



Trustees' Annual Report for the period 2024/25

From 5th April 2024 – 4th April 2025

Charity name: FASD AWARENESS

Charity registration number: 1176933

Objectives and Activities

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| 1. Purpose and Intent of this report | This Trustees' Annual Report, prepared on behalf of the Board of FASD Awareness, sets out the charity's purpose, objectives, and activities during the reporting period, providing transparency and accountability to our stakeholders, including regulators, donors, beneficiaries, and the wider public. |
| Key documents to be read in conjunction with this document. | FASD Awareness Impact Report 2024 compiled by Andrew Keeping (CEO FASD Awareness) DOWNLOAD 2024 IMPACT REPORT |
| Summary of the purposes of the charity as set out in its governing document | <p>The Objects of the charity are:</p> <ol style="list-style-type: none">1. To relieve the needs of sufferers of Foetal Alcohol Spectrum Disorder (FASD) and those whose lives are affected by that condition who live or work in the area of benefit or neighbouring areas through the provision of support, education and practical advice.2. To advance the education of the general public in all areas relating to Foetal Alcohol Spectrum Disorder (FASD) including the promotion of research for the public benefit in all aspects of FASD and to publish the useful results. <p>The area of benefit is the South East of England, County of Kent and Medway Unitary Authority, United Kingdom and worldwide.</p> |
| Summary of the main activities in relation to those purposes for the public benefit, in particular, the activities, projects or services identified in the accounts. | <ol style="list-style-type: none">1. To raise awareness of the key features and lived experience of individuals affected by Foetal Alcohol Spectrum Disorders (FASD) via talks, training, films and social media.2. To provide support for individuals and families affected by FASD eg via support groups and group outings.3. To develop relationships with key partners, in particular with the Kent & Medway CCG, and create a system to ensure professionals offer appropriate expert help.4. To continue to develop relationships with other FASD & Neurodisability charities both locally and nationwide. |

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| Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit | <p>The trustees have had due regard to the Charity Commission guidance on public benefit. They can confirm that all the activities carried out in the year 2024/25 were consistent with this benefit.</p> <p>During the year, the charity engaged with an external organisation to support funding and strategic planning. Although the partnership did not achieve the expected outcomes, it underscored the importance of strengthening our internal focus on growth and sustainability. In response, we have begun refining our operational strategies to ensure long-term resilience and continued impact.</p> <p>The Board of Trustees met quarterly in hybrid format, combining in-person and remote attendance. Between formal meetings, trustees maintained regular communication via email and the Trustees' WhatsApp group, enabling timely decision-making and effective governance.</p> <p>Following the resignation of our Chair, Peggy Murphy, the Board has actively begun the process of recruiting a new Chair. In the interim, trustees have collaboratively taken on additional responsibilities to ensure continuity of leadership and oversight.</p> |
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Achievements and Performance

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| Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole. | <p>In the past year, FASD Awareness has made significant strides in advancing its mission to support individuals affected by Fetal Alcohol Spectrum Disorders (FASD), their families, and professionals across the UK and internationally. The charity's work has had a tangible impact on beneficiaries and contributed to broader societal awareness and systemic change.</p> <p>Key Achievements and Impact</p> <ul style="list-style-type: none"> International Recognition and Collaboration FASD Awareness was invited to join the European FASD Alliance, becoming one of only three UK organisations represented. The charity also participated in international committees and conferences, including Seattle's International FASD Conference, where team members received prestigious awards for advocacy. Criminal Justice System (CJS) Project A major initiative has been the development of a national expert committee to address FASD within the CJS. The charity has engaged academics, legal professionals, and public sector representatives to raise awareness and promote research. A comprehensive paper is being prepared for policy makers, with international collaboration underway. Training and Education The charity delivered multiple bespoke training sessions to various sectors nationwide. These sessions have been praised for their use of lived experience and case studies, helping professionals better understand and support individuals with FASD. Support Services Regular support groups for parents/carers, adults, and young people have continued, alongside one-to-one consultations. Based on feedback and engagement data, the charity has adapted its offerings, |
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| | <p>including launching new sensory and yoga projects and restructuring youth services to better meet needs.</p> <ul style="list-style-type: none"> • Webinars and Public Engagement Webinars remain the charity's most successful outreach tool, attracting global audiences and enhancing brand visibility. Topics have ranged from transitioning to adult services to managing challenging behaviours and celebrating FASD advocates. • #BeAware Campaign and Media Projects The charity produced impactful films and case studies, including "What Alcohol Can Do to a Foetus," and hosted events such as "An Audience with Professor Raja Mukherjee." These resources have been widely shared and used in training and awareness efforts. • Fundraising and Sustainability With support from First Business Solutions, the charity secured significant funding, including £18,000 from Awards for All and £10,000 from the Postcode Lottery. A strategic plan is in place to generate 30% of income through self-sustaining means, including corporate partnerships and training revenue. • Recognition and Awards FASD Awareness received the Judges' Special Recognition Award at the Kent Charity of the Year Awards Ceremony 2024, and individual members, ambassadors and beneficiaries were honoured nationally for their advocacy and achievements, including awards at Westminster, Seattle International FASD Conference, BBC Sports personality of the Year and the National Diversity Awards. • Organisational Development The charity welcomed new team members, restructured roles for sustainability, and improved operational systems including IT security and database management. A new CRM and digital infrastructure are being explored to enhance efficiency and engagement. <p>Wider Societal Benefits</p> <p>Through its advocacy, training, and collaborative projects, FASD Awareness has:</p> <ul style="list-style-type: none"> • Raised national and international awareness of FASD. • Influenced policy discussions and academic research. • Supported families and individuals in navigating diagnosis, education, and justice systems. • Empowered people with FASD to share their stories and contribute to community life. |
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| Achievements against objectives set | Throughout 2024, FASD Awareness has significantly expanded its reach and deepened its impact across the community. A key development has been the growth of our face-to-face family activity days, which have become a vital source of connection, respite, and peer support for families affected by FASD. These events, typically attended by around 30 participants, offer a safe and welcoming space for shared experiences and emotional support. |
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| | <p>In response to community feedback, we introduced an additional evening support group for parent carers, making our services more accessible to those with daytime commitments. Our adult support groups continue to run regularly, with consistent attendance and positive engagement.</p> <p>To ensure strategic alignment and accountability, we actively use our Business & Development Plan and progress tracker, which trustees engage with regularly to monitor goals and outcomes.</p> <p>We have compiled a comprehensive Impact Report, drawing on evaluations from all our services throughout 2024/25—including webinars, support groups, and training sessions. This report includes feedback from a wide-reaching survey that identified both successes and areas for improvement. The responses were overwhelmingly positive, often deeply moving, and highlighted the transformative value of our work. The survey also revealed a need for more flexible scheduling to better accommodate the diverse needs of families.</p> <p>Our local presence has been strengthened through active networking with charities, councillors, funders, and trusts. Notable collaborations include the Medway Voluntary Action referral platform, launching the Neuro Café Programme with local charitable Café's and the Medway Neurological Network, and securing ongoing support from Kent Community Foundation.</p> <p>FASD Awareness continues to be a strong national and international voice for individuals affected by FASD. We amplify lived experience through our training and webinar programmes, contribute locally via the NHS ICB group, and remain an active member of the FASD UK Alliance. Our global #BeAware campaign is now embedded in training for medical professionals and organisations worldwide.</p> <p>In response to growing concerns around individuals with FASD transitioning into adulthood and encountering the Criminal Justice System, our CEO continues to chair a collaborative research initiative. This project engages police, judiciary, probation services, legal professionals, academics, and families with lived experience, and has been adopted as a strategic goal for 2025. They have also collaborated internationally with CJS in Canada and the USA. In addition, our CEO and Founder have been invited to sit on the Independent Advisory Group for Kent Police.</p> <p>Internally, we remain committed to strengthening governance and leadership. Our dedicated trustees continue to provide invaluable expertise and time. To support long-term sustainability, we carried out a Growth and Sustainability exercise. This encouraged our board to explore strategic partnerships and capacity-building opportunities with external organizations.</p> |
| Performance of fundraising activities | <p>Despite encountering early challenges, we successfully met our fundraising target for the year. Achieving this required a strategic reallocation of time and resources, reflecting the team's adaptability and commitment. However, we did experience a noticeable decline in</p> |

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| against objectives set | support from some previous funders, largely due to the increasing financial pressures facing charities and trusts across the sector. This shift underscores the importance of diversifying our income streams and strengthening long-term sustainability planning. |
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Financial Review

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| Review of the charity's financial position at the end of the period | Despite a difficult time to source funding, we have been able to increase our reserves, whilst focusing on streamlining our activities and offerings. A challenging year results wise still gives the charity a secure base to move forward into the next financial period whilst focusing on our key deliverables. |
| Statement explaining the policy for holding reserves stating why they are held | As funding becomes ever more difficult to source, the charity took the decision that it would be good practice to ensure we hold a minimum of 3 months core running costs as a reserve. This was estimated to be the minimum period during which time services could be streamlined as required whilst additional funding is sourced. |
| Amount of reserves held | £ 18,000 |
| Reasons for holding zero reserves | N/A |
| Details of fund materially in deficit | N/A |
| Explanation of any uncertainties about the charity continuing as a going concern | N/A |

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| The charity's principal sources of funds (including any fundraising) | Our main sources of funding are grant giving trusts. In addition, we receive a small amount of money from individual donations and from businesses. |
| Investment policy and objectives including any social investment policy adopted | We have not adopted an Investment Policy as do not have funds to invest. We have a small amount of reserves which is kept in our savings bank account. |
| A description of the principal risks facing the charity | The charity continues to navigate significant risks, particularly those stemming from limited funding and the ongoing challenge of maintaining sufficient staffing and volunteer support. Our committed team consistently delivers wide-reaching impact despite operating under considerable pressure and with restricted resources. A key |

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| | <p>vulnerability remains our reliance on a small group of individuals, which poses concerns for operational continuity and long-term sustainability. To address these challenges, we have adopted a more strategic approach to financial planning. This includes establishing clear funding priorities and developing detailed costings for both core functions and project-based initiatives. These measures have contributed to a gradual strengthening of our financial resilience.</p> <p>In pursuit of growth and long-term sustainability, we have begun exploring partnerships with external organisations. We are now collaborating with one such company and are optimistic that this relationship will support our fundraising efforts and help us plan effectively for future development.</p> |
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Structure, Governance and Management

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| How is the charity constituted? | Charitable Incorporated Organisation (CIO), only voting members are its charity trustees. 'Foundation' Model. |
| Trustee selection methods including details of any constitutional provisions. | <p>In selecting individuals for appointment as charity trustees, the trustees have regard to the skills, knowledge and experience needed for the effective administration of the CIO and what skills are missing from the trustee board.</p> <p>Apart from the first charity trustees, trustees are appointed for a term of 3 years by a resolution passed at a properly convened meeting of the charity trustees. Normally this is our AGM. They may stand for a second term but after that there must a gap of at least one year before re-appointment.</p> <p>Trustees are interviewed in accordance with the Safer Recruitment policy and all necessary DBS checks and References are taken.</p> |

Conclusion

2024 has been a transformative year for FASD Awareness, marked by growth, innovation, and deepened community engagement. From expanding our support services and launching impactful campaigns to forging strategic partnerships and influencing national conversations around FASD, the charity has continued to champion the voices of those with lived experience. Our training programmes, webinars, and collaborative projects have not only empowered individuals and families but also shaped professional understanding across sectors. The creation of our comprehensive **Impact Report**, informed by evaluations from all services delivered throughout the year, reflects the meaningful difference our work has made. As we look ahead to 2025, we remain committed to building a more inclusive, informed, and supportive society for everyone affected by FASD, whilst also being aware of the sustainability in a financially challenging climate.

Reference and Administrative details

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| Charity name | FASD Awareness |
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| Other name the charity uses | FASD Awareness South East |
| Registered charity number | 1176933 |
| Charity's principal address | 1b William Street. Rainham, Gillingham KENT ME8 8HN |

Names of the charity trustees who manage the charity

| | Trustee name | Office (if any) | Dates acted if not for whole year | Name of person who interviewed/ appointed trustee |
|----|--------------------|-----------------|--|--|
| 1. | Peggy Murphy | Chair | Appointed as Chair on 14 th June 2023. (resigned March 2025) | A Keeping and Andy Nichols |
| 2. | Dr Adesoji Abiona | | 2018 (reappointed at AGM) | Founding trustee |
| 3. | Deborah Matthews | Treasurer | Appointed January 2020 | A Keeping and P Rorison |
| 4. | Paul Allen | | 2018 (Reappointed at AGM) | Founding trustee |
| 5. | Andy Nichols | Vice – Chair | Appointed 20 th September 2021 | A Keeping and W Spears |
| 6. | Sophie Cartwright | | Appointed July 2020 | A Keeping and W Spears |
| 7. | Samantha Armstrong | | Appointed 25 th June 2024. | A Keeping and Andy Nichols |
| 8. | Michael Griffiths | | Appointed 14 th January 2025. | A Keeping and Andy Nichols |

Declarations

Reference and Administrative details - The trustees declare that they have approved the trustees' report above. Signed on behalf of the charity's trustees



Andy Nichols (Vice Chair) 25/10/25



Paul Allen (Trustee) 25/10/25



FASD Awareness Financials 2024 - 2025

| Code | Cost type | Amount |
|------|---|-------------------|
| 1 | Admin | £5,981.53 |
| 2 | Internal Training | £0.00 |
| 3 | Board Meetings | £0.00 |
| 4 | Printing/Stationery | £340.86 |
| 5 | Postage | £0.00 |
| 6 | Website | £803.18 |
| 7 | IT | £2,625.26 |
| 8 | Travel | £0.00 |
| 9 | Telecommunications | £159.29 |
| 10 | Professional Fees | £121.73 |
| 11 | Days Out & Activities | £0.00 |
| 12 | Entertainment | £0.00 |
| 13 | Banking | £0.00 |
| 14 | HMRC | £0.00 |
| 15 | Wages - Admin | £7,567.50 |
| 16 | Insurance | £2,295.00 |
| 17 | General Expenses | £0.00 |
| 18 | FASD training | £0.00 |
| 19 | Maintenance & Repairs | £0.00 |
| 20 | Rent | £0.00 |
| 21 | Fundraising | £500.00 |
| 22 | Events | £731.85 |
| 23 | Webinars | £189.00 |
| 24 | FASD Training | £3,297.00 |
| 25 | Social Media Officer per Colyer Ferguson | £1,620.00 |
| 26 | Various expenditure per Tunstall Jubilee Foundation | £7,040.00 |
| 27 | Various expenditure per The Philip & Connie Philips Foundat | £8,732.17 |
| 28 | Various expenditure per Postcode Lottery | £13,710.08 |
| 29 | Various expenditure per Leathersellers Foundation | £3,000.00 |
| 30 | Various expenditure per Ashworth Trust | £2,370.00 |
| 31 | Various expenditure per Awards 4 All | £6,429.00 |
| 32 | Various expenditure per SEIB Insurance Brokers | £3,600.00 |
| 33 | Various expenditure per Sports England | £1,559.10 |
| 34 | FASD Collaboration | £0.00 |
| | | |
| | TOTAL | £72,672.55 |

| Code | Income type | Amount |
|------|-----------------------------|-------------------|
| 1001 | FASD training | £7,545.04 |
| 1002 | Corporate Partnerships | £2,500.00 |
| 1003 | Grants | £69,091.00 |
| 1004 | Donations | £8,936.39 |
| 1005 | Bank Interest on Reserve AC | £252.56 |
| 1006 | Other Monies | £0.00 |
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| | TOTAL | £88,324.99 |

Bank A/C @ 04/04/2025

Current AC: £5,530.34
Savings AC: £65,276.12

£70,806.46

RingFenced Project specific funds held: £47,015.28

Reserves held in line with Reserves Policy: £18,000.00

Unrestricted Reserves as at 05/04/2025: £5,791.18

Total Funds:

£70,806.46

Signed by one or two Trustees on behalf of all Trustees:

| Print Name | Date of approval dd/mm/yyyy |
|--------------|--------------------------------|
| Andy Nichols | 25/10/25 |
| | |



Section A

Independent Examiner's Report

Report to the trustees

Charity Name

FASD AWARENESS

On accounts for the year
ended

2025

Charity no
(if any)

1176933

Set out on pages

1-2

(remember to include the page numbers of additional sheets)

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended DD / MM / YYYY.

Responsibilities and
basis of report

As the charity's trustees, 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 Trust'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

[The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of [insert name of applicable listed body]]. Delete [] if not applicable.

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination (other than that disclosed below *) which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did 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.

* Please delete the words in the brackets if they do not apply.

Signed:

Date:

14 OCT 2025

Name:

LEE CARTWRIGHT

Relevant professional
qualification(s) or body

CHARTERED INSTITUTE OF MANAGEMENT ACCOUNTANTS
1-B86H19

(if any):

Address:

44 FALLOWFIELD. SITTINGBOURNE KENT
ME10 4NZ

Section B

Disclosure

Only complete if the examiner needs to highlight material matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

Give here brief details of any items that the examiner wishes to disclose.

N/A.