

Charity registration number 295696 (England and Wales)

THE NEONATAL NURSES ASSOCIATION
ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

THE NEONATAL NURSES ASSOCIATION

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Dr J Petty	
	Mrs K Mainwaring	
	Mr C P Darby	
	Mrs K Gallagher	(Appointed 10 March 2025)
	Ms K Harvey	
	Ms E S Lakhan-Hector	
	Mr S Javed	
	Ms R McKeon-Carter	
	Ms T Nzirawa Oppong	
	Ms L Lewis	(Appointed 10 March 2025)
	Ms G Carter	(Appointed 10 March 2025)
Charity number (England and Wales)	295696	
Registered office	9 Riverside Wharf Dartford Kent England DA1 5TN	
Independent examiner	Oliver Read FCCA ACA James Todd & Co Limited Drayton House Drayton Lane Chichester West Sussex England PO20 2EW	

THE NEONATAL NURSES ASSOCIATION

CONTENTS

	Page
Chairperson's statement	1
Trustees' report	2 - 11
Independent examiner's report	12
Statement of financial activities	13
Balance sheet	14
Notes to the financial statements	15 - 23

THE NEONATAL NURSES ASSOCIATION

CHAIRPERSON'S STATEMENT

FOR THE YEAR ENDED 31 MARCH 2025

Message from our Chair, Katie Gallagher

It is with great honour that I present my first Chair's Report, having taken on the role at the beginning of this reporting period. Stepping into this position has been both a privilege and a responsibility, and I am deeply grateful for the opportunity to represent the Neonatal Nurses Association (NNA) during what has been an extraordinary year.

This year has been marked by significant activity across the neonatal landscape. National reports, reviews, and the launch of the 10-year plan have kept us all focused on ensuring that the voice of neonatal nursing is heard at the highest levels of decision-making. I am proud that the NNA has been present at so many meetings and groups across the UK, championing the expertise and dedication of our members.

Our Special Interest Groups have gone from strength to strength. The NNSIG successfully launched their Gastroschisis Best Practice Standard, setting a benchmark for care and collaboration. We also celebrated the launch of our Family Integrated Care SIG, further embedding family-integrated care into our professional framework. Internationally, we supported members to attend the COINN conference in Denmark, ensuring that UK neonatal nursing continues to contribute to and learn from global dialogue.

Closer to home, our sell-out two-day conference in Derby was a highlight, bringing together colleagues from across the country to share knowledge, innovation, and inspiration. We also celebrated excellence through our annual awards, recognising the outstanding contributions of neonatal nurses. Another milestone was the launch of our interactive career framework, a tool designed to support professional growth and progression and promote nurse retention and recruitment.

Finally, I extend enormous thanks to Róisín McKeon-Carter for her transformational leadership over the past three years. Her vision and commitment have laid strong foundations for us to build upon.

Together, we look forward to another year of progress, collaboration, and impact.

Message from our Chief Executive, Cheryl Titherly

This year has been exceptionally busy, and against the backdrop of national and global challenges, the NNA has achieved steady growth. Our strengthened membership offer has prompted greater engagement, ensuring that members feel supported and connected.

We have continued to prioritise both well-being and learning opportunities, delivering events that have been well received and highly valued by our community.

Most importantly, our membership has expanded. We are delighted to welcome so many new colleagues into the NNA – **The Greater our Number, The Louder Our Voice!**

Katie Gallagher
.....

Mrs Katie Gallagher

Chairperson

10 / 12 / 2025
Date:

THE NEONATAL NURSES ASSOCIATION

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2025

The trustees present their annual report and financial statements for the year ended 31 March 2025.

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 is an independent national organisation representing neonatal nurses and steered by neonatal nurses. We are a strong community who work together to enhance standards, influence policy, and promote well-being for nurses, and the babies and families they care for.

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

1. 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.

2. 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.

3. 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, informing policy and ensuring that the neonatal nursing voice is heard.

Public benefit

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

The Team

The NNA team continues to strengthen as we strive to grow the support and development opportunities we provide our members. This year we were delighted to welcome Gemma Carter and Lucie Lewis on to our Executive Board of Trustees. Lucie has joined as our NNA Cymru Chair, and Gemma has joined as Chair of the NNA in Northern Ireland – both are very welcome.

We said a fond farewell to Róisín McKeon-Chair as Chair, and Eoin Farrell as an Executive Board Member. We are incredibly grateful to Róisín & Eoin for their commitment to the NNA.

We would like to thank all our Executive Board Members for continuing to dedicate so much time and care to the increasing impact of the NNA.

THE NEONATAL NURSES ASSOCIATION

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

Our staff team of 5 (all working part time hours) remains dedicated and comprises of Becky Kennedy, Becky Hine, Stephen Henden, Kirsty de Wet and Cheryl Titherly.

NNA in Northern Ireland, Chair Gemma Carter

Helen Mushipe, NNA NI Committee Member, was supported by the NNA to attend the COINN Conference in Denmark as the NNA in Northern Ireland representative.

Victoria Craig was also supported by the NNA to attend the COINN Conference in Denmark as an NNA Grant recipient. You can read more about Victoria's experience of this conference [here](#).

NNA Cymru, Chair Lucie Lewis

Cheryl Titherly, Chief Executive of the NNA is working in partnership with Health Education and Improvement Wales (HEIW) and Chairing an All-Wales Group of neonatal nurses and educators to create an All-Wales QIS Standard document. Lucy Duncombe and NHS England have kindly given permission for the group to use the NSHE QIS Standard as a base document to promote true cross-border standards. This document will be edited and nuanced to fully reflect neonatal services across Wales.

Our Neonatal Transport SIG Chair, Patrick Turton, has been supporting 2 Wales-based NNA scholars, Claire Richards and Bethan Jones with their scholarship project.

Rhian Smith, NNA Cymru Committee Member was supported by the NNA to attend the COINN Conference in Denmark as the NNA Cymru representative. You can read more about Rhian's experience of this conference [here](#).

Lora Alexandra was also supported by the NNA to attend the COINN Conference in Denmark as an NNA Grant recipient. You can read more this under 'NNA Grants'.

Achievements and performance

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:

[Feeding Your Baby Breastmilk, Produced by TOFS](#) – Breastfeeding guide produced for TOFS by Kate Yardley, Registered Midwife and parent of a child born with OA/TOF.

[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.

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

[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.

[Lactation After Loss: Choices for Bereaved Parents](#) - In this two-week course from The Newcastle upon Tyne Hospitals' NHS Foundation Trust, learn how to help parents understand their lactation options following pregnancy and baby loss.

THE NEONATAL NURSES ASSOCIATION

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

[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.

[Speech and Language Therapy in Neonatal Care](#) – This review paper has been written on behalf of The Royal College of Speech and Language Therapists (RCSLT).

A guide on how to implement a communication tool for pain management in your NNU: This is a guide to implementing an evidence-based communication tool about procedural pain estimation and management for neonatal staff and parents in your NNU called Prepare, Support, Protect.

NOAH: An innovative approach to managing suspected early-onset infection in newborns. Neonatal Oral Antibiotics at Home (NOAH) allows eligible newborns with suspected early-onset infection (EOI) to transition from intravenous (IV) antibiotics in the hospital to oral antibiotics at home after 36 hours.

Collaborations & Joint Working

The NNA has continued to collaborate with many innovative and inspiring partners over the past year. These opportunities have enabled us to amplify neonatal voices and ensure that nurses are able to use their expertise and experience to influence change and shape the future of our profession.

Collaboration remains at the heart of our work. We represent neonatal nurses at regional and national meetings and forums, offering insight and perspective on behalf of our members. We actively encourage individuals and organisations to engage with the nursing voice when developing guidance, drafting documents, or making decisions that affect the neonatal workforce, babies, and families.

Through our members, the NNA provides that vital voice - ensuring neonatal nursing expertise is recognised, valued, and embedded in the decisions that matter most.

Examples of the collaborations from the financial year 2024/25 include:

- NHS Resolution MIS (Maternity Incentive Scheme) – represented by NNA Member Dianne Keeling and NNA Executive Member Kelly Harvey
- Represented by NNA Executive Member Kelly Harvey within the [Transform Clinical Reference Group \(CRG\)](#).
- Collaborated with the Neonatal Implementation Board (NIB) via representative Katie Gallagher (NNA Chair) to implement recommendations of the Neonatal Critical Care Review.
- Represented by NNA Chair Katie Gallagher on the [UK Neonatal Partnership Board \(NPB\)](#).
- Collaborated with the [National Bereavement Care Pathway \(NBCP\)](#) to help embed bereavement care standards in units across the UK, represented by 2 NNA members: Jacqueline Johnstone & Jo Cookson
- Worked alongside the NHS on the [NHS Resolution](#) service.
- Collaborated with Progress in Partnership ([PIP](#)) on 2 unit listening events. Represented by NNA Executive Member Colm Darby & Katie Gallagher, Chair of the NNA
- Working with the Maternity and [Neonatal](#) Stakeholder Council, represented by Katie Gallagher, Chair of the NNA
- Collaborated with NHSE to inform their QIS Standards, represented by Executive Member, Kelly Harvey.
- Worked in Partnership with Health Education and Improvement Wales (HEIW) and neonatal nurses and educators across Wales to create the All-Wales QIS Standard document, represented by NNA Chief Executive, Cheryl Titherly

THE NEONATAL NURSES ASSOCIATION

TRUSTEES' REPORT (CONTINUED)

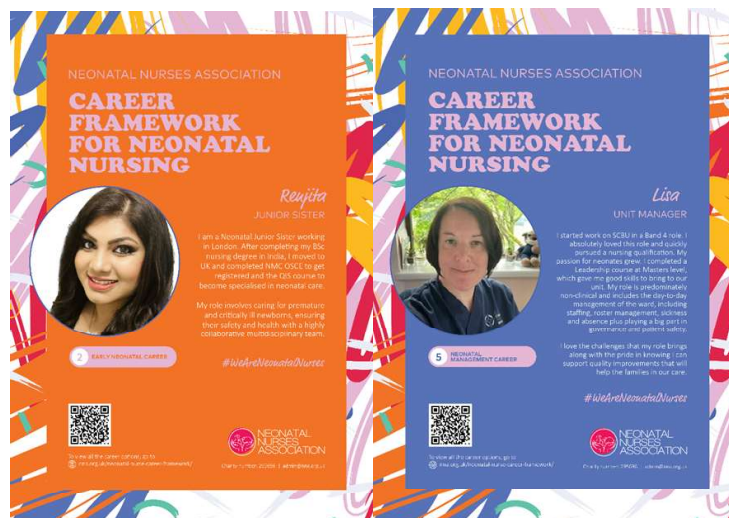
FOR THE YEAR ENDED 31 MARCH 2025

- Worked in partnership with BAPM to develop their integrated framework for palliative care in perinatal medicine, represented by Executive Member Katie Gallagher.
- Supported BAPM's work to create their framework around pain management, represented by NNA member Maria Pureza Laudiano-Dray.
- Collaborated with [NNAP](#) (Data Group) via 2 member representatives Catherine Nash & Jacqueline Johnstone and on their Project board, represented by NNA Executive Member, Colm Darby.
- Collaborated with the Race Health Observatory, represented by NNA Executive Member, Tendai Nzirawa
- Collaborating with BAPM to create their framework in Developmental Care, represented by NNA Members Ailie Hodgson and Debbie Hunt
- HBIg in infants < 1.5kg guidance development group, represented by NNA Member Jeanette Moore
- We supported research through the Kangaroo Care Expert Advisory Group, represented by NNA Member Victoria Craig
- We supported the COLLABORATE Study, represented by NNA Member Di McCarter
- We have worked closely with the Council of International Neonatal Nurses (COINN), represented by NNA Executive Member Julia Petty
- We have supported the Avoidable Brain Injury in childbirth steering group, represented by NNA Member Mary Anne Ryan
- We are represented on the Steering Board of the National Neonatal Research Database ([NNRD](#)) by NNA Chair, Katie Gallagher

Interactive Career Framework for Neonatal Nursing

Through our collaboration with GIRFT (Getting It Right First Time), and with the leadership of NNA Executive Member Kelly Harvey (Lead Nurse on the GIRFT Neonatal Workforce Report) we are proud to launch our Interactive Career [Framework](#) for Neonatal Nursing this year.

The Framework highlights the breadth of roles within the specialty, designed to support recruitment and retention by showcasing the diverse opportunities available to neonatal nurses. It features neonatal nurses sharing their own experiences, alongside resources tailored to the different career pathways within the profession.



THE NEONATAL NURSES ASSOCIATION

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

Member Events

"Study days are expensive and getting funding can be complicated. Neonatal nurses who are part of NNA can access lots of cheap or free study days", NNA Member

This year we have hosted more than 40 online and in person events covering a wide range of topics including Caring for Extreme Preterm Infants, Lactation after Loss, Supporting Families after an H.I.E event and The Neonatal Journey from the Sibling perspective. We have also offered many sessions to provide safe spaces to discuss, understand and improve staff wellbeing in addition to practical sessions on submitting abstracts and managing ANNP portfolios. 1,600 delegates registered for these events over the year.

'Fantastic webinar, really useful for practice. Looking forward to sharing the learning with colleagues.' (Attendee, Lactation after Loss)

'Thank you for providing this free education and continuing to influence professionals in their approach to neonatal care! It makes a huge difference!' (Attendee, Sensory Beginnings)

'All the topics covered in this webinar were all very helpful to gain more knowledge and skills' (attendee, NNSIG Gastroschisis)

'Great presentation and such important work to share.' (Attendee, Pain Management)

NNA ANNP and Annual Conference

This year we held our first in-person 2-day conference, which sold out on both days. We had great support from our sponsors and are incredibly grateful to our speakers, workshop leads and conference planning teams.

Both days evaluated very well and left delegates feeling supported and energised. You can see further feedback [here](#).



NNA Scholarships

We launched our scholarships in 2021 and since then we have had the privilege to provide support for 23 members and their important projects. Find out more about this year's winners below.

THE NEONATAL NURSES ASSOCIATION

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

Research Scholarship - Jannine Hingley

ATAIN (2017) are focusing on four areas of improvements, not only to reduce term admission rate, but to improve the care of jaundice, hypoglycaemia, respiratory conditions and asphyxia. A retrospective audit has been devised of all term babies born over 37 weeks and admitted to the neonatal unit. The data was analysed in concordance with the guidance for clinical review team questions (ATAIN 2017). Within this data it was evident that a group of baby's had a neonatal admission for less than twenty-four hours. The aim of this was to identify common reasons for admissions, identify factors or risks leading to admissions and if the admission was avoidable.

Within this audit we aimed to capture the babies who had an admission for less than twenty-four hours on neonates. The authors wanted to establish:

- Common reasons for admission
- Factors or risks leading to the admission
- How long the neonates were admitted for
- Was the admission avoidable, or would it have been avoidable with an enhanced TC.

Research Scholarship - Yoko Nishimura

I have been working as a neonatal nurse for 10 years in a level 3 unit in central London. Last year, I had an opportunity to work as a research nurse on a secondment. The research was about neonatal nurse retention which was very interesting and I realised our voices need to be heard more, to keep going the amazing work we all do for the babies and their family.

I received NNA research scholarship this year to conduct a qualitative study on neonatal nurses in England and Wales to further understand their experiences on job satisfaction, burnout and intent to stay.

The shortage in neonatal nursing workforce is a matter of grave concern. In the U.K. overall 20% of shifts in neonatal unit are currently inadequately staffed. The levels of appropriate nurse staffing are worse in NICUs (level 3) at 66.5% compared to SCUs at 87.1% (RCPCH, 2024). Nursing staff shortage is a real threat to safe patient care.

This study will supplement Neonatal nursing retention study, a quantitative study using online survey to measure job satisfaction, burnout and intent to stay for neonatal nurses in England and Wales which is conducted by Dr. Chant at UCL (Chant, K. et al., 2024). The study received almost 1,600 responses across England and Wales (Thank you to all of you who participated!), and currently undertaking statistical analysis of the data. In this survey, more than 400 neonatal

nurses had additional comments which demonstrate their willingness to share further information on their experiences, however due to the nature of the study it was not possible to do this.

The aim of this study is therefore to explore nurses' experiences of being a neonatal nurse and their satisfaction, challenges and intent to stay.

Neonatal Surgery Scholarship - Rhiannon Jones

The Surgical NNA scholarship is giving me the opportunity to work with parents, charities, support groups and neonatal surgical units to write several information leaflets on neonatal surgical conditions and construct a centralised resource location for parents and clinical staff.

Shared Learning and Best Practice Scholarship - Robyn Wilson

My name is Robyn and I currently work on a level 3 intensive care neonatal unit in the North East of England as an Advanced Neonatal Nurse Practitioner. For the last 4.5 years I have also worked voluntarily for a charity called Born on the Edge with the Newborn Care Training Course group. We are a group of nurses/doctors based across Sub-Saharan Africa and have developed a 15 module training course for healthcare professionals in Sub-Saharan Africa including topics such as resuscitation, fluids, sepsis. We have currently taught this course to 750 healthcare workers across Uganda, Kenya and Malawi. With the award of this scholarship, I plan to attend a local centre in either Uganda or Kenya to teach this course in

THE NEONATAL NURSES ASSOCIATION

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

person, this will also help to strengthen my relationships within the group. I would love to be able to return to the UK and disseminate this teaching to bring awareness of low-resource neonatal teaching on a local, regional and national level.

I am incredibly grateful for this opportunity from the Neonatal Nurses Association and hope to get the most out of this experience over the next 12 months.

Professional Development Scholarship - Richard Macaso

Neonatal Transport Scholarship, funded by the Kate Farrer Foundation

This year's scholarship has been awarded to project-group of the Transport Special Interest Group to great a Toolkit to support all transport teams across the UK to embed Kanagroo Cuddle Position in Neonatal Transport. This was a scholarship project originally funded by the Kate Farrer Foundation in 2021. This scholarship will help disseminate and embed this practice promoting FiCare and improved outcomes during neonatal transfers.

NNA Grants

This year we launched our NNA Grants. These were offered to NNA members who had submitted an abstract to the COINN conference in Denmark. Winners were supported to attend the conference to showcase their work on an international platform.

The winners of our 2 NNA Grants were NNA members Lora Alexandra and Victoria Craig.

Lora said:



This was my first nursing conference, let alone an international conference. It was much easier to submit a poster and apply for a scholarship than I thought.

I met wonderful people who are all focused on improving neonatal care, gained a global perspective and brought so much information back for evaluation.

I felt nervous and very junior going, but everyone was so welcoming and enthusiastic.

Thank you to the Neonatal Nurses Association for the Grant to attend, and to Lucie Lewis for her support.

Victoria Craig was also supported by the NNA to attend the COINN Conference in Denmark as an NNA Grant recipient. You can read more about Victoria's experience of this conference [here](#).

Special Interest Groups

'The NNA brings together colleagues from the neonatal specialism. The Special Interest Groups are relevant to the specialism and so valuable' NNA Member

THE NEONATAL NURSES ASSOCIATION

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

Financial review

The NNA has enjoyed another year of financial stability, supported consistently by the *Journal of Neonatal Nursing*. Income from membership fees has increased, reflecting the appeal of our strengthened member offer and the value it provides.

This has been a year of investment and growth. We have invested directly in our members by awarding scholarships and grants throughout 2024/25. In line with our enhanced offer, we reviewed and updated our reserves policy, while also working to diversify income streams to safeguard financial resilience in what remains a challenging environment for charities.

Membership fees have been held at £45 for several years to maximise accessibility to the benefits of NNA membership. However, to ensure long-term sustainability, we will need to consider a modest increase in the coming year.

Despite global and national pressures, including the cost-of-living crisis and the strain on the neonatal workforce, the NNA performed strongly in 2024/25. Our continued growth in membership is a testament to the work we are able to deliver with your support.

This year's financial statement covers the period 1 April 2024 to 31 March 2025. We are pleased to confirm that the NNA enters the next financial year in a secure and stable position.

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

As we look ahead to the next 12 months, the NNA will enter a period of listening and review as we finalise our new three-year strategy. This work has already been shaped by valuable input from members and stakeholders through our recent member survey and focus groups. We are eager to continue involving you in defining the future priorities of the NNA. Alongside this, we will take time to reflect on what has been achieved and to celebrate our progress and successes.

In the year ahead, we are committed to creating opportunities for both members and non-members to grow personally and professionally. Our awards, Special Interest Groups, and programme of learning events will continue to provide spaces for development, collaboration, and recognition.

We will also support members to share their expertise more widely, whether through publishing in our Journal, writing blogs, or otherwise highlighting the outstanding work neonatal nurses deliver every day across the UK. By showcasing these contributions, we aim to raise the profile of neonatal nursing through recognition and celebration.

Finally, we will ensure that the voice of neonatal nurses is heard at every level of decision-making. Involving nurses from the outset in projects, research, guidance, and frameworks is essential to creating family-centred, sustainable plans that truly deliver for those we care for.

THE NEONATAL NURSES ASSOCIATION

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

Structure, governance and management

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

Dr J Petty

Mrs K Mainwaring

Mr C P Darby

Mrs K Gallagher

(Appointed 10 March 2025)

Ms K Harvey

Ms E S Lakhan-Hector

Mr S Javed

Ms R McKeon-Carter

Mr E M Fowell

(Resigned 3 February 2025)

Ms T Nzirawa Oppong

Ms L Lewis

(Appointed 10 March 2025)

Ms G Carter

(Appointed 10 March 2025)

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. This year, the journal has continued to grow in popularity and remains at the forefront of neonatal research. We aim to encourage progress in all areas of neonatal care, including essential practice, management, education and health promotion.

The JNN strongly encourages 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.

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.

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

Dear members

We extend our heartfelt thanks to all NNA members for the vital role you play in our shared successes. Your commitment and support have enabled us to represent neonatal nurses with strength and clarity at both regional and national levels.

It has been a joy to collaborate with you through our events, Special Interest Groups, scholarships, and online platforms, where your contributions continue to inspire and drive progress.

Looking ahead, we are excited to welcome many of you to our next ANNP and Annual Conference in October, which is always a highlight in our calendar and a chance to connect, learn, and celebrate together.

As we move into the coming year, we remain dedicated to strengthening and growing the NNA. We look forward to working alongside our remarkable neonatal workforce to shape the future of neonatal care, ensuring that the voice of nurses continues to be heard and valued at every level.

THE NEONATAL NURSES ASSOCIATION

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

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

Katie Gallagher
.....

Mrs K Gallagher
Trustee

10 / 12 / 2025
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 2025.

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.

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

Independent examiner's statement

Your attention is drawn to the fact that the charity has prepared the financial statements in accordance with the relevant version of the Statement of Recommended Practice applicable to charities preparing their financial statements 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 the financial statements to provide a true and fair view in accordance with UK Generally Accepted Accounting Practice.

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 Charities Act 2011.
- 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 financial statements set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the financial statements 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
James Todd & Co Limited
Drayton House
Drayton Lane
Chichester
West Sussex
PO20 2EW
England

Dated: 11 / 12 / 2025

THE NEONATAL NURSES ASSOCIATION

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2025

		Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
	Notes						
Income and endowments from:							
Donations and legacies	2	61,547	240	61,787	52,643	8,234	60,877
Other trading activities	3	95,974	4,050	100,024	43,134	-	43,134
Investments	4	1,777	-	1,777	1,793	-	1,793
Other income	5	2,955	-	2,955	955	-	955
Total income		<u>162,253</u>	<u>4,290</u>	<u>166,543</u>	<u>98,525</u>	<u>8,234</u>	<u>106,759</u>
Expenditure on:							
Raising funds	6	56,245	-	56,245	14,853	-	14,853
Charitable activities	7	115,485	60	115,545	116,309	1,845	118,154
Total expenditure		<u>171,730</u>	<u>60</u>	<u>171,790</u>	<u>131,162</u>	<u>1,845</u>	<u>133,007</u>
Net income/(expenditure) and movement in funds		(9,477)	4,230	(5,247)	(32,637)	6,389	(26,248)
Reconciliation of funds:							
Fund balances at 1 April 2024		<u>128,281</u>	<u>6,389</u>	<u>134,670</u>	<u>160,918</u>	<u>-</u>	<u>160,918</u>
Fund balances at 31 March 2025		<u>118,804</u>	<u>10,619</u>	<u>129,423</u>	<u>128,281</u>	<u>6,389</u>	<u>134,670</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 2025

	Notes	2025 £	£	2024 £	£
Current assets					
Debtors	13	21,849		11,515	
Cash at bank and in hand		129,309		142,684	
		<u>151,158</u>		<u>154,199</u>	
Creditors: amounts falling due within one year	14	<u>(21,735)</u>		<u>(19,529)</u>	
Net current assets			129,423		134,670
			<u><u>129,423</u></u>		<u><u>134,670</u></u>
The funds of the charity					
Restricted income funds	15		10,619		6,389
Unrestricted funds	16		118,804		128,281
			<u>129,423</u>		<u>134,670</u>
			<u><u>129,423</u></u>		<u><u>134,670</u></u>

The financial statements were approved by the trustees on 10 / 12 / 2025

Katie Gallagher

Mrs K Gallagher
Trustee

THE NEONATAL NURSES ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

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 Basis of preparation

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.

Membership income is deferred in accordance with the length of the membership.

THE NEONATAL NURSES ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

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:

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 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.

1.8 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.

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.

THE NEONATAL NURSES ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

1 Accounting policies

(Continued)

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.

1.9 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.

1.10 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 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Donations and gifts	55,547	240	55,787	31,907	3,734	35,641
Grant income	6,000	-	6,000	20,736	4,500	25,236
	<u>61,547</u>	<u>240</u>	<u>61,787</u>	<u>52,643</u>	<u>8,234</u>	<u>60,877</u>

THE NEONATAL NURSES ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

3 Income from other trading activities

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Membership subscriptions and sponsorships	43,030	4,050	47,080	25,487	-	25,487
Fundraising events	52,944	-	52,944	17,647	-	17,647
Other trading activities	95,974	4,050	100,024	43,134	-	43,134

4 Income from investments

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Interest receivable	1,777	1,793

5 Other income

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Other income	2,955	955

6 Expenditure on raising funds

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Fundraising and publicity		
Seeking donations, grants and legacies	-	727
Staging fundraising events	56,245	14,126
	56,245	14,853

THE NEONATAL NURSES ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

7 Expenditure on charitable activities

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Direct costs		
Charitable expenditure	60	1,845
Share of support and governance costs (see note 8)		
Support	111,292	107,667
Governance	4,193	8,642
	<u>115,545</u>	<u>118,154</u>
Analysis by fund		
Unrestricted funds - general	115,485	116,309
Restricted funds	60	1,845
	<u>115,545</u>	<u>118,154</u>

8 Support costs allocated to activities

	2025 £	2024 £
Staff costs	71,759	58,995
Website costs	7,049	14,674
Recruitment costs	-	640
Admin assistance costs	5,537	5,739
Office expenses	6,453	7,516
Awards	853	2,800
Scholarship costs	1,712	1,919
Webinar training costs	7,429	10,264
Editor fees	10,500	5,000
Governance costs	4,193	8,762
	<u>115,485</u>	<u>116,309</u>
Analysed between:		
Unrestricted funds	<u>115,485</u>	<u>116,309</u>

THE NEONATAL NURSES ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

8 Support costs allocated to activities (Continued)

	2025	2024
	£	£
Governance costs comprise:		
Audit fees	1,008	960
Legal and professional	69	616
Accountancy	1,386	1,320
Bank fees	1,730	5,866
	<u>4,193</u>	<u>8,762</u>

9 Net movement in funds

	2025	2024
	£	£

The net movement in funds is stated after charging/(crediting):

Fees payable for the independent examination of the charity's financial statements	1,008	960
	<u></u>	<u></u>

10 Trustees

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

11 Employees

The average monthly number of employees during the year was:

	2025	2024
	Number	Number
	3	2
	<u></u>	<u></u>

Employment costs	2025	2024
	£	£
Wages and salaries	70,486	57,747
Other pension costs	1,273	1,248
	<u>71,759</u>	<u>58,995</u>

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

12 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 2025

13 Debtors

	2025	2024
	£	£
Amounts falling due within one year:		
Trade debtors	21,849	11,515

14 Creditors: amounts falling due within one year

	2025	2024
	£	£
Other taxation and social security	1,944	2,082
Trade creditors	4,822	-
Other creditors	257	236
Accruals and deferred income	14,712	17,211
	21,735	19,529

15 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	At 1 April 2024	Incoming resources	Resources expended	At 31 March 2025
	£	£	£	£
University Hospital Plymouth	4,500	-	-	4,500
National Neonatal Surgical Interest Group	1,889	240	(60)	2,069
University Hospital Bristol and Weston	-	4,050	-	4,050
	6,389	4,290	(60)	10,619

Previous year:

	At 1 April 2023	Incoming resources	Resources expended	At 31 March 2024
	£	£	£	£
University Hospital Plymouth	-	4,500	-	4,500
National Neonatal Surgical Interest Group	-	3,734	(1,845)	1,889
	-	8,234	(1,845)	6,389

The Neonatal surgical group previously operated independently. During the year agreement was reached to incorporate the membership within The NNA and the special interest group is to be operated in cooperation with us. Funds were transferred to NNA, and these have been restricted to only be available for NNSIG expenses.

THE NEONATAL NURSES ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

15 Restricted funds

(Continued)

University Hospitals Plymouth agreed funding to provide free 1 year memberships with the NNA. This may only be used for this purpose.

16 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 2024	Incoming resources	Resources expended	At 31 March 2025
	£	£	£	£
General funds	128,281	162,253	(171,730)	118,804
	<u> </u>	<u> </u>	<u> </u>	<u> </u>

Previous year:	At 1 April 2023	Incoming resources	Resources expended	At 31 March 2024
	£	£	£	£
General funds	160,918	98,525	(131,162)	128,281
	<u> </u>	<u> </u>	<u> </u>	<u> </u>

17 Analysis of net assets between funds

	Unrestricted funds	Restricted funds	Total
	2025	2025	2025
	£	£	£
At 31 March 2025:			
Current assets/(liabilities)	118,804	10,619	129,423
	<u> </u>	<u> </u>	<u> </u>
	118,804	10,619	129,423
	<u> </u>	<u> </u>	<u> </u>

	Unrestricted funds	Restricted funds	Total
	2024	2024	2024
	£	£	£
At 31 March 2024:			
Current assets/(liabilities)	128,281	6,389	134,670
	<u> </u>	<u> </u>	<u> </u>
	128,281	6,389	134,670
	<u> </u>	<u> </u>	<u> </u>

THE NEONATAL NURSES ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

18 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 £55,247 (2024: £31,846) from NNA Journal Limited, a company under the control of the chair of the charity. At the end of the year, the charity owed the company £Nil (2024: £Nil).