicable expenditure headings.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Charity's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 OCTOBER 2024

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**2. Accounting policies (continued)**

**2.4 Interest receivable**

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Charity; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

**2.5 Tangible fixed assets and depreciation**

Tangible fixed assets costing £1000 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following basis:

Computer equipment	-	33% on cost
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**2.6 Debtors**

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

**2.7 Cash at bank and in hand**

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

**2.8 Liabilities and provisions**

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

**2.9 Financial instruments**

The Charity 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 measured at amortised cost using the effective interest method.

**2.10 Pensions**

The Charity operates a defined contribution pension scheme and the pension charge represents the amounts payable by the charity to the fund in respect of the year.

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BRAZELTON CENTRE UK CIO

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NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 OCTOBER 2024

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2. Accounting policies (continued)

2.11 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

3. Income from charitable activities

	<b>Unrestricted funds 2024 £</b>	<b>Total funds 2024 £</b>
Training and conference income	728,666	<b>728,666</b>
	<hr/> <hr/>	<hr/> <hr/>
	<i>Unrestricted funds 2023 £</i>	<i>Total funds 2023 £</i>
Training and conference income	402,348	402,348
	<hr/> <hr/>	<hr/> <hr/>

**BRAZELTON CENTRE UK CIO**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 OCTOBER 2024**

**4. Investment income**

	<b>Unrestricted funds 2024 £</b>	<b>Total funds 2024 £</b>
Interest receivable	4,331	<b>4,331</b>
	<i>Unrestricted funds 2023 £</i>	<i>Total funds 2023 £</i>
Interest receivable	1,932	1,932

**5. Analysis of expenditure by activities**

	<b>Activities undertaken directly 2024 £</b>	<b>Support costs 2024 £</b>	<b>Total funds 2024 £</b>
Charitable Activities	280,803	160,785	<b>441,588</b>
	<i>Activities undertaken directly 2023 £</i>	<i>Support costs 2023 £</i>	<i>Total funds 2023 £</i>
Charitable Activities	178,860	198,314	377,174

**BRAZELTON CENTRE UK CIO**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 OCTOBER 2024**

**5. Analysis of expenditure by activities (continued)**

**Analysis of direct costs**

	<b>Total funds 2024 £</b>	<i>Total funds 2023 £</i>
Training & conference costs	176,127	178,860
Staff costs	94,508	-
IT, software & internet	10,168	-
	<b>280,803</b>	<i>178,860</i>
	<b>280,803</b>	<i>178,860</i>

**Analysis of support costs**

	<b>Total funds 2024 £</b>	<i>Total funds 2023 £</i>
Staff costs	102,251	158,777
Depreciation	354	2,407
Research	6,175	6,645
Staff welfare	1,761	1,137
Advertising & marketing	5,210	4,353
Conference, events & memberships	14,061	2,317
Rent	7,228	3,287
IT, software & internet	13,315	9,563
HR services	218	1,171
Bank charges	439	811
Insurance	346	661
Sundry expenses	858	747
Legal & membership fees	2,269	3,558
Independent examination fees	6,300	2,880
	<b>160,785</b>	<i>198,314</i>
	<b>160,785</b>	<i>198,314</i>

**6. Independent examiner's remuneration**

The independent examiner's remuneration amounts to an independent examiner fee of £6,300 (2023 - £2,880).

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**BRAZELTON CENTRE UK CIO**

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 OCTOBER 2024**

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**7. Staff costs**

	<b>2024</b>	<i>2023</i>
	<b>£</b>	<b>£</b>
Wages and salaries	<b>181,570</b>	<i>148,048</i>
Social security costs	<b>11,538</b>	<i>7,819</i>
Pension Contributions	<b>3,651</b>	<i>2,910</i>
	<b>196,759</b>	<i>158,777</i>

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

	<b>2024</b>	<i>2023</i>
	<b>No.</b>	<b>No.</b>
Director	<b>1</b>	<i>1</i>
Support Staff	<b>6</b>	<i>6</i>
	<b>7</b>	<i>7</i>

No employee received remuneration amounting to more than £60,000 in either the current or prior year.

**8. Trustees' remuneration and expenses**

During the year, no Trustees received any remuneration or other benefits (2023 - £NIL).

Expenses of £109 were reimbursed in the year ended 31 October 2024 to two Trustees for travel expenses (2023: £121).

Dr. Maggie Redshaw, a trustee, was paid £6,066 (2023 - £6,410) for her professional research consultancy services in the year.

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BRAZELTON CENTRE UK CIO

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NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 OCTOBER 2024

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9. Tangible fixed assets

	Computer equipment £
<b>Cost or valuation</b>	
At 1 November 2023	13,319
At 31 October 2024	<u>13,319</u>
<b>Depreciation</b>	
At 1 November 2023	12,638
Charge for the year	354
At 31 October 2024	<u>12,992</u>
<b>Net book value</b>	
At 31 October 2024	<u><u>327</u></u>
<i>At 31 October 2023</i>	<u><u>681</u></u>

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**BRAZELTON CENTRE UK CIO**

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 OCTOBER 2024**

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**10. Debtors**

	<b>2024</b>	<b>2023</b>
	£	£
<b>Due within one year</b>		
Trade debtors	<b>29,255</b>	76,197
Prepayments and accrued income	<b>4,039</b>	19,696
	<b>33,294</b>	95,893

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

	<b>2024</b>	<b>2023</b>
	£	£
Income in advance	<b>179,703</b>	77,007
Other taxation and social security	<b>9,867</b>	8,268
Accruals and other creditors	<b>7,055</b>	2,182
	<b>196,625</b>	87,457

BRAZELTON CENTRE UK CIO

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 OCTOBER 2024

12. Statement of funds

Statement of funds - current year

	Balance at 1 November 2023 £	Income £	Expenditure £	Balance at 31 October 2024 £
<b>Unrestricted funds</b>				
<b>Designated funds</b>				
Designated - CRM	20,000	-	(5,525)	14,475
Designated- Research consultancy	8,355	-	(6,175)	2,180
Designated -Computer	681	-	(354)	327
	<u>29,036</u>	<u>-</u>	<u>(12,054)</u>	<u>16,982</u>
<b>General funds</b>				
General Funds	<u>301,474</u>	<u>732,997</u>	<u>(429,534)</u>	<u>604,937</u>
<b>Total Unrestricted funds</b>	<u><u>330,510</u></u>	<u><u>732,997</u></u>	<u><u>(441,588)</u></u>	<u><u>621,919</u></u>

Designated funds are set aside to cover the costs of the new CRM system as well as Research consultancy services. A further £327 is available to fund the computer equipment of the charity.

BRAZELTON CENTRE UK CIO

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 OCTOBER 2024**

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

**Statement of funds - prior year**

	<i>Balance at 1 November 2022</i>	<i>Income</i>	<i>Expenditure</i>	<i>Transfers in/out</i>	<i>Balance at 31 October 2023</i>
	£	£	£	£	£
<b>Unrestricted funds</b>					
<b>Designated funds</b>					
Designated - CRM	20,000	-	-	-	20,000
Designated- Research consultancy	15,000	-	(6,645)	-	8,355
Designated -Computer	2,071	-	(2,407)	1,017	681
	<u>37,071</u>	<u>-</u>	<u>(9,052)</u>	<u>1,017</u>	<u>29,036</u>
<b>General funds</b>					
General Funds - all funds	266,333	404,280	(368,122)	(1,017)	301,474
<b>Total Unrestricted funds</b>	<u><u>303,404</u></u>	<u><u>404,280</u></u>	<u><u>(377,174)</u></u>	<u><u>-</u></u>	<u><u>330,510</u></u>

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

	<b>2024</b>	<b>2023</b>
	£	£
Net income for the period (as per Statement of Financial Activities)	<u><b>291,409</b></u>	<u>27,106</u>
<b>Adjustments for:</b>		
Depreciation charges	<b>354</b>	2,407
Interest received	<b>(4,331)</b>	(1,932)
Decrease/(increase) in debtors	<b>62,599</b>	(54,345)
Increase in creditors	<b>109,168</b>	7,881
<b>Net cash provided by/(used in) operating activities</b>	<u><u><b>459,199</b></u></u>	<u><u>(18,883)</u></u>

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**BRAZELTON CENTRE UK CIO**

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 OCTOBER 2024**

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**14. Analysis of cash and cash equivalents**

	<b>2024</b>	<i>2023</i>
	<b>£</b>	<b>£</b>
Cash in hand	<b>784,923</b>	321,393
<b>Total cash and cash equivalents</b>	<b>784,923</b>	321,393

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

	<b>At 1 November 2023</b>	<b>Cash flows</b>	<b>At 31 October 2024</b>
	<b>£</b>	<b>£</b>	<b>£</b>
Cash at bank and in hand	<b>321,393</b>	<b>463,530</b>	<b>784,923</b>
	<b>321,393</b>	<b>463,530</b>	<b>784,923</b>

**16. Pension commitments**

The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund. The pension cost charge represents contributions payable by the charity to the fund and amounted to £11,538 (2023 - £7,819) Contributions totaling £815 (2023 - £742) were payable to the fund at the balance sheet date and are included in creditors

**17. Related party transactions**

There were no related party transactions during the year (2023: £Nil).

**BRAZELTON CENTRE UK CIO**

England & Wales - Charity number 1158765

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# Accounts

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**Brazelton Centre UK**

understanding baby behaviour

## **The Brazelton Centre UK CIO**

REGISTERED CHARITY NUMBER: 1158765

Trustee Annual Report and Financial Statements

For the Year Ended 31 October 2023



Zimbabwe 2023 – First NBAS certified practitioners in Zimbabwe. From left Linos Muvhu, senior trainer, Rita Al Minyaw, Charlotte Nyamundaya, Innocent Masengere and director Inge Nickell

## Contents of the Trustee Annual Report and Financial Statements

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The Trustees present their report with the independently examined financial statements of the Brazelton Centre UK CIO for the year ended 31 October 2023. The charity was founded in 1997, established as a registered charity in 2001, and became a CIO in 2014. From 1 June 2015 the Brazelton Centre UK CIO took over the operations of The Brazelton Centre in Great Britain. The Trustees have adopted the provisions of the Statement of Recommended Practice (SORP) 'Accounting and Reporting by Charities' issued in January 2019. This report covers the activities of Brazelton Centre UK CIO for the period from 1 November 2022 to 31 October 2023.

## REFERENCE AND ADMINISTRATIVE DETAILS

The Brazelton Centre UK is a Charitable Incorporated Organisation.

**Registered charity number:** 1158765

**Country of registration:** England & Wales

**Address:** 66 Devonshire Road, Cambridge CB1 2BL

### Trustees:

Dr Susan Pawlby (Chair)

Dr Maggie Redshaw

Duncan White (Treasurer, resigned February 2023)

Matthew McFeeley

Dr Maddalena Miele

Kirandeep Ghataorhe

Dr Sarah Lloyd Fox (from February 2023)

Catherine Kolajo (Treasurer, from February 2023)

### Patrons:

Professor Lesley Page, CBE

Professor Topun Austin

### Senior Staff:

Inge Nickell

### Independent Examiner:

Nicholas Cliffe,

Nicholas Cliffe & Co Ltd Chartered Accountants, Mill House, Mill Court, Great Shelford, Cambridge CB22 5LD

### Bankers:

Barclays Bank, 9-11 St Andrew's Street, Cambridge CB2 3AA

## REPORT FROM THE CHAIR

2022/3 has been another exciting year as we make considerable headway with the Brazelton Centre UK's Strategic Business Plan, 2022-2025: With One Voice: How Babies Around the World Bring Us Together.

In line with two of our strategic objectives to increase our reach and impact and to improve diversity and inclusion we are delighted that the 3 Zimbabwean health professionals who were trained in the NBAS in 2022 were all certified by Inge Nickell, our Director, and Rita Al-Minyawi, a Senior Trainer in March 2023. Our two Bursary Schemes (Eileen Hayes and Beyond Reach) have continued to attract many applicants and bursaries have been awarded to differing health professionals around the UK and abroad in Egypt, Iran, India, Nigeria, Saudi Arabia and South Africa. We have also offered bursaries to 8 midwives, as part of our 'Baby Communication in Maternity' project.

We continue to offer both NBO and NBAS training courses on-line and face-to-face. From November 2022 to October 2023, we ran 54 NBO courses and 3 NBAS courses training 909 individuals in the NBO and NBAS.

This year we have successfully appointed a highly qualified Research and Development Officer, thus addressing our third strategic goal of building stronger operations. We are delighted that this important role has been re-introduced in order to build an evidence base for the NBO and NBAS training programmes. The R&D officer has been supported by one of our trustees, Dr Maggie Redshaw, an academic developmental psychologist and founder member of the Brazelton Centre, whose paid services were approved by the Board for a 12-month period (March 2023 to February 2024), following the Charity Commission guidelines.

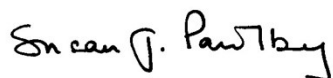
The staff of the Brazelton Centre UK and our team of trainers remain wonderfully passionate and committed. Under Inge's leadership and with an increase in our social media and visibility, the Centre continues to widen its network across the UK. We had an extremely successful Baby Communication week in June followed by representation at the WAIMH conference in Dublin, where Brazelton trainers from around the world gathered to share experiences and to thank Professor Kevin Nugent for his visionary leadership of the US Brazelton Institute. Our Marketing team has increased our engagement with parents (our 4<sup>th</sup> strategy) by involving them in the development of two new leaflets: My First Language and How Your Baby Communicates. They are available online and How Your Baby Communicates has been translated into Arabic, Danish, Urdu, Bengali, Ukrainian, Simplified Chinese and Welsh.

Two new trustees (now 7 members) have been appointed to the Board this year. Dr Sarah Lloyd Fox is an academic psychologist whose research incorporates the use of the NBAS and Catherine Kolajo, an accountant, replaces Duncan White as our Treasurer. Each trustee takes on special responsibilities according to their professional background and I should like to thank them all for their dedication and commitment to the Brazelton Centre UK.

We are delighted that the Shaping Us campaign from The Royal Foundation Centre for Early Childhood launched by the Princess of Wales in February 2023 reflects the Brazelton Centre's

message in providing all parents with support in understanding their babies' communication and developing a close relationship with their newborn babies.

Signed on behalf of the Trustees



Susan Pawlby, Chair of Trustees.

Date 26<sup>th</sup> August 2024

## STRUCTURE, GOVERNANCE AND MANAGEMENT

### Governing document

The charity is a Charitable Incorporated Organisation governed by a Trust Deed whose objective is: ***"To promote the better care and upbringing of infants for the public benefit by developing and disseminating knowledge of baby behaviour and early parent-baby relationships."***

The Brazelton Centre UK is a registered CIO (Charitable Independent Organisation), founded in 1997, established as a charity in 2001 and as a CIO in 2014. The charity is now governed by its constitution of 3 October 2014, amended on 18 April 2018 following a review by the board of Trustees.

The Trustees review the aims, objectives and activities of the charity each year. The report looks at what the charity has achieved and the outcomes of its work for the 12 months ending 31 October 2023. The Trustees report the success of each key activity and the benefits the charity has brought to those groups of people that it is set up to help. The review also helps the Trustees ensure the charity aims, objectives and activities remain focused on its stated purposes.

### Method of appointment or Election of Trustees

The management of the charity is the responsibility of the Trustees, who are elected and co-opted under the terms of the Trust Deed. This year one of our Trustees, Dr Maggie Redshaw, an academic developmental psychologist and founder member of the Brazelton Centre, was paid for her services in supporting our newly appointed R&D Officer. This appointment was unanimously approved by the Board for a 12-month period (27<sup>th</sup> March 2023 to 26<sup>th</sup> March 2024), following the Charity Commission guidelines. All other Trustees give their time voluntarily and receive no benefits from the charity. Trustees will usually serve for a term of three years and may be re-appointed for subsequent terms.

### Organisational structure

The Charity is run by a board of Trustees. The day-to-day running of the charity is devolved to the Director, assisted by a team of staff and self-employed trainers.

Inge Nickell, Director

Tiffany Kerr, Training Manager

Kim Benn, Training Course Evaluator

Sarah Lam, Communications Manager  
Isabel Villena, Office Assistant  
Samita Patkar, Operations Manager  
Joana Taylor Tavares, Research & Development Officer (from June 2023)

The charity benefits from the assistance of Master Trainers, Dr Betty Hutchon and Dr Joanna Hawthorne and support from Professor Kevin Nugent and Dr Lise Johnson at the Brazelton Institute in Boston.

### **Dr T Berry Brazelton (10<sup>th</sup> May 1918 – 13<sup>th</sup> March 2018)**

Our charity's work was inspired by the work of the outstanding paediatrician, Dr T Berry Brazelton. Dr Brazelton's pioneering work carved the way for a deeper understanding of baby behaviour in the field of paediatrics and caused a paradigm-shift in how newborn babies are perceived. His groundbreaking research led to new insights, meaning that babies are now regarded as unique individuals who are able to communicate from birth.

After decades of research, Dr Brazelton and colleagues developed the Brazelton Neonatal Behavioural Assessment Scale (NBAS) which is now widely used to assess a new baby's responses to stimuli, such as turning their head toward a voice or following a ball with their eyes. Through using the NBAS, a practitioner can look at a wide range of behaviours and at the end of the assessment develop a behavioural "portrait" of the baby's strengths, adaptive responses and possible vulnerabilities.



We are greatly indebted to the work of the late Dr T Berry Brazelton and are very inspired by his approach.

At the Brazelton Centre UK, we are committed to ensuring Dr Brazelton's legacy lives on and that we continue to improve the lives of newborn babies and their families for years to come.

### **OBJECTIVES AND ACTIVITIES**

#### **Public Benefit**

The Brazelton Centre UK exists to benefit families of newborn babies. It does this through the provision of training courses in baby behaviour and communication to health professionals.

The charity aims to promote healthy parent-baby relationships through an understanding of baby behaviour. Our original Trust document and CIO constitution sets out our objective: To promote the better care and upbringing of infants for the public benefit by developing and disseminating knowledge of baby behaviour and early parent-baby relationships.

The courses we provide are the Neonatal Behavioural Assessment Scale (NBAS, 1973) developed by the late Dr T Berry Brazelton, Emeritus Professor of Paediatrics, Harvard University and Boston Children's Hospital, and Professor J. Kevin Nugent, and the Newborn Behavioural Observations (NBO, 2007) developed by Professor Nugent and colleagues.

Our direct beneficiaries are health professionals with an interest in child development and perinatal mental health, such as health visitors, neonatal nurses, midwives, psychologists, doctors and researchers. Our indirect beneficiaries are the thousands of people they support as change-makers,

families of newborn babies who become better able to understand their baby's behaviour and communication.

In setting our objectives and planning our activities the Trustees have given careful consideration to the Charity Commission's general guidance on public benefit. Our policy is to work closely with health professionals who work with babies and parents, in order to provide parents with support in understanding newborn behaviour and thereby support the healthy development of early parent-baby relationships. Parents also make contact with the charity and may be referred to a trained NBAS or NBO practitioner in their area.

The Trustees are therefore satisfied that the Brazelton Centre UK ensures its work is in the public benefit.

## Our Activities and Objectives

Our vision is of a world where newborn babies are listened to and understood by their families, enabling strong relationships and healthy lives. The mission statement for the Brazelton Centre UK, is to give newborn babies a voice by supporting parents in understanding their unique communication.

1. The Brazelton NBAS was recommended in the Healthy Child Programme (2009) by the Department of Health, UK as an intervention in the newborn period. The NBAS is also recommended in the Flying Start programme by the Welsh Assembly and the Scottish Heads Up programme. The principles of collaborative working with parents and their babies in the transition to parenthood are laid out in the National Institute for Health and Care Excellence guidelines for Antenatal and postnatal mental health, 2016 ([nice.org.uk/guidance/qs115](https://www.nice.org.uk/guidance/qs115)), Maternity Matters, and policies of the current UK government early intervention strategies. In April, 2014, the NBO and NBAS were recommended by the National Health Visiting Specification, 2014/2015 and 2015/16, and in the Specialist Health Visitors in Perinatal & Baby Mental Health document, (2016, NHS Health Education England). In 2021, both the NBAS and NBO have received a quality assurance seal from the Infant Mental Health Recognition Register (IMHRR). It is also listed as part of 'Parent support and empowerment' in the British Association of Perinatal Medicine: Family Integrated Care – A Framework for Practice (2021). In 2022 our courses were recognised by NHS Education for Scotland (NES) and included in a new resource: The Early Intervention Framework for Children and Young People's Mental Health and Wellbeing ([www.earlyinterventionframework.nhs.scot](http://www.earlyinterventionframework.nhs.scot)). In 2023 both the NBAS and NBO were recognised in the UNICEF UK and the University of Cambridge's Centre for Research on Play in Education, Development & Learning (PEDAL) – 'Understanding and Supporting Mental Health in Infancy and Early Childhood'. The Scottish Government also published 'the Voice of the Infant Best Practice Guidelines and Infant Pledge', where good practice examples for professionals working with babies are provided using both NBAS and NBO.



The Brazelton Centre presented at various conferences in 2022/2023 including the British Association for Neonatal Neurodevelopmental follow-up (BANNFU), Better Start Bradford, Association for Infant Mental Health – Transforming Parent Infant Relationships, World Association for Infant Mental Health, Dublin – various presentations on using the NBO in practice and research and Begin Before Birth Annual Conference.

A key objective of the Brazelton Centre UK is to increase the knowledge of baby behaviour amongst health professionals through Workshops, Study Days, Conferences and Training programmes. The charity aims to train health professionals in the community, Children's Centres, Family hubs and hospitals in the UK, so that they can support parents in the bringing up of their babies. The ultimate goal of our work is to provide parents with support, enabling healthy relationships between them and their babies.

### Activities for achieving objectives

During 2022/23 the Brazelton Centre UK has provided training courses about baby behaviour for health practitioners who work with babies and parents, including the Neonatal Behavioural Assessment Scale (NBAS) developed by the late Dr T Berry Brazelton (1973) and the Newborn Behavioural Observation (NBO by J Kevin Nugent et al., 2007).

The majority of the charity's work consists of the provision of training courses to health visitors, neonatal nurses, midwives, psychiatrists, psychologists, other health and social care practitioners and researchers working with newborn babies and families. We run NBO and NBAS courses throughout the year.

Additionally, the Charity advises researchers and seeks involvement in projects and research studies.



### Review of Activities

2022/2023 was the Brazelton Centre UK's 26<sup>th</sup> year of providing training in the Neonatal Behavioural Assessment Scale (NBAS, 1973) and its 15<sup>th</sup> year in the Newborn Behavioural Observations (NBO, 2007). From November 2022 to October 2023, we ran 54 NBO courses and 3 NBAS courses with a mixture of online and face-to-face training. In total 909 individuals have trained in the NBO and the NBAS. Each of our training sessions is evaluated before and after by trainees, for quality control purposes and to assess the impact the training has in terms of increasing practitioner confidence in their professional lives.

This year we delivered training to professionals across the UK, reaching Scotland, Northern Ireland, Wales and England. These included professionals from midwifery, health visiting, perinatal mental health, early intervention teams, research, neonatal care and many more.

Our trainers are supported by regular trainers' Zoom meetings, along with monthly NBO/NBAS Peer Learning meetings with trainers from around the world convened by the Brazelton Institute in Boston.



(Dublin NBAS/NBO International meeting in July 2023)

These were some of the focus areas for 2022/23:

- Operational plan to implement our strategy
- Baby Communication Week 2023 – Amazed by Babies
- Infant Mental Health Awareness Week (2023)– Bonding before Birth
- NBAS/NBO International meeting in Dublin

- Allocating bursaries in the UK and to professionals working with infants in low and middle income countries
- Further development of NBO training materials to enhance learning experience
- Emphasis on the importance of course completion and certification for trainees
- Extending our resources and information by creating new materials on baby communication, updating our website to include a section for parents, extending our social media reach (Instagram – 2877, Twitter – 2916, Facebook – 3693 followers)
- Awarded 8 fully funded NBO courses for midwives and maternity staff



### Evaluating our Charity's Impact

The Brazelton Centre UK is a learning organisation that reflects on its activities and seeks to make continual improvements. To this end, each of our courses are evaluated by trainees, so that we can measure what the trainees have learned and can understand how their learning will be utilised.

During the year we trained 909 people, including Health Visitors, Community Nursery Nurses, Midwives, Psychologists, Occupational Therapists and Doctors, amongst several others.

Key highlights from the feedback we received from our trainees were as follows:

- The majority of our trainees were highly satisfied with the NBO and NBAS courses
- After the courses they feel more confident regarding their skills to work with newborn babies and families
- Most of the trainees report that they have integrated a great deal of what they have learned into their practice

The charity acknowledges that in being a supplier of training services to health professionals, it is difficult to explain to funders and other stakeholders the true value and social change that can be attributed to our work. Further work is needed to enable the charity to be able to explain better its impact with families in UK communities.

### Thanks to those who supported us

This year Hei Man Lo (Gloria) joined us as a volunteer following her placement with us through the Institute of Psychiatry, Psychology and Neuroscience at King's College London, where she was a student studying for an MSc in Developmental Psychology and Psychopathology. Gloria has been a great support for our marketing manager where she helped develop resources for 'Baby Communication' week. Mark Ingledew also joined us as a volunteer and has supported our charity with the implementation of a Customer Relationship Management (CRM) system.

## PLANS FOR 2023/2024

Our 2022-25 strategy and business plan have the following strategic objectives:

Brazelton Centre UK has set 5 strategic goals for the years 2022 to 2025, defined in the table below:

1. Increase reach and impact	2. Improve diversity and inclusion	3. Build stronger operations	4. Increase engagement with parents	5. Maintain financial efficiency
Increase our charity's reach and impact in more geographical areas and professions.	Create, nurture and sustain a global, inclusive culture where differences drive innovative practices to meet the needs of our customers, employees and most importantly the newborn baby and their family.	Enhance the charity's governance, operations and research through best practice and building an evidence base.	Increase our charity's reach with parents and impact through social media, blogs, leaflets, journals etc.	Maintain financial efficiency and enhance funding streams for training.

### Services

In 2023/2024 the charity will continue to provide training in NBO and NBAS courses both on-line and face-to-face. The plan is to use our digital map to identify geographical areas that are not currently offering NBO or NBAS courses in their practice.

Over the next few years, the charity will strengthen its Training Function and Force, encouraging interested NBO and NBAS certified trainees to consider training as trainers, its Income Generation Function and its Research Function.

## FINANCIAL REVIEW

### FINANCIAL REVIEW

At the end of the financial year 2023, the charity was in a positive financial position, despite the ongoing economic uncertainty and challenges it has faced because of the pandemic. Our financial result for the year was stronger than we planned. We planned for a break-even position but robust financial control, stronger income, a pivot to online delivery of courses, and a prudent outlook, the Charity generated an overall surplus for the year of £27,106.

Total income for the year was £404,280, against £358,899 in 2022; an increase of 13%. This increase represents higher course bookings in the year. Our overall income performed better against the plan set for the year.

Total Expenditure increased to £377,174 from £352,054 in 2022, with the most significant increases being salary costs due to new recruitment, increased hours for existing staff as well as increase in Trainers' costs.

The charity's total reserves now stand at £330,510.

#### Reserves policy and going concern

The Trustees have a responsibility to achieve the objective of the Charity as set out under "Governing Document" above. It is incumbent on the Brazelton Centre UK CIO to ensure that there are adequate funds available to meet this objective and, to that end, the Trustees have reviewed the current level of reserves and have concluded that the reserves are sufficient to enable the Brazelton Centre UK CIO to continue to meet its obligations.

The Trustees have examined the charity's requirements for reserves in light of the main risks to the organisation. Trustees are committed to generating sufficient reserves to support current organisational activities to meet the following requirements:

- Safeguarding the charity's service commitment in the event of delays in receipt of grants or other income.
- Providing a financial cushion against risk and future uncertainties.
- Resourcing the research and development of services and initiatives.

To this end, the Trustees have established a reserves policy that is reviewed annually to ensure that the appropriate levels of reserves are maintained, and that the charity is able to continue to fund its activities without unnecessary disruption as a result of peaks and troughs in income.

With the majority of the charity's funds still coming from training fees, the organisation has moved well to be able to deliver its offering and access wider markets through an online provision of both NBO and NBAS. The Trustees aim to maintain a conservative approach and seek to have at least 9 to 12 months running costs in reserves, therefore.

Total unrestricted funds at the period-end were £301,474

In carrying out our assessment of available reserves, we exclude fixed asset fund, as well as designated funds that have been set aside for a specific purpose. This gives us our free reserves which is immediately available for the charity's use as follows:

Total unrestricted Reserves	£330,510
Less Fixed asset fund	£ 681
Less Designated funds	£ 28,355
<b>Free reserves</b>	<b>£301,474</b>

The current level of free reserves falls within levels set by the board, and the Trustees therefore consider these reserves to be sufficient and appropriate.

In order to assess the appropriateness of the going concern assumption basis, the Trustees have considered the charity's financial position, liquidity, unrestricted reserves and forecasts for the foreseeable future, considering the principal risks to which the charity is exposed and the ongoing cost-of-living crisis and economic uncertainties.

The demand for high quality NBO and NBAS training programmes remains strong, attendance high and Free reserves falls within targets set by Trustees. Given the strength of the balance sheet, healthy level of cash reserves, the Trustees have a reasonable expectation that the charity will be able to continue in operation and meet its liabilities as they fall due for at least 12 months from the date of signing this report. For this reason, the charity continues to adopt the going concern basis.

## Risk Management

The Trustees have a duty to identify and review the risks to which the Charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

The Trustees maintain a Risk Register which is reviewed periodically by the Treasurer and the Operations Manager. Risks are managed well within risk appetite.

## Investment policy and performance

The Trustees are mindful of the general uncertainty in the investment markets and have concluded that, considering the current position of the Charity, any investment policy other than that of a prudent nature is inappropriate.

Accordingly, the investment of funds is made through savings accounts with the Charity's primary (and only) Bank. Considering the increased levels of funds held due to the surplus generated, the Treasurer conducted a review of charitable bank accounts with the view of ensuring that funds are held sensibly across institutions to guard against undue risk.

## Statement of responsibilities of the Trustees

The Trustees are responsible for preparing the Trustees' annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently.

- Observe the methods and principles in the Charities SORP
- Make judgements and estimates that are reasonable and prudent.
- State whether applicable UK Accounting Standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements.
- 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 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 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.

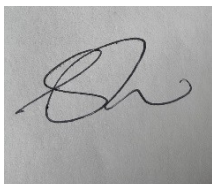
The Trustees acknowledge the following:

- The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

The opinion of the Trustees is that the charity is entitled to the exemptions conferred by Section 477 of the Companies Act 2006 relating to small companies. These accounts have been prepared therefore in accordance with the provisions applicable to companies that are subject to the small companies' regime.

The Trustees are members of the charity, but this entitles them only to voting rights. The Trustees have no beneficial interest in the charity with the exception of the payment to Dr M Redshaw referred to above in the Report from the Chair.

Signed:



Catherine Kolajo, Treasurer  
27th August 2024

## Brazelton Centre UK CIO

### Independent Examiner's report to the Trustees For the year ended 31 October 2023

I report on the accounts of Brazelton Centre UK CIO for the year ended 31 October 2023, which are set out on the pages 15 to 20.

This report is made solely to the Charity's trustees, as a body, in accordance with section 145 of the Charities Act 2011. My work has been undertaken so that I might state to the Charity's trustees those matters I am required to state to them in this report and for no other purpose.

To the fullest extent permitted by law, I do not accept responsibility to anyone other than the Charity and the Charity's trustees as a body, for my work, for this report, or for the opinions I have formed.

#### **Respective responsibilities of Trustees and examiner**

The Charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

It is my responsibility to:

- \* examine the accounts under section 145 of the 2011 Act
- \* to follow the procedures laid down in the general Directions given by the commission under section 145(5)(b) of the 2011 Act
- \* to state whether particular matters have come to my attention

#### **Basis of independent examiner's report**

My examination was carried out in accordance with the General Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the Charity and a comparison of the financial statements presented with those records.

It also includes consideration of any unusual items or disclosures in the financial statements and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the financial statements present a 'true and fair view' and the report is limited to those matters set out in the statements below.

#### **Independent examiner's statement**

In connection with my examination, no matter has come to my attention:

- 1) which gives me reasonable cause to believe that in any material respect the requirements
  - \* to keep accounting records in accordance with section 130 of the 2011 Act and
  - \* to prepare accounts which accord with the accounting records and comply with the accounting requirements of the 2011 Act have not been met or
- 2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached

  
A.N. Cliffe

Nicholas Cliffe & Co. Limited

Chartered Accountants, Mill House, Mill Court, Great Shelford, Cambridge CB22 5LD

Brazelton Centre UK CIO Trustees Annual Report

Year ended 31 October 2023

	Unrestricted Funds	Designated Funds	Year Ended	Restated Year Ended
	£	£	31-10-23 £	31-10-22 £
<b>INCOME FROM</b>				
Income from charitable activities	402,348	-	402,348	358,772
Donations & Grants	-	-	-	-
Other income	1,932	-	1,932	127
<b>Total</b>	<b>404,280</b>	<b>-</b>	<b>404,280</b>	<b>358,899</b>
<b>EXPENDITURE ON</b>				
Charitable activities	365,242	9,052	374,294	349,894
Governance costs	2,880	-	2,880	2,160
<b>Total</b>	<b>368,122</b>	<b>9,052</b>	<b>377,174</b>	<b>352,054</b>
<b>NET INCOME/EXPENDITURE</b>	<b>36,158</b>	<b>(9,052)</b>	<b>27,106</b>	<b>6,845</b>
<b>TRANSFER BETWEEN FUNDS</b>	<b>(1,017)</b>	<b>1,017</b>	<b>-</b>	<b>-</b>
<b>TOTAL FUNDS B/F</b>	<b>266,333</b>	<b>37,071</b>	<b>303,404</b>	<b>296,559</b>
<b>TOTAL FUNDS C/F</b>	<b>301,474</b>	<b>29,036</b>	<b>330,510</b>	<b>303,404</b>

**Brazelton Centre UK CIO**  
Statement of Financial Position  
For the year ended 31 October 2023

	<u>Notes</u>	Year Ended 31-10-23 £	Restated Year Ended 31-10-22 £
<b>FIXED ASSETS</b>			
Tangible fixed assets	5	681	2,071
<b>CURRENT ASSETS</b>			
Debtors & prepayments	6	95,893	41,548
Cash at bank and in hand		321,393	339,361
Stock		-	-
		<b>417,286</b>	<b>380,909</b>
<b>CREDITORS</b>			
Amounts falling due within one year	7	(87,457)	(79,576)
<b>NET ASSETS</b>		<b>330,510</b>	<b>303,404</b>
<b>FUNDS</b>			
Unrestricted funds		301,474	266,333
Designated funds		29,036	37,071
Restricted funds		-	-
<b>TOTAL FUNDS</b>		<b>330,510</b>	<b>303,404</b>

## Brazelton Centre UK CIO

### Notes to the Financial Statements For the Year Ended 31 October 2023

#### Accounting policies

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

#### Income

All income is included in the Statement of Financial Activities when the Charity is legally entitled to the income, the amount can be measured reliably, and the economic benefits associated with the transaction or gift will flow to the Charity. Gifts in kind donated for distribution are included at a valuation and recognised as income when they are distributed to the projects. Gifts donated for resale are included as income when they are sold. Donated facilities are included at the value to the Charity where this can be measured, and a third party is bearing the cost. No amounts are included in the financial statements for services donated by volunteers. Donated services or facilities, which comprise donated services, are included in income at a valuation which is an estimate of the financial cost borne by the donor where such a cost is quantifiable and measurable. This valuation will not exceed the amount the Charity is prepared to pay for the same or similar on the open market. No income is recognised where there is no financial cost borne by a third party. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

The comparative income presented in Statement of Financial Activities has been restated due to a misstatement and to bring income in line with performance for that year. This has an impact on Trade creditors.

#### Expenditure

All expenditure is accounted for on an accruals basis and has been classified under expense categories that aggregate all costs for allocation to activities. Where costs cannot be directly attributed to particular activities, they have been allocated on a basis consistent with the use of the resources.

Costs of raising funds are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in support of the charitable activities. Support costs are those costs incurred directly in support of expenditure on the objects of the Charity and include project management carried out at Headquarters. Management and administration costs are those incurred in connection with the administration of the Charity and are in compliant with constitutional and statutory requirements.

Last year comparative expenditure has been restated due to a misstatement of costs. This has an impact on Trade debtors.

#### Taxation

The charity is exempt from corporation tax on its charitable activities.

#### Tangible fixed assets

Depreciation is provided at the following annual rate in order to write off each asset over its estimated useful life:

Computer equipment - 33% on cost

**Fund accounting**

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes. Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors which have been raised by the Charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund are set out in the notes to the financial statements. Investment and income, gains and losses are allocated to the appropriate fund.

2. Staff Costs	Restated	
	31.10.2023	31.10.2022
	£	£
Wages and salaries	148,048	121,220
Social security costs and pension	10,729	12,686
	<b>158,777</b>	<b>133,906</b>
The average monthly number of employees during the year was as follows;		
	31.10.2023	31.10.2022
Director	1	1
Support Staff	6	7
	<b>7</b>	<b>8</b>

*No employee received employee benefits of more than £60,000 during the year (2022 £Nil)*

3. Governance costs	Restated	
	31.10.2023	31.10.2022
	£	£
Trustee consultation & support	-	-
Independent examination fees	2,880	2,160
	<b>2,880</b>	<b>2,160</b>

**4. Trustees' remuneration, benefits and expenses**

Expenses of £121 were reimbursed in the year to 31 October 2023.

Dr. Maggie Redshaw, a trustee, was paid £6,410 (2022 - £nil) for her professional research consultancy services in the year.

Year ended 31 October 2023

**5. Tangible fixed assets**

	<b>Computer equipment</b>
	<b>£</b>
COST	
At 01 November 2022	12,302
Additions	<u>1,017</u>
At 31 October 2023	<u><b>13,319</b></u>
DEPRECIATION	
At 01 November 2022	10,231
Charge for the year	<u>2,407</u>
At 31 October 2023	<u><b>12,638</b></u>
NET BOOK VALUE	
At 01 November 2022	<u>2,071</u>
At 31 October 2023	<u><u><b>681</b></u></u>

**6 Debtors & Prepayments**

	31.10.2023	Restated 31.10.2022
	£	£
Trade Debtors and prepayments	95,893	41,548
	<u><b>95,893</b></u>	<u>41,548</u>

**7 Creditors: Amounts falling due within one year**

	31.10.2023	Restated 31.10.2022
	£	£
Trade creditors	77,007	66,944
Social security and other taxes	8,268	8,144
Other creditors	2,182	4,488
	<u><b>87,457</b></u>	<u>79,576</u>

**8 Movement in Funds**

	Restated Balance at 31 Oct 2022	Amount received in year	Amount expended in year	Transfer in year	Balance at 31 Oct 2023
	£	£	£	£	£
Unrestricted	266,333	404,280	(368,122)	(1,017)	301,474
Designated - CRM	20,000	-	-	-	20,000
Designated -Computer	2,071	-	(2,407)	1,017	681
Designated- Research consultancy	15,000	-	(6,645)	-	8,355
	<u><b>303,404</b></u>	<u><b>404,280</b></u>	<u><b>(377,174)</b></u>	<u><b>-</b></u>	<u><b>330,510</b></u>

Designation Funds are set aside to cover the costs of the new CRM system as well as Research consultancy services. A further £681 is available to fund the computer equipment of the charity.

**Brazelton Centre UK CIO**Detailed Statement of Financial Activities  
For the Year Ended 31 October 2023

	<b>31.10.23</b>	<b>Restated 31.10.22</b>
	£	£
<b>INCOME</b>		
Training and conference income	402,348	358,772
Grants	-	-
Interest receivable	1,932	127
<b>Total</b>	<b>404,280</b>	<b>358,899</b>
<b>EXPENDITURE</b>		
Training and conference costs	178,860	192,519
Staff costs	158,777	133,906
Recruitment & Training	448	30
Research	6,645	-
Conferences, events & memberships	2,317	313
Office rent	3,287	9,151
Telephone	926	821
Insurance	661	661
Advertising and marketing	4,353	150
Legal and membership fees	3,558	2,043
HR Services	1,171	561
IT, software and internet costs	8,637	7,976
Postage & stationary	-	-
Bank, PayPal and Stripe charges	811	664
Travel & subsistence	689	214
Sundry expenses	747	843
Depreciation	2,407	42
Bad debts	-	-
<b>Total charitable activities</b>	<b>374,294</b>	<b>349,894</b>
Consultation & support	-	-
Independent examination fees	2,880	2,160
<b>Total governance costs</b>	<b>2,880</b>	<b>2,160</b>
<b>Total expenditure</b>	<b>377,174</b>	<b>352,054</b>
<b>Net income</b>	<b>27,106</b>	<b>6,845</b>

**BRAZELTON CENTRE UK CIO**

England & Wales - Charity number 1158765

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# Accounts

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**Brazelton Centre UK**

understanding baby behaviour

**The Brazelton Centre UK CIO**

REGISTERED CHARITY NUMBER: 1158765

Trustee Annual Report and Financial Statements

For the Year Ended 31 October 2022



Zimbabwe 2022

## Contents of the Trustee Annual Report and Financial Statements

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The Trustees present their report with the independently examined financial statements of the Brazelton Centre UK CIO for the year ended 31 October 2022. The charity was founded in 1997, established as a registered charity in 2001, and became a CIO in 2014. From 1 June 2015 the Brazelton Centre UK CIO took over the operations of The Brazelton Centre in Great Britain. The Trustees have adopted the provisions of the Statement of Recommended Practice (SORP) 'Accounting and Reporting by Charities' issued in March 2015. This report covers the activities of Brazelton Centre UK CIO for the period from 1 November 2021 to 31 October 2022.

## **REFERENCE AND ADMINISTRATIVE DETAILS**

The Brazelton Centre UK is a Charitable Incorporated Organisation.

**Registered charity number:** 1158765

**Country of registration:** England & Wales

**Address:** 66 Devonshire Road, Cambridge CB1 2BL

### **Trustees:**

Dr Susan Pawlby (Chair)  
Dr Maggie Redshaw  
Duncan White (Treasurer)  
Matthew McFeeley  
Dr Maddalena Miele  
Kirandeep Ghataorhe

### **Patrons:**

Professor Lesley Page, CBE  
Professor Topun Austin

### **Senior Staff:**

Inge Nickell

### **Independent Examiner:**

Nicholas Cliffe,  
Nicholas Cliffe & Co Ltd Chartered Accountants, Mill House, Mill Ln, Cambridge CB22 5LD

### **Bankers:**

Barclays Bank, 9-11 St Andrew's Street, Cambridge CB2 3AA

## REPORT FROM THE CHAIR

2021/2 has been another exciting year with the launching of the Brazelton Centre UK's Strategic Business Plan, 2022-2025: With One Voice: How Babies Around the World Bring Us Together. This theme was echoed throughout our 25<sup>th</sup> Anniversary Celebrations held at King's College, Cambridge in July. The Anniversary Conference was preceded by two International Training Days led by Lise Johnson, as she assumed the position of the Director of the Brazelton Institute in Boston, US, following in the footsteps of Professor Kevin Nugent, now Director Emeritus. We were delighted that so many NBAS and NBO trainers from around the world were able to join us in person and virtually.

In line with two of our strategic objectives to increase our reach and impact and to improve diversity and inclusion, the Board agreed to increase the number of bursaries in the UK and offer them to professionals working with infants and families in low and middle income countries. We were thrilled that Inge Nickell, our Director, and Rita Al-Minyawi, a Senior Trainer, were able to go to Zimbabwe to train three health professionals working for the Society for Pre and Post Natal Services (SPANS) in the NBAS, thus supporting them in promoting and listening to the baby's voice among the families with whom they work.

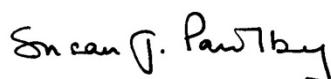
We continue to offer both NBO and NBAS training courses on-line and face-to-face. From November 2021 to October 2022, we ran 49 NBO courses and 4 NBAS courses training 832 individuals in the NBO and 45 in the NBAS. We are delighted that the Centre has been able to provide this high level of training to health professionals throughout the year when we continue to see an increase in the suffering and isolation experienced by families with babies born during and following the pandemic.

The staff of the Brazelton Centre UK, all of whom are part-time, remain wonderfully passionate and committed and have adapted to a mixture of working from home with some meetings in the office. Under Inge's leadership and an increase in our social media and visibility, the Centre continues to go from strength to strength, as we spread our wings. As a consequence we have been invited to train an increasing number of health professionals working in NHS Trusts across the UK. In one Trust all the health visitors have been trained. We are also delighted to see the NBO and NBAS recognised by the NHS Education for Scotland.

The Board of 6 trustees has remained the same throughout the year, each trustee taking on special responsibilities according to their professional background. I should like to thank them all for their dedication and commitment to the Brazelton Centre UK.

Next year will see the expansion of our work with particular emphasis on research and the provision of a strong evidence base on which to further our goal in providing all parents with support in understanding their babies' communication and developing a close relationship with their newborn babies.

Signed on behalf of the Trustees



Susan Pawlby, Chair of Trustees.

Date 4<sup>th</sup> May 2023

## STRUCTURE, GOVERNANCE AND MANAGEMENT

### Governing document

The charity is a Charitable Incorporated Organisation governed by a Trust Deed whose objective is: ***"To promote the better care and upbringing of infants for the public benefit by developing and disseminating knowledge of baby behaviour and early parent-baby relationships."***

The Brazelton Centre UK is a registered CIO (Charitable Independent Organisation), founded in 1997, established as a charity in 2001 and as a CIO in 2014. The charity is now governed by its constitution of 3 October 2014, amended on 18 April 2018 following a review by the board of Trustees.

The Trustees review the aims, objectives and activities of the charity each year. The report looks at what the charity has achieved and the outcomes of its work for the 12 months ending 31 October 2022. The Trustees report the success of each key activity and the benefits the charity has brought to those groups of people that it is set up to help. The review also helps the Trustees ensure the charity aims, objectives and activities remain focused on its stated purposes.

### Method of appointment or Election of Trustees

The management of the charity is the responsibility of the Trustees, who are elected and co-opted under the terms of the Trust Deed. All Trustees give their time voluntarily and receive no benefits from the charity. Trustees will usually serve for a term of three years and may be re-appointed for subsequent terms.

### Organisational structure

The Charity is run by a board of Trustees. The day-to-day running of the charity is devolved to the Director, assisted by a team of staff and self-employed trainers.

Inge Nickell, Director  
Tiffany Kerr, Training Manager  
Kim Benn, Training Course Evaluator  
Sarah Lam, Communications Manager  
Jennifer Lawrenson, Office Assistant (until July 31<sup>st</sup> 2022)  
Isabel Villena, Office Assistant (from October 2022)  
Samita Patkar, Operations Manager

The charity benefits from the assistance of Master Trainers, Dr Betty Hutchon and Dr Joanna Hawthorne and support from Professor Kevin Nugent and Dr Lise Johnson at the Brazelton Institute in Boston.

### Dr T Berry Brazelton (10<sup>th</sup> May 1918 – 13<sup>th</sup> March 2018)

Our charity's work was inspired by the work of the outstanding paediatrician, Dr T Berry Brazelton. Dr Brazelton's pioneering work carved the way for a deeper understanding of baby behaviour in the field of paediatrics and caused a paradigm-shift in how newborn babies are perceived. His ground-breaking research led to new insights, meaning that babies are now regarded as unique individuals who are able to communicate from birth.

After decades of research, Dr Brazelton and colleagues developed the Brazelton Neonatal Behavioural Assessment Scale (NBAS) which is now widely used to assess a new baby's responses to stimuli, such

as turning their head toward a voice or following a ball with their eyes. Through using the NBAS, a practitioner can look at a wide range of behaviours and at the end of the assessment develop a behavioural "portrait" of the baby's strengths, adaptive responses and possible vulnerabilities.



We are greatly indebted to the work of the late Dr T Berry Brazelton and are very inspired by his approach.

At the Brazelton Centre UK, we are committed to ensuring Dr Brazelton's legacy lives on and that we continue to improve the lives of newborn babies and their families for years to come.

## OBJECTIVES AND ACTIVITIES

### Public Benefit

The Brazelton Centre UK exists to benefit families of newborn babies. It does this through the provision of training courses in baby behaviour and communication to health professionals.

The charity aims to promote healthy parent-baby relationships through an understanding of baby behaviour. Our original Trust document and CIO constitution sets out our objective: To promote the better care and upbringing of infants for the public benefit by developing and disseminating knowledge of baby behaviour and early parent-baby relationships.

The courses we provide are the Neonatal Behavioural Assessment Scale (NBAS, 1973) developed by the late Dr T Berry Brazelton, Emeritus Professor of Paediatrics, Harvard University and Boston Children's Hospital, and Professor J. Kevin Nugent, and the Newborn Behavioural Observations (NBO, 2007) developed by Professor Nugent and colleagues.

Our direct beneficiaries are health professionals with an interest in child development and perinatal mental health, such as health visitors, neonatal nurses, midwives, psychologists, doctors and researchers. Our indirect beneficiaries are the thousands of people they support as change-makers, families of newborn babies who become better able to understand their baby's behaviour and communication.

In setting our objectives and planning our activities the Trustees have given careful consideration to the Charity Commission's general guidance on public benefit. Our policy is to work closely with health professionals who work with babies and parents, in order to provide parents with support in understanding newborn behaviour and thereby support the healthy development of early parent-baby relationships. Parents also make contact with the charity and may be referred to a trained NBAS or NBO practitioner in their area.

The Trustees are therefore satisfied that the Brazelton Centre UK ensures its work is in the public benefit.

## Our Activities and Objectives

Our vision is of a world where newborn babies are listened to and understood by their families, enabling strong relationships and healthy lives. The mission statement for the Brazelton Centre UK, is to give newborn babies a voice by supporting parents in understanding their unique communication. The Brazelton NBAS was recommended in the Healthy Child Programme (2009) by the Department of Health, UK as a recommended intervention in the newborn period. The NBAS is also recommended in the Flying Start programme by the Welsh Assembly and the Scottish Heads Up programme. The principles of collaborative working with parents and their babies in the transition to parenthood are laid out in the National Institute for Health and Care Excellence guidelines for Antenatal and postnatal mental health, 2016 ([nice.org.uk/guidance/qs115](https://www.nice.org.uk/guidance/qs115)), Maternity Matters, and policies of the current UK government early intervention strategies. In April, 2014, the NBO and NBAS were recommended by the National Health Visiting Specification, 2014/2015 and 2015/16, and in the Specialist Health Visitors in Perinatal & Baby Mental Health document, (2016, NHS Health Education England). In 2021, both the NBAS and NBO have received a quality assurance seal from the Infant Mental Health Recognition Register (IMHRR). It is also listed as part of 'Parent support and empowerment' in the British Association of Perinatal Medicine: Family Integrated Care – A Framework for Practice (2021). In 2022 our courses were recognised by NHS Education for Scotland (NES) and included in a new resource: The Early Intervention Framework for Children and Young People's Mental Health and Wellbeing ([www.earlyinterventionframework.nhs.scot](http://www.earlyinterventionframework.nhs.scot)).

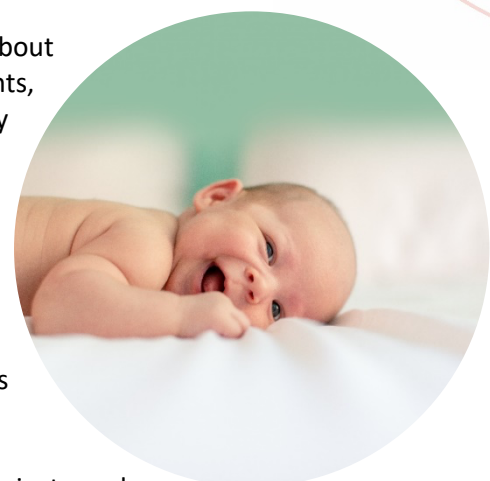


A key objective of the Brazelton Centre UK is to increase the knowledge of baby behaviour amongst health professionals through Workshops, Study Days, Conferences and Training programmes. The charity aims to train health professionals in the community, Children's Centres, and hospitals in the UK, so that they can support parents in the bringing up of their babies. The ultimate goal of our work is to provide parents with support, enabling healthy relationships between them and their babies.

## Activities for achieving objectives

During 2021/22 the Brazelton Centre UK has provided training courses about baby behaviour for health practitioners who work with babies and parents, including the Neonatal Behavioural Assessment Scale (NBAS) developed by the late Dr T Berry Brazelton (1973) and the Newborn Behavioural Observation (NBO by J Kevin Nugent et al., 2007).

The majority of the charity's work consists of the provision of training courses to health visitors, neonatal nurses, midwives, psychiatrists, psychologists, other health and social care practitioners and researchers working with newborn babies and families. We run NBO and NBAS courses several times a year.



Additionally, the Charity advises researchers and seeks involvement in projects and research studies.

## Review of Activities

2021/2022 was the Brazelton Centre UK's 25<sup>th</sup> year of providing training in the Neonatal Behavioural Assessment Scale (NBAS, 1973) and its 14<sup>th</sup> year in the Newborn Behavioural Observations (NBO,

2007). From November 2021 to October 2022, we ran 49 NBO courses, 4 NBAS courses with a mixture of online and face-to-face training. In total 832 individuals have trained in the NBO and 45 individuals in the NBAS. Each of our training sessions is evaluated before and after by trainees, for quality control purposes and to assess the impact the training has in terms of increasing practitioner confidence in their professional lives.

This year we delivered training to professionals across the UK, reaching Scotland, Northern Ireland, Wales and England. These included professionals from midwifery, health visiting, perinatal mental health, early intervention teams, research, neonatal care and many more.

Our trainers are supported by regular trainers' zoom meetings, along with monthly NBO/NBAS Peer Learning meetings with trainers from around the world convened by the Brazelton Institute in Boston.



(Brazelton trainers, staff, patron, and trustees at the 25<sup>th</sup> Anniversary celebrations in 2022)

These were some of the focus areas for 2021/22 :

- Long-term strategic business plan approved by the board of trustees
- Writing an operational plan to implement our strategy
- Baby Communication Week 2022 – Listening to Babies
- 25<sup>th</sup> Anniversary Conference – Cambridge
- International NBAS/NBO Trainer's Networking Meeting, Cambridge
- Increase number of bursaries in the UK and to professionals working with infants in low and middle income countries
- Further development of NBO training specifically aimed for practitioners working with the high risk infant
- Emphasis on the importance of course completion and certification for trainees
- Extending our resources and information by creating new materials on baby communication, updating our website to include a section for parents, sending out our e-newsletter bi-monthly to 1061 subscribers, extending our social media reach (Instagram – 2259, Twitter – 2615, Facebook – 3018 followers)

- Awarded three fully funded NBAS courses and delivered the training in Zimbabwe to three perinatal mental health professionals



(NBAS trainees in Harare, Zimbabwe 2022)

### Evaluating our Charity's Impact

The Brazelton Centre UK is a learning organisation that reflects on its activities and seeks to make continual improvements. To this end, each of our courses are evaluated by trainees, so that we can measure what the trainees have learned and can understand how their learning will be utilised.

During the year we trained 877 people, including Health Visitors, Community Nursery Nurses, Midwives, Psychologists, Occupational Therapists and Doctors, amongst several others.

Key highlights from the feedback we received from our trainees were as follows:

- The majority of our trainees were highly satisfied with the NBO and NBAS courses
- After the courses they feel more confident regarding their skills to work with newborn babies and families
- Most of the trainees report that they have integrated a great deal of what they have learned into their practice

The charity acknowledges that in being a supplier of training services to health professionals, it is difficult to explain to funders and other stakeholders the true value and social change that can be attributed to our work. Further work is needed to enable the charity to be able to explain better its impact with families in UK communities.

### Thanks to those who supported us

This year Rebekah Lee joined us as a volunteer following her placement with us through the Institute of Psychiatry, Psychology and Neuroscience at King's College London, where she was a student studying for an MSc in Developmental Psychology and Psychopathology. Rebekah carried out an analysis of our reach in terms of the professions represented by those undertaking our courses and the areas of the UK and Worldwide where we have delivered our courses. Rebekah has also been supporting the marketing manager with promotional events, especially our 25<sup>th</sup> anniversary celebrations.

### PLANS FOR 2022/2023

Our 2022-25 strategy and business plan have the following strategic objectives:

Brazelton Centre UK has set 5 strategic goals for the years 2022 to 2025, defined in the table below:

1. Increase reach and impact	2. Improve diversity and inclusion	3. Build stronger operations	4. Increase engagement with parents	5. Maintain financial efficiency
Increase our charity's reach and impact in more geographical areas and professions.	Create, nurture and sustain a global, inclusive culture where differences drive innovative practices to meet the needs of our customers, employees and most importantly the newborn baby and their family.	Enhance the charity's governance, operations and research through best practice and building an evidence base.	Increase our charity's reach with parents and impact through social media, blogs, leaflets, journals etc.	Maintain financial efficiency and enhance funding streams for training.

### Services

In 2022/2023 the charity will continue to provide training in NBO and NBAS courses both on-line and face-to-face, the pandemic permitting. The plan is to use our digital map to identify geographical areas that are not currently offering NBO or NBAS courses in their practice.

Over the next few years, the charity will strengthen its Training Function and Force, encouraging interested NBO and NBAS certified trainees to consider training as trainers, its Income Generation Function and its Research Function.

In July 2023 two members of staff and many of our trainers will attend the World Association Infant Mental Health biennial conference in Dublin, to share our learning with national and international colleagues as well as learning ourselves, ensuring our courses continue to include evidence-based information.

## FINANCIAL REVIEW

### FINANCIAL REVIEW

The charity had a sound year, despite the continued circumstances and challenges it has faced because of the pandemic. Due to sensible cost control, a pivot to online delivery of courses, and a prudent outlook, the Charity generated an overall surplus for the period of £89962, on the back of enhanced income of £414,386.

The charity's total reserves now stand at £386,521.

### Reserves policy and going concern

The Trustees have a responsibility to achieve the objective of the Charity as set out under "Governing Document" above. It is incumbent on the Brazelton Centre UK CIO to ensure that there are adequate funds available to meet this objective and, to that end, the Trustees have reviewed the current level of reserves and have concluded that the reserves are sufficient to enable the Brazelton Centre UK CIO to continue to meet its obligations.

The Trustees have examined the charity's requirements for reserves in light of the main risks to the organisation. Trustees are committed to generating sufficient reserves to support current organisational activities to meet the following requirements:

- Safeguarding the charity's service commitment in the event of delays in receipt of grants or other income.
- Providing a financial cushion against risk and future uncertainties.
- Resourcing the research and development of services and initiatives.

To this end, the Trustees have established a reserves policy that is reviewed annually to ensure that the appropriate levels of reserves are maintained, and that the charity is able to continue to fund its activities without unnecessary disruption as a result of peaks and troughs in income.

With the majority of the charity's funds still coming from training fees, the organisation has moved well to be able to deliver its offering and access wider markets through an online provision of both NBO and NBAS. The Trustees aim to maintain a conservative approach and seek to have at least 9 to 12 months running costs in reserves, therefore.

Total unrestricted funds at the period-end were £386,521.

The current level of reserves equates to approx. 2 years' running costs, and the Trustees therefore consider these reserves to be sufficient and appropriate. Indeed, the Trustees are now reviewing actively how they can use a reasonable element of said funds to further the Charity's goals; in that regard, and in recognition of the milestone of the organisation's 25-year anniversary, the budget for the following financial year anticipates running a modest deficit.

## **Risk Management**

The Trustees have a duty to identify and review the risks to which the Charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

The Trustees maintain a Risk Register which is reviewed periodically by the Treasurer and the Operations Manager. Risks are managed well within risk appetite.

## **Investment policy and performance**

The Trustees are mindful of the general uncertainty in the investment markets and have concluded that, considering the current position of the Charity, any investment policy other than that of a prudent nature is inappropriate.

Accordingly, the investment of funds is made through savings accounts with the Charity's primary (and only) Bank. Considering the increased levels of funds held due to the surplus generated, it is the intention of the Treasurer to conduct a review of charitable bank accounts to ensure the funds are held sensibly across institutions to guard against undue risk.

## **Statement of responsibilities of the Trustees**

The Trustees are responsible for preparing the Trustees' annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently.
- Observe the methods and principles in the Charities SORP
- Make judgements and estimates that are reasonable and prudent.
- State whether applicable UK Accounting Standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements.
- 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 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 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.

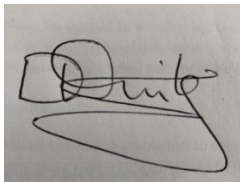
The Trustees acknowledge the following:

- The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

The opinion of the Trustees is that the charity is entitled to the exemptions conferred by Section 477 of the Companies Act 2006 relating to small companies. These accounts have been prepared therefore in accordance with the provisions applicable to companies that are subject to the small companies' regime.

The Trustees are members of the charity, but this entitles them only to voting rights. The Trustees have no beneficial interest in the charity.

Signed:

A handwritten signature in black ink on a light-colored background. The signature is cursive and appears to read 'Duncan White'. The first letter 'D' is large and stylized, with a horizontal line extending from it. The rest of the name is written in a fluid, cursive script.

Duncan White, Treasurer

## Brazelton Centre UK CIO

### Independent Examiner's report to the Trustees For the year ended 31 October 2022

I report on the accounts of Brazelton Centre UK CIO for the year ended 31 October 2022, which are set out on the following pages.

This report is made solely to the Charity's trustees, as a body, in accordance with section 145 of the Charities Act 2011. My work has been undertaken so that I might state to the Charity's trustees those matters I am required to state to them in this report and for no other purpose.

To the fullest extent permitted by law, I do not accept responsibility to anyone other than the Charity and the Charity's trustees as a body, for my work, for this report, or for the opinions I have formed.

#### **Respective responsibilities of Trustees and examiner**

The Charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

It is my responsibility to:

- \* examine the accounts under section 145 of the 2011 Act
- \* to follow the procedures laid down in the general Directions given by the commission under section 145(5)(b) of the 2011 Act
- \* to state whether particular matters have come to my attention

#### **Basis of independent examiner's report**

My examination was carried out in accordance with the General Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the Charity and a comparison of the financial statements presented with those records.

It also includes consideration of any unusual items or disclosures in the financial statements and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the financial statements present a 'true and fair view' and the report is limited to those matters set out in the statements below.

#### **Independent examiner's statement**

In connection with my examination, no matter has come to my attention:

- 1) which gives me reasonable cause to believe that in any material respect the requirements
  - \* to keep accounting records in accordance with section 130 of the 2011 Act and
  - \* to prepare accounts which accord with the accounting records and comply with the accounting requirements of the 2011 Act have not been met or
- 2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached

A.N. Cliffe  
Nicholas Cliffe & Co. Limited  
Chartered Accountants, Mill House, Mill Court, Great Shelford, Cambridge CB22 5LD

**Brazelton Centre UK CIO**  
Statement of Financial Activities  
For the year ended 31 October 2022

	<b>Unrestricted Funds</b>	<b>Restricted Funds</b>	<b>Designated Funds</b>	<b>Year Ended 31-10-22</b>	<b>Year Ended 31-10-21</b>
	£	£	£	£	£
<b>INCOME FROM</b>					
Income from charitable activities	414,259	-	-	414,259	302,147
Donations & Grants	-	-	-	-	3,104
Other income	127	-	-	127	14
<b>Total</b>	<b>414,386</b>	<b>-</b>	<b>-</b>	<b>414,386</b>	<b>305,265</b>
<b>EXPENDITURE ON</b>					
Charitable activities	320,824	-	-	320,824	296,680
Governance costs	3,600	-	-	3,600	1,740
<b>Total</b>	<b>324,424</b>	<b>-</b>	<b>-</b>	<b>324,424</b>	<b>298,420</b>
<b>NET INCOME</b>	<b>89,962</b>	<b>-</b>	<b>-</b>	<b>89,962</b>	<b>6,845</b>
<b>TRANSFER BETWEEN FUNDS</b>	<b>3,104</b>	<b>(3,104)</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>TOTAL FUNDS B/F</b>	<b>293,455</b>	<b>3,104</b>	<b>-</b>	<b>296,559</b>	<b>289,714</b>
<b>TOTAL FUNDS C/F</b>	<b>386,521</b>	<b>-</b>	<b>-</b>	<b>386,521</b>	<b>296,559</b>

**Brazelton Centre UK CIO**  
Statement of Financial Position  
For the year ended 31 October 2022

	<u>Notes</u>	Year Ended 31-10-22 £	Year Ended 31-10-21 £
<b>FIXED ASSETS</b>			
Tangible fixed assets	5	2,071	1,985
<b>CURRENT ASSETS</b>			
Debtors & prepayments	6	49,240	3,390
Cash at bank and in hand		339,599	352,017
Stock		-	-
		<b>388,839</b>	<b>355,407</b>
<b>CREDITORS</b>			
Amounts falling due within one year	7	(4,389)	(60,833)
		<b>386,521</b>	<b>296,559</b>
<b>NET ASSETS</b>			
<b>FUNDS</b>			
Unrestricted funds		386,521	293,455
Designated funds		-	-
Restricted funds		-	3,104
		<b>386,521</b>	<b>296,559</b>
<b>TOTAL FUNDS</b>			

## Brazelton Centre UK CIO

### Notes to the Financial Statements For the Year Ended 31 October 2022

#### 1 Accounting policies

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

#### Income

All income is included in the Statement of Financial Activities when the Charity is legally entitled to the income, the amount can be measured reliably, and the economic benefits associated with the transaction or gift will flow to the Charity. Gifts in kind donated for distribution are included at a valuation and recognised as income when they are distributed to the projects. Gifts donated for resale are included as income when they are sold. Donated facilities are included at the value to the Charity where this can be measured, and a third party is bearing the cost. No amounts are included in the financial statements for services donated by volunteers. Donated services or facilities, which comprise donated services, are included in income at a valuation which is an estimate of the financial cost borne by the donor where such a cost is quantifiable and measurable. This valuation will not exceed the amount the Charity is prepared to pay for the same or similar on the open market. No income is recognised where there is no financial cost borne by a third party. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

#### Expenditure

All expenditure is accounted for on an accruals basis and has been classified under expense categories that aggregate all costs for allocation to activities. Where costs cannot be directly attributed to particular activities, they have been allocated on a basis consistent with the use of the resources.

Costs of raising funds are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in support of the charitable activities. Support costs are those costs incurred directly in support of expenditure on the objects of the Charity and include project management carried out at Headquarters. Management and administration costs are those incurred in connection with the administration of the Charity and are in compliant with constitutional and statutory requirements.

#### Taxation

The charity is exempt from corporation tax on its charitable activities.

#### Tangible fixed assets

Depreciation is provided at the following annual rate in order to write off each asset over its estimated useful life:

Computer equipment - 33% on cost

#### Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors which have been raised by the Charity for particular purposes. The cost of raising and administering such funds are

charged against the specific fund. The aim and use of each restricted fund are set out in the notes to the financial statements.11 Investment and income, gains and losses are allocated to the appropriate fund.

**Brazelton Centre UK CIO**  
Notes to the Financial Statements  
For the Year Ended 31 October 2022

**2. Staff Costs**

	31.10.2022	31.10.2021
	£	£
Wages and salaries	116,025	108,933
Social security costs and pension	12,686	9,020
	<b>128,711</b>	<b>117,953</b>

The average monthly number of employees during the year was as follows;

	31.10.2022	31.10.2021
Director	1	1
Support Staff	7	7
	<b>8</b>	<b>8</b>

*No employee received employee benefits of more than £60,000 during the year (2021 £Nil)*

**3. Governance costs**

	31.10.2022	31.10.2021
	£	£
Trustee consultation & support	-	540
Independent examination fees	3,600	1,200
	<b>3,600</b>	<b>1,740</b>

**4. Trustees remuneration, benefits and expenses**

*There were no trustees' remuneration or other benefits for the years ended 31 October 2021 or 2022.*

**5. Tangible fixed assets**

	Computer equipment
	£
COST	
At 01 November 2021	12,174
Additions	128
At 31 October 2022	<b>12,302</b>
DEPRECIATION	
At 01 November 2021	10,189
Charge for the year	42
At 31 October 2022	<b>10,231</b>
NET BOOK VALUE	
At 01 November 2021	1,985

At 31 October 2022

**2,071**

**6 Debtors & Prepayments**

	31.10.2022	31.10.2021
	£	£
Trade Debtors	49,240	3,390
	<b>49,240</b>	<b>3,390</b>

**7 Creditors: Amounts falling due within one year**

	31.10.2022	31.10.2021
	£	£
Trade creditors	-	-
Social security and other taxes	2,469	2,896
Other creditors	1,920	57,937
	<b>4,389</b>	<b>60,833</b>

**8. Movement in Funds**

	Balance at 31 Oct 2021 £	Amount received in year £	Amount expended in year £	Transfer in year £	Balance at 31 Oct 2022 £
Unrestricted	293,455	414,386	(324,424)	3,104	386,521
Restricted	3,104	-	-	(3,104)	-
	<b>296,559</b>	<b>414,386</b>	<b>(324,424)</b>	<b>-</b>	<b>386,521</b>

## Brazelton Centre UK CIO

Detailed Statement of Financial Activities  
For the Year Ended 31 October 2022

	<b>31.10.22</b>	<b>31.10.21</b>
	£	£
<b>INCOME</b>		
Training and conference income	414,259	302,147
Grants	-	3,104
Interest receivable	127	14
<b>Total</b>	<b>414,386</b>	<b>305,265</b>
<b>EXPENDITURE</b>		
Training and conference costs	168,473	142,519
Staff costs	128,711	117,953
Recruitment & Training	30	449
Research	-	215
Conferences, events & memberships	313	1,761
Office rent	9,151	7,749
Telephone	821	762
Insurance	-	1,293
Advertising and promotions	150	7,513
Legal and membership fees	2,043	-
HR Services	661	480
IT, software and internet costs	8,708	11,326
Postage & stationary	-	358
Bank charges	664	82
Travel & subsistence	214	-
Sundry expenses	843	113
Depreciation	42	4,107
Bad debts	-	-
<b>Total charitable activities</b>	<b>320,824</b>	<b>296,680</b>
Consultation & support	-	1,200
Independent examination fees	3,600	540
<b>Total governance costs</b>	<b>3,600</b>	<b>1,740</b>
<b>Total expenditure</b>	<b>324,424</b>	<b>298,420</b>
<b>Net income</b>	<b>89,962</b>	<b>6,845</b>

**BRAZELTON CENTRE UK CIO**

England & Wales - Charity number 1158765

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# Accounts

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**Brazelton Centre UK**

understanding baby behaviour

**The Brazelton Centre UK CIO**

REGISTERED CHARITY NUMBER: 1158765

Trustee Annual Report and Financial Statements  
For the Year Ended 31 October 2021



## Contents of the Trustee Annual Report and Financial Statements

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Detailed Page 19	Statement	of	Financial Activities

The Trustees present their report with the independently examined financial statements of the Brazelton Centre UK CIO for the year ended 31 October 2021. The charity was founded in 1997, established as a registered charity in 2001, and became a CIO in 2014. From 1 June 2015 the Brazelton Centre UK CIO took over the operations of The Brazelton Centre in Great Britain. The Trustees have adopted the provisions of the Statement of Recommended Practice (SORP) 'Accounting and Reporting by Charities' issued in March 2015. This report covers the activities of Brazelton Centre UK CIO for the period from 1 November 2020 to 31 October 2021.

## **REFERENCE AND ADMINISTRATIVE DETAILS**

The Brazelton Centre UK is a Charitable Incorporated Organisation.

**Registered charity number:** 1158765

**Country of registration:** England & Wales

**Address:** 66 Devonshire Road, Cambridge CB1 2BL

### **Trustees:**

Dr Susan Pawlby (Chair)  
Dr Maggie Redshaw  
Duncan White (Treasurer)  
Matthew McFeeley  
Dr Maddalena Miele (from April 2021)  
Kirandeep Ghataorhe (from June 2021)

### **Patrons:**

Professor Lesley Page, CBE  
Professor Topun Austin

### **Senior Staff:**

Inge Nickell (from 1<sup>st</sup> January 2021)

### **Independent Examiner:**

Nicholas Cliffe,  
Nicholas Cliffe & Co Ltd Chartered Accountants, Mill House, Mill Court, Cambridge  
CB22 5LD

### **Bankers:**

Barclays Bank, 9-11 St Andrew's Street, Cambridge CB2 3AA

## **REPORT FROM THE CHAIR**

2020/1 has been another exciting year for the Brazelton Centre UK. In particular we were delighted to welcome Inge Nickell as our new Director in January 2021. With a background in Nursing and as a Health Visitor Inge has a long association with the Brazelton Centre UK certifying in the NBAS, NBO and the Touchpoints Model and then becoming one of our trainers. In 2019 Inge set up an NBO Centre in Copenhagen, Denmark and thus is extremely well-qualified to take on the role of Director of the UK Centre.

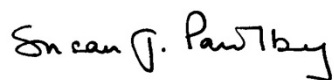
Since the Covid-19 pandemic showed no signs of abating in November 2020 and due to its popularity among trainees, the Board, staff and trainers were all in agreement that we should continue to offer the NBO course online. Alongside this some members of the Board, staff and senior trainers rose to the challenge of updating the NBAS course material and taking it online. From November 2020 to October 2021, we ran 43 NBO courses, 3 NBAS courses and 1 Refresher course with a mixture of online and face-to-face training. During the year 732 individuals have trained in the NBO and 26 individuals in the NBAS. We are delighted that the Centre has been able to provide this high level of training to health professionals throughout a year when we have seen an increase in the suffering and isolation experienced by families with babies born during the pandemic.

The staff of the Brazelton Centre UK, all of whom are part-time, remain wonderfully passionate and committed and have adapted to a mixture of working from home with some meetings in the office. Under Inge's leadership the Centre has gone from strength to strength. This was demonstrated at the Forum held face-to-face over 2 days in Cambridge in early September. Staff, trainers and trustees all came together to share their visions for the future to be incorporated in our strategy for 2022 to 2025.

There have been some changes in the composition of our Board of trustees during the year. Dr Rodney Rivers and Vicky Whelan have both served their terms as Trustees and I should like to thank them both for their amazing contributions to the work of the Board. I should also like to thank Laura Hawksley for her support as Clerk to the Trustees during a period of change. During the year we have welcomed two new Trustees, Dr Maddalena Miele and Kirandeep Ghataorhe and I should like to thank them along with the rest of the Board for their dedication and commitment to the Brazelton Centre UK.

Next year will see the introduction of our new strategy as we celebrate 25 years of the Brazelton Centre UK. There will no doubt be challenges ahead as we seek out new opportunities to further our goal in providing all parents with support in developing a close relationship with their newborn babies.

Signed on behalf of the Trustees



Susan Pawlby, Chair of Trustees. Date 4<sup>th</sup> May 2022

## **STRUCTURE, GOVERNANCE AND MANAGEMENT**

### **Governing document**

The charity is a Charitable Incorporated Organisation governed by a Trust Deed whose objective is: "**To promote the better care and upbringing of infants for the public benefit by developing and disseminating knowledge of baby behaviour and early parent-baby relationships.**"

The Brazelton Centre UK is a registered CIO (Charitable Independent Organisation), founded in 1997, established as a charity in 2001 and as a CIO in 2014. The charity is now governed by its constitution of 3 October 2014, amended on 18 April 2018 following a review by the board of Trustees.

The Trustees review the aims, objectives and activities of the charity each year. The report looks at what the charity has achieved and the outcomes of its work for the 12 months ending 31 October 2021. The Trustees report the success of each key activity and the benefits the charity has brought to those groups of people that it is set up to help. The review also helps the Trustees ensure the charity aims, objectives and activities remain focused on its stated purposes.

### **Method of appointment or Election of Trustees**

The management of the charity is the responsibility of the Trustees, who are elected and co-opted under the terms of the Trust Deed. All Trustees give their time voluntarily and receive no benefits from the charity. Trustees will usually serve for a term of three years and may be re-appointed for subsequent terms.

### **Organisational structure**

The Charity is run by a board of Trustees. The day-to-day running of the charity is devolved to the Director, assisted by a team of staff and self-employed trainers.

Inge Nickell, Director (from January 2021)  
Tiffany Kerr, Training Manager  
Kim Benn, Training Course Evaluator  
Sarah Lam, Communications Manager  
Jennifer Lawrenson, Office Assistant (from October 2021)  
Samita Patkar, Operations Manager

The charity benefits from the assistance of Master Trainers, Dr Betty Hutchon and Dr Joanna Hawthorne and support from Professor Kevin Nugent and Dr Lise Johnson at the Brazelton Institute in Boston.

### **Dr T Berry Brazelton (10<sup>th</sup> May 1918 - 13<sup>th</sup> March 2018)**

Our charity's work was inspired by the work of the outstanding paediatrician, Dr T Berry Brazelton.

Dr Brazelton's pioneering work carved the way for a deeper understanding of baby behaviour in the field of paediatrics and caused a paradigm-shift in how

newborn babies are perceived. His ground-breaking research led to new insights, meaning that babies are now regarded as unique individuals who are able to communicate from birth.

After decades of research, Dr Brazelton and colleagues developed the Brazelton Neonatal Behavioural Assessment Scale (NBAS) which is now widely used to assess a new baby's responses to stimuli, such as turning their head toward a voice or following a ball with their eyes. Through using the NBAS, a practitioner can look at a wide range of behaviours and at the end of the assessment develop a behavioural "portrait" of the baby's strengths, adaptive responses and possible vulnerabilities.



We are greatly indebted to the work of the late Dr T Berry Brazelton and are very inspired by his approach.

At the Brazelton Centre UK, we are committed to ensuring Dr Brazelton's legacy lives on and that we continue to improve the lives of newborn babies and their families for years to come.

## **OBJECTIVES AND ACTIVITIES**

### **Public Benefit**

The Brazelton Centre UK exists to benefit families of newborn babies. It does this through the provision of training courses in baby behaviour and communication to health

professionals.

The charity aims to promote healthy parent-baby relationships through an understanding of baby behaviour. Our original Trust document and CIO constitution sets out our objective: To promote the better care and upbringing of infants for the public benefit by developing and disseminating knowledge of baby behaviour and early parent-baby relationships.

The courses we provide are the Neonatal Behavioural Assessment Scale (NBAS, 1973) developed by the late Dr T Berry Brazelton, Emeritus Professor of Paediatrics, Harvard University and Boston Children's Hospital, and Professor J. Kevin Nugent, and the Newborn Behavioural Observations (NBO, 2007) developed by Professor Nugent and colleagues.

Our direct beneficiaries are health professionals with an interest in child development and perinatal mental health, such as health visitors, neonatal nurses, midwives, psychologists, doctors and researchers. Our indirect beneficiaries are the thousands of people they support as change-makers, families of newborn babies who become better able to understand their baby's behaviour and communication.

In setting our objectives and planning our activities the Trustees have given careful consideration to the Charity Commission's general guidance on public benefit. Our policy is to work closely with health professionals who work with babies and parents, in order to provide parents with support in understanding newborn behaviour and thereby support the healthy development of early parent-baby relationships. Parents also make contact with the charity and may be referred to a trained NBAS or NBO practitioner in their area.

The Trustees are therefore satisfied that the Brazelton Centre UK ensures its work is in the public benefit.

## Our Activities and Objectives

Our vision is of a world where newborn babies are listened to and understood by their families, enabling strong relationships and healthy lives. The mission statement for the Brazelton Centre UK, is to give newborn babies a voice by supporting parents in understanding their unique communication.

The Brazelton NBAS was recommended in the Healthy Child Programme (2009) by the Department of Health, UK as a recommended intervention in the newborn period. The NBAS is also recommended in the Flying Start programme by the Welsh Assembly and the Scottish “Heads Up” programme. The principles of collaborative working with parents and their babies in the transition to parenthood are laid out in the National Institute for Health and Care Excellence guidelines for Antenatal and postnatal mental health, 2016 ([nice.org.uk/guidance/qs115](https://www.nice.org.uk/guidance/qs115)), Maternity Matters, and policies of the current UK government early intervention strategies. In April, 2014, the NBO and NBAS were recommended by the National Health Visiting Specification, 2014/2015 and 2015/16, and in the Specialist Health Visitors in Perinatal & Baby Mental Health document, (2016, NHS Health Education England). In 2021, both the NBAS and NBO have received a quality assurance seal from the Infant Mental Health Recognition Register (IMHRR). It is also listed as part of ‘Parent support and empowerment’ in the British Association of Perinatal Medicine: Family Integrated Care - A Framework for Practice (2021).



A key objective of the Brazelton Centre UK is to increase the knowledge of baby behaviour amongst health professionals through Workshops, Study Days, Conferences and Training programmes. The charity aims to train health professionals in the community, Children's Centres, and hospitals in the UK, so that they can support parents in the bringing up of their babies. The ultimate goal of our work is to provide parents with support, enabling healthy relationships between them and their babies.

### Activities for achieving objectives

During 2020/21 the Brazelton Centre UK has provided training courses about baby behaviour for health practitioners who work with babies and parents, including the Neonatal Behavioural Assessment Scale (NBAS) developed by the late Dr T Berry Brazelton (1973) and the New-born Behavioural Observation (NBO by J Kevin Nugent et al., 2007).

The majority of the charity's work consists of the provision of training courses to health visitors, neonatal nurses, midwives, psychiatrists, psychologists, other health and social care practitioners and researchers working with newborn babies and families. We run NBO and NBAS courses several times a year.



Additionally, the Charity advises researchers and seeks involvement in projects and research studies.

## Review of Activities

2020/2021 was the Brazelton Centre UK's 24<sup>th</sup> year of providing training in the Neonatal Behavioural Assessment Scale (NBAS, 1973) and its 13<sup>th</sup> year in the New-born Behavioural Observations (NBO, 2007). From November 2020 to October 2021, we ran 43 NBO courses, 3 NBAS courses and 1 Refresher course with a mixture of online and face-to-face training. In total 732 individuals have trained in the NBO and 26 individuals in the NBAS. Each of our training sessions is evaluated before and after by trainees, for quality control purposes and to assess the impact the training has in terms of increasing practitioner confidence in their professional lives.

Our trainers are supported by regular trainers' zoom meetings, along with monthly NBO/NBAS Peer Learning meetings with trainers from around the world convened by the Brazelton Institute in Boston.

These were some of the focus areas for 2020/21 :

- Improvement of NBAS training materials and resources
- Development of the NBAS on-line training course
- Development of NBO training specifically aimed for practitioners working with the high-risk infant
- Emphasis on the importance of course completion and certification for trainees
- Gaining commitment of NHS Managers to embed the training and approach into the practice of our trainees
- Evaluation of an online preparation module for trainees before the course
- Improvement of our mentoring for trainees through zoom meetings.
- Being responsive and open to learning from our international training colleagues
- Extending our resources and information by creating new posters on our courses and on baby communication, updating our website to include a section for parents, sending out our e-newsletter bi-monthly to 875 subscribers, extending our social media reach (Instagram - 1870, Twitter - 2113, Facebook - 2578 followers), Baby Communication week (14<sup>th</sup> to 20<sup>th</sup> June 2021 on the theme of Learning Babies' Language, a Forum Day (4<sup>th</sup> September 2021) when Trustees, Staff and Trainers met face-to-face to develop the 2022-2025 strategy.
- Contributing to the Government's policy paper on 'The best start for life: a vision for the 1,001 critical days', led by Andrea Leadsom. The NBO training has been delivered to all Health Visitors in the London Borough of Camden, whose service structure was highlighted in the report as best practice.



## Evaluating our Charity's Impact

The Brazelton Centre UK is a learning organisation that reflects on its activities and seeks to make continual improvements. To this end, each of our courses are

evaluated by trainees, so that we can measure what the trainees have learned and can understand how their learning will be utilised.

During the year we trained 758 people, including Health Visitors, Community Nursery Nurses, Midwives, Psychologists, Occupational Therapists and Doctors, amongst several others.

Key highlights from the feedback we received from our trainees were as follows:

- The majority of our trainees were highly satisfied with the NBO and NBAS courses
- After the courses they feel more confident regarding their skills to work with new-born babies and families
- Most of the trainees report that they have integrated a great deal of what they have learned into their practice

The charity acknowledges that in being a supplier of training services to health professionals, it is difficult to explain to funders and other stakeholders the true value and social change that can be attributed to our work. Further work is needed to enable the charity to be able to explain better its impact with families in UK communities.

### Thanks to those who supported us

This year we have been unable to take on volunteers at the Centre due to Covid-19, but we have established a link with the Institute of Psychiatry, Psychology and Neuroscience at King's College London, accepting a placement student studying for an MSc in Developmental Psychology and Psychopathology. Olivia Pilling carried out a review on NBAS research as well as supporting the marketing manager with promotional events.

### PLANS FOR 2021/2022

Our 2022-25 strategy and business plan have the following strategic objectives:

Brazelton Centre UK has set 5 strategic goals for the years 2022 to 2025, defined in the table below:

1. Increase reach and impact	2. Improve diversity and inclusion	3. Build stronger operations	4. Increase engagement with parents	5. Maintain financial efficiency
Increase our charity's reach and impact in more geographical areas and professions.	Create, nurture and sustain a global, inclusive culture where differences drive innovative practices to meet the needs of our customers, employees and	Enhance the charity's governance, operations and research through best practice and building an evidence base.	Increase our charity's reach with parents and impact through social media, blogs, leaflets, journals etc.	Maintain financial efficiency and enhance funding streams for training.

	most importantly the newborn baby and their family.			
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### Services

In 2021/2022 the charity will continue to provide training in NBO and NBAS courses both on-line and face-to-face, the pandemic permitting. The plan is to use our digital map to identify geographical areas that are not currently offering NBO or NBAS courses in their practice.

Over the next few years, the charity will strengthen its Training Function and Force, encouraging interested NBO and NBAS certified trainees to consider training as trainers, its Income Generation Function and its Research Function.

In July 2022 the Brazelton Centre UK will celebrate its 25<sup>th</sup> anniversary, along with hosting a two day international networking event for NBO and NBAS trainers.

## FINANCIAL REVIEW

The charity had a sound year, despite the continued circumstances and challenges it has faced as a result of the pandemic. Due to sensible cost control, a pivot to online delivery of courses, and a prudent outlook, the Charity generated an overall surplus for the period of £6,845, on the back of enhanced income of £305,265.

The charity's total reserves now stand at £296,559.

### Reserves policy and going concern

The Trustees have a responsibility to achieve the objective of the Charity as set out under "Governing Document" above. It is incumbent on the Brazelton Centre UK CIO to ensure that there are adequate funds available to meet this objective and, to that end, the Trustees have reviewed the current level of reserves and have concluded that the reserves are sufficient to enable the Brazelton Centre UK CIO to continue to meet its obligations.

The Trustees have examined the charity's requirements for reserves in light of the main risks to the organisation. Trustees are committed to generating sufficient reserves to support current organisational activities to meet the following requirements:

- Safeguarding the charity's service commitment in the event of delays in receipt of grants or other income.
- Providing a financial cushion against risk and future uncertainties.
- Resourcing the research and development of services and initiatives.

To this end, the Trustees have established a reserves policy that is reviewed annually to ensure that the appropriate levels of reserves are maintained, and that the charity is able to continue to fund its activities without unnecessary disruption as a result of peaks and troughs in income.

With the majority of the charity's funds still coming from training fees, the organisation has moved well to be able to deliver its offering and access wider markets through an online provision of both NBO and NBAS. The Trustees aim to maintain a conservative approach and seek to have at least 9 to 12 months running costs in reserves, therefore.

Total unrestricted funds at the period-end were £293,455.

The current level of reserves equates to approx. 2 years' running costs, and the Trustees therefore consider these reserves to be sufficient and appropriate. Indeed, the Trustees are now reviewing actively how they can use a reasonable element of said funds to further the Charity's goals; in that regard, and in recognition of the milestone of the organisation's 25-year anniversary, the budget for the following financial year anticipates running a modest deficit.

## **Risk Management**

The Trustees have a duty to identify and review the risks to which the Charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

The Trustees maintain a Risk Register which is reviewed periodically by the Treasurer and the Operations Manager. Risks are managed well within risk appetite.

## **Investment policy and performance**

The Trustees are mindful of the general uncertainty in the investment markets and have concluded that, considering the current position of the Charity, any investment policy other than that of a prudent nature is inappropriate.

Accordingly, the investment of funds is made through savings accounts with the Charity's primary (and only) Bank. In light of the increased levels of funds held due to the surplus generated, it is the intention of the Treasurer to conduct a review of charitable bank accounts to ensure the funds are held sensibly across institutions to guard against undue risk.

## **Statement of responsibilities of the Trustees**

The Trustees are responsible for preparing the Trustees' annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP
- Make judgements and estimates that are reasonable and prudent
- State whether applicable UK Accounting Standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements
- 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 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 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.

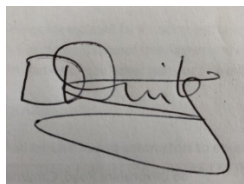
The Trustees acknowledge the following:

- The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts

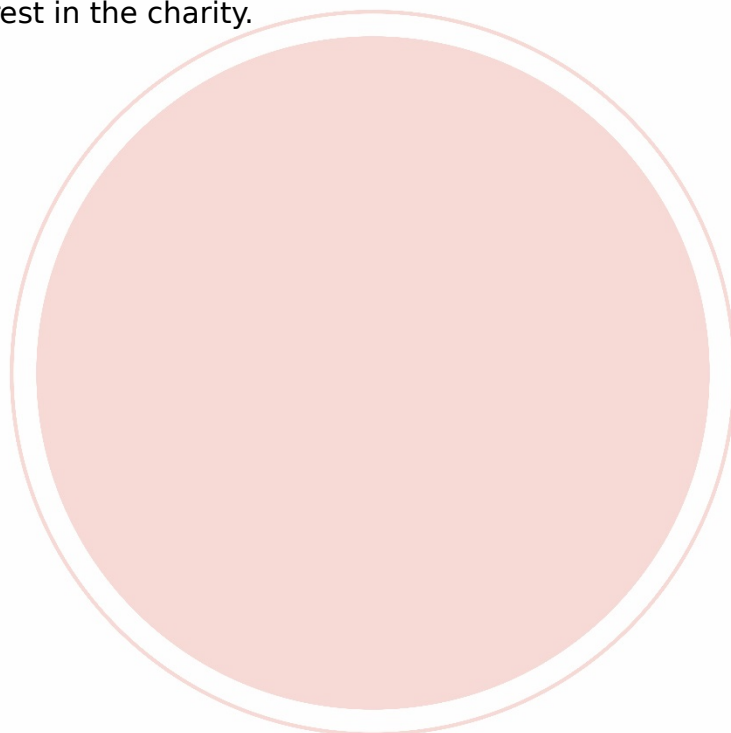
The opinion of the Trustees is that the charity is entitled to the exemptions conferred by Section 477 of the Companies Act 2006 relating to small companies. These accounts have been prepared therefore in accordance with the provisions applicable to companies that are subject to the small companies' regime.

The Trustees are members of the charity, but this entitles them only to voting rights. The Trustees have no beneficial interest in the charity.

Signed:

A small rectangular image showing a handwritten signature in black ink on a light-colored background. The signature appears to be 'Duncan White' written in a cursive style. A small yellow vertical bar is visible at the bottom right corner of the image.

Duncan White, Treasurer



## Brazelton Centre UK CIO

Independent Examiner's report to the Trustees  
For the year ended 31 October 2021

I report on the accounts of Brazelton Centre UK CIO for the year ended 31 October 2021, which are set out on the following pages.

This report is made solely to the Charity's trustees, as a body, in accordance with section 145 of the Charities Act 2011. My work has been undertaken so that I might state to the Charity's trustees those matters I am required to state to them in this report and for no other purpose.

To the fullest extent permitted by law, I do not accept responsibility to anyone other than the Charity and the Charity's trustees as a body, for my work, for this report, or for the opinions I have formed.

### **Respective responsibilities of Trustees and examiner**

The Charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

It is my responsibility to:

- \* examine the accounts under section 145 of the 2011 Act
- \* to follow the procedures laid down in the general Directions given by the commission under section 145(5)(b) of the 2011 Act
- \* to state whether particular matters have come to my attention

### **Basis of independent examiner's report**

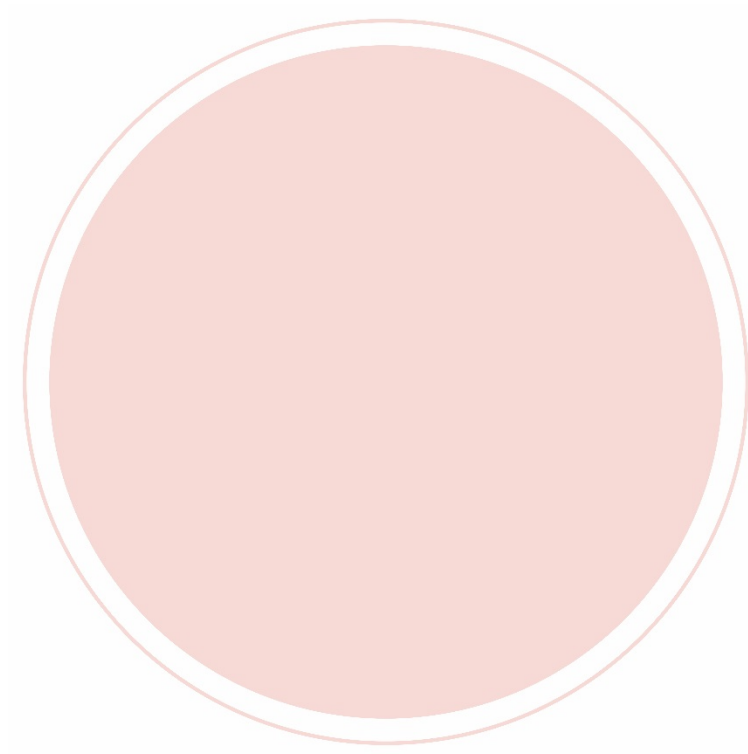
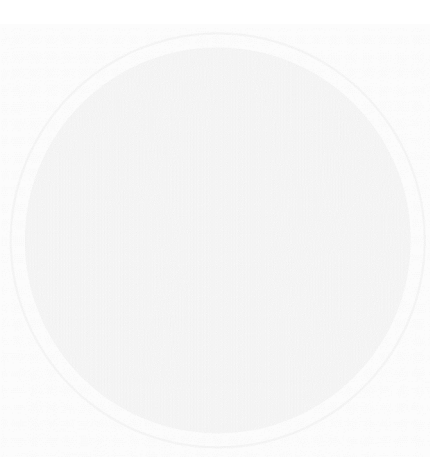
My examination was carried out in accordance with the General Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the Charity and a comparison of the financial statements presented with those records. It also includes consideration of any unusual items or disclosures in the financial statements and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the financial statements present a 'true and fair view' and the report is limited to those matters set out in the statements below.

### **Independent examiner's statement**

In connection with my examination, no matter has come to my attention:

- 1) which gives me reasonable cause to believe that in any material respect the requirements
  - \* to keep accounting records in accordance with section 130 of the 2011 Act and
  - \* to prepare accounts which accord with the accounting records and comply with the accounting requirements of the 2011 Act have not been met or
- 2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached

A.N. Cliffe  
Nicholas Cliffe & Co. Limited  
Chartered Accountants, Mill House, Mill Court, Great Shelford, Cambridge CB22 5LD



Brazelton Centre UK CIO Trustees Annual Report  
Year ended 31 October 2021

**Brazelton Centre UK CIO**  
Statement of Financial Activities  
For the year ended 31 October 2021

	<b>Unrestrict ed Funds</b>	<b>Restrict ed Funds</b>	<b>Designat ed Funds</b>	<b>Year Ended 31-10- 21</b>	<b>Year Ended 31-10- 20</b>
	£	£	£	£	£
<b>INCOMING RESOURCES</b>					
Income from charitable activities	302,147	-	-	302,147	236,197
Donations & Grants	3,104	-	-	3,104	10,897
Other income	14	-	-	14	181
<b>Total incoming resources</b>	<b>305,265</b>	<b>-</b>	<b>-</b>	<b>305,265</b>	<b>247,275</b>
<b>RESOURCES EXPENDED</b>					
Charitable activities	296,680	-	-	296,680	202,090
Cost of generating funds	-	-	-	-	-
Governance costs	1,740	-	-	1,740	2,751
<b>Total resources expended</b>	<b>298,420</b>	<b>-</b>	<b>-</b>	<b>298,420</b>	<b>204,841</b>
<b>NET INCOMING RESOURCES</b>	<b>6,845</b>	<b>-</b>	<b>-</b>	<b>6,845</b>	<b>42,434</b>
<b>TRANSFER OF FUNDS</b>	<b>13,848</b>	<b>(8,848)</b>	<b>(5,000)</b>	<b>-</b>	<b>-</b>
<b>TOTAL FUNDS B/F</b>	<b>272,762</b>	<b>11,952</b>	<b>5,000</b>	<b>289,714</b>	<b>247,279</b>
<b>TOTAL FUNDS C/F</b>	<b>293,455</b>	<b>3,104</b>	<b>-</b>	<b>296,559</b>	<b>289,714</b>

**Brazelton Centre UK CIO**  
Statement of Financial Position  
For the year ended 31 October 2021

	<u>Note</u>	<b>Year Ended 31-10-21</b>	<b>Year Ended 31-10-20</b>
	<u>s</u>	£	£
<b>FIXED ASSETS</b>			
Tangible fixed assets	5	1,985	1,666
<b>CURRENT ASSETS</b>			
Debtors & prepayments	6	3,390	50,376
Cash at bank and in hand		352,017	277,500
Stock		-	-
		<b>355,407</b>	<b>327,875</b>
<b>CREDITORS</b>			
Amounts falling due within one year	7	(60,833)	(39,827)
		<b>296,559</b>	<b>289,714</b>
<b>NET ASSETS FUNDS</b>			
Unrestricted funds		293,455	272,762
Designated funds		-	5,000
Restricted funds		3,104	11,952
<b>TOTAL FUNDS</b>		<b>296,559</b>	<b>289,714</b>

# Brazelton Centre UK CIO

Notes to the Financial Statements  
For the Year Ended 31 October 2021

## 1 Accounting policies

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

### Income

All incoming resources are included in the Statement of Financial Activities when the Charity is legally entitled to the income and the amount can be quantified with reasonable accuracy. Gifts in kind donated for distribution are included at a valuation and recognised as income when they are distributed to the projects. Gifts donated for resale are included as income when they are sold. Donated facilities are included at the value to the Charity where this can be quantified and a third party is bearing the cost. No amounts are included in the financial statements for services donated by volunteers. Donated services or facilities, which comprise donated services, are included in income at a valuation which is an estimate of the financial cost borne by the donor where such a cost is quantifiable and measurable. No income is recognised where there is no financial cost borne by a third party. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation. Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

### Expenditure

All expenditure is accounted for on an accruals basis and has been classified under expense categories that aggregate all costs for allocation to activities. Where costs cannot be directly attributed to particular activities, they have been allocated on a basis consistent with the use of the resources.

Fundraising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in support of the charitable activities. Support costs are those costs incurred directly in support of expenditure on the objects of the Charity and include project management carried out at Headquarters. Management and administration costs are those incurred in connection with the administration of the Charity and are in compliance with constitutional and statutory requirements.

### Taxation

The charity is exempt from corporation tax on its charitable activities.

### Tangible fixed assets

Depreciation is provided at the following annual rate in order to write off each asset over its estimated useful life:

Computer equipment - 33% on cost

### Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

**Brazelton Centre UK CIO Trustees Annual Report  
Year ended 31 October 2021**

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors which have been raised by the Charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund are set out in the notes to the financial statements. 11 Investment and income, gains and losses are allocated to the appropriate fund.

**Brazelton Centre UK CIO**  
Notes to the Financial Statements  
For the Year Ended 31 October 2021

**2. Staff Costs**

	31.10.2021	31.10.2020
	£	£
Wages and salaries	106,986	82,771
Social security costs	9,020	7,579

	<b>116,006</b>	<b>90,350</b>
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The average monthly number of employees during the year was as follows;

	31.10.2021	31.10.2020
Director	1	1
Support Staff	7	7
	<b>8</b>	<b>8</b>

*No employee received employee benefits of more than £60,000 during the year (2019 - 2020 £Nil)*

**3. Governance costs**

	31.10.2021	31.10.2020
	£	£
Trustee consultation & support	1,200	2,211
Trustee expenses	-	-
Independent examination fees	540	540
	<b>1,740</b>	<b>2,751</b>

**4. Trustees remuneration, benefits and expenses**

*There were no trustees' remuneration or other benefits for the year ended 31 October 2021 or 2020.*

**5. Tangible fixed assets**

	<b>Computer equipment</b>
	<b>£</b>
COST	
At 01 November 2020	7,838
Additions	4,336
At 31 October 2021	<u>12,174</u>
DEPRECIATION	
At 01 November 2020	6,172
Charge for the year	4,017
At 31 October 2020	<u>10,189</u>
NET BOOK VALUE	

**Brazelton Centre UK CIO Trustees Annual Report  
Year ended 31 October 2021**

	At 01 November 2020	1,666				
	At 31 October 2021	1,985				
<b>6</b>	<b>Debtors &amp; Prepayments</b>					
		31.10.20	31.10.20			
		21	20			
		£	£			
	Trade Debtors	3,390	50,376			
	Prepayments	-	-			
	Other debtors	-	-			
		3,390	50,376			
<b>7</b>	<b>Creditors: Amounts falling due within one year</b>					
		31.10.20	31.10.20			
		21	20			
		£	£			
	Trade creditors	-	3,286			
	Social security and other taxes	2,896	1,595			
	Other creditors	57,937	34,947			
		60,833	39,827			
<b>8.</b>	<b>Movement in Funds</b>					
		Balance at 31 Oct 2020	Amount received in year	Amount expended in year	Transfer in year	Balance at 31 Oct 2021
		£	£	£	£	£
	Unrestricted	272,762	305,265	(298,420)	13,848	293,455
	NBO Training	5,000	-	-	(5,000)	-
	Restricted	11,952	-	-	(8,848)	3,104
		<b>289,714</b>	<b>305,265</b>	<b>(298,420)</b>	<b>-</b>	<b>296,559</b>

## Brazelton Centre UK CIO

Detailed Statement of Financial Activities  
For the Year Ended 31 October 2021

	<b>31.10.21</b>	<b>31.10.20</b>
	£	£
<b>INCOMING RESOURCES</b>		
Training and conference income	302,147	236,197
Grants	3,104	10,897
Donations and sponsorship	-	-
Interest receivable	14	181
	<hr/>	<hr/>
<b>Total incoming resources</b>	<b>305,265</b>	<b>247,275</b>
<b>RESOURCES EXPENDED</b>		
Training and conference costs	142,519	76,546
Staff costs	117,953	92,296
Recruitment & Training	449	299
Temporary Staff	-	-
Research	215	618
App development	-	1,620
Conferences, events & memberships	1,761	4,308
Office rent	7,749	9,422
Telephone	762	1,378
Insurance	1,293	686
Advertising and promotions	7,513	2,365
Accountancy and bookkeeping fees	-	3,421
Legal fees	-	-
HR Services	480	1,964
IT, software and internet costs	11,326	3,493
Postage & stationary	358	1,828
Bank charges	82	4
Travel & subsistence	-	215
Sundry expenses	113	576
Depreciation	4,107	821
Bad debts	-	-
	<hr/>	<hr/>
<b>Total charitable activities</b>	<b>296,680</b>	<b>201,861</b>
Concert costs	-	-
<b>Total cost of generating funds</b>	<hr/> <b>-</b>	<hr/> <b>-</b>
Trustee training and events	-	-
Consultation & support	1,200	2,211
Independent examination fees	540	540
	<hr/>	<hr/>
<b>Total governance costs</b>	<b>1,740</b>	<b>2,751</b>
	<hr/>	<hr/>
<b>Total resources expended</b>	<b>298,420</b>	<b>204,612</b>

**Net income**

**6,845 42,663**

**BRAZELTON CENTRE UK CIO**

England & Wales - Charity number 1158765

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# Accounts

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**Brazelton Centre UK**

understanding baby behaviour

**The Brazelton Centre UK CIO**

REGISTERED CHARITY NUMBER: 1158765

Trustee Annual Report and Financial Statements

For the Year Ended 31 October 2020



## Contents of the Trustee Annual Report and Financial Statements

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The Trustees present their report with the independently examined financial statements of the Brazelton Centre UK CIO for the year ended 31 October 2020. The charity was founded in 1997, established as a registered charity in 2001, and became a CIO in 2014. From 1 June 2015 the Brazelton Centre UK CIO took over the operations of The Brazelton Centre in Great Britain. The Trustees have adopted the provisions of the Statement of Recommended Practice (SORP) 'Accounting and Reporting by Charities' issued in March 2015. This report covers the activities of Brazelton Centre UK CIO for the period from 1 November 2019 to 31 October 2020.

## **REFERENCE AND ADMINISTRATIVE DETAILS**

The Brazelton Centre UK is a Charitable Incorporated Organisation.

**Registered charity number:** 1158765

**Country of registration:** England & Wales

**Address:** 66 Devonshire Road, Cambridge CB1 2BL

### **Trustees:**

Dr Susan Pawlby (Chair)  
Victoria Whelan (Vice Chair)  
Dr Rodney Rivers  
Dr Maggie Redshaw  
Duncan White (Treasurer)  
Matthew McFeeley

### **Patrons:**

Professor Lesley Page, CBE  
Professor Topun Austin

### **Senior Staff:**

Dr Sara O'Curry (1<sup>st</sup> February to 30<sup>th</sup> September 2020)  
Inge Nickell (appointed to take up her post on 1st January 2021)

### **Independent Examiner:**

Paul O'Brien (ICPA)  
Dragonfly Accountancy, 52 High Street, Cottenham, Cambridge CB24 8SA

### **Bankers:**

Barclays Bank, 9-11 St Andrew's Street, Cambridge CB2 3AA

## REPORT FROM THE CHAIR

2019/20 has been another active year for the Brazelton Centre UK but not in the way that we had envisaged at the start. Covid-19 had an immediate impact on our training courses as these were to have been delivered in person at venues around the country. Lockdown meant that these training courses could not be undertaken, but fortunately we were asked to postpone the vast majority of these courses rather than cancel them. We began by furloughing some of our staff, with a skeleton staff operating virtually by Zoom. The Board, staff and senior trainers rose to the challenge of developing an on-line NBO course, getting to grips with new technologies while at the same time maintaining the fidelity of the NBO. I should like to thank the Centre's staff team and trainers for their hard work and commitment to enabling our charity to move forward in unprecedented times. This has been all the more important as we have seen the suffering and isolation often experienced by families with babies born during the pandemic. Twenty NBO courses have been delivered face-to-face, along with 3 Refresher courses, and 3 NBO courses and one Refresher course have taken place on-line. In total 522 individuals have trained in the NBO, thus enabling more parents to understand their baby's language through having an NBO in those very early days.

During the year there has been a reorganisation of staffing at the Centre. Dr Sara O'Curry took up her role as Director from February 2020 and worked tirelessly to ensure the well-being of the staff and the financial stability of the Centre during the initial stages of the pandemic. In September, we appointed an Operations Manager, to support the Director with the day-to-day running of the office and enhance our financial procedures. Sarah Lam resumed her role in Marketing and Communications on return from maternity leave. Sadly, Sara decided that she wanted to return to her clinical work and resigned as Director in September 2020. We have since appointed Inge Nickell, one of our senior trainers to take up the Director's post from the beginning of January 2021.

We are delighted that the BUMP project funded by grants from The Evelyn Trust and from the Cambridge Community Foundation is now complete. Sixty vulnerable young parents-to-be took part in an antenatal session where a practitioner demonstrated the NBO with a mother and her baby, in preparation for the arrival of their own babies. The sessions were very well-received, with one father commenting *"a very informative, amazing experience to have a newborn demonstrate their communication. This sets the focus back to observing the baby and understanding they communicate and have their own pace."*

Our Board of 6 trustees remains committed to the aims of the Brazelton Centre UK and I should like to thank them and the Clerk to the Trustees for their dedication during this time of transition, involving several additional virtual Zoom meetings.

The year ahead will be challenging, as we seek out new opportunities to further our goal in providing all parents with support in developing a close relationship with their newborn babies.

Signed on behalf of the Trustees



Susan Pawlby, Chair of Trustees. Date 26<sup>th</sup> January 2021

## STRUCTURE, GOVERNANCE AND MANAGEMENT

### Governing document

The charity is a Charitable Incorporated Organisation governed by a Trust Deed whose objective is: *"To promote the better care and upbringing of infants for the public benefit by developing and disseminating knowledge of baby behaviour and early parent-baby relationships."*

The Brazelton Centre UK is a registered CIO (Charitable Independent Organisation), founded in 1997, established as a charity in 2001 and as a CIO in 2014. The charity is now governed by its constitution of 3 October 2014, amended on 18 April 2018 following a review by the board of Trustees.

The Trustees review the aims, objectives and activities of the charity each year. The report looks at what the charity has achieved and the outcomes of its work for the 12 months ending 31 October 2020. The Trustees report the success of each key activity and the benefits the charity has brought to those groups of people that it is set up to help. The review also helps the Trustees ensure the charity aims, objectives and activities remain focused on its stated purposes.

### Method of appointment or Election of Trustees

The management of the charity is the responsibility of the Trustees, who are elected and co-opted under the terms of the Trust Deed. All Trustees give their time voluntarily and receive no benefits from the charity. Trustees will usually serve for a term of three years and may be re-appointed for subsequent terms.

### Organisational structure

The Charity is run by a board of Trustees. The day-to-day running of the charity is devolved to the Director, assisted by a team of staff and self-employed trainers.

Dr Sara O'Curry, Director (February to September 2020)

Tiffany Kerr, Training Manager

Kim Benn, Training Course Evaluator

Michaela Viragova, Research and Development

Sarah Lam, Communications and Engagement Coordinator (maternity leave to June 2020)

Madeleine Reiss, Communications and Engagement maternity cover (to June 2020)

Jennifer Lawrenson, Operations Coordinator (to August 2020)

Lita Thomas, Bookkeeper (to August 2020)

Samita Patkar, Operations Manager (from September 2020)

Cathy Madley-Dowd, Parent Services Coordinator (to October 2020)

Laura Hawksley, Clerk to the Trustees (to November 2020)

The charity benefits from the assistance of Master Trainers, Dr Betty Hutchon and Dr Joanna Hawthorne and support from Professor Kevin Nugent at the Brazelton Institute in Boston.

### Dr T Berry Brazelton (10<sup>th</sup> May 1918 – 13<sup>th</sup> March 2018)

Our charity's work was inspired by the work of the outstanding paediatrician, Dr T Berry Brazelton. Dr Brazelton's pioneering work carved the way for a deeper understanding of baby behaviour in the field of paediatrics and caused a paradigm-shift in how newborn babies are perceived. His ground-breaking research led to new insights, meaning that babies are now regarded as unique individuals who are able to communicate from birth.

After decades of research, Dr Brazelton and colleagues developed the Brazelton Neonatal Behavioural Assessment Scale (NBAS) which is now widely used to assess a new baby's responses to stimuli, such as turning their head toward a voice or following a ball with their eyes. Through using the NBAS, a practitioner can look at a wide range of behaviours and at the end of the assessment develop a behavioural "portrait" of the baby's strengths, adaptive responses and possible vulnerabilities.



We are greatly indebted to the work of the late Dr T Berry Brazelton and are very inspired by his approach.

At the Brazelton Centre UK, we are committed to ensuring Dr Brazelton's legacy lives on and that we continue to improve the lives of newborn babies and their families for years to come.

## OBJECTIVES AND ACTIVITIES

### Public Benefit

The Brazelton Centre UK exists to benefit families of newborn babies. It does this through the provision of training courses in baby behaviour and communication to health professionals.

The charity aims to promote healthy parent-baby relationships through an understanding of baby behaviour. Our original Trust document and CIO constitution sets out our objective: To promote the better care and upbringing of infants for the public benefit by developing and disseminating knowledge of baby behaviour and early parent-baby relationships.

The courses we provide are the Neonatal Behavioural Assessment Scale (NBAS, 1973) developed by the late Dr T Berry Brazelton, Emeritus Professor of Paediatrics, Harvard University and Boston Children's Hospital, and Professor J. Kevin Nugent, and the Newborn Behavioural Observations (NBO, 2007) developed by Professor Nugent and colleagues.

Our direct beneficiaries are health professionals with an interest in child development and perinatal mental health, such as health visitors, neonatal nurses, midwives, psychologists, doctors and researchers. Our indirect beneficiaries are the thousands of people they support as change-makers, families of newborn babies who become better able to understand their baby's behaviour and communication.

In setting our objectives and planning our activities the Trustees have given careful consideration to the Charity Commission's general guidance on public benefit. Our policy is to work closely with health professionals who work with babies and parents, in order to provide parents with support in understanding newborn behaviour and thereby support the healthy development of early parent-baby relationships. Parents also make contact with the charity and may be referred to a trained NBAS or NBO practitioner in their area.

The Trustees are therefore satisfied that the Brazelton Centre UK ensures its work is in the public benefit.

## Our Activities and Objectives

Our vision is of a world where newborn babies are listened to and understood by their families, enabling strong relationships and healthy lives. The mission statement for the Brazelton Centre UK, is to give newborn babies a voice by supporting parents in understanding their unique communication. The Brazelton NBAS was recommended in the Healthy Child Programme (2009) by the Department of Health, UK as a recommended intervention in the newborn period. The NBAS is also recommended in the Flying Start programme by the Welsh Assembly and the Scottish Heads Up programme. The principles of collaborative working with parents and their babies in the transition to parenthood are laid out in the National Institute for Health and Care Excellence guidelines for Antenatal and postnatal mental health, 2016 ([nice.org.uk/guidance/qs115](https://www.nice.org.uk/guidance/qs115)), Maternity Matters, and policies of the current UK government early intervention strategies. The UK government also recommends an increase in the number of health visitors and their knowledge base. In April, 2014, the NBO and NBAS were recommended by the National Health Visiting Specification, 2014/2015 and 2015/16, and in the Specialist Health Visitors in Perinatal & Baby Mental Health document, (2016, NHS Health Education England).



In accordance with our strategic plan called “Inspired to Influence”, the charity’s activities are as follows:

- **Education:** to deliver NBO and NBAS courses in person or virtually on-line to trained practitioners, who will act as change makers
- **Support:** to provide direct support to parents through the provision of workshops
- **Information:** to increase knowledge and awareness of Baby Behaviour and Communication
- **Influence:** to undertake campaigns to ensure new parents and their newborn babies receive support to develop their unique relationships

A key objective of the Brazelton Centre UK is to increase the knowledge of baby behaviour amongst health professionals through Workshops, Study Days, Conferences and Training programmes. The charity aims to train a number of health professionals in the community, Children's Centres, and hospitals in the UK, so that they can support parents in the bringing up of their babies. The ultimate goal of our work is to provide parents with support, enabling healthy relationships between them and their babies.

### Activities for achieving objectives

During 2019/20 the Brazelton Centre UK has provided training courses about baby behaviour for health practitioners who work with babies and parents, including the Neonatal Behavioural Assessment Scale (NBAS) developed by the late Dr T Berry Brazelton (1973) and the Newborn Behavioural Observation (NBO by J Kevin Nugent et al., 2007).

Our courses were recommended in the National Health Visiting Service Specification Plan 2015/2016 and in a paper about Specialist Health Visitors in Perinatal & Baby Mental Health (2016, NHS Health Education England). The Centre has contributed to the development of Health Education England (HEE) Perinatal Mental Health Competency Framework and taken part in the work of the 1001 Days Movement.

The majority of the charity’s work consists of the provision of training courses to health visitors, neonatal nurses, midwives, psychiatrists, psychologists, other health and social care practitioners and

researchers working with newborn babies and families. We run NBO and NBAS courses several times a year.

Recent developments include antenatal classes with expectant young parents and introductory workshops with practitioners.

Additionally, the Charity advises researchers and seeks involvement in projects and research studies. Parents can also directly access sessions with the NBAS and NBO through their practitioner or the Brazelton Centre UK CIO.



## ACHIEVEMENT AND PERFORMANCE

### Review of Activities:

#### 1. Education: to undertake NBO and NBAS courses to trained practitioners

2019/2020 was the Brazelton Centre UK's 23<sup>rd</sup> year of providing training in the Neonatal Behavioural Assessment Scale (NBAS, 1973) and its 12<sup>th</sup> year in the Newborn Behavioural Observations (NBO, 2007). From November 2019 to February 2020, we ran 20 NBO courses and 3 Refresher courses face-to-face. However, when the Covid-19 pandemic took hold in March 2020, all training activity was stopped while some of the staff and trainers adapted to the 'new normal', learned new technologies and compared different digital teaching platforms. In September the new on-line NBO course was up and running. Since then, 3 NBO courses and one Refresher course have taken place on-line. In total 522 individuals have trained in the NBO. Each of our training sessions is evaluated before and after by trainees, for quality control purposes and to assess the impact the training has in terms of increasing practitioner confidence in their professional lives.

Our trainers are supported by regular trainers' Conference Calls and by a WhatsApp group, along with monthly NBO/NBAS Peer Learning meetings with trainers from around the world convened by the Brazelton Institute in Boston. A UK Training Committee made up of the Master trainers, members of the Centre staff and a trustee meet regularly to discuss ways of ensuring that its training is of the highest standard.

These are some of the areas that are in progress:

- Improvement of NBAS training materials and resources
- Development of the NBAS on-line training course
- Emphasis on the importance of course completion and certification for trainees
- Provision of more information to trainees about the NBAS and NBO recording forms and how each session is baby-led and can be used flexibly
- Gaining commitment of NHS Managers to embed the training and approach into the practice of our trainees
- Evaluation of an online preparation module for trainees before the course
- Improvement of our mentoring for trainees, perhaps through video conference calls
- Being responsive and open to learning from our international training colleagues



As part of the charity's strategic plan, a map was created in order to visualise the impact of our courses throughout the UK and help identify trends and future opportunities to expand the charity's reach in the most impactful way. In addition, one of our Senior Trainers has begun working with the Association for Infant Mental Health UK (AIMH) on a pilot to see how the NBO and NBAS fit into the Infant Mental Health Competencies Framework, with the aim of trainees having their skills accredited to the Recognition Register, thereby enabling them to gain further points for their Continuous Professional Development.

**1. Support: to provide direct support to parents through the provision of workshops**

The Bump Start project funded by grants from the Evelyn Trust and from the Cambridge Community Fund has now been completed, with 60 young expectant parents participating. The main activity consisted in allowing parents to observe a practitioner demonstrating an NBO with a young family and their baby. Discussions are then prompted around baby sleep and awake states, communication skills and behaviours and ways to interact with babies and to identify and support their needs. The sessions were very well-received, with one father commenting *"a very informative, amazing experience to have a newborn demonstrate their communication. This sets the focus back to observing the baby and understanding they communicate and have their own pace."*

**2. Information: to increase knowledge and awareness of Baby Behaviour and Communication**

An essential part of the Brazelton Centre UK's work is to increase the awareness of its work with health and social care practitioners. In the initial stages of 2019/20, the Brazelton Centre UK undertook a variety of talks and lectures to promote the charity's work and the importance of understanding Baby Communication and Baby Behaviour. During the rest of the year, because of Covid-19, our communications with the outside world were mainly through the website <https://www.brazelton.co.uk> and our E-newsletters. On 27<sup>th</sup> March we e-published a statement on the Brazelton Centre UK and the Covid-19 pandemic, along with a joint statement from the First 1001 Days Movement. On 8<sup>th</sup> June we joined the Parent Infant Foundation in their 20:20 Vision campaign during Infant Mental Health Awareness Week with a e-video on Seeing the World Through Babies' Eyes. On 10<sup>th</sup> September we e-published a free resource on using the NBO during the Covid-19 pandemic.

**3. Influence: to undertake campaigns to ensure new parents and their newborn babies receive support to develop their unique relationships.**

The 1001 Critical Days manifesto highlights the importance of intervening early in the days between conception and age 2 years to enhance the outcomes for children. It is a unique, cross-party manifesto that focuses on a vitally important period of life, crucial for increasing children's life chances and ensuring all babies have the best possible start in life.

The Brazelton Centre UK is committed to supporting the 1001 Critical Days manifesto and participates in the All-Party Parliamentary Group (APPG) and the 1001 Days Movement, hosted by the Parent-Infant Foundation.

We continue to recommend on the best interventions to address the impact of Adverse Childhood Experiences (ACEs) on infants and children and advise that policies should be developed across all government departments that are measured against a "Parent-friendly barometer".

When parents are supported by health, maternity and paternity leave, career support, childcare, education and so on, they can provide a secure base for their children's mental health to flourish.

### **Evaluating our Charity's Impact**

The Brazelton Centre UK is a learning organisation that reflects on its activities and seeks to make continual improvements. To this end, each of our courses are evaluated by trainees, so that we can measure what the trainees have learned and can understand how their learning will be utilised.

During the year we trained 522 people, including Health Visitors, Community Nursery Nurses, Midwives, Psychologists, Occupational Therapists and Doctors, amongst several others.

Key highlights from the feedback we received from our trainees were as follows:

- The majority of our trainees were highly satisfied with the NBO and NBAS courses
- After the courses they feel more confident regarding their skills to work with newborn babies and families
- Most of the trainees report that they have integrated a great deal of what they have learned into their practice

The charity acknowledges that in being a supplier of training services to health professionals, it is difficult to explain to funders and other stakeholders the true value and social change that can be attributed to our work. Further work is needed to enable the charity to be able to explain better its impact with families in UK communities.

### Thanks to those who supported us

This year we have been unable to take on volunteers at the Centre due to Covid-19, but we have established a link with the Institute of Psychiatry, Psychology and Neuroscience at King's College London, accepting a placement student studying for an MSc in Developmental Psychology and Psychopathology. Inika Sharman supported the staff in a number of ways and carried out a literature review on maternal attributions towards their child, self, and primary attachment figure among post-traumatically stressed mothers.

The charity wishes to acknowledge and thank the Evelyn Trust and the Cambridge Community Foundation for their support in funding the Bump Start project. We should like to thank our Landlords, the Citizen's Advice Bureau in Cambridge for reducing our rent during the Covid-19 pandemic when staff were either furloughed or advised to work from home. We also acknowledge the Discretionary Business grant awarded to us by Cambridge City Council.

### PLANS FOR 2020/2021

Our 2019-21 strategy and business plan have the following strategic objectives:

- 1) **Increased Reach:** Increase our charity's reach and impact through an improved profile, expanded knowledge and a broader range of services
- 2) **Stronger Operations:** Enhance the charity's governance, operations and research through best practice, investment and embracing technologies
- 3) **Improved Brand:** Develop our "Expert" Brand Positioning through improved training, enhanced knowledge and better communications
- 4) **Enhanced Sustainability:** Improve our financial health through increased trainee throughput

### Services

In 2020/2021 the charity will continue to provide training in NBO and NBAS courses both on-line and face-to-face, the pandemic permitting, and other services, such as antenatal workshops for parents. The plan is to use our digital map to identify geographical areas that are not currently offering NBO or NBAS courses in their health visiting programmes and extend our reach to these areas. Discussions over incorporating the NBO training into midwifery services will continue and further links with the perinatal mother-infant mental health teams nationwide will be made.

Over the next few years, the charity will strengthen its Training Function and Force, encouraging interested NBO and NBAS certified trainees to consider training as trainers, its Income Generation Function and its Research Function.

## FINANCIAL REVIEW

The charity had a sound year, despite the circumstances and challenges it has faced as a result of the pandemic. Due to sensible cost control, reduced delivery of courses (and their incumbent direct costs), and a prudent use of both the furlough scheme, and access to grants, the Charity generated an overall surplus for the period of £42,435, despite reduced income of £247,275. This was a resilient performance, with the organisation reacting quickly and taking sensible steps, specifically to furlough staff under the Government's Coronavirus Job Retention Scheme and reduce rent outgoings (our thanks to the landlord for their generous support) to mitigate the impact on the overall profit and loss account of pandemic restrictions. Additionally, the charity moved quickly to re-fashion its offering so that courses could be delivered virtually.

The charity's total reserves now stand at £289,714.

### Reserves policy and going concern

The Trustees have a responsibility to achieve the objective of the Charity as set out under "Governing Document" above. It is incumbent on the Brazelton Centre UK CIO to ensure that there are adequate funds available to meet this objective and, to that end, the Trustees have reviewed the current level of reserves and have concluded that the reserves are sufficient to enable the Brazelton Centre UK CIO to continue to meet its obligations.

The Trustees have examined the charity's requirements for reserves in light of the main risks to the organisation. Trustees are committed to generating sufficient reserves to support current organisational activities to meet the following requirements:

- Safeguarding the charity's service commitment in the event of delays in receipt of grants or other income.
- Providing a financial cushion against risk and future uncertainties.
- Resourcing the research and development of services and initiatives.

To this end, the Trustees have established a reserves policy that is reviewed annually to ensure that the appropriate levels of reserves are maintained, and that the charity is able to continue to fund its activities without unnecessary disruption as a result of peaks and troughs in income.

With the majority of the charity's funds still coming from training fees, the organisation has moved well to be able to deliver its offering through potential extended lockdowns, and eventually to access wider markets through an online provision of both NBO and NBAS. With uncertainty still around budgets and course demand, as well as wider pandemic concerns, the Trustees aim to maintain a conservative approach and seek to have at least 9 to 12 months running costs in reserves, therefore.

Total unrestricted funds at the period-end were £272,762. These are represented entirely by net current assets.

The current level of reserves equates to approx. 1 1/4 years' running costs, and the Trustees therefore consider these reserves to be sufficient and appropriate.

## Risk Management

The Trustees have a duty to identify and review the risks to which the Charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

The Trustees were unable to review the Risk Register this year due to exceptional circumstances. With a new Director and Operations Manager now in situ, this will be a priority action to pursue in 2020/2021.

## Investment policy and performance

The Trustees are mindful of the general uncertainty in the investment markets and have concluded that, considering the current position of the Charity, any investment policy other than that of a prudent nature is inappropriate.

Accordingly, the investment of funds is made through savings accounts with the Charity's primary (and only) Bank.

## Statement of responsibilities of the Trustees

The Trustees are responsible for preparing the Trustees' annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP
- Make judgements and estimates that are reasonable and prudent
- State whether applicable UK Accounting Standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements
- 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 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 hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees have this year upgraded our financial accounting software to enhance our insight to real time financial performance and status, reflective of the increased financial reserves for which the Charity maintains responsibility. With a new Operations Manager in place, the benefits of this tighter governance are starting to be seen.

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.

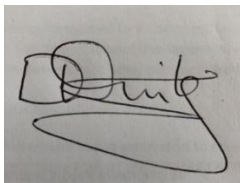
The Trustees acknowledge the following:

- The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts

The opinion of the Trustees is that the charity is entitled to the exemptions conferred by Section 477 of the Companies Act 2006 relating to small companies. These accounts have been prepared therefore in accordance with the provisions applicable to companies that are subject to the small companies' regime.

The Trustees are members of the charity, but this entitles them only to voting rights. The Trustees have no beneficial interest in the charity.

Signed:

A handwritten signature in black ink, appearing to read 'Duncan White', is written over a rectangular stamp area. The signature is cursive and somewhat stylized.

Duncan White, Treasurer

## Brazelton Centre UK CIO

### Independent Examiner's report to the Trustees For the year ended 31 October 2020

I report on the accounts of Brazelton Centre UK CIO for the year ended 31 October 2020, which are set out on the following pages.

This report is made solely to the Charity's trustees, as a body, in accordance with section 145 of the Charities Act 2011. My work has been undertaken so that I might state to the Charity's trustees those matters I am required to state to them in this report and for no other purpose.

To the fullest extent permitted by law, I do not accept responsibility to anyone other than the Charity and the Charity's trustees as a body, for my work, for this report, or for the opinions I have formed.

#### **Respective responsibilities of Trustees and examiner**

The Charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

It is my responsibility to:

- \* examine the accounts under section 145 of the 2011 Act
- \* to follow the procedures laid down in the general Directions given by the commission under section 145(5)(b) of the 2011 Act
- \* to state whether particular matters have come to my attention

#### **Basis of independent examiner's report**

My examination was carried out in accordance with the General Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the Charity and a comparison of the financial statements presented with those records.

It also includes consideration of any unusual items or disclosures in the financial statements and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the financial statements present a 'true and fair view' and the report is limited to those matters set out in the statements below.

#### **Independent examiner's statement**

In connection with my examination, no matter has come to my attention:

- 1) which gives me reasonable cause to believe that in any material respect the requirements
  - \* to keep accounting records in accordance with section 130 of the 2011 Act and
  - \* to prepare accounts which accord with the accounting records and comply with the accounting requirements of the 2011 Act have not been met or
- 2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached

*Paul O'Brien*

Name: Paul O'Brien (ICPA) - Dragonfly (Accounting & Financial Management) Ltd  
Address: 52 High Street, Cottenham, Cambridgeshire, CB24 8SA

**Brazelton Centre UK CIO**  
Statement of Financial Activities  
For the year ended 31 October 2020

	<b>Unrestricted Funds</b>	<b>Restricted Funds</b>	<b>Designated Funds</b>	<b>Year Ended 31-10-20</b>	<b>Year Ended 31-10-19</b>
	£	£	£	£	£
<b>INCOMING RESOURCES</b>					
Income from charitable activities	236,197	-	-	236,197	279,946
Donations & Grants	4,167	6,730	-	10,897	466
Other income	181	-	-	181	482
<b>Total incoming resources</b>	<b>240,545</b>	<b>6,730</b>	<b>-</b>	<b>247,275</b>	<b>280,894</b>
<b>RESOURCES EXPENDED</b>					
Charitable activities	201,861	228	-	202,090	411,642
Cost of generating funds	-	-	-	-	-
Governance costs	2,751	-	-	2,751	1,023
<b>Total resources expended</b>	<b>204,612</b>	<b>228</b>	<b>-</b>	<b>204,840</b>	<b>412,665</b>
<b>NET INCOMING RESOURCES</b>	<b>35,933</b>	<b>6,502</b>	<b>-</b>	<b>42,435</b>	<b>(131,77)</b>
<b>TRANSFER OF FUNDS</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>TOTAL FUNDS B/F</b>	<b>236,829</b>	<b>5,450</b>	<b>5,000</b>	<b>247,279</b>	<b>379,050</b>
<b>TOTAL FUNDS C/F</b>	<b>272,762</b>	<b>11,952</b>	<b>5,000</b>	<b>289,714</b>	<b>247,279</b>

**Brazelton Centre UK CIO**  
Statement of Financial Position  
For the year ended 31 October 2020

	<u>Notes</u>	Year Ended 31-10-20 £	Year Ended 31-10-19 £
<b>FIXED ASSETS</b>			
Tangible fixed assets	5	1,666	2,175
<b>CURRENT ASSETS</b>			
Debtors & prepayments	6	50,376	42,235
Cash at bank and in hand		277,500	259,023
Stock		-	10,829
		<b>327,875</b>	<b>312,087</b>
<b>CREDITORS</b>			
Amounts falling due within one year	7	(39,827)	(66,983)
		<b>289,714</b>	<b>247,279</b>
<b>NET ASSETS</b>			
<b>FUNDS</b>			
Unrestricted funds		272,762	236,829
Designated funds		5,000	5,000
Restricted funds		11,952	5,450
		<b>289,714</b>	<b>247,279</b>
<b>TOTAL FUNDS</b>			

## Brazelton Centre UK CIO

### Notes to the Financial Statements For the Year Ended 31 October 2020

#### 1 Accounting policies

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

#### Income

All incoming resources are included in the Statement of Financial Activities when the Charity is legally entitled to the income and the amount can be quantified with reasonable accuracy. Gifts in kind donated for distribution are included at a valuation and recognised as income when they are distributed to the projects. Gifts donated for resale are included as income when they are sold. Donated facilities are included at the value to the Charity where this can be quantified and a third party is bearing the cost. No amounts are included in the financial statements for services donated by volunteers. Donated services or facilities, which comprise donated services, are included in income at a valuation which is an estimate of the financial cost borne by the donor where such a cost is quantifiable and measurable. No income is recognised where there is no financial cost borne by a third party. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

#### Expenditure

All expenditure is accounted for on an accruals basis and has been classified under expense categories that aggregate all costs for allocation to activities. Where costs cannot be directly attributed to particular activities, they have been allocated on a basis consistent with the use of the resources.

Fundraising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in support of the charitable activities. Support costs are those costs incurred directly in support of expenditure on the objects of the Charity and include project management carried out at Headquarters. Management and administration costs are those incurred in connection with the administration of the Charity and are in compliance with constitutional and statutory requirements.

#### Taxation

The charity is exempt from corporation tax on its charitable activities.

#### Tangible fixed assets

Depreciation is provided at the following annual rate in order to write off each asset over its estimated useful life:

Computer equipment - 33% on cost

#### Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors which have been raised by the Charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund are set out in the notes to the financial statements.<sup>11</sup> Investment and income, gains and losses are allocated to the appropriate fund.

**Brazelton Centre UK CIO**  
Notes to the Financial Statements  
For the Year Ended 31 October 2020

**2. Staff Costs**

	31.10.2020	31.10.2019
	£	£
Wages and salaries	82,771	137,844
Social security costs	7,579	10,996
	<b>90,350</b>	<b>148,840</b>

The average monthly number of employees during the year was as follows;

	31.10.2020	31.10.2019
Director	1	1
Support Staff	7	7
	<b>8</b>	<b>8</b>

*No employee received employee benefits of more than £60,000 during the year (2019 - 2020 £Nil)*

**3. Governance costs**

	31.10.2020	31.10.2019
	£	£
Trustee consultation & support	2,211	967
Trustee expenses	-	483
Independent examination fees	540	540
	<b>2,751</b>	<b>1,990</b>

**4. Trustees remuneration, benefits and expenses**

*There were no trustees' remuneration or other benefits for the year ended 31 October 2020.*

**5. Tangible fixed assets**

	<b>Computer equipment</b>
	£
<b>COST</b>	
At 01 November 2019	7,526
Additions	312
At 31 October 2020	<b>7,838</b>
<b>DEPRECIATION</b>	
At 01 November 2019	5,351
Charge for the year	821
At 31 October 2020	<b>6,172</b>
<b>NET BOOK VALUE</b>	
At 01 November 2019	2,175
At 31 October 2020	<b>1,666</b>

**6 Debtors & Prepayments**

	31.10.2020	31.10.2019
	£	£
Trade Debtors	50,376	42,172
Prepayments	-	-
Other debtors	-	63
	<u>50,376</u>	<u>42,235</u>

**7 Creditors: Amounts falling due within one year**

	31.10.2020	31.10.2019
	£	£
Trade creditors	3,286	23,436
Social security and other taxes	1,595	6,757
Other creditors	34,947	36,791
	<u>39,827</u>	<u>66,983</u>

**8. Movement in Funds**

	Balance at 31 Oct 2019	Amount received in year	Amount expended in year	Transfer in year	Balance at 31 Oct 2020
	£	£	£	£	£
Unrestricted	236,829	240,545	(204,612)	-	272,762
NBO Training	5,000	-	-	-	5,000
Restricted	5,450	6,730	(228)	-	11,952
	<u>247,279</u>	<u>247,275</u>	<u>(204,840)</u>	-	<u>289,714</u>

## Brazelton Centre UK CIO

Detailed Statement of Financial Activities  
For the Year Ended 31 October 2020

	<b>31.10.20</b>	<b>31.10.19</b>
	£	£
<b>INCOMING RESOURCES</b>		
Training and conference income	236,197	279,946
Grants	10,897	466
Donations and sponsorship	-	-
Interest receivable	181	482
<b>Total incoming resources</b>	<b>247,275</b>	<b>280,894</b>
<b>RESOURCES EXPENDED</b>		
Training and conference costs	76,546	176,956
Staff costs	92,296	151,113
Recruitment & Training	299	2,722
Temporary Staff		552
Research	618	-
App development	1,620	-
Conferences, events & memberships	4,308	13,836
Office rent	9,422	21,780
Telephone	1,378	4,190
Insurance	686	1,526
Advertising and promotions	2,365	12,004
Accountancy and bookkeeping fees	3,421	12,083
Legal fees		(46)
HR Services	1,964	134
IT, software and internet costs	3,493	977
Postage & stationary	1,828	5,584
Bank charges	4	175
Travel & subsistence	215	3,903
Sundry expenses	576	2,099
Depreciation	821	1,085
Bad debts		-
<b>Total charitable activities</b>	<b>201,861</b>	<b>411,641</b>
Concert costs	-	-
<b>Total cost of generating funds</b>	<b>-</b>	<b>-</b>
Trustee training and events		483
Consultation & support	2,211	967
Independent examination fees	540	540
<b>Total governance costs</b>	<b>2,751</b>	<b>1,023</b>
<b>Total resources expended</b>	<b>204,612</b>	<b>412,664</b>
<b>Net income</b>	<b>42,663</b>	<b>(131,771)</b>