



THE MOTHERHOOD PLAN Charitable Incorporated Organisation
Financial Accounts for the year ended 31 December 2020

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CHARITY OVERVIEW



Registered Charity Name:	The Motherhood Plan
Other Known Names:	Pregnant Then Screwed
Charity Number:	1188643
Principal Office Address:	8 St. Aelreds Mews York North Yorkshire YO31 0RW
Trustees:	Lauren Currie OBE – Chair Thomas Higham Shazia Mustafa Nichola Garde (appointed in March 2020) Beth Hazon (appointed in March 2020) Molly Rowan (appointed in March 2020) Helen Bryce (resigned in March 2020)

TRUSTEES' REPORT



**PREGNANT
THEN SCREWED**

Introduction

The Motherhood Plan Charitable Incorporated Organisation (otherwise known as Pregnant Then Screwed) is the UK's leading charity working to end the motherhood penalty.

Our Vision

Our vision is to create a society where care is valued and in which pregnant women and others, in all their diversity, are enabled to fulfil their potential, creating a stronger, happier, better future for us all.

Our Mission

We are the voice of the working mothers in the UK. We have a strong and deep connection with our beneficiaries. We provide world-class advice and support to mothers and help them improve their confidence and wellbeing and to give them the tools they need to challenge discrimination in the workplace.

We advocate for change and raise awareness of the specific challenges faced by working mothers. We challenge deeply entrenched stereotypes about the role of mothers in society. We work with employers, politicians, women and men to make change happen. We publish compelling research to educate, inform and lead the debate.

Our Values

Dynamic, innovative, approachable, bold, spirited, pioneering, plain speaking, engaging and authoritative.

Our Trustees

The Trustees who served the charity during the year were as follows:

- Lauren Currie OBE – Chair
- Thomas Higham
- Shazia Mustafa
- Beth Hazon (appointed in March 2020)
- Molly Tucket (appointed in March 2020)
- Nicholas Garde (appointed in March 2020)
- Helen Bryce (resigned in March 2020)

Structure, Governance and Management

The Motherhood Plan is a Charitable Incorporated Organisation (CIO) governed by a memorandum and articles of association, which incorporated the organization in December 2016, when the charity operated as a Community Interest Company (CIC). The Motherhood Plan converted to a CIO on 19th March 2020 and a new memorandum of association was drafted and agreed by the board of trustees as a result.

Trustees are recruited following a skills audit of Board members to ensure that the Board has the right mix of skills and experience. Trustees are required to retire from office after serving a 3-year term. There is an induction process in place to support new Trustees. The Board meets at least four times during the year. A scheme of delegation is in place and day-to-day responsibility for ensuring the charity delivers on its aims and objectives is delegated to the Chief Executive.

The Trustees are responsible for staff pay, benefits and terms and conditions. Remuneration is reviewed annually; pay ranges are set out in the staff handbook and the salaries which are set reflect the roles and responsibilities of each postholder. Salaries are set at an appropriate level to retain excellent staff, while also making a comparison with rates of pay in the charity sector for similar roles and size of charity. In addition to pay we also provide annual leave and pension contributions above the legal minimum.

Major risks are reviewed quarterly by the full Board. The Board monitors impact, probability, mitigations taken and identifies any additional action required. COVID-19 has, understandably been a key focus for the Board in 2020.

Staff

The Charity is managed on a day-to-day basis by our Chief Executive Officer, Joeli Brearley.

At the start of 2020 there were two members of the team: The CEO, Joeli Brearley, and the Operations Manager, Sarah Ronan. Due to an increase in funding, we now have a team of four staff, including a Head of Communications and a Support Services Coordinator. All staff work part-time and flexibly apart from the CEO who is full-time.

Public Benefit Statement

The Trustees confirm they have complied with their duty in section 4 of the 2011 Charities Act to have due regard to the guidance on public benefit published by the Charity Commission in exercising their powers and duties.

Objectives

The promotion of equality and diversity for the public benefit by:

- The elimination of discrimination on the grounds of gender
- Advancing education and raising awareness in gender equality
- Conducting or commissioning research on equality and diversity issues and publishing the results to the public
- Cultivating a sentiment in favour of gender equality
- Obtaining redress for the victims of gender inequality
- International advocacy of gender equality
- Providing technical advice to the Government and others on gender equality
- Commenting on proposed gender equality legislation
- The relief of financial hardship by the provision of free legal advice and assistance to persons who, through lack of means, would otherwise be unable to obtain such advice.

Financial Accounts

The members of the Board who act as Directors of the charity, for the purposes of the Companies Act, and Trustees for charity law purposes, submit their annual report and the financial statements of The Motherhood Plan for the 2020 financial year. The Board confirms that the annual report and financial statements of the charity comply with the Charities Act 2011, the Companies Act 2006, the Articles of Association, and the Accounting and Reporting by Charities - Statement of Recommended Practice, applicable to charities preparing their accounts in accordance with the Financial Reporting Standards applicable in the UK and Republic of Ireland (FRS 102).

Funding

We would like to thank our funders who have been so very supportive of our work, particularly during this crisis. Without them everything we have achieved in 2020 would not have been possible. Particular thanks must go to:

- The National Lottery Community Fund
- Rosa Fund
- Baring Foundation
- Social Enterprise Fund
- Smallwood Trust
- Charity Action Fund
- Comic Relief

Activities

Pregnant Then Screwed is a small national charity with a high profile and an ambitious agenda. We average over 100 items of media coverage per month, our newsletter reached 3,800 recipients and we have a combined social media reach of over 130,000. In 2020 we were mentioned in Parliament 13 times, in relation to our campaigning work.

Like many other businesses and organisations, during 2020 a key focus for the charity has been the impact of COVID-19. We had planned to hold a large festival (Pregnant Then Screwed Live) in York on the 12 March 2020. All tickets had been sold, speakers, AV and venues were booked. But, in the face of increasing infection rates, the event became too high risk and so the difficult decision was taken to pull the event 3 days before it was due to take place. As the Government had not yet placed the country into lockdown we were not insured and so we lost a large sum of money. Attendees were all refunded their ticket. This was the right decision, but it was not without its consequences.

As the pandemic unfolded, it became clearer that it would have a huge impact on our beneficiaries, particularly in terms of the safety of pregnant women and job losses for all mothers. Demand for our services increased by 450% and our lobbying and campaigning work increased to ensure our beneficiaries were being considered in all policy making and guidance issued by the Government.

We undertook an evaluation of our support services to understand where the pain points are and how we could improve efficiency and the experience of users. We recruited 30 volunteers, all trained to HR CIPD Level 7 or above, to work on our 'triage' service, thereby increasing capacity on the line to deal with the huge increase in demand. We also used alternative methods to deliver our expert support and advice, including via online events and legal advice clinics. As a result of this we managed to half our waiting times, so that the majority of callers to our advice services were waiting a maximum of 3 days for a call back, and in November 79% of callers received a call back within 24 hours. Feedback from our users also drastically improved.

2020 IMPACT		
	2020	2019
Total number of individuals who have:		
• Received advice from the PTS Helpline	1,383	216
• Received advice from Legal Line	2,701	751
• Received advice via Direct Message or Email	5,458	-
• Received Mentoring support	35	50
• Received advice via a PTS online event	25,853	1,000
• Attended a PTS event in person	450	986
TOTAL	34,880	3,003

During the pandemic we led campaigns which ultimately influenced the adaptation of government guidance to ensure the needs of pregnant women and mothers were properly considered. This included:

- Allowing people to form childcare bubbles so that families could continue to use informal childcare to work and exempting under 5s from the rules of meeting outdoors.
- Influencing the adaptation of NHS guidance to encourage hospitals to lift restrictions to would allow the partners of pregnant women to attend hospital appointments and be present for the duration of labour.
- Joining forces with the Women's Equality Party and campaign group, Breastfeeding for Doctors, to influence changes in the guidance for breastfeeding women who wanted to take the vaccine to ensure they were given informed choice.
- Working with the Single Parent charity, Gingerbread, to ensure parents could access the test and trace isolation grant of £500, should they have to isolate due to their child having contact with someone who had COVID-19 (this campaign was successful from February 2021)

Our research during the pandemic was front page and headline news in Saturday's Guardian, securing over 350 items of news coverage. We also secured the front-page headline news on the Mail on Sunday for our joint campaign with Alicia Kearns MP and the Mail on Sunday to ensure pregnant women are given the support of a birth partner during scans and labour.

We also launched a legal claim against the Government for indirect sex discrimination due to the way the self-employed income support scheme (SEISS) had been calculated. The scheme has led to women receiving a reduced payment if they had taken maternity leave in the last 3 years.

We made great headway with our campaign to ensure all MPs and their staff have access to paid parental leave. IPSA finally launched a public consultation to ask whether this would be something the public would support.

In response to so many mothers losing their jobs during the pandemic, we developed an online course called 'Redundancy Rehab' which offered 10 hours of workshops, talks and interviews to help women rebuild their confidence, understand their legal rights and find work that works for them. The course was free for anyone who couldn't afford to pay and £10 for everyone else. Over 500 women have completed the programme and feedback has been excellent.

Achievements

Towards the end of 2020 we were delighted to win: "Small Charity, Big Achiever" and 'Communications Team of the Year' at the Third Sector Awards 2020.

Future Plans

During 2021 we expect to see a large rise in redundancies for mothers, particularly from June onwards, when the furlough scheme starts to change, and employers have to contribute 10% towards the payment. We know that more women are on furlough than men and many of these women took furlough to deal with their caring responsibilities. We will therefore plan a programme of events and workshops to help women get back on their feet in terms of their confidence and wellbeing and to find work that works for them.

Sadly, we lost our legal case against the Government for the way the SEISS grants have been calculated, but we plan to appeal this decision.

We will be spending much of the year considering how we adapt our systems and processes to ensure they are as smooth and secure as possible. Developing a new website and CRM with funding from the Smallwood Trust. We will also develop our Gendering Change programme to increase our self-generated income and to ensure more companies understand how to make their workplaces the best they can be for working parents. This will include a new online training programme that will help employers support returning employees and will help new parents adapt to working and caring for a child.

We plan to increase the number of Black, Asian, ethnically diverse and disabled women who we support through our outreach work.

We will create a really impactful volunteer programme that effectively draws on the talent and skills of the mothers who are keen to support our work, whilst ensuring the volunteers benefit from offering their free time.

We will continue campaigning for changes to legislation that will reduce the motherhood penalty and end pregnancy and maternity discrimination at work. These campaigns will include:

- Flexible working for all – whereby flexible working will be the default for all companies unless they have a good business reason as to why the job cannot be done flexibly
- Ring-fenced, properly paid, paternity leave – where all Dads and Partners have access to 3 months leave, paid at 80% of salary
- Affordable, good quality childcare – through further funding for the childcare sector, to ensure childcare workers are paid fairly for the work they do, children have a really positive experience and parents can afford to work. We will also be calling for an independent review into the UK childcare sector following the pandemic.
- Access to justice – by calling for increases to the time frames for raising a tribunal claim and delivering a plan for dealing with the current backlog of cases. Current access levels to justice are inhibited by these time frames. Our research has found that 14% of women who have experienced discrimination have said that the time limit prevented them from raising a claim. We will continue to campaign for this time limit to be increased to 6 months, in-line with other litigation cases, including equal pay. The backlog in the tribunal system is causing big problems for women. Due to the pandemic, there is a 45% increase in this already problematic backlog. We will ask that the Government produce a plan to reduce this backlog.
- Better data – we will campaign for better research into pregnancy and maternity discrimination and ask that the Government commission a new report into this issue as it has been 5 years since the last report was produced.

We are also very much looking forward to working with Esme Fairburn in 2021.

Reserves Policy

The Trustees aim to maintain free reserves in unrestricted funds at a level that equates to approximately three months of unrestricted charitable expenditure. The Trustees consider that this level will provide sufficient funds to ensure the organisation can continue to operate whilst new sources of funding are realised. The Trustees consider that a level of three months is sufficient given that the team will be continuously working on sourcing new funding for the organisation and hope to be generating at least £2,000 per month of self-generated income by the end of 2021.

The balance held as unrestricted funds as at 1 January 2021 was £56,547, all of which is regarded as free reserves, after allowing for funds tied up in tangible fixed assets. Basic core costs for running the organisation are £14,000 per month. The current level of reserves is therefore higher than is needed and this will be adjusted by reducing the amount released from the unapplied total return.

The charity also holds £429 in restricted reserves.

Trustees Responsibility Statement

The Trustees (who are also directors of The Motherhood Plan CIO for the purposes of company law) are responsible for preparing the Trustees Annual Report and the financial statements in accordance with applicable law and regulations.

Company law requires the Trustees to prepare financial statements for each financial year. Under that law the Trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the company and the income and expenditure of the company for that year.

In preparing these financial statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principals in the Charities Statement of Recommended Practice (SORP)
- Make judgements and accounting estimates that are reasonable and prudent, and
- Prepare the financial statements on the going concern basis, unless it is inappropriate to presume that the company will continue in operation.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions are disclose with reasonable accuracy at any time the financial position of the 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 company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Each of the persons who is a trustee at the date of approval of this report confirms that:

- So far as each trustee is aware, there is no relevant information of which the independent reviewer is unaware, and
- Each trustee has taken all steps that they ought to have taken as a trustee to make themselves aware of any relevant financial information that may have a material impact on the financial reports and to establish that the organisation's independent reviewer is aware of that information.

Signed on behalf of the Board of Trustees:



LAUREN CURRIE OBE (Chair)

Date: 14.04.21

INDEPENDENT EXAMINER'S REPORT

**PREGNANT
THEN SCREWED**

I report on the accounts of The Motherhood Plan Charitable Incorporated Organisation for the year ended 31 December 2020, which are set out on pages 10 – 14.

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 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 of 2011 Act
- To follow the procedures laid down in the General Directors given by the Charities Commission under section 145(5)(b) of the 2011 Act, and
- 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 Charities Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items of disclosures in the accounts and seeking explanations from you as trustees. Consequently, no opinion is given as to whether the accounts present a "true and fair view" and the report is limited to those matters set out in the statement 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.



Nicola Ainscough ACA BSc

MANAGING DIRECTOR

Equilibrium Accountants Ltd

48 Goodramgate, York, YO1 7LF

23 March 2021

STATEMENT OF FINANCIAL ACTIVITIES

For the year ended 31 December 2020


 PREGNANT
THEN SCREWED

	Notes	Restricted Funds £	Unrestricted Funds £	Year to 31 Dec 20 Total £	Year to 31 Dec 19 Total £
INCOME					
Incoming and endowments from:					
Donations and legacies	2	-	30,619	30,619	-
Charitable activities	3	14,700	98,197	112,897	57,500
Other trading activities		-	7,775	7,775	12,383
Investments		-	-	-	-
Other income		-	402	402	-
Total incoming resources		14,700	136,993	151,693	69,883
EXPENDITURE					
Expenditure on:					
Raising funds	4	1,238	3,163	4,401	-
Charitable activities	5	11,334	88,608	99,942	69,883
Other	6	-	3,049	3,049	-
Total resources expended		12,572	94,820	107,392	69,883
Net income / (expenditure) for the year		2,128	42,173	44,301	-
RECONCILIATION OF FUNDS					
Total funds brought forward as at 1 Jan 20		-	12,675	12,675	12,675
Total funds carried forward as at 31 Dec 20		2,128	54,848	56,976	12,675

The notes on pages 12-14 form a part of these financial statements

A statement of Total Recognised Gains and Losses is not required as all gains and losses are included in the Statement of Financial Activities.

There is no difference between the net income / (expenditure) for the year above and the historical cost equivalent. All activities are continuing.

BALANCE SHEET

For the year ended 31 December 2020


 PREGNANT
THEN SCREWED

	Notes	£	As at 31 Dec 20 £	As at 31 Dec 19 £
FIXED ASSETS				
Tangible assets			1,848	946
CURRENT ASSETS				
Stocks		-	-	-
Debtors	7	1,252	3,801	3,801
Cash at bank and in hand		93,546	18,725	18,725
		<u>94,798</u>	<u>22,526</u>	<u>22,526</u>
Creditors: Amounts falling due within one year	8		(39,670)	(10,797)
Net Current Assets / (Liabilities)			<u>55,128</u>	<u>11,729</u>
Total Assets less Current Liabilities			<u>56,976</u>	<u>12,675</u>
Creditors: Amounts falling due after more than one year			-	-
Net Assets			<u>56,976</u>	<u>12,675</u>
FUNDS				
Unrestricted funds	9		56,547	12,675
Restricted funds			429	-
Total Funds			<u>56,976</u>	<u>12,675</u>

The notes on pages 12-14 form a part of these financial statements

Trustee benefits: advances, credit and guarantees

During the year no benefits, in the form of advances, credit and guarantees, were conferred upon the trustees of the charity.

Guarantees and other financial commitments

During the year no guarantees or other financial commitments were made.

The financial statements have been prepared in accordance with the Charities Act 2011, with respect to accounting records and the preparation of accounts.

The financial statements on pages 10-14 were approved by the Board of Trustees and signed on its behalf by:



LAUREN CURRIE OBE (Chair)

Date: 14.04.21

NOTES TO THE ACCOUNTS

For the year ended 31 December 2020

**PREGNANT
THEN SCREWED**

1. ACCOUNTING POLICIES

a) Statutory Information

The Motherhood Plan is a charity, operating as a Charitable Incorporated Organisation, in the UK that is registered with the Charities Commission, registration number 1188643

b) Basis of preparation and assessment of going concern

The accounts have been prepared under the historical cost convention and on the receipts and payments basis.

The financial statements are prepared in sterling, which is the functional currency of the charity.

The principal accounting policies, which have been applied consistently in the year, are set out below.

c) Compliance with accounting standards

The financial statements have been prepared in accordance with the Charities Act 2011, the Accounting and Reporting by Charities for Small Entities: Statement of Recommended Practice applicable in the UK and Republic of Ireland (FRS 102) (effective January 2015) – (Charities 'SORP' FRS 102): the provision of FRS 102 Section 1A – Small Entities and other applicable accounting standards in the United Kingdom

d) Funds Structure

Earmarked funds, as shown in the notes to the accounts, represent funds set aside by the Trustees for use on specific projects. Amounts shown as Restricted Funds, on the Statement of Financial Activities and the Balance Sheet, present funds donated for specific projects in accordance with the Charities Act definition.

e) Income recognition

Income is recognised in respect of non-government, non-exchange transactions, donations and funds received for goods and services supplied during the financial period on a receipt basis.

Grants which are restrictive in nature or are allocated by the Board for specific purposes are recognised using the accrual model.

f) Trustee's remuneration and expenses

During the year the trustees did not receive any remuneration or reimbursement of out-of-pocket expenses, as none were incurred.

g) Refunds of tax from gift aid donations

Refunds of taxation received as a result of claims made relating to donations given under Gift Aid are treated as Unrestricted Income. No income was gift aided during the year, as the charities registration was still pending.

2. DONATIONS AND LEGACIES

	Restricted Funds £	Unrestricted Funds £	Year to 31 Dec 20 Total £	Year to 31 Dec 19 Total £
General	-	30,619	30,619	-
	-	30,619	30,619	-

3. CHARITABLE ACTIVITIES

	Restricted Funds	Unrestricted Funds	Year to 31 Dec 20 Total	Year to 31 Dec 19 Total
	£	£	£	£
Smallwood Trust*	5,700	-	5,700	-
Key Fund*	9,000	-	9,000	-
Other Grants	-	98,197	98,197	57,500
	<u>14,700</u>	<u>98,197</u>	<u>112,897</u>	<u>57,500</u>

*Please note that during the year £17,700 was received from the Smallwood Trust and £15,000 received from the Key Fund. The grants received were restricted in nature and related to ongoing projects. As such, an appropriate proportion of the income received has been recognised on an accrual basis, with £12,000 and £6,000 from the Smallwood Trust and Key Fund respectively, have been recognised as deferred income within the financial accounts.

4. RAISING FUNDS

	Restricted Funds	Unrestricted Funds	Year to 31 Dec 20 Total	Year to 31 Dec 19 Total
	£	£	£	£
Ticket Sale Refunds	-	845	845	-
Donation Processing Fees	-	204	204	-
Marketing	1,238	2,114	3,352	-
	<u>1,238</u>	<u>3,163</u>	<u>4,401</u>	<u>-</u>

5. EXPENDITURE ON CHARITABLE ACTIVITIES

	Restricted Funds	Unrestricted Funds	Year to 31 Dec 20 Total	Year to 31 Dec 19 Total
	£	£	£	£
Pregnant Then Screwed Live	-	6,474	6,474	-
Freelancers	2,920	13,533	16,453	-
Administrative Costs	576	1,876	2,452	69,883
Legal and Professional Costs	2,029	5,783	7,812	-
Equipment Expensed	-	300	300	-
Staff Costs	5,809	60,274	66,083	-
Travel Costs	-	368	368	-
	<u>11,334</u>	<u>88,608</u>	<u>99,942</u>	<u>69,883</u>

6. OTHER

	Restricted Funds	Unrestricted Funds	Year to 31 Dec 20 Total	Year to 31 Dec 19 Total
	£	£	£	£
Accountancy	-	2,134	2,134	-
Bank Charges	-	117	117	-
Depreciation	-	798	798	-
	<u>-</u>	<u>3,049</u>	<u>3,049</u>	<u>-</u>

7. DEBTORS

	Restricted Funds	Unrestricted Funds	Year to 31 Dec 20 Total	Year to 31 Dec 19 Total
	£	£	£	£
Prepayments	-	1,252	1,252	3,801
	-	1,252	1,252	3,801

8. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	Restricted Funds	Unrestricted Funds	Year to 31 Dec 20 Total	Year to 31 Dec 19 Total
	£	£	£	£
Trade Creditors	-	120	120	212
Deferred Income	18,000	19,750	37,750	9,128
Accruals	-	558	558	480
Other Creditors	-	1,242	1,242	977
	18,000	21,670	39,670	10,797

a. DEFERRED INCOME

	Restricted Funds	Unrestricted Funds	Year to 31 Dec 20 Total	Year to 31 Dec 19 Total
	£	£	£	£
Smallwood Trust	12,000	-	12,000	-
Key Fund	6,000	-	6,000	-
Community Union Grant	-	1,000	1,000	-
The Baring Foundation Grant	-	18,750	18,750	-
Rosa Fund	-	-	-	2,128
Pregnant Then Screwed Live	-	-	-	7,000
	18,000	19,750	37,750	9,128

9. FUNDS

	Restricted Funds	Unrestricted Funds	Year to 31 Dec 20 Total	Year to 31 Dec 19 Total
	£	£	£	£
UNRESTRICTED FUND				
General	-	56,547	56,547	12,675
Ear-marked	-	-	-	-
RESTRICTED FUND				
Smallwood Trust	251	-	251	-
Key Fund	178	-	178	-
	429	56,547	56,976	12,675

* the Trustees have elected to earmark two grants, received in 2020, from the Community Union Grant and The Baring Foundation Grant to support the planned 2021 legal challenge against the Government's SEISS grant calculations. This income has been recognised as deferred income within the financial accounts and therefore is not shown within the current unrestricted reserved funds available at the financial year end.

10. RESTRICTED FUND RECONCILIATION

	Incoming resources £	Outgoing resources £	Capital Items £	Balance at 31 Dec 20 Total £	Balance at 31 Dec 19 Total £
Restricted Fund	14,700	(12,572)	(1,699)	429	-
	<u>14,700</u>	<u>(12,572)</u>	<u>(1,699)</u>	<u>429</u>	<u>-</u>

11. EMPLOYEES

The average number of employees during the year, calculated on the basis of full-time equivalents was 2 (2019: 1)

12. COMPANY LIMITED BY GUARANTEE

The company is limited by members' guarantees and therefore has no share capital. The guarantee given by members is limited to £1.