

Charity registration number: 1174832

Dads Unlimited

Annual Report and Financial Statements
for the Year Ended 31 March 2023

Dads Unlimited

Contents (continued)

Reference and Administrative Details	1
Trustees' Report	2 to 14
Independent Examiner's Report	15
Statement of Financial Activities	16
Balance Sheet	17
Notes to the Financial Statements	18 to 24

Dads Unlimited

Reference and Administrative Details

Chairman	Mr S Phillips
Trustees	Mr S Phillips Mr D Adams Ms S A Britton Ms C Cox Mr M D Goddard Ms Z S Hickmott Mr B Leb M E Wynter
Charity Registration Number	1174832
Principal Office	Metford Units 5 - 7 Evegate Business Park Station Road Ashford Kent TN25 6SX
Independent Examiner	Beresfords Chartered Certified Accountants 1-2 Rhodium Point Spindle Close Hawkinge Folkestone Kent CT18 7TQ

Dads Unlimited

Trustees' Report

The trustees present the annual report together with the financial statements of the charity for the year ended 31 March 2023.

Objectives and activities

Objects and aims

To advance the education of the public in the subject of relationship breakdown whereby children are involved, in particular by focusing on fathers.

Dads Unlimited supports dads with their mental health because of family breakdown, and to help them reduce parental-conflict with former partners in order to improve their co-parenting relationships. The issues we are regularly presented with are anxiety, depression, PTSD, domestic abuse, loss of contact with their children, loneliness, isolation, self-harm and tragically suicidal ideation.

We provide wrap-around unlimited support on all of these issues through our trauma-informed services of 1:1 Mentoring, Mental Health counselling, Male Victims IDVA service, Support Group Meetings, Family Court Support / Barrister Representation Service, Co-Parenting Workshops, and plenty of Community Activities for dads to enjoy with or without their children.

Dads Unlimited work hard to focus on making sure the voice of the child is at the heart of the family breakdown process, whilst simultaneously working to reduce male-suicide, help male victims of domestic abuse, and reducing parental conflict post-separation to improve outcomes for our beneficiaries' children.

Dads Unlimited's vision is that the lives of children involved in family breakdown have better outcomes through a positive co-parenting environment. The charity's mission, therefore, is to:

- 1) Support the well-being of dads through family breakdown:
 - a) By mentoring them through any necessary legal processes to gain access to their children
 - b) By helping them to achieve a positive ongoing relationship with their children
 - c) By supporting male victims of domestic abuse
- 2) Protect the best interests of children:
 - a) By improving co-parenting relationships
 - b) By reducing parental conflict
- 3) Challenge attitudinal and societal barriers to meaningful fatherhood

Desired outcomes for the dads who we help are:

- An improvement in their mental health and wellbeing.
- Successful court outcomes enabling them to have a meaningful relationship with their children.
- A reduction in parental conflict.
- Dedicated support for a victim of domestic abuse, and to assist in their recovery.
- The ability to manage and promote a positive co-parenting environment.
- A better understanding, in society, of the role of the father and fatherhood.

DU's underlying position is that the involvement of both parents in a child's life will further their welfare unless there is evidence to the contrary.

Public benefit

The trustees confirm that they have complied with the requirements of section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

Dads Unlimited

Trustees' Report (continued)

Use of volunteers

The charity intends to encourage and facilitate volunteer involvement in driving forward our mission and make them important stakeholders in our charity. In doing so we recognise that the roles of volunteers will compliment and not replace the roles of paid staff.

The time, energy and skills offered by our volunteers benefit our work and help us to achieve our aims. Experience has shown that volunteering also brings benefits to volunteers themselves and to those with whom they work.

Achievements and performance

Year 2022/23 Highlights

Dads Unlimited is a men's mental health charity that supports men and dads across England and Wales that have experienced family breakdown, loss of contact with their children and/or have been a male victim of domestic abuse.

We offer our support through the provision of a family separation helpline, one to one mentoring service, co-parenting programme, trauma-informed counselling, support at court service / barrister representation service and a bespoke male victim of domestic abuse IDVA service.

The golden thread of our work is that we are a suicide prevention charity. From our work with Public Health, it was identified that relationship breakdown, loss of contact with children and domestic abuse, accompanied with debt and unemployment are high risk suicide triggers for men under the age of 55. In our domestic abuse service, 53.7% of clients supported have faced suicidal ideation and in our mentoring service, 42.3% of clients supported have faced suicidal ideation.

We celebrated our sixth anniversary in March 2023 having begun as a humble Facebook page in 2017. By this time, we have managed to expand both our existing team, and our breath and depth of services. We have also moved to a position of national influence, sitting on two All Party Parliamentary Groups, liaising with local and central government on policies affecting men and boys, as well as being the 'go to' charity across England and Wales for professional advice and insight to statutory and non-statutory organisations.

In six years, we have supported over 5,100 men and ensured a positive difference for over 9,639 children; and established ourselves as the largest male mental health charity focussing on domestic abuse, family breakdown and suicide prevention across England and Wales.

Changes in the last 12 months

During 2022 - 2023, we saw the growing trend of high demand for our services continue, this meant that we had to utilise our reserves to increase staff capacity to meet this demand and recruit additional members of staff. We increased all case load levels to 60 cases per staff member in our mentoring service. Based on this decision, we needed to further use our reserves to convert all part-time staff to full-time staff as an operational necessity.

In December 2022, the Trustee Board implemented a 10% pay increase for all front-line staff; due to the cost-of-living crisis being at its peak and inflation soaring. It was important to recognise the contribution members of staff were making at this difficult time; ensuring we as an employer were rewarding them with an appropriate salary that correlates with the rise in cost of living. It was imperative that we supported our staff in these challenging times for them personally.

Dads Unlimited

Trustees' Report (continued)

In terms of the demand we were experiencing, we have seen a 14% increase in new clients (605 Mentoring Clients FY2022-23 vs 534 FY2021-22) along with 242 existing clients carried over from the previous period - giving us a total of 847 clients supported. Compared to 797 clients in the preceding period, this is a 6.2% increase overall in number of clients supported.

However, it should be noted that our overall funded capacity is to support approximately 450 clients per year. Therefore, we are operating at over 46.87% above our capacity. This, as it currently stands and if demand remains the same or increases, even marginally, is not sustainable.

For our domestic abuse service, Save DAVE, we have seen a 155% increase in new clients (240 DAVE Clients FY2022-23 vs 94 FY2021-22 [part-year effect]) along with 52 existing clients carried over from the previous period - giving us a total of 292 clients supported.

Success within the period

Due to additional emergency funding opportunities, we have been able to temporarily avoid reaching crisis point within the departments, and ensure that we can continue to provide a safe, efficient, and effective service.

Indeed, we were fortunate to receive new funding to expand our domestic abuse service from Kent & Medway, to across the whole of England & Wales - because of the clear need we had identified.

However, as we are now experiencing such high levels of demand to this service - this has proved substantially challenging.

Dads Unlimited

Trustees' Report (continued)

The additional funding allowed us to recruit 1 x full-time additional Independent Domestic Violence Advisor (IDVA) to cover clients outside of our funding jurisdiction. Remarkably, this service reached capacity in approximately 2 months with a caseload of 40 male victims, and then exceeded capacity to 55 victims. We were then forced in to introducing a waiting list, that currently sits at 14 victims, with an additional 11 victims to be assessed at this time of writing.

Again, as it currently stands, this is not sustainable. Further, whilst the introduction of this new bespoke male victim service has been a success, in that it has clearly identified an invisible need within our society - without further substantial investment this leaves a cohort of male victims, and potentially their children, at a significant risk of harm and/or devastating outcomes such as an increased risk of suicide of their adult male protectors. Dialogue is continuing to attract further funds into this service as we write, but this is an ongoing programme of work.

Lastly, we restructured our Senior Management Team, and this has enabled us to streamline our service lines under one 'Director of Services'. This has enabled us to make sure that all services operate under one set of policies, processes and procedures. This has further helped to strengthen our governance across the whole organisation and bring all teams together to ensure cross-pollination of skills and experience.

Since the 1st of April 2022, we have seen a vast amount of success here at Dads Unlimited.

- We have grown our presence on social media, and by engaging with a wider audience we are able to raise awareness and educate society.
- Dads Unlimited have become the predominant voice and expertise, articulating the issues affecting men and boys.
- We have supported The Parent Promise Initiative by attending the Houses of Parliament to launch the scheme
- In January 2023, we developed connections with the Lord Lieutenant of Kent, Lady Colgrain.
- We met with the Home Office to share our work on Male Victims of Domestic Abuse; the Home Office are particularly interested in our feedback regarding the DASH assessment scale.
- CEO of Dads Unlimited attended Fitzwilliam College at the University of Cambridge to deliver a keynote speech with Sir Andrew McFarlane (President of the Family Courts) to the Family Law Bar Association.
- Attended the GSK IMPACT AWARDS 2022 Ceremony in June 2022 as one of the winners.
- We have secured 3 new Trustees
- Kent County Council's, Parent Inclusion Co-ordinator approached Dads Unlimited for our insight and involvement to ensure parent services were father inclusive.
- Successfully delivered our Co-Parenting Programme online and in-person to support reducing parental conflict; with 100 individuals attending and 75.76% of participants rating it 5 stars.
- Launched the Discovery Programme, a male victim of domestic recovery programme, delivering this in-person and online to enable victims to heal and move forward; 100% of attendees said their suicidal thoughts had decreased as a result, and finding support from other male victims making them feel less alone. All participants rated the course 5 out of 5.

Challenges faced

During 2022 - 2023, the charity experienced the following issues - most of which will follow us into the next financial year:

- High demand for our services: Dads Unlimited faced an unprecedented surge in the number of men seeking assistance and support for issues around family breakdown and/or domestic abuse, indicating a growing need for the services we provide.
- As a result, we noticed growing numbers of men suffering with thoughts of suicide. Indeed, at one point, we noticed approximately 2 calls per week into our helpline from men actively wanting to take their life within hours.

Dads Unlimited

Trustees' Report (continued)

- Staff capacity was outstripped by demand: The increased demand for services overwhelmed the existing staffing resources, resulting in a strain on the team's ability to adequately address all needs and provide timely support to those in need.
- Cost of living crisis: A broader economic issue of rising living costs adversely impacted the charity's operations, making it more challenging to maintain effective service delivery, as virtually all our core costs were increased by roughly 75% to 100% increases.
- How do we meet demand? We faced the critical question of devising effective strategies to cope with the escalating demand for services, seeking solutions to efficiently serve all those reaching out for help.
- Reduced funding: During this period, the charity sector experienced a decline in the availability of funding, which further compounded the challenges faced in meeting the growing demand while maintaining the quality of service provided.

Community/Sector developments

Dads Unlimited addresses the local, regional and national needs related to men experiencing family breakdown, loss of contact with children and/or domestic abuse. By providing local support, collaborating with regional partners and advocating for change on a national level; we effectively respond to the diverse needs of our clients.

Nationally, there has been an increase in awareness and communications around the topics of male mental health and suicidal ideation, and a vast amount more coverage around domestic abuse - both from within the Violence Against Women and Girls Strategy, and also specifically around male-victim domestic abuse.

The effects of these conversations are that more men appear to be able to identify if they have previously been, or currently are, a victim of domestic abuse - especially around the areas of controlling and coercive behaviours, emotional, financial, and psychological abuse.

Service Line headlines

Mentoring Service

Mentoring is our core service and a foundation for dads experiencing family breakdown; a one-to-one support service is offered to a dad where a trained member of staff will work with a dad to listen to them and hear them, often for the first time; understand their current situation; complete a whole-needs assessment, help them to co-create an achievable goal; and then to support them on how to achieve that goal. Mentors work with dads that need support with reducing parental conflict, moving from a once intimate to a working co-parenting relationship and gaining meaningful contact with their children.

From 01 April 2022 to 31 March 2023, we fully supported 847 clients in our Mentoring Service; 605 of which were new clients that registered to the service. 242 of 847 were existing clients carried over from the previous reporting period.

- Mentors have had high caseloads of up to 60 clients; and we have seen that more clients with complex needs are engaging with our services; and as a result, we have noticed that they are requiring a longer amount of support duration.
- Introduced a new priority role, 'Mentoring Caseworker'; which has unlocked new opportunities and efficiencies across the whole service. This role is transformational, providing clients with structured learning and support whilst they are waiting to be appointed a Mentor, which will bring an innovative way of working to the Mentoring Service

The clients that we supported in our Mentoring Service had on average a positive 4.6-point increase in their Warwick Edinburgh Mental Wellbeing Scores (WEMWBS).

Dads Unlimited

Trustees' Report (continued)

Core Outcomes

- 80% felt their mental health had improved
- 60% who had suicidal ideation no longer feel this way
- 85% believed they are more socially connected with others experiencing similar problems
- 67% are now more optimistic about the future
- 94% of parents say they are better able to recognise parental conflict
- 85% of parents are better able to face the challenges of co-parenting
- 91% know how to improve their co-parenting and where to seek additional support
- 97% of clients identified how to be more sensitive to their children's needs

Support at Court Service

Our Court Support Service supports clients through the family court process effectively. We understand family law is highly complicated and stressful for clients navigating the legal system without a lawyer. Our Court Support Service helps to prepare clients by assisting with court forms, position and/or witness statements, bundle preparation (which includes all documents relevant to an individual's court hearing) - statements, applications, notice of proceedings, Section 7 reports, Cafcass safeguarding letters, GP/medical history and other expert reports. Those clients using either our Mentoring Service or our Domestic Abuse Service are also able to access our renowned Barrister Representation Service (BRS). This is where we can instruct Counsel directly, through being awarded a License Access Certificate from the Bar Standards Board. Further, all of our Barristers work with us on our unique fixed fee scheme; thereby ensuring all clients have certainty around the costs which may be accrued, as well as ensuring we are improving access to justice with a legal professional, rather than run the risk of representing yourself in court alone.

Core Outcomes

- 75% of clients felt more confident in navigating a complex family court process
- 89% of clients achieved a positive outcome at court
- 70% of clients reported reduced stress around their court proceedings
- 85% of clients reported feeling more empowered and informed about their legal proceedings
- 90% of clients accessed affordable legal representation

Impact

- In 2022, we supported 180 clients in Court; in quarter four (Q4) of 2022/23 we supported: January - 27 clients; February - 13 clients; and March - 25 clients.
- In 2022 - 2023, we supported 847 clients through our Mentoring Service, this is a 17.8% growth on the previous year. Out of the 847 clients, 42% of clients (356) accessed our Court Support Service.
- Clients using our service recorded a 7-point positive increase on their mental well-being.
- 89% of clients in 2022/2023 achieved a positive outcome at court with our support.

Co-Parenting Programme:

In parallel with our Mentoring Service, we deliver the Co-Parenting Success Programme (CPP), an early intervention 'reducing parental conflict' programme working to improve the lives of children of separated parents; providing separated parents with the skills and strategies to enable a positive, nurturing, mutually respectful, co-parenting environments within which their children can thrive at home, at play, and in education.

The Co-Parenting Programme is a three-hour workshop that teaches the '5 Steps to Co-Parenting Success' including: Focus, Communication, Responsibility, Living Arrangements and Building a Positive Framework.

The main aim of the programme is to deter the need for family court intervention.

Dads Unlimited

Trustees' Report (continued)

Impact:

The impact of the Co-Parenting Programme is to reduce parental conflict and ensure the voice of the child is at the heart of family separation. It prevents children from being exposed to parental conflict by giving parents the ability to see family breakdown through the eyes of the child; both parents will learn to respect the other's contribution to parenting, whilst trust and confidence are built upon. By establishing a positive co-parenting framework, the reduction will be needed for parents to explore court avenues. The well-being of those that attend will be improved; whilst learning how to communicate effectively, de-escalate conflict, and avoid drama - attendees will practice positive assertiveness and understand emotional responses.

Outcomes of the programme:

- 70% of attendees will be made aware of alternatives to a court resolution
- 80% of attendees will better be able to recognise parental conflict
- 75% attendees will feel more informed and empowered
- 85% of children will experience reduced exposure to parental conflict
- 65% of attendees well-being will improve
- 60% of attendees will have an improved ability to seek further support and guidance
- 70% of children of attendees will display improved behaviour
- 85% of parents will report decreased levels of conflict in their co-parenting relationship
- 80% of parents will report increase satisfaction with their co-parenting relationship

Service user feedback:

“The CPP workshop is professionally led, in a relaxed way, creating a nice atmosphere. The presentation was excellent, informative and condensed.”

“Not only was I unable to find any organisations that provide the same or a similar service in Kent, I was unable to find one anywhere in the country.”

“What a difference these people have made to my family - they make the impossible possible.”

“The CPP taught me how to promote a positive relationship between the child and parent, despite indifferences.”

DAVE Service

The DAVE (Domestic Abuse Victim Empowerment) service was officially launched in mid-September 2021 to support male victims across Kent and Medway. In January 2023, we were awarded funding from The Crucible Foundation to support male victims of domestic abuse outside of the Kent and Medway jurisdiction, and hence now across England and Wales.

Over the span of 18 months, we predicted that we'd be able to help around 189 male victims of domestic abuse with our funded capacity. But we went above and beyond, surpassing our goal by an incredible 54.4%. From September 2021 to March 2023, we were able to provide full support to 292 male victims. This shows just how dedicated and effective our efforts have been in making a difference in these men's lives. However, it's crucial to note that this surge in demand is straining our capacity, challenging us to ensure sustained quality support amidst these increased numbers.

The clients that we supported in our Save DAVE Service had on average a positive 7-point increase in their Warwick Edinburgh Mental Wellbeing Score (WEMWBS).

Dads Unlimited

Trustees' Report (continued)

Our statistics show that 51% of clients reported being a victim of domestic abuse to the police. The main reasons that have been given to us for male victims not wanting to report to the police are:

- Fear of not being believed;
- Not aware they were a victim of domestic abuse at the time;
- Afraid to report - and if reported, they would be stopped from seeing their children;
- Too embarrassed to report.

As the cost-of-living crisis sees its sharpest peak in decades, we have noticed, that this is having a further detrimental effect upon our clients, who are telling us they are experiencing even more financial difficulties and including an increase in debt. Worryingly, we know that debt is a contributing factor to suicidal ideation and paired with experiencing domestic abuse, another high-risk suicide trigger, then an individual's risk is heightened to have suicidal thoughts. From November 2022 to March 2023, we noted a rise in the number of clients suffering with poor mental health and suicidal ideation.

We are finding that most of the men who are reaching out for support to us are at a point of crisis. Many of the victims score standard or medium risk on the DASH (Domestic Abuse Stalking and Honour-based violence risk identification and assessment model score).

However, and this is incredibly important to understand - the men we are supporting are not at risk of serious harm by their perpetrator; but 53.7% of men supported are telling us that they are at risk of harm from themselves, because they are suffering with significant levels of suicidal thoughts to escape the abuse they are enduring. To them - the only way out of the abuse is to end their life. It can be argued that this is a situation society is failing to recognise- and even if it does, it is struggling to know what to do about it.

Core Outcomes

- 100% of clients have been happy with the support we have provided.
- 61.9% have said they feel better about their situation (33.33% no change)
- 85.71% feel less frightened than they did (14.29% no change)
- 80.95% feel safer at work or home (19.05% no change)
- 76.19% feel their emotional and physical health is better (19.05% no change)
- 85.71% say they feel better able to cope (9.52% no change)
- 80.95% feel the relationship with their children has improved (19.05% no change)
- 76.19% feel the wellbeing of their children has improved (19.05% no change)

Discovery Programme

Aligned with our Save DAVE Service is the Discovery Programme; a recovery programme for male victims of domestic abuse to enable them to heal and move on from their experiences. The programme is educational and designed to be interactive and inspirational. If successful with funding, we will be looking to re-write the programme enabling us to deliver this remotely to men with lived experience of domestic abuse outside of our current jurisdiction. The programme offers victims a bespoke intervention over six weeks.

Dads Unlimited

Trustees' Report (continued)

Service User Feedback:

- “This course has been literally lifesaving.”
- “This course has enabled me to see colour in a very black and white picture. | have learnt my boundaries and also to view my life in a better and happier place.”
- “I was wrong to think this was another talk shop.”
- “It was ok to feel vulnerable and that I can open up and speak rather than hiding behind the defence mechanisms. I am not alone.”
- “I couldn't have imagined how impactful and helpful it would be to meet others and have a platform to share week after week. The exercises allowed me to think, to look at and consider myself - which is who I was neglecting.”

Achievements of Discovery

- 100% of attendees provided a 5 out of 5 rating
- Avg. 16.50 positive point increase in client's WEMWBS
- 100% of clients felt their support networks had improved
- 100% of clients said their suicidal thoughts had decreased or stopped

Mental Wellbeing Service

If you experience family breakdown, loss of contact with children and/or domestic abuse - it can be a very stressful and difficult time. Dads Unlimited provides Mental Health support through a team of counsellors who work on a one-to-one basis with clients offering trauma informed counselling. Our team of counsellors provide counselling to clients registered with Dads Unlimited; providing a safe and confidential space for individuals to talk about their thoughts, feelings and experiences. Clients are initially offered 12 sessions with the option for this to be extended dependent on individual needs.

Core Outcomes

- Client is better able to manage their thoughts and feelings
- Clients' harmful behaviour has reduced
- Client has accessed talking therapies

Impact

- We delivered 610 counselling sessions from April 2022 - March 2023; 4 qualified and 10 student counsellors during this time.
- As of March 2023, we have 53 clients accessing one to one counselling.
- By conducting exit surveys with clients that accessed our counselling service; we were able to highlight that on average, clients having counselling reported an average positive 17.75 point increase in their WEMWBS scores; this is a substantial improvement.

Outlook for 2023 / 24

As we reflect on the previous year and our achievements, as well as confront the pressing challenges arising from the growing number of clients that are coming forward to us asking for help; one thing is now abundantly clear to us. The much talked about increase in complex mental health presentations post-covid, that were lying dormant, are now upon us.

Dads Unlimited

Trustees' Report (continued)

If we also factor in the cost-of-living crisis, and the financial issues that are affecting us all - with core inflation remaining stubbornly high, and those on fixed rate mortgage deals which are coming to an end yet to bite - this all adds up to more potential hardship to come in approximately 12-18 months' time. The worst may be yet to come.

Therefore, our clients, who are grappling with the above challenges and need our help then have to also contend with a family court system which is under significant pressure; with court hearings regularly being adjourned at the last minute, or even court hearings being scheduled (sometimes) up to 6 months after these men have submitted their initial court paperwork; and thus delays, are playing a major factor in the progress of their cases - this adds in enormous stress and pressure to our clients, but also on our staff who are supporting them.

And if the dads we are supporting are inappropriately denied a relationship with their children, these delays have a substantial impact upon their mental health.

The sheer scale of the mental health complexities we are working with, accompanied with the volume of men seeking help for issues surrounding family breakdown and/or domestic abuse, is substantially greater than anyone working in this charity could have foreseen.

The plight of these men cannot be underestimated, and the suffering they are experiencing because they are not seeing their children and/or that no-one believes them when they say they have been a victim of domestic abuse is indeed significant.

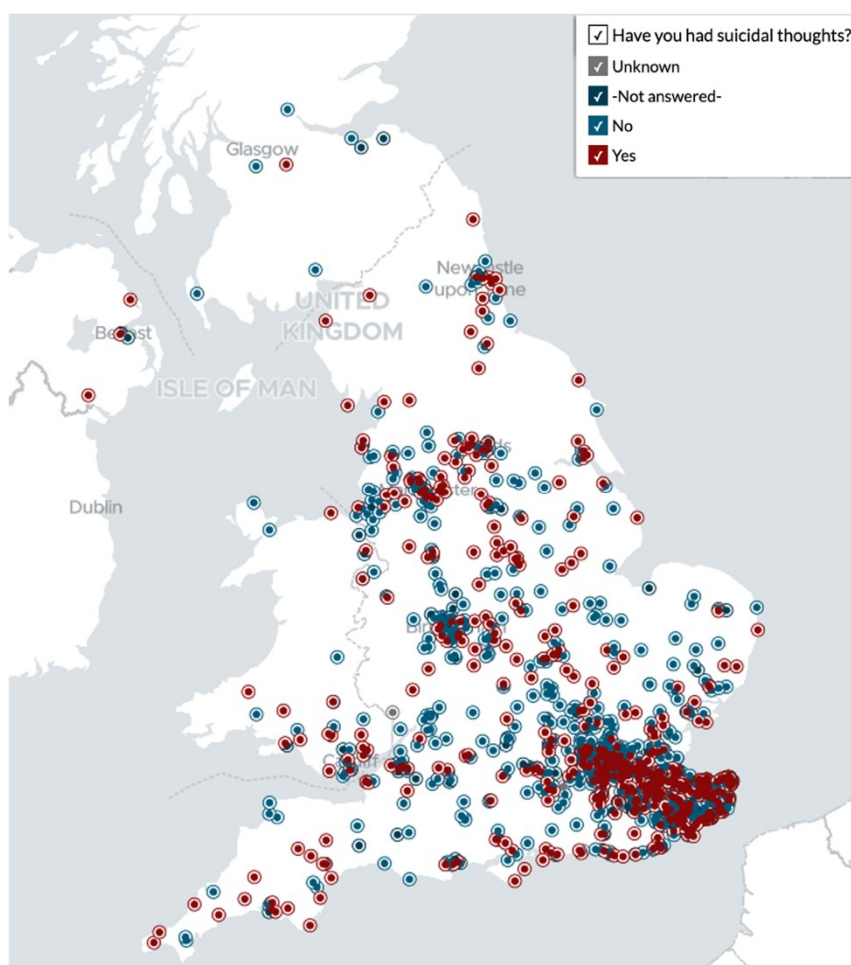
As mentioned earlier in this report, it was a rare occurrence for suicidal men to call our helpline and express the thoughts about suicide that they were having. In fact, we would receive 1 or even 2 calls every couple of months from such distraught men. However, there has been a paradigm shift in the number of calls coming through to our helpline within the last six months. Distressingly, we are now encountering, suicidal calls fortnightly. At one particularly alarming time, we received six calls from vulnerable actively suicidal men to our helpline in two weeks; such was the increase in their state of hopelessness.

The following map of the UK demonstrates the needs of our clients across the United Kingdom, and the scale of the challenges we are faced with in helping these men.

Client Location Map (All Services): Blue - cases not experiencing suicidal ideation; Red - cases with experiences of suicidal ideation

Dads Unlimited

Trustees' Report (continued)



And hence we are going to have to think very hard, philosophically and practically, at why this cohort of men are in such dire need; and what, as a charity, we can do to help them.

The surge in men seeking help for challenges related to family breakdown, loss of contact with children, domestic abuse and suicidal ideation shows no sign of abating; and whilst Dads Unlimited is the only charitable organisation that can and does help this cohort - we too are in need. Our capacity must be increased to effectively address the escalating demand for our services. The spike in calls from suicidal men is a reminder of the urgency of our mission.

Further, the lack of understanding within our systems about the issue of male victims of domestic abuse is a perplexing one. Unhelpfully, unconscious bias pervades many statutory and non-statutory organisations which makes the issue of recognising male victims and that they do exist within society quite challenging.

Whilst Dads Unlimited has done much to address this, and indeed made huge in-roads with organisations in changing their practices and policies - there is still a very long way to go. But we are encouraged by the support from our influential funders to continue to raise awareness of this latent issue.

However, on a brighter note, the following year will bring us much hope with exciting opportunities to explore.

Dads Unlimited

Trustees' Report (continued)

We are delighted to announce the patronages of Lord-Lieutenant Lady Colgrain CStJ; and Nadra Ahmed CBE DL, Co-Chairman of The National Care Association and current High Sheriff of Kent 23/24.

We now sit on two APPGs (All Party Parliamentary Groups) for Men and Boys; and for Family Separation - where our experience, and the stories of the men we help, can be brought to bear to influence change.

We welcomed and were honoured to be visited by Lord Farmer and Dr Samantha Callan to talk about our involvement with the establishment of Family Hubs across England; and as a result, our Chief Executive has been asked to speak at a fringe event at the Conservative Party Conference in 2023.

We helped design, lead and launch the Supporting Separated Families Alliance Kent initiative in 2023, and have been asked to support the establishment of further Alliances across England.

Recently we have been working with Lloyds Bank Foundation, and GSK - as a result of winning the GSK Impact Awards in 2022 - in re-developing our strategy to make sure it is fit for the future, looking at exploring the potential of expanding our physical presence across 2 or may be 3 areas across England based on a 'hub and spoke model'; therefore giving us the ability to embed our services in the heart of those communities, rather than remotely from our current headquarters.

Therefore, there is much to celebrate and much to be proud of, when we consider our achievements in the short six years that we have been in operation, and the influence we have had.

However, the following months ahead will undoubtedly be challenging, more for our clients than ourselves, and the struggle to bring their stories and their suffering into the light will be difficult - but we must not give up hope that we will succeed in bringing fairness and equality to bear; becoming our clients beacon of light.

We have a saying here at Dads Unlimited, and it is one we all coalesce around, that we believe in a simple idea that we all have a stake in one another, and that what binds us together is greater than what drives us apart; and if enough people believe in the truth of that proposition and more importantly act on it, then we might not solve every problem, but we can get something meaningful done.

Financial review

Policy on reserves

The charity aims to hold a minimum of £60,000 of unrestricted reserves to cover approximately 2 months running costs, as well as additional funds to cover any close down costs. There are currently £113,856 of unrestricted reserves and £284,833 of restricted reserves.

Structure, governance and management

Nature of governing document

The charity is a Charitable Incorporated Organisation and the governing document of the charity is the constitution as adopted on 25th September 2017.

Recruitment and appointment of trustees

All trustees undergo a formal recruitment and selection process followed by an induction period that includes any training considered necessary to effectively perform their role.

Dads Unlimited

Trustees' Report (continued)

Statement of Trustees' Responsibilities

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

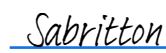
The law applicable to charities requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing these financial 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 accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charities (Accounts and Reports) Regulations 2008, and the provisions of the constitution. The trustees are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

The annual report was approved by the trustees of the charity on Oct 2, 2023 and signed on its behalf by:


Sabritton (Oct 2, 2023 06:56 GMT+1)
.....
Ms S A Britton
Trustee

Dads Unlimited

Independent Examiner's Report to the trustees of Dads Unlimited

I report to the trustees on my examination of the accounts of Dads Unlimited for the year ended 31 March 2023.

Responsibilities and basis of report

As the charity trustees of Dads Unlimited you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

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

Independent examiner's statement

Since Dads Unlimited'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 , which is one of the listed bodies.

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

1. accounting records were not kept in respect of Dads Unlimited as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting 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.



.....
Mr Daniel Payne FCCA
Beresfords
Chartered Certified Accountants
1-2 Rhodium Point
Spindle Close
Hawkinge
Folkestone
Kent
CT18 7TQ

Oct 2, 2023
Date:.....

Dads Unlimited

Statement of Financial Activities for the Year Ended 31 March 2023

	Note	Unrestricted funds £	Restricted funds £	Total 2023 £
Income and Endowments from:				
Donations and legacies	2	103,516	538,034	641,550
Investment income	3	483	-	483
Other income		437	-	437
Total income		<u>104,436</u>	<u>538,034</u>	<u>642,470</u>
Expenditure on:				
Charitable activities	4	(17,177)	(481,544)	(498,721)
Other expenditure	5	<u>(1,570)</u>	<u>-</u>	<u>(1,570)</u>
Total expenditure		<u>(18,747)</u>	<u>(481,544)</u>	<u>(500,291)</u>
Net income		<u>85,689</u>	<u>56,490</u>	<u>142,179</u>
Net movement in funds		85,689	56,490	142,179
Reconciliation of funds				
Total funds brought forward		<u>28,167</u>	<u>228,343</u>	<u>256,510</u>
Total funds carried forward	14	<u>113,856</u>	<u>284,833</u>	<u>398,689</u>
	Note	Unrestricted funds £	Restricted funds £	Total 2022 £
Income and Endowments from:				
Donations and legacies	2	9,486	340,377	349,863
Investment income	3	5	-	5
Other income		499	-	499
Total income		<u>9,990</u>	<u>340,377</u>	<u>350,367</u>
Expenditure on:				
Charitable activities	4	(2,163)	(291,222)	(293,385)
Other expenditure	5	<u>(967)</u>	<u>-</u>	<u>(967)</u>
Total expenditure		<u>(3,130)</u>	<u>(291,222)</u>	<u>(294,352)</u>
Net income		<u>6,860</u>	<u>49,155</u>	<u>56,015</u>
Net movement in funds		6,860	49,155	56,015
Reconciliation of funds				
Total funds brought forward		<u>21,308</u>	<u>179,187</u>	<u>200,495</u>
Total funds carried forward	14	<u>28,168</u>	<u>228,342</u>	<u>256,510</u>

All of the charity's activities derive from continuing operations during the above two periods.
The funds breakdown for 2022 is shown in note 14.

Dads Unlimited
(Registration number: 1174832)
Balance Sheet as at 31 March 2023

	Note	2023 £	2022 £
Fixed assets			
Tangible assets	11	24,201	15,246
Current assets			
Debtors	12	12,924	10,021
Cash at bank and in hand		363,970	232,760
		376,894	242,781
Creditors: Amounts falling due within one year	13	(2,406)	(1,517)
Net current assets		374,488	241,264
Net assets		398,689	256,510
Funds of the charity:			
Restricted income funds			
Restricted funds		284,833	228,342
Unrestricted income funds			
Unrestricted funds		113,856	28,168
Total funds	14	398,689	256,510

The financial statements on pages 16 to 24 were approved by the trustees, and authorised for issue on .Oct 2, 2023..... and signed on their behalf by:

Sabritton
Sabritton (Oct 2, 2023 06:56 GMT+1)
.....
Ms S A Britton
Trustee

Dads Unlimited

Notes to the Financial Statements for the Year Ended 31 March 2023

1 Accounting policies

Statement of compliance

The financial statements have been prepared in accordance with the second edition of the Charities Statement of Recommended Practice issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011.

Basis of preparation

Dads Unlimited meets the definition of a public benefit entity under FRS 102. The accounts (financial statements) have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts.

Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

Income and endowments

Voluntary income including donations, gifts, legacies and grants that provide core funding or are of a general nature is recognised when the charity has entitlement to the income, it is probable that the income will be received and the amount can be measured with sufficient reliability.

Donations and legacies

Donations and legacies are recognised on a receivable basis when receipt is probable and the amount can be reliably measured.

Grants receivable

Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

Investment income

Dividends are recognised once the dividend has been declared and notification has been received of the dividend due.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Dads Unlimited

Notes to the Financial Statements for the Year Ended 31 March 2023 (continued)

Governance costs

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustees meetings and reimbursed expenses.

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Tangible fixed assets

Individual fixed assets costing £100.00 or more are initially recorded at cost.

Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
Fixtures and fittings	10 years straight line
Office equipment	5 years straight line

Trade debtors

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Fund structure

Unrestricted income funds are general funds that are available for use at the trustees discretion in furtherance of the objectives of the charity.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

Dads Unlimited

Notes to the Financial Statements for the Year Ended 31 March 2023 (continued)

Pensions and other post retirement obligations

The charity operates a defined contribution pension scheme which is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised in the Statement of Financial Activities when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

2 Income from donations and legacies

	Unrestricted funds General £	Restricted funds £	Total 2023 £	Total 2022 £
Donations and legacies;				
Gift aid reclaimed	2,330	-	2,330	-
Donations received	73,636	-	73,636	9,486
Grants, including capital grants;				
Grants, including capital grants	27,550	538,034	565,584	340,377
	<u>103,516</u>	<u>538,034</u>	<u>641,550</u>	<u>349,863</u>

3 Investment income

	Unrestricted funds General £	Total 2023 £	Total 2022 £
Interest receivable and similar income;			
Interest receivable on bank deposits	483	483	5

Dads Unlimited

Notes to the Financial Statements for the Year Ended 31 March 2023 (continued)

4 Expenditure on charitable activities

	Note	Unrestricted funds General £	Restricted funds £	Total 2023 £	Total 2022 £
Depreciation, amortisation and other similar costs		3,141	1,873	5,014	1,918
Staff costs		2,765	416,214	418,979	240,835
Governance costs	6	1,440	-	1,440	504
Other expenditure on main charitable activity		9,831	63,457	73,288	50,128
		<u>17,177</u>	<u>481,544</u>	<u>498,721</u>	<u>293,385</u>

5 Other expenditure

	Note	Unrestricted funds General £	Total 2023 £	Total 2022 £
Legal and professional fees		1,441	1,441	906
Other resources expended		129	129	61
		<u>1,570</u>	<u>1,570</u>	<u>967</u>

6 Analysis of governance and support costs

Governance costs

	Unrestricted funds General £	Total 2023 £	Total 2022 £
Independent examiner fees			
Examination of the financial statements	1,440	1,440	504
	<u>1,440</u>	<u>1,440</u>	<u>504</u>

Dads Unlimited

Notes to the Financial Statements for the Year Ended 31 March 2023 (continued)

7 Net incoming/outgoing resources

Net incoming resources for the year include:

	2023	2022
	£	£
Depreciation of fixed assets	<u>5,014</u>	<u>1,918</u>

8 Staff costs

The aggregate payroll costs were as follows:

	2023	2022
	£	£
Staff costs during the year were:		
Wages and salaries	377,175	216,064
Social security costs	29,252	13,568
Pension costs	6,283	2,892
Other staff costs	<u>6,269</u>	<u>8,311</u>
	<u>418,979</u>	<u>240,835</u>

No employee received emoluments of more than £60,000 during the year

9 Independent examiner's remuneration

	2023	2022
	£	£
Examination of the financial statements	<u>1,440</u>	<u>504</u>

10 Taxation

The charity is a registered charity and is therefore exempt from taxation.

Dads Unlimited

Notes to the Financial Statements for the Year Ended 31 March 2023 (continued)

11 Tangible fixed assets

	Furniture and fixtures £	Computer equipment £	Total £
Cost			
At 1 April 2022	1,900	18,556	20,456
Additions	<u>2,623</u>	<u>11,346</u>	<u>13,969</u>
At 31 March 2023	<u>4,523</u>	<u>29,902</u>	<u>34,425</u>
Depreciation			
At 1 April 2022	206	5,004	5,210
Charge for the year	<u>190</u>	<u>4,824</u>	<u>5,014</u>
At 31 March 2023	<u>396</u>	<u>9,828</u>	<u>10,224</u>
Net book value			
At 31 March 2023	<u>4,127</u>	<u>20,074</u>	<u>24,201</u>
At 31 March 2022	<u>1,694</u>	<u>13,552</u>	<u>15,246</u>

12 Debtors

	2023 £	2022 £
Prepayments	<u>12,924</u>	<u>10,021</u>

13 Creditors: amounts falling due within one year

	2023 £	2022 £
Pension contributions unpaid	966	797
Accruals	<u>1,440</u>	<u>720</u>
	<u>2,406</u>	<u>1,517</u>

Dads Unlimited

Notes to the Financial Statements for the Year Ended 31 March 2023 (continued)

14 Funds

	Balance at 1 April 2022 £	Incoming resources £	Resources expended £	Balance at 31 March 2023 £
Unrestricted funds				
General	28,167	104,436	(18,747)	113,856
Restricted funds	<u>228,343</u>	<u>538,034</u>	<u>(481,544)</u>	<u>284,833</u>
Total funds	<u>256,510</u>	<u>642,470</u>	<u>(500,291)</u>	<u>398,689</u>
	Balance at 1 April 2021 £	Incoming resources £	Resources expended £	Balance at 31 March 2022 £
Unrestricted funds				
General	21,308	9,990	(3,130)	28,168
Restricted funds	<u>179,187</u>	<u>340,377</u>	<u>(291,222)</u>	<u>228,342</u>
Total funds	<u>200,495</u>	<u>350,367</u>	<u>(294,352)</u>	<u>256,510</u>

15 Analysis of net assets between funds

	Unrestricted funds General £	Restricted funds £	Total funds at 31 March 2023 £
Tangible fixed assets	14,036	10,165	24,201
Current assets	101,434	275,460	376,894
Current liabilities	<u>(1,614)</u>	<u>(792)</u>	<u>(2,406)</u>
Total net assets	<u>113,856</u>	<u>284,833</u>	<u>398,689</u>
	Unrestricted funds General £	Restricted funds £	Total funds at 31 March 2022 £
Tangible fixed assets	11,159	4,087	15,246
Current assets	18,526	224,255	242,781
Current liabilities	<u>(1,517)</u>	<u>-</u>	<u>(1,517)</u>
Total net assets	<u>28,168</u>	<u>228,342</u>	<u>256,510</u>










Dads Unlimited - Accounts - 31 Mar 2023

Final Audit Report

2023-10-02

Created:	2023-09-25
By:	Daniel Payne (dan@beresfordsaccountants.com)
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