Gingerbread*

# Trustees' Report and Accounts

## Year ended 31 March 2023

Gingerbread, the charity for single parent families

Company number 402748

Charity number 230750

# Reference and Administrative Information

| | |
|---|---|
| **Company number** | 402748 |
| **Country of incorporation** | United Kingdom |
| **Charity number** | 230750 |
| **Country of registration** | England & Wales |

**Registered office and operational address:** Unit B, Ground Floor, Mary Brancker House, 54-74 Holmes Road, London NW5 3AQ

**Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:**

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| Simon Bentley | Chair from 9 December 2020 to 3 July 2023 |
| Evangelos Raptis | Treasurer from February 2020 to 8 December 2023 |
| Diane Gault | appointed 29 April 2020 |
| Lynette Eastman | appointed 17 February 2021 |
| Dr Jo Caseborne | appointed 21 July 2021, Interim Vice Chair from 13 December 2023 |
| Henry Gregg | appointed 21 July 2021 |
| Mariam Kemple-Hardy | appointed 21 July 2021 |
| Tom Madders | appointed 21 July 2021, Interim Chair from 13 December 2023 |
| Sanaz Nowroozi | co-opted 27 October 2021 |
| Ema Howling | co-opted 27 October 2021 |
| Tayyaba Siddiqui | co-opted 27 October 2021 |
| Lucy Morgan | appointed 27 October 2021 |

**Key management personnel:**

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|---|---|
| Victoria Benson | Chief Executive and Company Secretary |
| Doug Ridley | Head of Finance and Resources from July 2020 till September 2023 |
| Jo Hardy | Head of Services from July 2019 |
| Mark Gorman | Head of Marketing and Communications from May 2022 (Sabbatical leave September 2023 to May 2024) |
| Vaila McClure | Acting Head of Marketing and Communications from September 2023 to May 2024 |
| Teresa Forgione | Head of Income Generation from January 2023 |
| Sarah Smith | Consultant Head of HR from October 2021 |

**Bankers:** **Coutts & Co,** St Martin's Office, 440 Strand, London WC2R 0QS
**Lloyds Bank** Burnley Branch, PO Box 1000, Andover BX1 1LT

**Solicitors:** **Bates Wells Braithwaite,** 10 Queen Street Place, EC4R 1BE

**Auditor:** **Sayer Vincent LLP,** Chartered Accountants and Statutory Auditor, Invicta House 108-114 Golden Lane LONDON EC1Y 0TL

# Trustees' Report

## Introduction

The Trustees present their report and the audited financial statements for the year ended 31 March 2023. Reference and administrative information set out on page 2 forms part of this report. The financial statements comply with current statutory requirements, the memorandum and articles of association, the requirements of a directors' report as required under company law, and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

Gingerbread is the national charity working with single-parent families. We provide expert information and advice; facilitate peer-to-peer support; and campaign for fair and equal treatment and opportunity for single-parent families. In May 2007 the National Council for One Parent Families (founded in 1918 as the National Council for the Unmarried Mother and her Child) merged with the charity Gingerbread. In June 2013, we changed our registered name from 'National Council for One Parent Families' to 'Gingerbread, the charity for single parent families', retaining the working name 'Gingerbread'.

## Public benefit

The Trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning its activities. In particular, the trustees consider how planned activities will contribute to the aims and objectives that have been set.

## Structure, governance and management

Gingerbread The Charity For Single Parent Families is a company limited by guarantee (registered number 00402748) and a registered charity (number 230750). Gingerbread's governing document, the Articles of Association, was revised in 2013. The Board of Trustees is responsible for the overall strategy and direction of the charity. The Trustees delegate the day-to-day management of the organisation to a Chief Executive Officer. For the reporting period this was Victoria Benson. Board members give their time on a voluntary basis and receive no remuneration. There are a maximum of 15 Trustees, including up to three co-opted trustees, recruited through an open process, informed by a skills and diversity audit. Trustees are appointed for a maximum of two three-year terms. Trustees take part in an induction day to familiarise them with the activities and operations of the charity. They are also provided with a role description and guidance on their duties as trustees. The Board has a Finance Committee, a Nominations Committee and a Fundraising, and Brand Committee. The Trustees also appoint a Safeguarding lead from among their number. The scheme of delegation details which powers the Board of Trustees retains and which powers are delegated to the Chief Executive. The charity is grateful for the contribution of the 59 volunteers who co-ordinated local friendship groups either singly or jointly through the year across England and Wales and support the charity in a number of other ways. The charity benefits from the support of its President.

## Remuneration

Gingerbread is committed to salaries that are fair, transparent, based on market rates within the sector and enable us to recruit and retain expert staff. Gingerbread salaries are benchmarked and set at the median market rate (maximum variance of five per cent above or below) for charity sector salaries for all roles including key management personnel. Gingerbread is accredited by the Living Wage Foundation. The ratio between the highest and lowest salary is 3.6:1

## Objects

The objects of the charity as stated in the Articles of Association are:

To prevent or relieve poverty and disadvantage and to promote fair and equal treatment and opportunity among single parents and their children, and to promote and protect their wellbeing through the provision of information, advice, education, training and other services; the conducting, commissioning and publication of research; and the raising of awareness through publications, use of the media, public advocacy and other means of communication.

## Our vision, mission and values

**Vision:** Our vision is of a world where all single parents and their children can thrive

**Mission:** We stand with and support single parents to overcome disadvantage, inequality and injustice.

**Values:** We are brave, inclusive, trustworthy, supportive and ambitious

# Objectives, activities and achievements

## A new strategy for 2022-30

In 2022 we launched a new strategy with a renewed focus on our support and campaigning work to address the issues single parents are facing today. Through independent research undertaken in 2021 into the key needs of single parents, we identified 10 areas where single parents say they struggle and need more support – these broadly fall into two areas: their finances, or their mental health and wellbeing.

Single parents tell us they struggle with:

| | |
|---|---|
| Money and debt | Mental health and wellbeing |
| Welfare rights | Children's wellbeing |
| Work | Relationships and separation |
| Childcare | Parenting |
| Discrimination | Isolation and loneliness |

Our strategy research showed that although all single parents struggle in some way, there are particular demographic groups who are in greatest need of our support:

* Women on low incomes
* Single parent families with a disability (either the parent or children)
* Black and Asian and single parents from other ethnic groups
* Younger single parents
* Single parents from the north-east/ south-west

Our strategy research also helped us to recognise that support needs fluctuate over time and can be significantly increased by incidents of life shock or adversity, such as separation, illness, bereavement, loss of job or abuse.

By 2030 we aim to build a movement, with every single parent knowing that Gingerbread is there to help them on their journey from crisis to resilience and stability, so they can support their families and themselves. And our ambition is to provide support in all of these areas, whether alone or in partnership. But we recognise that this is a long-term vision, so in 2022-23 we have focused on laying the foundations for success, making shifts in the way that we work as well as investing in infrastructure and change processes. Alongside this we've continued to provide advice, information and support for single parents with their finances, health and wellbeing.

## Our strategic objectives for 2022-23

In the first year of our new strategy, 2022-23, we set out to:

* Provide advice, information and support on welfare rights, the cost of living crisis, money and family law for single parents
* Provide information, support and advice on improving mental health and wellbeing for single parents
* Influence government, stakeholders and public opinion to change the financial and welfare systems for single parents
* Build a sustainable organisation with the infrastructure and skills to deliver reach, engagement, impact and income.

# Objective 1: provide advice, information and support on welfare rights, money and family law for single parent families

## Advice and information service

The deepening cost of living crisis continued to hit single-parent families hard in 2022-23, as evidenced by the growing demand for Gingerbread's services. We received 12,397 calls to our helpline, from concerned parents looking for advice and information.

We were able to exceed our anticipated call answer rate for the whole year; we comfortably exceeded our target answer rate of 42% for 10 out of 12 months (only dropping below target during two exceptionally busy months in September and March) and achieved a call answer rate of 48% for the year as a whole.

Our webchat service has grown in the last year and is now a well-established alternative channel for single parents to get in touch with our advice team. We answered 1,185 webchats across the whole year, and although this was less than anticipated, as we embedded the service , we were pleased to see a significant increase from 802 in the previous year.

Our website is a vital resource for single parents to access relevant information and make confident choices about their family's future. With over 1.6m unique page views this year, it's often the first port of call for single parents who need support when trying to understand what benefits they may be entitled to, or what steps to take next following a separation, bereavement or financial abuse.

Key topics single parents sought information about were around:

* Benefits– including a helpful benefits calculator, and specific pages dedicated to single parents who have a disability, or what happens when their child turns 16 or their working circumstances change
* Financial help available in an emergency
* How the Child Maintenance Service (CMS) works, and steps they can follow to claim child maintenance through the CMS
* Their housing options, for example if they need to apply for council housing or what help is available to manage their rent.

"I've been thrown into this situation unexpectedly and have to learn a lot very quickly about my rights... I liked the helpful virtual assistant that asked questions to guide you further along. The website is clear, easy to navigate and comprehensive".

Having received Advice Quality Standard (AQS) accreditation in 2021, we were delighted to maintain this status in 2022-23. AQS accredited services must be client-focused and give all the necessary information and options for the client to decide their course of action. This accreditation is recognition of the quality of our services and a tribute to the professionalism of our advice team.

### Our Next Steps project

Gingerbread has been funded by the City Bridge Trust for three years to develop 'seamless referral' pathways with local organisations and agencies that can offer additional support to single parents that goes beyond the remit of Gingerbread's advice service and signposting.

As part of the Next Steps project, we have been developing partnerships with key organisations located in London (specifically Camden and Islington) since 2021:

* Solace
* Recovery College
* Department for Work and Pensions and Jobcentre Plus
* Little Village
* Scope
* Citizens Advice
* The Trussell Trust

Much of the work has focused on brokering relationships with prospective partners. We have delivered awareness raising workshops to highlight the main issues faced by single parents. And we began to make and receive referrals and piloted a callback offer in partnership with Citizens Advice in Hounslow, as part of their Help Through Hardship programme.

## Objective 2: provide information, support and advice on improving mental health and wellbeing for single parents

### Our local groups network

Our local Gingerbread groups provide an informal support network for over 3,200 single parents, providing friendship and the opportunity to share tips, peer guidance and coping strategies, drawn from lived experience. The groups help single parents feel connected, understood and less alone. They offer a space for single mums and dads to feel less isolated and, as a result, they also help to improve wellbeing.

The number of local groups has remained consistent over the year, with 59 active groups in April 2022, and the same number in March 2023. We saw 9 groups close, usually because volunteer group leads needed to step down due to work or family commitments, and 9 new groups opened throughout the year.

Opening new local groups is dependent on recruiting, training and supporting volunteer local group leaders. This has been challenging in the last year as our Peer

Support Manager moved on in January 2023. We recruited a new Groups Manager who took up her post at the start of the year, just as we also received confirmation of a two-year grant award from the National Lottery to strengthen and expand our groups network. We look forward to the next year as an opportunity to build on our existing successes and develop new ways of working with universities, corporate partners and family hubs to grow a supportive network of single parents.

**"I've been in this group for 6 years and it's been a real lifeline for me and my daughter. The sense of community with similar families has helped both of us to feel part of a very special family. Made us feel less isolated, happy and proud of our family."**

## Our online community

Our online community is made up of a forum alongside themed digital groups and are a safe place for single parents to connect, and give and receive support at any time of the day or night.

### Digital Forum

Our forum has been running for a number of years and we now have over 1,100 single parents sharing their experiences about childcare, finances, isolation and housing. Getting and giving support from and to their peers helps single parents make better, more informed decisions, feel that they are more in control of their situations, and feel less alone. We've continued to strengthen our moderation and safeguarding controls, enforcing our updated forum community guidelines with the help of moderators from Gingerbread's staff team who ensure that single parents can safely share their experiences, knowledge and coping strategies.

There were 1,494 new threads on the forum during the year. This is lower than in previous years, however it seems likely that single parents are simply engaging with each other online in different ways.

### Digital Groups

Over the same period our digital groups have seen significant growth. Following a successful pilot project in the previous year, we now have 3 distinct digital groups – a single father's group, a wellbeing group, and a group for parents of children with additional needs. Group membership has grown dramatically, from 29 members at the start of the year to over 1,100 by March 2023.

Digital groups follow the core group model and are led by single parent coordinators who will facilitate the group, working to the same standards as all Gingerbread groups. We are using Mighty Networks as the preferred platform because of its flexibility and accessibility, although we continue to scope out alternative platforms which may offer greater integration with our other platforms.

### Wellbeing Programme

Our online Wellbeing Programme is a bitesize course teaching simple but vital tools and strategies that single parents can use in their daily life to improve their wellbeing without the need for them to dedicate huge amounts of time they do not have. Over the year we delivered 17 of our planned 18 sessions.

However, we exceeded our target for participant numbers by 12% with 123 participants against a target of 108.

**"The tips and techniques offered were invaluable, presented in a clear and concise way and we were able to practice them in real time. The tools Lynne showed us were simple enough to use straight away, without much adjustment and were relevant and applicable for our children too. I am so glad I signed up for this program and have already seen the benefits in my parenting."**

## Objective 3: influence government, stakeholders and public opinion to change the financial and welfare systems for single parents

### Policy and campaign work

Over 2022/23, we focused our policy change efforts on four key areas:

* Childcare
* The child maintenance service (CMS)
* Employment
* Cost of living and benefits

We regularly punch above our weight in Westminster, holding meetings with 59 parliamentarians over the year, presenting at 3 separate Select Committee inquiries and meeting regularly with key civil servants. Following on from previous years work, we were able to secure significant campaign wins over the year.

On childcare, following a longstanding campaign, alongside other organisations and campaigner parents, we were successful in securing changes to the way parents on Universal Credit (UC) can get help with childcare. The Chancellor announced in the Budget in March 2022 that the funding for childcare for eligible UC claimants will be available upfront rather than paid in arrears.

Currently, claimants need to pay fees to their childcare provider upfront and then wait for reimbursement. This has been an impossible hurdle for many single parents – many of whom will be unable to find the money to pay the upfront fees or may go into debt in trying to do so.

The Government also announced that it is increasing the maximum amounts that can be claimed – another key change we have been calling for and well overdue given the soaring costs of childcare. Going forward these changes are a potential game changer for single parents and we are delighted that they are being taken forward.

On the CMS, the Government agreed to support legal changes to:

* make it easier for survivors of domestic abuse to have their maintenance paid through the Collect and Pay system, meaning they won't have to have direct contact with their ex-partner.
* make it easier for the CMS to put in place the more serious sanctions for non-payment, for example using enforcement officers or bailiffs.

More widely, the Government accepted the recommendations of the independent review (https://www.gov.uk/government/publications/independent-review-of-the-child-maintenance-service-cms-response-to-domestic-abuse) into how the CMS supports domestic abuse victims. We submitted evidence to the review and are pleased to see commitments from Government to improve training for CMS staff on domestic abuse, trial single case workers for the most complex domestic abuse cases and make it easier for the £20 application fee for the CMS to be waived for domestic abuse victims.

We also provided evidence to a legal case on the failings of the CMS and the case has been given the green light to go ahead to a full judicial review hearing. This means a judge will look at the lawfulness of how the CMS is working to recover maintenance payments from absent parents. In a judicial review the court can make an order for a public body to carry out its duties differently. We will seek to "intervene" in the case to provide our expertise to the Court on the failings of the service.

On employment, the Government announced that it is introducing a day 1 right to apply for flexible work. The need for regulatory changes were identified in the Single Parent Employment Challenge and this specific change is something Gingerbread has campaigned for in coalition with other charities as part of the Flex for All Coalition.

Our commentary on the impact of the cost-of-living crisis on single parent families has raised our profile in the media. CEO Victoria Benson has appeared in a number of broadcast news and magazine programmes talking about its impact on single parents, including Women's Hour, BBC news, Sky News, ITV, C4's Steph's Packed Lunch. This in turn has supported our wider sector coalition efforts to secure changes in this area.

In May 2022, we welcomed the Government announcements of a series of cost of living payments to those most impacted by the cost of living crisis, including low income single parent households. However, we know that single parent households continue to struggle. We also campaigned successfully as part of the Keep the Lifeline and End Child Poverty Coalitions for an uprating in benefits in line with inflation, which was announced in the Autumn Statement.

In other areas, we supported Martin Lewis' successful campaign for a continuation of the Energy Price Guarantee, which in turn prevented an estimated additional 1.7 million people from being pushed into fuel poverty.

## Looking ahead to 2023-24

Over 2023/24, a key priority for the year will be building our connections with key decision makers in all political parties to help ensure that the needs of single parents are recognised as they develop their potential future programmes for Government.

Also of note during 2023/24, we also hope to be able to intervene in the CMS legal case to try and secure a legal judgement around how service failures in order to force further reform. We will also be continuing to gather evidence on the service to make the case for further reform. On childcare, we have taken a leading role in a sector wide coalition on what the future of childcare looks like, ensuring that the voice of single parents is central to any changes. On employment, improving knowledge and understanding of the needs of single parents among work coaches is a key priority. Ideally, we believe that there needs to be single parent speciality work coaches. Cost of Living and how Universal Credit works for single parents continues to be a significant priority and working with key partners, such as the End Child Poverty Coalition, we will continue to highlight the challenges single parents face due to the insufficiency of Universal Credit.

## Research and reports

This year we published 3 key reports outlining the issues faced by single parents and the solutions needed to address them.

### The invisible family: the impact of Covid-19 pandemic on single parents living in London

To track the impact of policy change and to gain a better understanding of how single parent experiences evolved throughout the pandemic. The report found that single parents collectively feel that they are an afterthought in policy making and government decisions. Or, as one of our interviewees succinctly put it, "we are the invisible family."

### Single parent employment challenge - job loss and job seeking after the pandemic

This project explored single parents' experiences of the UK labour market as we emerged from pandemic restrictions from mid-2021. We found that single parents want to work, but experience consistently higher unemployment rates than couple parents. They also want to work more hours than they currently do and are frequently having to put their career aspirations aside to take on roles that better fit with childcare options and school hours. This means many are on lower incomes than they would otherwise be. While childcare costs are a key barrier for single parents in getting into work, single parents are being held back significantly by the shortfall of suitable flexible part-time roles.

Both the Invisible Family and the Single Parent Employment Challenge were key for us in building the evidence base for reform of how the childcare element of Universal Credit works and helped us to make the successful case for change on this issue. Thanks to Trust for London and abrdn Financial Fairness Trust for funding these two projects.

## Debt is a ticking timebomb for single parent families

To mark Single Parents' Day we released a new report and data which showed that:

* 76% of single parent families are in debt, with half of those reporting debts of over £2,000
* 86% of single parents are worried about their ability to pay for household essentials, with 20% already relying on credit to cover these costs
* 32% of single parents have seen their debt increase over the past year and almost half of those have seen their debt rocket by over £1,000.
* The rise in the costs of heating, electricity, and essentials is the number one reason for increased debt.

# Objective 4: build a sustainable organisation with the infrastructure and skills to deliver reach, engagement, impact and income

## Marketing and Communications

By 2030, we want to build a movement of single parents that has over 1 million people supporting Gingerbread in some way. To realise this ambitious vision, we need to increase the reach of and engagement with the charity. During the last year our marketing and communications team have focused on developing a new brand strategy with three key objectives for achieving this:

* To raise awareness of Gingerbread and the cause of single parent families with key audiences
* To change perceptions of single parents (single parents are strong, proud, hard-working and dignified)
* To increase engagement with Gingerbread by growing our database, increasing and income and increase the number of single parents we can support

The foundations of this strategy have been laid this year, with Gingerbread investing significantly in developing a new brand and website. In May 2022 we tendered for a new digital agency to work on our website redevelopment project. We met with 4 agencies, and work began with the successful agency, 18a, in July. The website redesign has been a major ongoing project throughout the year and the new website is scheduled for launch in the first quarter of 2023-24.

We are confident that the new site will provide an all-round better user experience, allowing single parents to find the information they need more easily. By rewriting the entire information section of the website we're ensuring that when single parents find the information they're looking for, it'll be accurate, easy to understand and up to date.

In August 2022 we also began work on a new brand for Gingerbread, to be launched simultaneously with new website. The new brand will provide Gingerbread with tools we need to fight for change. It will position Gingerbread as the only charity that is providing expert care and support while also fighting for a world where single parents and their children thrive, and give us the tools to speak confidently about our expertise and to engage people to join our movement.

As well as undertaking these significant long term projects, the marketing and communications team continued to provide ongoing business-as-usual support for the rest of the organisation. We continued to update and maintain our existing website, which received over 702,000 unique visitors during the year, and we provided regular and engaging content to 60,000 followers across all our social media platforms. We paused our supporter emails whilst working on improving the quality of our supporter data, and delivered a re-consenting exercise in early 2023 to ensure

that all our supporters have consented to our email communications as required by PECR/GDPR regulations.

We supported delivery of the Christmas fundraising campaign across our digital platforms over December and January 2022, and delivery of Single Parents Day communications in March 2023. We were delighted to be able to strengthen our small staff team by the end of the year, with the recruitment of a Digital Communications Officer, a Digital Copywriter and Multimedia Production Officer.

## Fundraising

Our small fundraising team continued to ensure our ongoing financial sustainability, despite the additional challenges posed by staff turnover; we were once again able to raise significant funds with only a small deficit. We filled several key vacancies, including Head of Income Generation and Digital Fundraising Officer, and work began during the year to recruit a new Corporate and Major Donor Manager.

Gingerbread's fundraising mix leans heavily towards statutory and charitable foundations. We are pleased to continue to be supported by a number of significant charitable trusts and foundations, listed below. In particular, we remain very grateful to the Volant Trust for their continued funding towards our overall work,.

The fundraising team worked closely with services colleagues to develop a proposal to the National Lottery to help us test and expand our local support group network. We were delighted to receive notification, at the end of the year, of our success in securing a multi-year grant for this work, which will take place over the next two years. This grant will enable us to significantly grow our local support group offer and is a testament to the collaborative work of a cross-charity team over a period of several months.

We are also delighted to have been working with amicable, the leading legal service for separating and divorcing couples, who aim to shift the narrative around divorce, separation and cooperative parenting. Our partnership with amicable is an opportunity for both organisations to achieve our shared objectives of supporting single and separating parents, and raising awareness of the challenges they face.

We have also continued to diversify and build our individual donor base for both one-off donations and regular gifts. We were pleased with the positive response to our Christmas Appeal which raised almost €21,000. Our thanks go to all the parents who shared their personal stories with such candour and enabled us to convey a compelling message to potential donors about the unprecedented challenges facing single-parent families during a deepening cost of living crisis. We are very grateful to all our individual donors and matched funders who contributed so generously to the total amount raised.

Going into the next financial year we are excited to be working with a new partner, Run4Charity, to expand our challenge event offer with minimal upfront outlay. We are looking to further develop our individual, community and event fundraising offers with the launch of our new brand and website.

In 2022, we continued to implement and uphold regulatory rules and compliance, and worked hard to develop the thousands of relationships we have with our supporters. We've maintained our long standing commitment to the Code of Fundraising Practice in all our fundraising, including when we work with third parties. We adhere to the principles of our fundraising promise and our privacy policy. When we identify people who may be vulnerable, we take steps to protect them from fundraising requests, which can include stopping fundraising communications to them.

Our Board of Trustees oversees our fundraising and ensures we comply with all the relevant rules and regulations. On occasion, we work with a small number of third parties to support our work to raise money. We closely monitor all these third parties and the work we do together by holding regular review meetings in order that we can ensure they meet the same high standards as our own fundraisers. Gingerbread does not work with any professional fundraisers on a commission basis.

We have put measures in place to ensure personal information is kept safe and secure, and is not shared with anyone else for third parties' own purposes. We also sign contracts with third parties to ensure they only ever use supporter data on our behalf in accordance with our instructions. And we ask them to adhere to the same high levels of data security as we do, following the Data Protection Act. Gingerbread is registered with the Fundraising Regulator. We did not receive any complaints about our fundraising during the year.

## Our grateful thanks to the following principal funders for 2022-23

### Charitable trusts and foundations

The 29th May 1961 Charity
abrdn Financial Fairness Trust (formerly Standard Life Foundation)
The Adint Charitable Trust
The Ardwick Trust
Bartlett Taylor Charitable Trust
Beaverbrooks Charitable Trust
Cecil Pilkington Charitable Trust
The Charles and Elsie Sykes Trust
The Charles S French Charitable Trust
The Charterhouse Charitable Trust
City Bridge Foundation – London's biggest independent charity funder
Doris Field Charitable Trust
The Dulverton Trust
Eleanor Rathbone Charitable Trust
The Florence Turner Trust
The Fulmer Charitable Trust
The G M Morrison Charitable Trust
The Gallus Trust
Garfield Weston Foundation
Gowling WLG Charitable Trust
The Hampstead Wells and Campden Trust
The Hanley Trust (1987)
Ivan and Rebecca Twigden Charitable Trust
John Armitage Charitable Trust
The Lawson Trust
The Linbury Trust
Lloyds Bank Foundation for England and Wales
The Lord Barnby Foundation
The Mulberry Trust
The N Smith Charitable Trust
The Paul Bassham Charitable Trust
Pears Foundation
The Prudence Trust
The Rainford Trust
The Rayne Foundation
The Rhododendron Trust
Sir Jeremiah Colman Gift Trust
Sir John Eastwood Foundation
Smallwood Trust
The Souter Charitable Trust
St James's Place Charitable Foundation
TK Maxx & Homesense Foundation
Trust for London
The Volant Charitable Trust
W O Street Charitable Foundation
The Wyseliot Rose Charitable Trust

### Statutory, lottery funders and other grants

Department for Education
His Majesty's Revenue and Customs Turn2Us
The National Lottery Community Fund (RC England Wide programme)

### Corporate supporters

E-Negotiation Ltd, trading as amicable
MAR FM
CarterBags.com

## Financial review

The ongoing rationalisation and re-engineering of Gingerbread's funding streams has seen a reduction in income for the year (£1,786,559 for 2023 against £1,831,010 for 2022). Expenditure has also reduced (£1,873,584 for 2023 against £2,090,993 for 2022).

Overall, there was a deficit on the year of £99,928 (deficit of £254,247 - 2022) after accounting for a loss on investments of £12,902. At the year end, Gingerbread was carrying forward a balance of £682,329 (£782,256 - 2022) of which £81,942 (£99,572-2022) was restricted.

The financial statements, including the notes to the accounts, have been prepared in accordance with the Financial Reporting Standard 102. As a Charity, the accounts are also prepared in accordance with the Statement of Recommended Practice.

### Reserves policy

The aim of the reserves policy is to ensure that the charity's reserves are sufficient to provide continuity of service to our beneficiaries, investment capital and ongoing financial security. The trustees have adopted a policy that aims to have sufficient unrestricted funds set aside to cover three months' close-down operating costs if needed. At 31st March 2023 these operating costs totalled £410,400. Of the total reserves of £682,329 at the year end (2022: £782,256), unrestricted funds stood at £600,387 (2022: £682,684) which included tangible fixed assets of £14,183 (2021: £22,014), more than sufficient to cover the requirement.

Funds totalling £38,958 were designated for future use at the end of the year (2022: nil) and restricted funds accounted for £81,942 (2022: £99,572) of the reserves balance at year end.

A risk based draft reserves policy is currently being run in parallel with the policy outlined above. It is the intention of the Board to take a view as to whether or not to adopt this new approach permanently at the end of the 23/24 financial year.

## Going concern

Whilst the Trustees acknowledge that income has continued to decline in the year ended March 2023, they also note that the reported deficit for the year has reduced by £154,319 over that of the previous year. The Trustees consider that this trend will continue and anticipate a small surplus in the year ended March 2024. With the recent acquisition of significant multi-year funding contributing to a strong funding pipeline, the Trustees consider that there are no material uncertainties about Gingerbread's ability to continue as a going concern. Gingerbread's reserve position provides an adequate "cushion" against any potential shortfall in income. There are no material uncertainties affecting the current year's accounts.

## Investment policy

The charity's policy is to seek to maximise its investment income whilst not incurring a level of risk that is inconsistent with its charitable status.

Investments held directly by the charity are:

* A common investment fund divided between a deposit account and a mixed investment fund
* A portfolio of shareholdings acquired as the result of a legacy.

During the reporting period, the charity reviewed its investment policy and worked with an investment manager to develop a longer-term investment plan and manage the portfolio. The charity's investments are managed by Seven Investment Management.

# Statement of responsibilities of the trustees

The trustees (who are also directors of Gingerbread for the purposes of company law) are responsible for preparing the trustees' annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

* Select suitable accounting policies and then apply them consistently
* Observe the methods and principles in the Charities SORP
* Make judgements and estimates that are reasonable and prudent
* State whether applicable UK Accounting Standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements
* Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

* There is no relevant audit information of which the charitable company's auditor is unaware
* The trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information

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

Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The total number of such guarantees

at 31 March 2023 was 12 (2021/22:12). The trustees are members of the charity but this entitles them only to voting rights. The trustees have no beneficial interest in the charity.

Sayer Vincent LLP was re-appointed as the charitable company's auditor during the year and has expressed its willingness to continue in that capacity.

The trustees annual report has been approved by the trustees on 8th November 2023 and signed on their behalf by



Tom Madders
Chair of Trustees



Jo Casebourne
Vice Chair of Trustees

## Independent auditor's Report

## to the members of

## Gingerbread, the charity for single parent families

**Opinion**

We have audited the financial statements of Gingerbread, the charity for single parent families (the 'charitable company') for the year ended 31 March 2023 which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

**In our opinion, the financial statements:**

- Give a true and fair view of the state of the charitable company's affairs as at 31 March 2023 and of its incoming resources and application of resources, including its income and expenditure for the year then ended
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice
- Have been prepared in accordance with the requirements of the Companies Act 2006

**Basis for opinion**

- We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the
- financial statements in the UK, including the FRC's Ethical Standard and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

**Conclusions relating to going concern**

- In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.
- Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on Gingerbread's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.
- Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

**Other Information**

The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

**Opinions on other matters prescribed by the Companies Act 2006**
In our opinion, based on the work undertaken in the course of the audit:

- The information given in the trustees' annual report, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- The trustees' annual report has been prepared in accordance with applicable legal requirements.

**Matters on which we are required to report by exception**
In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' annual report. We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- Adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- The financial statements are not in agreement with the accounting records and returns; or
- Certain disclosures of trustees' remuneration specified by law are not made; or
- We have not received all the information and explanations we require for our audit; or
- The directors were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' annual report and from the requirement to prepare a strategic report.

**Responsibilities of trustees**
As explained more fully in the statement of trustees' responsibilities set out in the trustees' annual report, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

**Auditor's responsibilities for the audit of the financial statements**
Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is
a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements Independent auditor's Report can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud are set out below.

**Capability of the audit in detecting irregularities**
In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:
We enquired of management and the finance committee, which included obtaining and reviewing

supporting documentation, concerning the charity's policies and procedures relating to:

- Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
- Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
- The internal controls established to mitigate risks related to fraud or non- compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
- We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience.
- We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.
- We reviewed any reports made to regulators.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.
- Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non- compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.
- A further description of our responsibilities is available on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

**Use of our report**

This report is made solely to the charitable company's members as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Sayer Vincent LLP

Joanna Pittman (Senior statutory auditor)
14 December 2023
for and on behalf of Sayer Vincent LLP, Statutory Auditor Invicta House, 108-114 Golden Lane, LONDON, EC1Y 0TL

**Gingerbread, the Charity for Single Parent Families**

**Statement of financial activities** (incorporating an income and expenditure account)

**For the year ended 31 March 2023**

| | Note | Unrestricted £ | Restricted £ | 2023 Total £ | Unrestricted £ | Restricted £ | 2022 Total £ |
|---|---|---|---|---|---|---|---|
| **Income from:** | | | | | | | |
| Donations and legacies | 2 | 998,390 | – | **998,390** | 833,122 | – | 833,122 |
| Charitable activities | | | | | | | – |
| Information and advice services | 3 | 956 | 705,154 | **706,110** | 1,930 | 895,283 | 897,213 |
| Training, consultancy and projects | 4 | 28,500 | – | **28,500** | 16,174 | – | 16,174 |
| Research and policy activities | 5 | – | 53,536 | **53,536** | – | 84,500 | 84,500 |
| Investments | 6 | 23 | – | **23** | 1 | – | 1 |
| **Total income** | | 1,027,869 | 758,690 | **1,786,559** | 851,227 | 979,783 | 1,831,010 |
| **Expenditure on:** | | | | | | | |
| Raising funds | 7a | 285,705 | – | **285,705** | 284,994 | – | 284,994 |
| Charitable activities | 7a | | | | | | |
| Information and advice services | | 632,910 | 702,463 | **1,335,374** | 536,728 | 943,997 | 1,480,725 |
| Training, consultancy and projects | | 17,531 | – | **17,531** | – | – | – |
| Research and policy activities | | 170,243 | 64,731 | **234,974** | 240,558 | 84,716 | 325,274 |
| **Total expenditure** | | 1,106,390 | 767,194 | **1,873,584** | 1,062,280 | 1,028,713 | 2,090,993 |
| **Net income / (expenditure) before net gains / (losses) on investments and transfers** | | (78,521) | (8,505) | **(87,025)** | (211,053) | (48,930) | (259,983) |
| Net gains / (losses) on investments | | (12,902) | – | **(12,902)** | 5,736 | – | 5,736 |
| Transfers between Funds | | 9,126 | (9,126) | **–** | – | – | – |
| **Net income / (expenditure) for the year and Net Movement in Funds** | | (82,297) | (17,631) | **(99,928)** | (205,317) | (48,930) | (254,247) |
| **Reconciliation of funds:** | | | | | | | |
| Total funds brought forward | | 682,684 | 99,572 | **782,256** | 888,001 | 148,502 | 1,036,503 |
| **Total funds carried forward** | | 600,387 | 81,942 | **682,329** | 682,684 | 99,572 | 782,256 |

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 21a to the financial statements.

**Gingerbread, the Charity for Single Parent Families**

**Balance sheet**

Company no. 402748

**As at 31 March 2023**

| | Note | £ | 2023<br>£ | £ | 2022<br>£ |
|---|---|---|---|---|---|
| **Fixed assets:** | | | | | |
| Tangible assets | 13 | | **14,183** | | 22,014 |
| Intangible assets | 13 | | **38,958** | | – |
| Investments | 14 | | **302,577** | | 314,983 |
| | | | **355,718** | | 336,997 |
| **Current assets:** | | | | | |
| Debtors | 15 | **111,438** | | 202,362 | |
| Cash at bank and in hand | | **500,282** | | 634,571 | |
| | | **611,720** | | 836,933 | |
| **Liabilities:** | | | | | |
| Creditors: amounts falling due within one year | 16 | **(285,109)** | | (273,911) | |
| **Net current assets** | | | **326,611** | | 563,022 |
| **Total assets less current liabilities** | | | **682,329** | | 900,019 |
| Creditors: amounts falling due after more than one | 18 | | **–** | | (117,763) |
| **Total net assets** | | | **682,329** | | 782,256 |
| **The funds of the charity:** | 20a | | | | |
| Restricted income funds | | | **81,942** | | 99,572 |
| Unrestricted income funds: | | | | | |
| Designated funds | | **38,958** | | – | |
| General funds | | **561,429** | | 682,684 | |
| Total unrestricted funds | | | **600,387** | | 682,684 |
| **Total charity funds** | | | **682,329** | | 782,256 |

Approved by the trustees on 8/11/2023 and signed on their behalf by

**Tom Madders**
**Chair**

**Jo Casebourne**
**Vice Chair**

Gingerbread, the Charity for Single Parent Families

Statement of cash flows

For the year ended 31 March 2023

| | Note | 2023 | | 2022 | |
|---|---|---|---|---|---|
| | | £ | £ | £ | £ |
| **Cash flows from operating activities** | | | | | |
| **Net income / (expenditure)** | | | (99,928) | | (254,247) |
| **Adjustments for:** | | | | | |
| Depreciation charges | | | 8,622 | | 9,214 |
| Net losses/ (gains) on investments | | | 12,902 | | (5,736) |
| Investment income | | | (23) | | (1) |
| (Increase) / decrease in debtors | | | 90,924 | | (116,471) |
| Increase / (decrease) in creditors | | | 15,070 | | (27,491) |
| **Net cash provided (used in)/provided by operating activities** | | | 27,568 | | (394,732) |
| **Cash flows from investing activities:** | | | | | |
| Investment income | | 23 | | 1 | |
| Purchase of fixed assets | | (791) | | (9,266) | |
| Purchase of intangible assets | | (38,958) | | – | |
| Proceeds from sale of investments | | – | | – | |
| Change in cash held in investment | | (496) | | 2 | |
| Purchase of investments | | – | | – | |
| **Net cash provided by / (used in) investing activities** | | | (40,222) | | (9,263) |
| **Cash flows from financing activities:** | | | | | |
| Cash inflows from new borrowing | | – | | – | |
| Repayments of borrowings | | (121,635) | | (10,602) | |
| **Net cash provided (used in) financing activities** | | | (121,635) | | (10,602) |
| **Change in cash and cash equivalents in the year** | | | (134,289) | | (414,597) |
| Cash and cash equivalents at the beginning of the year | | | 634,571 | | 1,049,168 |
| **Cash and cash equivalents at the end of the year** | | | 500,282 | | 634,571 |

## 1. Accounting policies

### a) Statutory information
Gingerbread is a charitable company limited by guarantee and is incorporated in England and Wales. The registered office address is Unit B, Ground Floor, Mary Brancker House, 54-74 Holmes Rd, London, NW5 3AQ.

### b) Basis of preparation
The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) - (Charities SORP FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.
Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

### c) Going concern
The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern. At that the time of writing, Gingerbread anticipates returning a moderate surplus for the year. Our projected cashflow shows a positive balance through to December 2024, and our funding pipeline is strong.

### d) Donations
Donations are recognised in the accounting period in which they are receivable.

### e) Legacies
Entitlement is taken as the earlier of the date on which either: Gingerbread is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the charity that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is a treated as a contingent asset and disclosed if material.

### f) Fundraising income
Fundraising income is shown gross of related expenditure.

### g) Investment income
Investment income is included gross or at the amounts receivable plus the attributable tax credit.

### h) Fees and sales
Fees for the supply of services and publications are recognised when earned. Income received in advance for services to be delivered in the following year is treated as deferred income and included in creditors. Deferred income in these financial statements is shown in Note 17.

### i) Donated Services
On receipt, donated gifts, professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

### j) Fund accounting
Restricted funds are subject to restrictions imposed by the donor or by the specific terms of the charity appeal. These are accounted for separately from unrestricted funds. Details of restricted funds are shown at Note 21.

Unrestricted funds are those which are not subject to restrictions. Any surpluses are available for use at the discretion of the Trustees in furtherance of the objectives of the charity. Designated funds form part of the unrestricted funds and represent amounts earmarked by the Trustees for particular purposes.

### k) Expenditure
Costs apportioned to activities include costs of staff time spent on each area of activity, costs directly incurred in order to deliver the activity, and support costs apportioned according to the ratio of staff time on the area of activity to total staff time.

## 1. Accounting policies (continued)

### l) Pension costs
The charity operates a group personal pension scheme. The assets of the scheme are held separately from those of the charity in independently administered funds. Payments in respect of current service contributions are charged in the accounts as they fall due.

### m) Operating leases
Rentals payable under operating leases are charged to the income and expenditure account as incurred.

### n) VAT
Expenditure is recorded net of VAT and any VAT not recovered from HM Revenue and Customs is recorded as irrecoverable VAT.

### o) Fixed assets
Tangible fixed assets costing more than £500 are capitalised and depreciated over their useful lives and shown in the balance sheet at cost less accumulated depreciation. Depreciation is provided at the following rate: Computers and other equipment - 25% per annum, Furniture & Fittings - 25% per annum.

Intangible Fixed assets include development costs of the website. Amortisation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expecxted useful life. The amortisation rates are as follows:
Website - Straight line over 3 years

At the end of each reporting period, the residual values and useful lives of assets are reviewed and adjusted if necessary. In addition, if events or change in circumstances indicate that the carrying value may not be recoverable then the carrying values of tangible fixed assets are reviewed for impairment.

### p) Liabilities
The accruals concept is applied. Liabilities are recognised as soon as a legal or constructive obligation arises. Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

### q) Tax status
The company is a registered charity and is not liable to Corporation Tax on its current activities.

### r) Financial instruments
The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' of FRS 102 to all of its financial instruments. Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument. Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.
With the exceptions of prepayments and deferred income all other debtor and creditor balances are considered to be basic financial instruments under FRS 102. See notes 15 and 16 for the debtor and creditor notes.

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

### t) Employee benefits
The costs of short-term employee benefits are recognised as a liability and an expense.

### u) Critical accounting estimates and areas of judgement
In preparing financial statements it is necessary to make certain judgements, estimates and assumptions that affect the amounts recognised in the financial statements.

In the view of the Trustees in applying the accounting policies adopted, no judgements were required that have a significant effect on the amounts recognised in the financial statements nor do any estimates made.

## 2 Income from donations and legacies

| | Unrestricted £ | Restricted £ | 2023 Total £ | 2022 Total £ |
|---|---|---|---|---|
| The Volant Charitable Trust | 650,000 | – | **650,000** | 600,000 |
| Donations | 348,390 | – | **348,390** | 233,122 |
| | 998,390 | – | **998,390** | 833,122 |

At 31st March 2023, the charity was the sole Trustee of the John Bruce's Will Trust, a charity registered in the UK, whose purpose is to hold and distribute monies to Gingerbread. All assets were transferred from the Trust to Gingerbread in 2014 so it is now dormant.

## 3 Information and advice services

| | Fees £ | Grants £ | 2023 Total £ | 2022 Total £ |
|---|---|---|---|---|
| Single parent helpline and advice line | 956 | 705,154 | **706,110** | 768,337 |
| Communications | – | – | **–** | 128,876 |
| | 956 | 705,154 | **706,110** | 897,213 |

Tangible and Intangible fixed assets

## 4 Training, consultancy and projects

| | Fees £ | Grants £ | 2023 Total £ | 2022 Total £ |
|---|---|---|---|---|
| [C] The National Lottery Community Fund - | 28,500 | – | **28,500** | 10,000 |
| Single parent Community Learning | – | – | **–** | 6,174 |
| | 28,500 | – | **28,500** | 16,174 |

Training consultancy and projects income includes restricted grants of £Nil (2022: £Nil)
[G] Dulverton Trust: Providing advice, information and support to single parent families outside Greater London.

## 5 Research and policy activities

| | Fees £ | Grants £ | 2023 Total £ | 2022 Total £ |
|---|---|---|---|---|
| Research and policy | – | 53,536 | **53,536** | 84,500 |
| | – | 53,536 | **53,536** | 84,500 |

Research and policy income includes restricted grants of £53,536 (2022: £84,500)

## 6 Income from investments

| | Unrestricted £ | Restricted £ | 2023 Total £ | 2022 Total £ |
|---|---|---|---|---|
| John Bruce Will Trust | – | – | **–** | – |
| Common investment fund deposit interest | – | – | **–** | – |
| Bank deposit and other interest | 23 | – | **23** | 1 |
| | 23 | – | **23** | 1 |

Total income from Government in the year was £383,595 (2022: £382,012)

## 7a Analysis of expenditure (Current year)

| | Charitable activities | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| | Raising funds £ | Information and advice services £ | Training Consultancy & Projects £ | Research and policy £ | Governance costs £ | Support costs £ | **2023 Total £** | 2022 Total £ |
| Staff costs (Note 9) | 137,282 | 774,563 | 14,469 | 128,401 | 148,421 | 163,116 | **1,366,253** | 1,523,729 |
| Direct costs | 69,168 | 129,484 | 2,800 | 47,222 | – | – | **248,675** | 262,922 |
| Management | – | – | – | – | 10,585 | 2,631 | **13,216** | 76,733 |
| Finance | – | – | – | – | – | 13,797 | **13,797** | 1,917 |
| Premises | – | – | – | – | – | 83,413 | **83,413** | 83,998 |
| IT | – | – | – | – | – | 90,401 | **90,401** | 93,143 |
| Trustee meetings | – | – | – | – | 193 | – | **193** | – |
| Audit | – | – | – | – | 17,547 | – | **17,547** | 12,769 |
| Office administration costs | – | – | – | – | – | 31,468 | **31,468** | 26,569 |
| Depreciation | – | – | – | – | – | 8,621 | **8,621** | 9,214 |
| Irrecoverable VAT | – | – | – | – | – | – | **–** | – |
| | 206,451 | 904,048 | 17,269 | 175,624 | 176,746 | 393,448 | 1,873,584 | 2,090,994 |
| Support costs | 54,688 | 297,626 | 181 | 40,953 | – | (393,448) | **–** | – |
| Governance costs | 24,567 | 133,700 | 81 | 18,397 | (176,746) | – | **–** | – |
| **Total expenditure 2023** | **285,705** | **1,335,374** | **17,531** | **234,974** | **–** | **–** | **1,873,584** | |
| Total expenditure 2022 | **284,994** | **1,480,726** | **–** | **325,274** | | | | **2,090,994** |

## 7b Analysis of expenditure (Prior year)

| | | Charitable activities | | | | | |
|---|---|---|---|---|---|---|---|
| | Raising funds £ | Information and advice services £ | Training Consultancy & Projects £ | Research and policy £ | Governance costs £ | Support costs £ | 2022 Total £ |
| Staff costs (Note 9) | 164,782 | 893,851 | – | 178,280 | 123,687 | 163,129 | **1,523,729** |
| Direct costs | 51,116 | 198,576 | – | 13,230 | – | – | **262,922** |
| Management | – | – | – | – | 67,358 | 9,375 | **76,733** |
| Finance | – | – | – | – | – | 1,917 | **1,917** |
| Premises | – | – | – | – | – | 83,998 | **83,998** |
| IT | – | – | – | – | – | 93,143 | **93,143** |
| Trustee meetings | – | – | – | – | – | – | **–** |
| Audit | – | – | – | – | 12,769 | – | **12,769** |
| Office administration costs | – | – | – | – | – | 26,569 | **26,569** |
| Depreciation | – | – | – | – | – | 9,214 | **9,214** |
| Irrecoverable VAT | – | – | – | – | – | – | **–** |
| | 215,898 | 1,092,427 | – | 191,510 | 203,814 | 387,345 | 2,090,994 |
| Support costs | 45,274 | 254,425 | – | 87,646 | – | (387,345) | **–** |
| Governance costs | 23,822 | 133,874 | – | 46,118 | (203,814) | – | |
| **Total expenditure 2022** | **284,994** | **1,480,726** | **–** | **325,274** | **–** | **–** | **2,090,994** |

## 8 Net income / (expenditure) for the year

This is stated after charging / (crediting):

| | 2023 | 2022 |
|---|---|---|
| | £ | £ |
| Depreciation | 8,622 | 9,214 |
| Operating lease rentals: | | |
| Property | 58,215 | 58,910 |
| Other | - | - |
| Auditor's remuneration (excluding VAT): | | |
| Audit | 13,700 | 11,900 |
| Under accrual from previous year | 1,466 | 366 |
| Other services | - | - |

## 9 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:

| | 2023 | 2022 |
|---|---|---|
| | £ | £ |
| Salaries and wages | 1,175,564 | 1,324,052 |
| Redundancy and termination costs | - | - |
| National insurance contributions | 126,787 | 130,895 |
| Pension costs | 56,527 | 57,950 |
| Temporary staff | - | - |
| Staff recruitment | 7,376 | 10,832 |
| | 1,366,253 | 1,523,729 |

£10,153 redundancy costs were paid as at year-end (2022: £Nil)

The following number of employees received employee benefits (excluding employer pension costs and employer's national insurance) during the year between:

| | 2023 | 2022 |
|---|---|---|
| | No. | No. |
| £60,000 - £69,999 | 3 | - |
| £80,000 - £89,999 | - | - |
| £90,000 - £99,999 | - | 1 |
| £100,000 - £109,999 | 1 | - |

The total employee benefits (including pension contributions and employer's national insurance) of the key management personnel were £366,953 (2022: £452,211)

The charity trustees were neither paid nor received any other benefits from employment with the charity in the year (2022: £nil). No charity trustee received payment for professional or other services supplied to the charity (2022: £nil).

Trustees' expenses represents the payment or reimbursement of travel and subsistence costs totalling £Nil (2022: Nil) incurred by members relating to attendance at meetings of the trustees).

## 10 Staff numbers

The average number of employees (head count based on number of staff employed) during the year was 32.7 FTE (2022: 40.0 FTE).

Staff are split across the activities of the charitable company as follows (full time equivalent basis):

| | 2023 | 2022 |
|---|---|---|
| | No. | No. |
| Raising funds | 4.6 | 4.5 |
| Information and advice services | 19.9 | 24.6 |
| Training, consultancy and projects | 0.7 | - |
| Research and policy activities | 2.1 | 4.9 |
| Support | 5.4 | 6.0 |
| | 32.7 | 40.0 |

## 11 Related party transactions

As at 31 March 2023, the charity was the sole Trustee of the John Bruce's Will Trust, a charity registered in the UK whose sole purpose is to hold and distribute monies to Gingerbread in 2014. All funds were transferred to Gingerbread from the Trust. Therefore it is now dormant.

There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties.

## 12 Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

## 13 Tangible and Intangible fixed assets

| | Fixtures and fittings £ | Computer equipment £ | **Total fixed assets £** | Website development £ | **Total intangible £** |
|---|---|---|---|---|---|
| **Cost** | | | | | |
| At the start of the year | 44,896 | 131,596 | **176,491** | - | **-** |
| Additions in year | - | 791 | **791** | 38,958 | **38,958** |
| At the end of the year | 44,896 | 132,387 | **177,283** | 38,958 | **38,958** |
| **Depreciation** | | | | | |
| At the start of the year | 44,723 | 109,755 | **154,478** | - | **-** |
| Charge for the year | 173 | 8,449 | **8,622** | - | **-** |
| At the end of the year | 44,896 | 118,204 | **163,099** | - | **-** |
| **Net book value** | | | | | |
| **At the end of the year** | **-** | **14,183** | **14,183** | **38,958** | **38,958** |
| At the start of the year | 173 | 21,841 | **22,014** | - | - |

All of the above assets are used for charitable purposes.

## 14 Listed investments

| | **2023 £** | 2022 £ |
|---|---|---|
| Fair value at the start of the year | **313,271** | 307,535 |
| Additions at cost | **-** | - |
| Disposal proceeds | **-** | - |
| Dividends and fees | **(238)** | 238 |
| Net gain / (loss) on change in fair value | **(12,664)** | 5,498 |
| | **300,369** | 313,271 |
| Cash held by investment broker pending reinvestment | **2,208** | 1,712 |
| Fair value at the end of the year | **302,577** | 314,983 |

Investments comprise:

| | **2023 £** | 2022 £ |
|---|---|---|
| UK Common investment funds | **248,198** | 264,094 |
| Shares listed on the London Stock Exchange | **52,171** | 49,177 |
| Cash | **2,208** | 1,712 |
| | **302,577** | 314,983 |

The listed investments were last valued on 31 March 2023 by Seven Investment Management (7IM).

## 15 Debtors

| | 2023 | 2022 |
|---|---|---|
| | £ | £ |
| Trade debtors | **24,670** | 3,575 |
| Other debtors | **750** | 2,611 |
| Prepayments and accrued income | **86,019** | 196,176 |
| | **111,438** | 202,362 |

With the exception of listed investments, all of the charity's financial instruments, both assets and liabilities, are measured at amortised cost.

## 16 Creditors: amounts falling due within one year

| | 2023 | 2022 |
|---|---|---|
| | £ | £ |
| Trade creditors | **81,659** | 32,440 |
| Taxation and social security | **43,645** | 53,401 |
| Accruals | **33,761** | 57,303 |
| Deferred income | **-** | - |
| Loan capital repayment | **118,257** | 121,634 |
| Other creditors | **7,787** | 9,133 |
| | **285,109** | 273,911 |

Included within other creditors is £7,739.94 in respect of pension contributions outstanding at 31 March 2023 (2022: £9,085.04).

## 17 Deferred income

Deferred income comprises income received in the year ending 31st March 2023 that relates to the next financial year. There was no deferred income as at 31st March 2023.

## 18 Creditors: amounts falling due after one year

| | 2023 | 2022 |
|---|---|---|
| | £ | £ |
| Bank loans due in 1-2 years | **-** | 117,763 |
| Bank loans due in 2-5 years | **-** | - |
| | **-** | 117,763 |

The above loan is Government funded through the Resilience and Recovery programme.

The total loan given was £250,000. The first capital payment totalling £9,889.98 was due in March 2022.

The loan is for a period of 3 years from March 2021.

Interest at 9% pa for the first year was paid by the Government, as was the initial set up fee.

Thereafter interest is charged at 6.5% pa.
Total amount repayable is £267,207.35

## 19 Pension scheme

The charity operates a group personal pension scheme (Aegon). The assets of the scheme are held separately from those of the charity in independently administered funds. Payments in respect of current service contributions are charged in the accounts as they fall due. The amount owed to the pension scheme at 31 March 2023 was £7,739.94 and 26 employees were in the scheme.

## 20a Analysis of net assets between funds (current year)

| | General unrestricted £ | Designated £ | Restricted £ | Total funds £ |
|---|---|---|---|---|
| Tangible fixed assets | 14,183 | – | – | **14,183** |
| Intangible fixed assets | – | 38,958 | – | **38,958** |
| Investments | 302,577 | – | – | **302,577** |
| Net assets | 529,778 | – | 81,942 | **611,720** |
| Current liabilities | (285,109) | – | – | **(285,109)** |
| Long term liabilities | – | – | – | **–** |
| **Net assets at 31 March 2023** | **561,428** | **38,958** | **81,942** | **682,329** |

## 20b Analysis of net assets between funds (prior year)

| | General unrestricted £ | Designated £ | Restricted £ | Total funds £ |
|---|---|---|---|---|
| Tangible fixed assets | 22,014 | – | – | **22,014** |
| Investments | 314,983 | – | – | **314,983** |
| Net assets | 737,361 | – | 99,572 | **836,933** |
| Long term liabilities | (391,674) | – | – | **(391,674)** |
| **Net assets at 31 March 2022** | **682,684** | **–** | **99,572** | **782,256** |

## 21a Movements in funds (current year)

| | At 1 April 2022 £ | Income & gains £ | Expenditure & losses £ | Gains/losses | Transfers between funds £ | At 31 March 2023 £ |
|---|---|---|---|---|---|---|
| **Restricted funds:** | | | | | | |
| **Information and advice services** | | | | | | |
| Big Lottery & Trusts Advice and Support | 88,377 | 57,000 | (142,957) | – | – | 2,420 |
| City Bridge Trust | – | 74,000 | (62,848) | – | – | 11,152 |
| DfE Family Support Services | – | 228,012 | (220,992) | – | (7,020) | |
| Garfield Weston | – | 75,000 | (24,971) | – | – | 50,029 |
| HMRC Advice and support | – | 155,583 | (153,477) | – | (2,106) | |
| Linbury | – | 50,000 | (50,000) | – | – | |
| Smallwood Trust | – | 45,000 | (45,000) | – | – | () |
| Turn2us | – | 20,558 | (2,218) | – | – | 18,340 |
| | | | | | | – |
| **Research and policy activities** | | | | | | – |
| Standard Life Foundation | 11,195 | 30,786 | (41,981) | – | – | – |
| Trust for London 3 | – | 22,750 | (22,750) | – | – | () |
| **Total restricted funds** | 99,572 | 758,690 | (767,194) | – | (9,126) | 81,942 |
| **Unrestricted funds:** | | | | | | |
| **Designated Funds** | | | | | | |
| Website Development | – | – | – | | 38,958 | **38,958** |
| **General funds** | 682,684 | 1,027,869 | (1,106,390) | (12,902) | (29,832) | **561,429** |
| **Total unrestricted funds** | 682,684 | 1,027,869 | (1,106,390) | (12,902) | 9,126 | **600,387** |
| **Total funds** | 782,256 | 1,786,559 | (1,873,584) | (12,902) | – | **682,329** |

The narrative to explain the purpose of each fund is given at the foot of the note below.

## 21b Movements in funds (prior year)

| | At 1 April 2021 £ | Income & gains £ | Expenditure & losses £ | Gains/losses £ | Transfers £ | At 31 March 2022 £ |
|---|---|---|---|---|---|---|
| **Restricted funds:** | | | | | | |
| **Information and advice services** | | | | | | |
| Big Lottery Advice and Support | 100,859 | 166,845 | (179,327) | – | – | 88,377 |
| DfE Family Support Services | – | 228,012 | (228,012) | – | – | () |
| City Bridge Trust | – | 64,300 | (64,300) | – | – | – |
| Dulverton Trust | – | – | – | – | – | – |
| Garfield Weston | – | 60,000 | (60,000) | – | – | – |
| HMRC Advice and support | – | 154,000 | (154,000) | – | – | () |
| Linbury | – | 50,000 | (50,000) | – | – | () |
| London Community Response Fund | – | – | – | – | – | – |
| Lottery Reaching Communities | – | – | – | – | – | – |
| People's Postcode Lottery | – | – | – | – | – | – |
| Smallwood Trust | – | 45,000 | (45,000) | – | – | () |
| Sports England | 36,232 | 127,126 | (163,358) | – | – | |
| | | | | | | – |
| **Research and policy activities** | | | | | | – |
| Standard Life Foundation | 7,739 | 44,000 | (40,544) | – | – | 11,195 |
| StepChange | 3,672 | – | (3,672) | – | – | () |
| Trust for London 3 | – | 40,500 | (40,500) | – | – | |
| **Total restricted funds** | 148,502 | 979,783 | (1,028,713) | – | – | 99,572 |
| **Unrestricted funds:** | | | | | | |
| **General funds** | 888,001 | 851,227 | (1,062,280) | 5,736 | – | **682,684** |
| **Total unrestricted funds** | 888,001 | 851,227 | (1,062,280) | 5,736 | – | **682,684** |
| **Total funds** | 1,036,503 | 1,831,010 | (2,090,993) | 5,736 | – | **782,256** |

**21c. Tangible and Intangible fixed assets**

Restricted funds are funds that have restrictions imposed by donors and can only be used for the particular purposes specified by the donors.

**1) Information and Advice services**

[A] HMRC: Providing tailored support to hard-to-reach single parents facing significant life events that require engagement with HMRC

[B] DfE: Providing information and advice to single parents as part of the DfE's Family Support Services

[C] The National Lottery Community Fund - Coronavirus Community Support Fund: Providing advice, information and support to single parent families

[D] The National Lottery Community Fund: Strategic development of a single parent peer support service

[E] Smallwood Trust: Providing advice and information to single parents

[F] Sport England: Working with leisure trusts to overcome barriers to single parent families' participation

[G] Dulverton Trust: Providing advice, information and support to single parent families outside Greater London.

[H] Trust for London - London Community Response Fund: Providing advice, information and support to single parent families in London

[I] City Bridge Trust: Supporting our work in London

[J] Garfield Weston: To support our newly accredited advice and information service

[K] Linbury: To support our free, expert advice and information services to single parents

[L] Turn2Us: Submit referrals for grant support to on behalf of single parents contacting Gingerbread for support through our telephone helpline

**2) Research and Policy activities**

[M] Trust for London: Research into increased work conditionality for single parents with pre-school aged children in London

[N] Standard Life Foundation: Research into experiences and outcomes for single parents who were in work at the onset of the Covid-19 crisis

[O] Step Change: Research into single parent debt

[P] Joseph Rowntree Foundation: Research into tackling single parent poverty

**22 Operating lease commitments**

The charity's total future minimum lease payments under non-cancellable operating leases is as follows for each of the following periods

| | Property | | Equipment | |
|---|---|---|---|---|
| | **2023** | 2022 | **2023** | 2022 |
| | **£** | £ | **£** | £ |
| Less than one year | **63,753** | 63,753 | **3,797** | 3,797 |
| One to five years | **318,764** | 318,764 | **-** | 6,644 |
| | **382,517** | 382,517 | **3,797** | 10,441 |

**23 Capital commitments**

There were no capital commitments at 31 March 2023.

**24 Contingent assets or liabilities**

There were no contingent assets or liabilities at 31 March 2023.

**25 Legal status of the charity**

The charity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to £1.