

THE NEONATAL NURSES ASSOCIATION
ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023

THE NEONATAL NURSES ASSOCIATION

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees

Mr P Turton
Dr J Petty
Ms K Mainwaring
Mr C P Darby
Mrs K Gallagher
Ms K Harvey
Ms E S Lakhan-Hector
Mr S Javed
Ms R McKeon-Carter
Mr E M Fowell (Appointed 6 April 2023)

Charity number

295696

Independent examiner

Oliver Read FCCA ACA
James Todd & Co Limited
1 & 2 The Barn Oldwick
West Stoke Road
Lavant
Chichester
West Sussex
PO18 9AA

Bankers

Lloyds Bank PLC

THE NEONATAL NURSES ASSOCIATION

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THE NEONATAL NURSES ASSOCIATION

CHAIRPERSON'S STATEMENT

FOR THE YEAR ENDED 31 MARCH 2023

We have had another impactful year having increased our membership offer. We launched our PhD support group for nurses considering or undertaking a PhD and hosted a mock interview session. We published resources to support members to publish their work and projects in our Journal, the Journal of Neonatal Nursing.

Our Linking Education & Research in Neonatal Care (LEARN) SIG delivered 2 sessions with further opportunities to network and collaborate across the UK.

We launched our free student membership offer ensuring the future neonatal workforce can access our support. We delivered 3 webinars for our student members on interview skills, 'Turning your Dissertation into a Publication' and making the most of the neonatal placement. We also gifted our student members free access to our annual virtual conference held in March 2023.

Our conference 'Embracing Positive Workplace Culture' attracted hundreds of delegates from around the world. It was a day full of learning, sharing and examples of excellence showcasing thought-provoking projects and work.

We ran two webinars led by our Neonatal Transport Lead Trustee, sparking interest and enthusiasm and resulting in the development of the NNA Neonatal Transport SIG that will launch May 2023. One of our Neonatal Transport Scholars 2022, Adele Farrow, delivered a webinar on their scholarship project and ran a workshop at our conference. All 7 of our scholars 2022 presented their projects at conference.

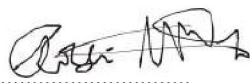
In 2023 we awarded 5 more NNA members with scholarships supporting exciting and important projects and research. We look forward to supporting their work and seeing the developments throughout 2023.

The NNA celebrated neonatal nurses, AHPs and teams in 2022/23 by giving 3 prestigious awards to acknowledge the hard work and commitment of the neonatal workforce. We received a high quality of nominations and announced the winners of the Practice Development Award, Neonatal Nurse of the Year Award and the Neonatal Team of the Year Award 2023 at our conference. We know the 2022 winners benefited from their award with lifted morale, increased recognition of their work and increased opportunities to share their learning.

2022/23 also saw the NNA collaborating on the Get it Right First Time (GIRFT) neonatal workforce report. We also worked with the Clinical Reference Group, NHS England - Health Education England - Neonatal Programme Board - National Implementation Board (NIB) - National Bereavement Care Pathway (NBCP) - RCPCH - National Neonatal Audit Programme (NNAP), Neonatal Partnership Board, CAG (Clinical Advisory Group), MIS (Maternity Incentive Scheme) and NHSR (NHS Resolution).

The NNA wrote to all 4 CNOs highlighting workforce pressures and met with the Chair of the Neonatal APPG to raise the issue of safe staffing, recruitment and retention. The NNA raised the profile of neonatal nursing and supported nurses in Wales at the Mat/Neo safety summit in Cardiff.

We have also re-established our committee in Wales and launched a regional hub in the East of England. The NNA in NI hosted an in-person workshop and will deliver their conference in April 2023.



.....
Ms R McKeon-Carter

Chairperson

Date: 18 / 12 / 2023
.....

THE NEONATAL NURSES ASSOCIATION

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2023

The trustees present their annual report and financial statements for the year ended 31 March 2023.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Charities Act 2011 and "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)" (effective 1 January 2019).

Objectives and activities

The Neonatal Nurses Association (NNA) is an independent national organisation representing neonatal nurses and steered by neonatal nurses. We promote neonatal nursing for the benefit of premature and sick newborns and their families throughout the country.

Vision

All neonatal nurses are supported to feel confident and valued in their roles to ensure all babies and their families experience optimal neonatal care.

Mission

We work to ensure every neonatal nurse is supported to be the best nurse they can be.

Values

We are open, inclusive, innovative, committed and supportive.

Our Core Aims

- All neonates and their families receive optimal care

As we work to support all neonatal nurses to be the best nurse they can be, we believe this will result in optimal care provision for all babies and families.

- Neonatal nurses' wellbeing and professional development is prioritised

The NNA offers education events, scholarships and awards to promote and celebrate professional development. The NNA consistently highlights the challenges experienced by neonatal nurses due to workforce pressures, and the lack of time and funding afforded to nurses for training and further education.

- Neonatal nurses are represented regionally and nationally

The NNA is a valued contributor representing neonatal nurses at local, national and international forums and meetings, influencing change and informing policy.

Public benefit

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

THE NEONATAL NURSES ASSOCIATION

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

NNA in NI

We are delighted that Colm Darby continued in his position as Chair of the NNA in Northern Ireland, working tirelessly to support neonatal nurses across the region. Colm has kindly provided us an update for the year below:

It is unfortunate that Northern Ireland remains without a functioning Executive or Assembly. This has impacted on NHS funding and allocation of finance priority resulting in reduced resources and support for neonatal services. The Neonatal Network of Northern Ireland remains a Non-Operational Delivery Network, reducing its ability to impact on care delivery across the region. However, with the lack of resource and funding, neonatal nurses in Northern Ireland remain dedicated to providing the best neonatal care available. The NNA has supported nurses across the region in developing their skills and knowledge to be informed of the latest evidence-based practice. The NNA in Northern Ireland joined forces with Queens University Belfast to deliver an Exchange Transfusion Workshop for neonatal nurses, delivered by neonatal nurses. The skills workshop was identified by the years previous conference attendees as an area of development and key education request.

The NNA values neonatal nurses' input in the direction of the association and through listening to the members and the workforce across the region, the committee in Northern Ireland were able to provide not just the Exchange Transfusion workshop but also the best attended Northern Ireland NNA conference to date. Interest in our conference themed around Optimising Neonatal Care spanned into the Republic of Ireland and England with delegates traveling to attend. The conference highlighted the amazing care delivery in Northern Ireland and facilitated the introduction of evidence-based practice on the PERIprem care bundles. Northern Ireland is scoping the PERIprem as a resource to improve outcomes for premature babies and as such, the NNA in Northern Ireland recognised the key role that neonatal nurses have on service development and implementation. Dr Sarah Bates and Sr Rosalind Freeman were keynote speakers at the conference and informed the delegates of benefits of PERIprem, highlighting the endorsement that the NNA has made on the service development resource.

In addition to the annual conference, the NNA in Northern Ireland hosted the All-Ireland Advanced Neonatal Nurse Practitioner forum which was supported by CHEISI. The forum gathered Advanced Nurse Practitioners working across all the neonatal units on the Island of Ireland. The forum facilitated sharing of practices, resource development and networking opportunities for ANNPs across the countries.

Northern Ireland's NNA committee are dedicated volunteers of neonatal nurses and midwives delivering neonatal care across the region. They use their resources and connections to maintain an association that responds to the needs of the neonatal nursing workforce in Northern Ireland. We look forward to the next 12 months when we can establish the NNA further across all health trusts in Northern Ireland.

NNA in Wales

This year we prepared to launch the NNA across Wales, working hard to bring together a team of like-minded professionals dedicated to supporting neonatal nurses in Wales. The new committee provides a broad range of expertise and experience, from education, senior nurses and advanced neonatal nurse practitioners.

We are delighted to be extending our support to Wales and can't wait for our official launch date later in the year.

THE NEONATAL NURSES ASSOCIATION

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

COINN and International Collaboration Update from Vice Chair Julia Petty

The NNA continues to collaborate and share learning internationally with support from our Vice-Chair Julia Petty.

Julia has attended 8 videoconference COINN Board meetings between April 2022 and April 2023.

COINN book - Julia is the lead editor for the COINN book, '[Neonatal Nursing: A Global Perspective](#)' published in June 2022 by Springer publishers.

COINN news pages - Julia liaises with the COINN Board and Elsevier publishers for the coordination of the COINN news pages for each edition of the Journal of Neonatal Nursing (JNN). She collects, reviews and submits contributions from all COINN Board members, in conjunction with the editing team and Co-Editors in chief.

European Foundation for the Care of Newborn Infants (EFCNI) - Following on from Julia being an author/reviewer and coordinating NNA endorsement of the [EFCNI Standards](#), the NNA is now one of the collaborative partners on all the Standards.

GLANCE - Julia is a member of the [GLANCE \(Global Alliance for the Newborn Care\)](#) Chair Committee. Through this activity, international collaboration and shared learning continues. Two remote meetings were attended.

Achievements and performance

NNA Awards

This year the NNA was delighted to present three awards: Neonatal Nurse of the Year, Neonatal Team of the Year, and the Practice Development Award. Each winner is recognised for their remarkable contribution to neonatal care and received £1,000 prize money to spend on optimising the neonatal journey for staff, babies and families.

Annual Conference

2023 – Embracing positive workplace culture

2 March 2023 - # NNAConf23

"Privileged to be involved in the NNA Conference 2023. Great to hear about the fabulous work being done in neonatal care."

In 2023 we welcomed over 200 delegates to our annual virtual conference 'Embracing positive workplace culture'. We heard from leading speakers throughout the day who addressed a wide range of exciting and inspiring topics. We would like to thank all the NNA scholars for adding to an excellent programme.

"So many fantastic examples of collaboration, innovation & improvements. Really well done to everyone."

As part of our commitment to supporting those considering a career in neonatal nursing, we gifted all of our student members an e-gift card that entitled them to free access to the conference.

In total, we had 264 registered delegates from across the UK and further afield, including delegates from Ireland, Canada, Portugal, Italy and Mexico.

"Fantastic day at the NNA conference. Fabulous to see so much innovation and dedication from the neonatal workforce. Great lessons learnt today... let people be heard, be kind and create an environment in which everyone can feel safe to grow."

THE NEONATAL NURSES ASSOCIATION

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

Endorsements

The NNA recognises and highlights educational events and resources through NNA endorsements. All endorsed events and resources are relevant to the continuing professional development (CPD) of neonatal nurses and AHPs, and improve the neonatal experience for staff, babies and their families.

NNA endorsement is based on a thorough review process. If you are planning an event or creating a resource that you would like us to consider, please get in touch via admin@nna.org.uk or visit our website for more information – www.nna.org.uk/endorsements

Current endorsements:

[Bereavement Training International](#) – Bereavement Training International provides specialist training for professionals to ensure families receive the best possible support and care.

[Sensory Beginnings](#) – A Neonatal Nurture Course designed to help neonatal professionals understand the role of sensory processing in early human development.

[Neonatal Transitional Care Programme](#) – A 12-week programme that provides participants with the fundamental knowledge and skills required to care for infants and families in a transitional or special care setting.

[Neonatal Practitioner Training Modules](#) – An initiative by the neonatal nutrition network for Sub-Saharan Africa.

[National Neonatal Palliative Care Project](#) – The National Neonatal Palliative Care Project aims to improve complex and palliative care, ensuring babies and their families receive equitable consistent care.

[PERIPrem](#) – Perinatal Excellence to Reduce Injury in Premature Birth (PERIPrem) is a unique perinatal care bundle of eleven interventions that demonstrate a significant impact on brain injury and mortality rates amongst babies born prematurely.

[Yorkshire & Humber Neonatal ODN](#) – The Yorkshire and Humber ODN Neonatal Foundation Programme aims to provide the newly qualified nurse with knowledge and skills that underpin neonatal nursing care.

[The Butterfly Project](#) – Online education course focusing on the feelings and experiences of parents who experience loss of one baby or more from a multiple pregnancy.

[Psychology Staffing on the Neonatal Unit](#) – Document written by the Lead Neonatal Clinical Psychologists who are funded to help implement the recommendations of the Neonatal Critical Care Review.

THE NEONATAL NURSES ASSOCIATION

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

Collaborations & Joint Working

Once again, the NNA has had the opportunity to work alongside a number of inspiring and progressive stakeholders. Our collaborations have helped us increase the reach of neonatal voices, ensuring the experience and expertise of neonatal nurses is given the opportunity to have an impact on the future of our industry.

For example, the NNA supported Bliss's Neonatal Leave campaign, and supported BAPM's call for there to be a National Neonatal Safety Champion. We also provided support for the HEE neonatal programme team by delivering 13 workshops on different areas of neonatal care to ensure their work and projects were informed by nursing insight and expertise.

Other collaborations have included:

- NHS Resolution MIS (Maternity Incentive Scheme) - NNA Chair Roisin McKeon-Carter was invited to join NHS Resolution MIS meetings and workshops. These events addressed workforce and transitional care and provided safety actions to be adhered to by all hospitals across the UK.
- Attended 2 HEE STAR workshops to inform Neonatal workforce projects.
- Collaborated with BAPM and AHP groups on the BAPM Spring conference.
- Represented by NNA Executive Karen Mainwaring within the [Transform Clinical Reference Group \(CRG\)](#).
- Contributed to the [National Neonatal Audit Programme \(NNAP\)](#) audit, which assessed whether babies admitted to neonatal units in England, Scotland and Wales received consistent, high-quality care.
- Collaborated with the Neonatal Implementation Board (NIB) via representative Claire O'Mara (former NNA Chair) to implement recommendations of the Neonatal Critical Care Review.
- Represented by NNA Chair Roisin McKeon-Carter on the [UK Neonatal Partnership Board \(NPB\)](#).
- Collaboration on the [Get It Right First Time \(GIRFT\)](#) neonatal workforce report. We continue to work against the targets within the report to promote a sustainable and skilled neonatal workforce.
- Collaborated with the [National Bereavement Care Pathway \(NBCP\)](#) to develop resources to help embed bereavement care standards in units across the UK (via member representatives)
- Worked alongside the NHS on the [NHS Resolution](#) service.
- Collaborated with BAPM and NHSE on the [Implementing the Recommendations of the Neonatal Critical Care Transformation Review](#).

THE NEONATAL NURSES ASSOCIATION

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

Member events

Over the past 12 months the NNA has delivered 13 webinars and events on a wide variety of topics including neonatal transport, publishing, student placements, ANNP supervision, the CNO research report, interview preparation and a webinar on the Twin Loss Butterfly Project.

"Great webinar this morning by @NNAUK1 on how to turn your dissertation into a publication... scary but inspirational. Thank you!!"

"Can't wait for the NNA webinar, they are always informative with expert subject matters from across the nation. Best of all it's free for members."

Our events are free for members, and some were open access with a small fee for non-members. We look forward to running a similarly varied and excited events schedule over the coming year, featuring titles highlighted by our members as being relevant and topical within the current neonatal environment.

LEARN SIG

The NNA LEARN group, which was launched in 2021, provides neonatal nurses involved in practice, education and research with the opportunity to discuss topics and advancements that shape the development of our profession.

Learn SIG meetings are held three times a year and include contributions from external speakers alongside facilitated discussion on topical themes. The subjects of this year's meetings included Sustainability in the Neonatal, which was hosted by Dr Heather Baid, and the Integration of the CNO Research Report into Nursing Education & Practice, which was hosted by Prof Jo Cooper.

As we move into our third year, we look forward to further developing our forum to encourage greater national collaboration and to continue to facilitate new research.

Transport

This year we have run a number of webinars based around neonatal transport. These included Bringing the Principles and Practices of Developmental and Family Centred Care into Neonatal Transport, and A Progress Report on the Implementation and Use of the Kangoofix/Kacoon (Kangaroo Care in Neonatal Transport).

Demand for further information and support in neonatal transport has been great. This highlights a need for more webinars and events to cover some of the topics in this area that are of the greatest interest to our members. We hope to continue to develop our transport offering in the coming year.

NNA Scholarships

Since launching in 2021, the NNA has awarded 12 scholarships to neonatal nurses and AHPs to help each winner grow professionally and personally. We have been delighted to be able to support so many exciting and progressive projects, each of which will play a part in shaping the future of our profession.

"If you have any quality improvement ideas within your neonatal teams, I highly recommend applying for one of these scholarships! The @NNAUK1 have been so supportive throughout my project and it has certainly improved patient and family care. Get your applications in quickly!"

Each of our scholarships is linked with a scholarship lead to ensure our winning member has access to support and expertise, as well as funding, throughout the duration of the project. We also host scholar meetings to allow our scholars to learn from and collaborate in other projects.

THE NEONATAL NURSES ASSOCIATION

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

Financial review

Reserves policy

It is the policy of the charity that unrestricted funds which have not been designated for a specific use should be maintained at a level equivalent to between three and six month's expenditure. The trustees consider that reserves at this level will ensure that, in the event of a significant drop in funding, they will be able to continue the charity's current activities while consideration is given to ways in which additional funds may be raised. This level of reserves has been maintained throughout the year.

Plans for future periods

It has been a busy year for the NNA as we worked hard on the foundations of our new, user-friendly website, launching our PhD support group, and extending our concessions for students.

As we move into another year, we plan to continue offering learning and collaboration opportunities to our members and non-members, which will included developing our focus on transport services, supporting ANNPs and alongside our members developing our SIG offer. We also look forward to awarding our next set of scholarships and celebrating another year of inspirational neonatal nursing with the NNA Awards.

We are excited to provide continuing support to members hoping to publish their work in the JNN, helping to ensure the continued development of neonatal care for babies and their families in the UK.

Structure, governance and management

The trustees who served during the year and up to the date of signature of the financial statements were:

Mr P Turton

Dr J Petty

Ms K Mainwaring

Mr C P Darby

Mrs K Gallagher

Ms K Harvey

Ms E S Lakhani-Hector

Mr S Javed

Ms R McKeon-Carter

Mr E M Fowell

(Appointed 6 April 2023)

THE NEONATAL NURSES ASSOCIATION

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

Other matters

Journal of Neonatal Nursing

The Journal of Neonatal Nursing (JNN) is the scientific journal of the Neonatal Nurses Association. Our bi-monthly, research-based journal is targeted at industry professionals and is exclusively concerned with the advancing care of neonates and their families. We aim to encourage progress in all areas of neonatal care, including essential practice, management, education and health promotion.

The JNN is not just for nurses; we encourage a wide range of professionals working within neonatal care to use our journal as a forum for presenting and exploring new ideas. We strongly encourage cooperation between professionals; partnerships across roles within neonatal care helps to promote innovation and provide learning opportunities to help improve the care of neonates and their families.

Tweet: "Thank you @NNAUK1 for the support to share my reflections as a neonatal parent & Service User Representative in a 3-part series in the Journal of Neonatal Nursing."

To help our members publish in the JNN, we provide online video guides that include all the information you need to turn your project into a discussion paper, research paper, case report or reflection that can be submitted to the JNN. All articles are critically reviewed by professionals working in the appropriate field.

Tweet: "My fourth published PhD paper but my first original research one! Absolutely delighted. Another step in improving outcomes for our Irish neonatal infants."

If you would like to submit your work for publishing but you have questions about the process, please contact Julia Petty (NNA Trustee) for support at julia@nna.org.uk.

The trustees' report was approved by the Board of Trustees.



Ms R McKeon-Carter

Trustee

18 / 12 / 2023

Date:

THE NEONATAL NURSES ASSOCIATION

INDEPENDENT EXAMINER'S REPORT

TO THE TRUSTEES OF THE NEONATAL NURSES ASSOCIATION

I report to the trustees on my examination of the financial statements of The Neonatal Nurses Association (the charity) for the year ended 31 March 2023.

Responsibilities and basis of report

As the trustees of the charity you are responsible for the preparation of the financial statements in accordance with the requirements of the Charities Act 2011 (the 2011 Act).

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

Independent examiner's statement

Your attention is drawn to the fact that the charity has prepared financial statements in accordance with Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has now been withdrawn.

I understand that this has been done in order for financial statements to provide a true and fair view in accordance with Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

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

- 1 accounting records were not kept in respect of the charity as required by section 130 of the 2011 Act; or
- 2 the financial statements do not accord with those records; or
- 3 the financial statements do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the financial statements to be reached.



Oliver Read FCCA ACA
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21 / 12 / 2023

Dated:

THE NEONATAL NURSES ASSOCIATION

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2023

	Notes	Unrestricted funds 2023 £	Unrestricted funds 2022 £
Income and endowments from:			
Donations and legacies	2	44,365	28,949
Other trading activities	3	18,468	40,313
Investments	4	234	18
Other income	5	200	1,517
Total income		<u>63,267</u>	<u>70,797</u>
Expenditure on:			
Raising funds	6	14,589	14,553
Charitable activities	7	67,212	48,843
Total expenditure		<u>81,801</u>	<u>63,396</u>
Net income/(expenditure) and movement in funds		(18,534)	7,401
Reconciliation of funds:			
Fund balances at 1 April 2022		179,452	172,051
Fund balances at 31 March 2023		<u>160,918</u>	<u>179,452</u>

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

THE NEONATAL NURSES ASSOCIATION

BALANCE SHEET

AS AT 31 MARCH 2023

	Notes	2023 £	£	2022 £	£
Fixed assets					
Tangible assets	12		-		1,815
Current assets					
Debtors	13	10,542		-	
Cash at bank and in hand		162,549		181,958	
		173,091		181,958	
Creditors: amounts falling due within one year	14	12,173		4,321	
Net current assets			160,918		177,637
Total assets less current liabilities			160,918		179,452
The funds of the charity					
Unrestricted funds			160,918		179,452
			160,918		179,452

The financial statements were approved by the trustees on 18 / 12 / 2023



Ms R McKeon-Carter
Trustee

THE NEONATAL NURSES ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

1 Accounting policies

Charity information

The Neonatal Nurses Association is a charity registered with the Charity Commission of England and Wales, number 295696. The Charity is governed by a Trust Deed dated 10 April 1987 as detailed in the Trustees' Report.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's Trust Deed, the Charities Act 2011, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "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)" (effective 1 January 2019). The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities not to prepare a Statement of Cash Flows.

The financial statements have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a true and fair view. This departure has involved following the Statement of Recommended Practice for charities applying FRS 102 rather than the version of the Statement of Recommended Practice which is referred to in the Regulations but which has since been withdrawn.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

THE NEONATAL NURSES ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

1 Accounting policies

(Continued)

1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Fixtures and fittings	15% straight line
Computers	25% straight line

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.8 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.9 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' 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.

THE NEONATAL NURSES ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

1 Accounting policies

(Continued)

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.10 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.11 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

2 Income from donations and legacies

	Unrestricted funds 2023 £	Unrestricted funds 2022 £
Donations and gifts	34,622	24,699
Grant income	9,743	4,250
	<u>44,365</u>	<u>28,949</u>

THE NEONATAL NURSES ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

3 Income from other trading activities

	Unrestricted funds 2023 £	Unrestricted funds 2022 £
Membership subscriptions	12,454	25,526
Conference fees	6,014	14,787
	<u> </u>	<u> </u>
Other trading activities	18,468	40,313
	<u> </u>	<u> </u>

4 Income from investments

	Unrestricted funds 2023 £	Unrestricted funds 2022 £
Interest receivable	234	18
	<u> </u>	<u> </u>

5 Other income

	Unrestricted funds 2023 £	Unrestricted funds 2022 £
Other income	200	1,517
	<u> </u>	<u> </u>

6 Expenditure on raising funds

	Unrestricted funds 2023 £	Unrestricted funds 2022 £
Fundraising and publicity		
Conference fees	14,589	14,517
Northern Ireland group	-	36
	<u> </u>	<u> </u>
	14,589	14,553
	<u> </u>	<u> </u>

THE NEONATAL NURSES ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

7 Expenditure on charitable activities

	Unrestricted funds 2023 £	Unrestricted funds 2022 £
Direct costs		
Share of support and governance costs (see note 8)		
Support	62,467	45,780
Governance	4,745	3,063
	<u>67,212</u>	<u>48,843</u>
Analysis by fund		
Unrestricted funds - general	<u>67,212</u>	<u>48,843</u>

8 Support costs allocated to activities

	2023 £	2022 £
Staff costs	35,758	23,402
Depreciation	1,816	947
Website costs	7,315	4,943
Recruitment costs	619	4,398
Admin assistance costs	3,789	3,494
Office expenses	4,002	2,779
Awards	1,139	2,143
Scholarship costs	5,619	1,703
Executive expenses	-	1,018
Webinar training costs	410	800
	<u>2,000</u>	<u>-</u>
Other expenses	-	153
Governance costs	4,745	3,063
	<u>67,212</u>	<u>48,843</u>
Analysed between:		
Unrestricted funds	<u>67,212</u>	<u>48,843</u>

THE NEONATAL NURSES ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

8 Support costs allocated to activities (Continued)

	2023	2022
	£	£
Governance costs comprise:		
Legal and professional	588	967
Accountancy	2,171	1,750
Bank fees	1,986	346
	<u>4,745</u>	<u>3,063</u>

9 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year.

10 Employees

The average monthly number of employees during the year was:

	2023	2022
	Number	Number
	<u>1</u>	<u>1</u>

	2023	2022
	£	£
Employment costs		
Wages and salaries	34,194	22,235
Other pension costs	1,564	1,167
	<u>35,758</u>	<u>23,402</u>

There were no employees whose annual remuneration was more than £60,000.

11 Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

THE NEONATAL NURSES ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

12 Tangible fixed assets

	Fixtures and fittings	Computers	Total
	£	£	£
Cost			
At 1 April 2022	798	7,266	8,064
At 31 March 2023	798	7,266	8,064
Depreciation and impairment			
At 1 April 2022	630	5,618	6,248
Depreciation charged in the year	168	1,648	1,816
At 31 March 2023	798	7,266	8,064
Carrying amount			
At 31 March 2022	168	1,647	1,815

13 Debtors

	2023	2022
	£	£
Amounts falling due within one year:		
Trade debtors	10,542	-

14 Creditors: amounts falling due within one year

	2023	2022
	£	£
Other creditors	-	933
Accruals and deferred income	12,173	3,388
	12,173	4,321

15 Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	At 1 April 2022	Incoming resources	Resources expended	At 31 March 2023
	£	£	£	£
General funds	179,452	63,267	(81,801)	160,918

THE NEONATAL NURSES ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

15 Unrestricted funds (Continued)

Previous Period:	At 1 April 2021	Incoming resources	Resources expended	At 31 March 2022
	£	£	£	£
General funds	172,051	70,797	(63,396)	179,452
	<u> </u>	<u> </u>	<u> </u>	<u> </u>

16 Related party transactions

Transactions with related parties

During the year the charity entered into the following transactions with related parties:

During the year, the charity received donations of £34,434 (2022: £24,699) from NNA Journal Limited, a company owned by the chair of the charity. At the end of the year, the charity owed the company £Nil (2022: £933).