



THE MOTHERHOOD PLAN Charitable Incorporated Organisation
Financial Accounts for the year ended 31 December 2021

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**PREGNANT
THEN SCREWED**

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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 (resigned in June 2022) Nichola Garde Beth Hazon Molly Rowan Kizzy Gardiner

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 mothers, 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, to give them the tools they need to challenge discrimination in the workplace, and to support them to find work that works for them.

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 Principles

1. We want radical change: Constantly striving for an overhaul of the way we live and work – we don't believe small tweaks work. We will work with politicians, employers, collaborators and the public to achieve this.
2. We translate complexity and make it simple: Ensuring our beneficiaries understand complex legal language, policy, data, research and legislation that could impact them both positively and negatively.
3. The lived experience of the people we support provides insight and informs everything we do: Leaving ourselves room to be reactive to issues, opportunities and campaigns as they arise is critical. Our experience and expertise ensure we can identify important campaigns and projects.
4. Create and nurture a deep and strong connection with our beneficiaries / community: Not only providing for our beneficiaries but ensuring we include them in every element of our work. Ensuring PTS feels like a friend and confidant, and makes our beneficiaries feel as though they are part of the team. Talking to our beneficiaries as we would talk to a friend.
5. To be the voice of working mothers we need to listen, always: Being willing to adapt and iterate based on feedback from our beneficiaries, and we always listen no matter how uncomfortable it may be. We don't think we always know best!
6. We will challenge and be provocative to create change: Not being afraid to show our anger. We believe anger is a mechanism for change. We will, on occasion, campaign on and talk about the issues that others are too nervous to discuss.

Our Trustees

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

- | | |
|---------------------------------------|------------------|
| • Lauren Currie OBE – Chair | • Molly Rowan |
| • Thomas Higham | • Nicholas Garde |
| • Shazia Mustafa (resigned June 2022) | • Kizzy Gardiner |
| • Beth Hazon | |

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 enrolled onto the board for an initial period of two years and can be voted back in for another period of three years. There is an induction process in place to support new Trustees. The Board meets quarterly. 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. Salaries 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.

Staff

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

Due to an increase of funding and demand on our services, the team has grown from four members of staff to five by December 2021 inc. Head of Operations, Analiese Doctrove; Support Services Administrator, Emily Broadbent; Campaigns and Communications Manager, Lauren Fabianski; and Communications Assistant, Taryn Robinson. 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 2021 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 supported our work through the pandemic and beyond. Without them everything we have achieved in 2021 would not have been possible. Particular thanks must go to:

- The National Lottery Community Fund
- Esmee Fairbairn Foundation
- The Ellerman Foundation
- Enterprise Development Fund
- Solace Empowering Women Fund
- Garfield Weston
- Rosa Fund
- Smallwood Trust
- Postcode Lottery
- Comic Relief

Activities

Pregnant Then Screwed is a small national charity with an increasingly large profile and ambitious agenda. In 2021 we:

Support Services:

- We supported 81,813 women through our free advice line, out mentor scheme, events, online clinics and our helpline for pregnant women who have questions about the vaccine
- We supported 4255 women through our free advice line 97% said our advice line improved their confidence, 95% said it improved their wellbeing and 96% said it improved their knowledge
- We supported 51 women to take legal action against their employer through our mentor scheme
- We helped women secure (at least) £628,000 through legal action against an employer following an experience of pregnancy or maternity discrimination
- We increased the number of volunteers for Pregnant Then Screwed from 63 to 108
- 261,000 people accessed our Covid advice hub on the Pregnant Then Screwed website
- Our template letter for pregnant women to send to their employer outlining their legal rights at work should they be concerned about contracting COVID-19 was downloaded 15,882 times
- We supported some really high profile cases including: Chloe Daly who took British Airways to tribunal for refusing her flexible working request and secured £40k; Alice Thompson who won her tribunal after she was sacked when she requested to leave work at 5pm to pick up her child, she secured £185k; and Katie Lidster a scientist working at UKRI who was demoted whilst on maternity leave and won £23k at tribunal

2021 IMPACT		
	2021	2020
Total number of individuals who have:		
• Received advice from the PTS Helpline and legal line	4,255	4,084
• Received Mentoring support	51	35
• Received advice from a PTS online event or clinic	75,828	25,853
• Signed a PTS petition	113,445	-
TOTAL	193,579	29,972

Pregnant women and the vaccine:

- 47,066 people attended our online clinics with experts in immunology to get answers to their question about the vaccine in pregnancy. 81% of attendees said our clinics gave them enough information to make an informed choice about the vaccine
- Our Whatsapp service with Full Fact which offers pregnant women unbiased factual information in response to questions they have about the vaccine was used by 1106 women
- Our videos, developed in collaboration with Full Fact, designed to mitigate misinformation about pregnancy and the Covid vaccine were viewed 103,375 times

Supporting women to rebuild their confidence and find work that works for them:

- Our Reset festival (in partnership with CIPD), designed to help women rebuild their confidence and find work that works for them was attended by 1618 women
- We helped 163 women secure a specialist work mentor to help them find new employment or to get them back on their feet after maternity leave

Advocacy, PR and research:

- We have 204,000 followers on social media
- We delivered workshops, training or talks to 573 employers about the motherhood penalty and how to make their workplace the best it can be for working parents
- We were mentioned 416 times in national and international media, including 28 appearances on TV and radio. This included: front page and headline news in the Guardian and front page of the G2, BBC Breakfast, The Today programme, ITV News, LBC and Woman's Hour
- We surveyed 41,001 pregnant women and mothers about their experiences during the pandemic offering a unique insight into access to the vaccine, experience of pregnancy and birth under hospital restrictions, how childcare is impacting on the careers of mothers and family finances, and how NDAs are affecting the mental health of those who sign them
- The CEO was named in Vogue's 25 most influential women
- The CEO won the Sheila Mckenzie foundation award – Campaigner of the Year

Campaign Achievements in short

- Pregnant Then Screwed was mentioned in Parliament 34 times
- We participated in 3 Government consultations, gave oral evidence to 3 APPGs and we gave oral evidence to the petitions select committee
- We worked with Grazia on a petition to request an independent review of the childcare sector, signed by 112k people, this triggered a Westminster Hall debate on childcare attended by 12 MPs
- We proved, in the Court of Appeal, that the Government discriminated against new mums in the calculation method for the self-employed income support scheme (SEISS)
- In collaboration with: 'Breastfeeding For Doctors', we ensured breastfeeding women had informed choice when it came to accessing the vaccine, rather than being told they were unable to access it
- We influenced JCVI to adapt the vaccine booking system to ensure that pregnant women could select which vaccine they wanted
- We influenced JCVI to place pregnant women in the priority group for the Covid vaccine. This was fully achieved in December 2021 after 7 months of campaigning
- We worked with Birth Rights on defining women's legal right for a partner to join a scan remotely and to promote the judgement
- We worked with Birth Rights on a campaign to ensure women do not have to wear a mask whilst giving birth after our research found that one in five had been forced to wear a face covering during labour
- We launched the "This Mum Votes" project, which aims to get more mums into elected office, alongside Stella Creasy MP, and over 3000 mums signed up to support its development
- We worked with John Penrose MP on our childcare campaign. John Penrose secured a meeting with Boris Johnson about this issue
- We were responsible for over 15,000 women emailing their MP to ask that they support our campaign for an independent review of the childcare sector
- We worked with the TUC, Fatherhood Institute, Young Women's Trust and Gingerbread as part of our Flex For All coalition to continue campaigning for all jobs to be advertised as flexible. Our work ensured 7,933 people responded to the Government's consultation to encourage the Government to change the law on flexible working
- We worked with Tulip Siddiq MP on a 10 minute rule bill for all jobs to be advertised as flexible by default
- Pressure we put on NHS Trusts, alongside the But Not Maternity coalition, to ensure partners could attend scans and early labour meant that by May 2021 all Trusts in England had reversed their policy and would now allow partners to attend
- Alongside charity Gingerbread and Working Families, we successfully campaigned for a parent isolation grant so that those on low wages have access to £500 should they be unable to work due to their child isolating
- We successfully campaigned for the NHS to remove sexist advice on its website which says that women should get 'help' with the household chores from their partner and that because partners might feel left out during pregnancy, pregnant women should consider cooking them a lovely dinner!
- We were invited to a meeting with Minister Paul Scully to discuss the challenges pregnant women and new mums are experiencing
- We were invited to join the Government's pregnancy and maternity discrimination working group and we attended the first meeting
- Our campaign to extend the time limit to raise a tribunal claim from 3 months to 6 months (also known as 'Give Me Six') made huge headway as the Government acknowledged that it wasn't long enough. Following a consultation on sexual harassment, Minister Liz Truss committed to looking at an extension

Vaccine in Pregnancy

Ensuring pregnant and breastfeeding women have the information they need to decide whether to take the vaccine, and priority access to the vaccine, was a key part of our work in 2021.

Initially, breastfeeding women were informed they couldn't access the vaccine as it had not been tested on lactating women. We worked in collaboration with the Hospital Infant Feeding Network, GP Infant Feeding Network, Breastfeeding Doctors, and the Women's Equality Party to campaign for informed choice amongst this group of women. To prevent breastfeeding women from taking the vaccine would force them to choose between breastfeeding or protecting themselves and their unborn child. The campaign was successful and the MRHA and JCVI agreed to follow the CDC in America and give breastfeeding women the option of having the vaccine.

As the vaccine had also not been tested on pregnant women, they too were unable to access this life-saving drug, until 16th April 2021 when enough real-world data had been collected to show that it was safe. But pregnant women could only have the Pfizer or Moderna vaccine as the real-world data utilized only these vaccines. The NHS booking system hadn't been updated so that pregnant women could select the type of vaccine they were eligible for, and this led to huge amounts of confusion with pregnant women turning up to vaccine centres, only to be sent away. We worked closely with Stella Creasy MP in a successful campaign to update the NHS booking system so that it reflected the needs of pregnant women. This was finally implemented on the 7th May 2021.

Following this, we worked closely with Stella Creasy MP on a campaign to prioritise pregnant women for the vaccine. The issue was raised repeatedly by PTS and Stella Creasy MP with Ministers and the JCVI, including 3 oral questions in Parliament and 4 official letters to Ministers. We collected data and research on the barriers to vaccination for pregnant women and shared this with senior officials at the department for health and social care (DHSC), and leaders at the NHS vaccination department. We launched a petition demanding pregnant women to be prioritised as they were the only vulnerable adult group who had not been. This was finally successful in December 2021 when pregnant women were placed in priority group 6.

Alongside this work we were acutely aware that pregnant women did not feel they had enough information about how the vaccine worked to feel confident taking it whilst pregnant. Our research also told us that 47% of pregnant women had been put off from taking the vaccine by health professionals. We ran two webinars with immunology experts to answer questions, one on 19th April 2021 and one on 22nd July 2021. In total these webinars were attended by: 47,066 people. 81% of attendees said our webinar gave them enough information to make an informed choice about the vaccine.

Additionally, we worked with the charity, Full Fact, to dispel misinformation about the vaccine. Our Whatsapp services which offers pregnant women unbiased factual information in response to questions they have about the vaccine was used by 1,106 women. Our videos, developed in collaboration with Full Fact, designed to mitigate misinformation about pregnancy and the Covid vaccine were viewed 103,375 times.

Future Plans

In 2022 Pregnant Then Screwed has four priority areas which we will focus on:

- Increase the diversity of women we support and of our volunteers, mentors and staff team
- Raise Public awareness and achieve tangible change within corporate, government and legal policy (via five high impact campaigns)
- Increase the number of women using our support services and the financial/employment/mental health outcomes achieved
- Increase the financial and operational sustainability of the organisation

Our five high impact campaigns will focus on:

- Childcare
- NDA's
- Parental Leave
- Flexible Working
- Increasing the time limit to raise a tribunal

We will continue to develop our seven core activities:

- Free advice line giving pregnant women and parents advice and answers on questions related to parenthood and work, including: Redundancy, Flexible working, childcare, leave and pay queries
- Legal referral service providing women with pro-bono legal advice supplied by our legal partner, Primas Law
- Mentor scheme which supports those who experience pregnancy or maternity discrimination to take legal action against their employer
- Events which help mothers and pregnant women rebuild confidence and find work that works for them

- Campaigning for changes to legislation which reduce the gender pay gap and improve workplace equality for pregnant women and mothers
- Changing public attitudes through traditional and social media
- Developing research on issues related to the motherhood penalty – including data collection and case study documentation

Reserves Policy

The Trustees aim to maintain free reserves in unrestricted funds at a level that equates to approximately six 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 six 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 £4,000 per month of self-generated income by the end of 2022.

The balance held as unrestricted funds as at 31 December 2021 was £144,903, £97,903 which is regarded as free reserves, after allowing for funds tied up in tangible fixed assets and funds ear-marked by the Trustees for future projects. Basic core costs for running the organisation are £18,000 per month. The current level of reserves is therefore lower than is needed, however ear-marked funds can be released at the Trustees discretion.

The charity also holds £317 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: 12/09/2022

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 2021, which are set out on pages 11 – 16.

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 2011 Act
- To follow the procedures laid down in the General Directions 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

17 August 2022

STATEMENT OF FINANCIAL ACTIVITIES

For the year ended 31 December 2021


 PREGNANT
THEN SCREWED

	Notes	Restricted Funds £	Unrestricted Funds £	Year to 31 Dec 21 Total £	Year to 31 Dec 20 Total £
INCOME					
Incoming and endowments from:					
Donations and legacies	2	-	27,453	27,453	30,619
Charitable activities	3	29,750	208,364	238,114	112,897
Other trading activities		-	45,122	45,122	7,775
Investments		-	-	-	-
Other income		-	19,995	19,995	402
Total incoming resources		29,750	300,934	330,684	151,693
EXPENDITURE					
Expenditure on:					
Raising funds	4	5,406	5,333	10,739	4,401
Charitable activities	5	26,155	199,801	225,956	99,942
Other	6	-	5,745	5,745	3,049
Total resources expended		31,561	210,879	242,440	107,392
Net income / (expenditure) for the year		(1,811)	90,055	88,244	44,301
RECONCILIATION OF FUNDS					
Total funds brought forward as at 1 Jan 21		2,128	54,848	56,976	12,675
Total funds carried forward as at 31 Dec 21		317	144,903	145,220	56,976

The notes on pages 13-16 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 2021


 PREGNANT
THEN SCREWED

	Notes	£	As at 31 Dec 21 £	As at 31 Dec 20 £
FIXED ASSETS				
Tangible assets			5,033	1,848
CURRENT ASSETS				
Stocks		-	-	-
Debtors	7	8,012	1,252	1,252
Cash at bank and in hand		210,641	93,546	93,546
		<u>218,653</u>	<u>94,798</u>	<u>94,798</u>
Creditors: Amounts falling due within one year	8		(78,466)	(39,670)
Net Current Assets / (Liabilities)			<u>140,187</u>	<u>55,128</u>
Total Assets less Current Liabilities			<u>145,200</u>	<u>56,976</u>
Creditors: Amounts falling due after more than one year			-	-
Net Assets			<u>145,220</u>	<u>56,976</u>
FUNDS	9			
Unrestricted funds			144,903	56,547
Restricted funds			317	429
Total Funds			<u>145,220</u>	<u>56,976</u>

The notes on pages 13-16 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 11-16 were approved by the Board of Trustees and signed on its behalf by:



LAUREN CURRIE OBE (Chair)

Date: 12/09/2022

NOTES TO THE ACCOUNTS

For the year ended 31 December 2021



**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 21 Total £	Year to 31 Dec 20 Total £
General	-	27,453	27,453	30,619
	-	27,453	27,453	30,619

3. CHARITABLE ACTIVITIES

	Restricted Funds £	Unrestricted Funds £	Year to 31 Dec 21 Total £	Year to 31 Dec 20 Total £
Smallwood Trust*	19,550	-	19,550	5,700
Key Fund*	6,000	-	6,000	9,000
Solace**	4,200	-	4,200	-
Other Grants***	-	208,364	208,364	98,197
	<u>29,750</u>	<u>208,364</u>	<u>238,114</u>	<u>112,897</u>

* Please note that £12,000 of the funds recognised as received from the Smallwood Trust and £6,000 of the funds recognised as received from the Key Fund during the financial year, were received during the previous financial year and recognised on an accrual basis as deferred income in the prior year account. Both projects were completed during the current financial year.

** Please note that during the year £6,200 was received from Solace. The grant received was 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 £2,000 treated as deferred income within the financial accounts, alongside another £5,000 received from the Postcode Lottery and £20,000 received from Enterprise Development Fund for projects that did not commence until 2022.

*** Please note that during the financial year £86,000 was received from the Esme Foundation as an unrestricted grant. The grants are issued on an annual basis with the grant value being £43,000 per annum. An administrative error meant that the grant for 2022 was received prior to the financial year end date, as such this income has been deferred into the next financial year.

4. RAISING FUNDS

	Restricted Funds £	Unrestricted Funds £	Year to 31 Dec 21 Total £	Year to 31 Dec 20 Total £
Donation Processing Fees	-	419	419	204
Marketing	5,406	4,914	10,320	3,352
	<u>5,406</u>	<u>5,333</u>	<u>10,739</u>	<u>4,401</u>

5. EXPENDITURE ON CHARITABLE ACTIVITIES

	Restricted Funds £	Unrestricted Funds £	Year to 31 Dec 21 Total £	Year to 31 Dec 20 Total £
Pregnant Then Screwed Live	-	-	-	6,474
RESET Festival	-	3,153	3,153	-
Freelancers	2,700	11,525	14,225	16,453
Administrative Costs	7,872	896	8,768	2,452
Legal and Professional Costs	3,680	47,244	50,924	7,812
Equipment Expensed	-	212	212	300
Staff Costs	11,903	132,789	144,692	66,083
Travel Costs	-	3,982	3,982	368
	<u>26,155</u>	<u>199,801</u>	<u>225,956</u>	<u>99,942</u>

6. OTHER

	Restricted Funds £	Unrestricted Funds £	Year to 31 Dec 21 Total £	Year to 31 Dec 20 Total £
Accountancy	-	3,420	3,420	2,134
Bank Charges	-	199	199	117
Depreciation	-	2,126	2,126	798
	<u>-</u>	<u>5,745</u>	<u>5,745</u>	<u>3,049</u>

7. DEBTORS

	Restricted Funds	Unrestricted Funds	Year to 31 Dec 21 Total	Year to 31 Dec 20 Total
	£	£	£	£
Trade Debtors	-	5,000	5,000	-
Prepayments	-	3,012	3,012	1,252
	-	8,012	8,012	1,252

8. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	Restricted Funds	Unrestricted Funds	Year to 31 Dec 21 Total	Year to 31 Dec 20 Total
	£	£	£	£
Trade Creditors	-	1,224	1,224	120
Deferred Income	27,000	43,000	70,000	37,750
Accruals	-	1,839	1,839	558
Other Creditors	-	5,403	5,403	1,242
	27,000	51,466	78,466	39,670

a. DEFERRED INCOME

	Restricted Funds	Unrestricted Funds	Year to 31 Dec 21 Total	Year to 31 Dec 20 Total
	£	£	£	£
Smallwood Trust	-	-	-	12,000
Key Fund	-	-	-	6,000
Community Union Grant	-	-	-	1,000
The Baring Foundation Grant	-	-	-	18,750
Enterprise Development Fund	20,000	-	20,000	-
Esme Foundation	-	43,000	43,000	-
Postcode Lottery	5,000	-	5,000	-
Solace	2,000	-	2,000	-
	27,000	43,000	70,000	37,750

9. FUNDS

	Restricted Funds	Unrestricted Funds	Year to 31 Dec 21 Total	Year to 31 Dec 20 Total
	£	£	£	£
UNRESTRICTED FUND				
General	-	97,903	97,903	54,848
Ear-marked	-	47,000	47,000	-
RESTRICTED FUND*				
Smallwood Trust	2,139	-	2,139	1,450
Key Fund	678	-	678	678
Esme Fairburn**	(2,500)	-	(2,500)	-
	317	144,903	145,220	56,976

* The Trustees have elected to earmark £7,000 of general funds towards the creation of a new website and £40,000 of general funds towards the planning 'March of the Mummies' rally in 2022. The Trustees have also agreed that the residual amounts remaining in the Smallwood Trust and Key Fund restricted funds will be released to general funds in 2022, since the projects have completed and the residual balances are within the accepted tolerance level deviation of actual spending against the original budgets provided for grant applications.

** A grant application was submitted for £2,500 of training, however the course was required to be completed and paid for before the grant income was secured.

10. RESTRICTED FUND RECONCILIATION

	Incoming resources £	Outgoing resources £	Capital Items £	Balance at 31 Dec 21 Total £	Balance at 31 Dec 20 Total £
Restricted Fund	29,750	31,561	-	317	2,128
	<u>29,750</u>	<u>31,561</u>	<u>-</u>	<u>317</u>	<u>2,128</u>

11. EMPLOYEES

The average number of employees during the year, calculated on the basis of full-time equivalents was 4 (2020: 2)